Welsh Language Standards Annual Report
August 2022 - July 2023

Introduction

This document is a report on the period from **1 August 2022 - 31 July 2023**.

Since 1 April 2018, Welsh universities are required to comply with the Welsh Language Standards (No. 6) Regulations 2017 which were established under the Welsh Language (Wales) Measure 2011.

The Welsh Language Standards explain how the University is expected to provide specific services through the medium of Welsh, ensuring that the Welsh language is not treated less favourably than the English language. Universities are required to publish an Annual Report on their compliance with the Standards.

In accordance with the requirements of the Standards, the annual report notes how we complied with the Welsh Language Standards, and includes the required information listed below.

- **Compliance with the Standards**
  How the University has complied with the service delivery standards, policy standards and operational standards during the year.

- **Welsh Language Skills of the Workforce**
  The number of employees who have Welsh language skills at the end of the year in question.

- **Training**
  The number of staff who attended training courses offered in Welsh during the year; and if a Welsh version of a course was offered during the year, the percentage of the total number of staff who attended the Welsh version of the course.

- **Posts**
  The number of new and vacant posts that were advertised during the year which were categorised as posts where —
  - ➤ Welsh language skills were essential,
  - ➤ Welsh language skills needed to be learnt on appointment to the post,
  - ➤ Welsh language skills were desirable, or

➢ Welsh language skills were not necessary.

- **Complaints**
  The number of complaints that were received during the year which related to compliance with the service delivery standards, policy standards and operational standards.

This report has been approved by the University Council for publication on our website www.aber.ac.uk/en/cgg

Appendix 1 includes descriptions of the Welsh Language Skill Levels (A0 - C2) referred to in this report, and **appendix 2** includes a description of the Learn Welsh levels (Entry – Proficiency).

Developments in 2022-23

The Welsh Language and Culture Sub-Strategy 2019-2023

This is the fourth year of implementing the Welsh Language and Culture Sub-Strategy 2019-2023.

The aim of the sub-strategy is to highlight the main activities that make Aberystwyth University (AU) an ambitious bilingual institution which facilitates and promotes the use of the Welsh language.

During 2022-23 events were arranged to celebrate the Welsh language as part of the University's 150th celebrations. The 2022 National Eisteddfod in Ceredigion was the start of the University's 150th celebration year and was the focus of the University's programme of events at the weeklong Eisteddfod.

The ['Pennies of the People'](Pennies of the People) publication was launched in October 2022 to mark the University's 150th anniversary. A bilingual publication, it contains a wealth of stories which tell the history of the University through 150 objects, with the Welsh language and culture featuring prominently throughout. Among the articles is the history of Pantycelyn Hall, UMCA, the development of bilingualism and simultaneous translation policies at Aberystwyth University; as well as stories of the 1963 Trefechan Bridge first Welsh language rights protest, developments in teaching Welsh, the work of T.H Parry Williams and Waldo Williams.

The ['Gig Mawr' (The Big Gig)](Gig Mawr) was held in the Great Hall on 15 October 2022 to celebrate the University's Welsh language music heritage, with the line-up featuring a host of artists and bands who have been alumni of the University.

To coincide with 'Gig Mawr 150' a special exhibition ['Pop Aber'](Pop Aber) was held in the Arts Centre. The Centre for Welsh Language Services collaborated with the National Library Archive Service, and the exhibition included the photographs and record covers of over 30 artists, along with a collection of UMCA gig posters spanning decades. The exhibition was also

displayed again as part of the Welsh Language Music Day celebrations in February 2023, and has now moved permanently to Pantycelyn.

Welsh-medium Academic Sub-Strategy 2022-27

Following a period of consultation, in 2022 the new Welsh-medium academic sub-strategy was published to expand and develop our Welsh-medium provision, research, academic activities and the bilingual ethos of the University campus. The sub-strategy is the basis to increase opportunities for bilingual students to use their Welsh skills and to increase our Welsh-medium provision including increasing the numbers of students studying in Welsh.

Aberystwyth University Welsh Language Awards 2022

The winners of the [Aberystwyth University Welsh Language Awards](#) were announced in October 2022 to coincide with Diwrnod Shwmae *(Shwmae Day)* and the [Gig Mawr 150](#) event as part of the University's 150th Celebrations. The awards were held at the Arts Centre and was the first in-person Welsh language Award event since 2019.

Four winners were selected for the following awards:

- **Exceptional Learner (Staff)** – Dr Ben Ó Ceallaigh
- **Promoting the Welsh language in the Workplace** – Eirian Richards
- **Welsh Medium Study Award** – Jasmine Mills
- **Welsh Language Champion (Student)** – Luke Blaidd

The winners received a personal *englyn* poem from Dr Eurig Salisbury and Professor Mererid Hopwood from the Department of Welsh and Celtic Studies.

In addition to the winners above, the adjudicating panel presented a Certificate of Special Recognition to students Cairan Hughes, Department of Law and Criminology; Margaret Gwenllian Jenkins, Department of Life Sciences; and to staff members Caroline White, Student Support Services; Dr Angharad James, Department of Law and Criminology; and Neil Morgan, Estates, Facilities and Residences, for their commitment to the Welsh language.

The nominations for the 2023 Awards opened on St David's Day and the awards are scheduled to take place in October 2023.

Defi Fet Scholarship

At the National Eisteddfod 2022 the University and the Coleg Cymraeg Cenedlaethol launched a new scholarship for students studying Veterinary Science in Welsh. Scholarship winners will be expected to study at least 40 credits a year in Welsh and take part in Welsh-medium activities, assist fellow students to learn Welsh, complete written assessments in Welsh and take 50% of their Animal Husbandry Extra-Mural Studies (AHEMS) on Welsh farms.
https://www.aber.ac.uk/en/study-with-us-ug-studies/scholarships/veterinary-science/2023/

'Understanding the Requirements of the Welsh Language Standards' Training Sessions

The Centre for Welsh Language Service continued with a series of training sessions focusing on implementing and understanding the requirements of the Welsh Language Standards. 8 sessions (4 in Welsh, 4 in English) were delivered during the year to raise awareness of the requirements of the Standards and to the University's commitments to providing bilingual services to students and staff.

'Sesiynau Sgwrsio' (Welsh Chat Sessions)

During the year a number of regular informal Welsh chat sessions have been held to give staff the opportunity to use their Welsh skills. The following sessions are arranged for Welsh learners and speakers of all levels.

- **Chat Session all levels**
  Arts Centre 1-1:30pm, Thursdays every 2 weeks.
- *Cinio Cymraeg* **(Welsh Lunch) all levels**
  Food Hall, 12:30pm Wednesdays every 3 weeks.
- **Foundation level chat session**
  Zoom 1:30-2pm, Tuesday every week.
- **Entry level chat session**
  Zoom 2:15-2:45pm, Tuesday every week.
- **Entry level chat session**
  Zoom 12-12:30pm, Wednesday every week.

Professional Services Department Welsh Language Plans

Since 2020-21, Professional Services departments have had Welsh Language Plans that includes a series of objectives that are updated annually.

The purpose of these plans is to assess our compliance with the requirements of the Welsh Language Standards, and to identify new opportunities within departments to promote the Welsh language and its culture during the year.

The work of engaging with departments to identify further opportunities in 2023-24 has restarted in **June 2023**. As part of the work, departments will provide an update on their 2022 objectives. Looking at the 2020 and 2021 responses, they showed a fairly positive picture of compliance and awareness of the requirements of the Welsh Language Standards. As we receive departmental responses for 2023 during July, the Centre for Welsh Language Services will engage with departments to discuss any specific challenges or opportunities to promote the use of Welsh.

Furthermore, the plans provide a breakdown of staff Welsh language skills (by level) and are therefore a way of measuring and discuss any specific challenges or opportunities in providing bilingual services and increasing the bilingual capacity of departments.

Actions following the last Staff Welsh Language Use Survey

In September 2022 the University Executive and Senate approved new actions following the Staff Welsh Language User Survey (October 2021). Work started on implementing these actions during the year, and this is expected to continue during 2023-24. The next Staff Welsh Language Use Survey is scheduled for November 2023.

In 2023, the Centre for Welsh Language Services started working with the Faculty of Arts and Social Sciences to share ideas, and to identify specific opportunities/actions/activities to promote the use of Welsh within the Faculty. In collaboration with the Faculty's Pro Vice-Chancellor, and the Faculty Manager, the intention is to develop a set of specific actions during the coming year to enable the sharing of good practice across the institution. We will continue to implement and develop these actions during 2023-24.

During the year the 'Cinio Cymraeg' (Welsh lunch) was re-established on campus where Welsh learners and speakers meet socially every 3 weeks in the Food Hall. In-person Welsh learner coffee clubs are held every two weeks in the Arts Centre as well as 4 weekly online sessions for learners at Entry levels 1 and 2, and Foundation 1 and 2 through the Welsh Work programme.

Development work by Information Services on a new '*MailTip*' tool is underway enable staff to include one of the following messages that will appear on their Outlook profiles.

Rwy'n siarad Cymraeg / I speak Welsh (or)
Rwy'n siarad rhywfaint o Gymraeg / I speak some Welsh

The development work is expected to be completed at the start of 2023-24 term. The purpose of the *MailTip* is to let other staff know they can speak Welsh before sending the email. The Centre for Welsh Language Services will promote the feature during 2023-24.

Compliance with the Welsh Language Standards

Compliance Arrangements

In accordance with the Standards, the University has a document explaining the steps that we have taken to comply with all the standards - Arrangements for Overseeing the Welsh Language Standards

During 2022-23, Professional Services departments continued to implement their departmental Welsh language plans which were originally agreed in 2020-21 to promote Welsh and to ensure compliance with the standards. The plans are reviewed annually and is an opportunity for the Centre for Welsh Language Services to engage with Professional Services departments and to identify opportunities to promote the use of Welsh internally within upcoming work department work programmes, and also to assess compliance with the Welsh language standards. Work started on reviewing the plans for 2023-24 in July 2023.

Centre for Welsh Language Services

The Centre for Welsh Language Services is responsible for assisting the University's departments to implement the Welsh Language Standards and offers advice to staff to ensure compliance across the University. The Centre includes a translation team which provides a written and simultaneous translation service to university departments.

Simultaneous Translation (Microsoft Teams)

During the year, Microsoft enabled a simultaneous translation channel on their Teams programme. We developed new guidance to assist staff in using simultaneous translation in Teams, and it is now used widely to facilitate bilingual meetings.

Advice and Guidance

Guidance on complying with the Welsh Language Standards, as well as the University's policies and strategies regarding promoting the Welsh language, are available on the Centre for Welsh Language Services' website www.aber.ac.uk/en/cgg

A key part of the Centre's work is to provide advice and guidance to departments, and during the year members of staff offered advice on a wide range of queries regarding the Welsh language. The support includes guidance on the Welsh Language Standards as well as discussing and identifying opportunities to develop the use of the Welsh language in departments.

The Centre worked closely with the provision offered by Learn Welsh Ceredigion, Powys and Carmarthenshire to support staff to develop their Welsh-language skills.

During 2022-23, a series of training session for staff on understanding the requirements of the Welsh language standards were held (see **page 5**).

Welsh Language Operational Group

Three meetings of the Welsh Language Operational Group were held during the academic year (**November 2022, March 2023, and June 2023**).

The Welsh Language Operational Group leads and monitors the University's strategies and policies to promote the Welsh language and reports on university-wide compliance with the Welsh Language Standards, developing appropriate training and advice.

In each meeting, the Welsh Language Operational Group receives an update report on the University's **Bilingual Skills Strategy**. These reports include date on:

- The Welsh language requirements of each post advertised.
- A summary of the Welsh language skills of appointees.
- The percentage of the workforce (Professional Services) with Welsh language skills at level B1 or higher.

- Data on the number of staff attending Welsh courses.

During the year the University's Executive received several reports on the Group's activities. The Pro Vice-Chancellor with responsibility for Welsh-medium academic provision updates the Group on the work undertaken by the Welsh-medium Studies Committee in relation to Welsh-medium academic provision at the University.

Policy Standards

The arrangements in terms of considering the effect of policy decisions on the Welsh language have been established and are continuing. The University has a Language Impact Assessment form which is available on the Centre for Welsh Language Services' website and on the equality page of the Human Resources website. The University's cover sheet for committee reports includes a question about the implications in terms of the Welsh Language Standards and it is expected that an impact assessment is completed if implications have been identified.

The guidance on assessing the effect of policy decisions on the Welsh language includes assistance to define policy decisions, opportunities to use the Welsh language and how not to treat the Welsh language less favourably than the English language.

Developing or Adapting Academic Provision

The Welsh-medium studies committee met three times during the academic year **(October 2022, February 2023, May 2023).** A sub-committee of the Academic Board, the committee is chaired by the Pro Vice-Chancellor with responsibility for Welsh-medium academic provision, and membership includes the Associate Deans with responsibility for the Welsh language, the AU Branch Officer of the Coleg Cymraeg Cenedlaethol, Welsh Language Services Manager, a member of the marketing team, a member of the Information Services team, the Academic Registry, and the president of UMCA. In accordance with the requirements of Standard 104, clear processes are in place to consider the effect on opportunities to use the Welsh language as well as not treating the Welsh language less favourably than the English language with any proposed changes to the academic provision.

Policy on the Internal Use of Welsh

This is the fourth year of implementing our Policy on the Internal Use of Welsh which builds upon the commitments made in our Strategic Plan 2018-2023 '*Towards the Next 150 Years*' and the University's tradition of supporting bilingualism in the workplace. The policy notes the University's commitments in terms of operating bilingually and supporting staff to use the Welsh language in their work.

Policy Targets

- ***90% of the staff who are fluent in Welsh using the Welsh language daily at work (B2-C2).***

- *50% of the staff who are learning the language or who do not consider themselves fluent (A1-B1) using the Welsh language daily at work.*

Staff language use surveys are held every two years, and the next survey is expected in **November 2023**. The main results of the 2021 staff survey were included in the Welsh Language Standards Annual Report 2021-22.

50% of the University's Professional Services workforce having Welsh-language skills (at B1-C2 level) by 2029.

As of 31 July 2023, the Welsh language skills of **38.6%** (464/1201) of the Professional Services workforce were at level B1-C2. It should be noted that this figure represents individuals rather than contracts, and the percentage only represents the members of staff who have noted their language skills on Aber People (**95.9%** of Professional Services staff).

Posts

A total of **364** posts were advertised by Aberystwyth University between 1 August 2022 and 31 July 2023 *(not including post under 3 months, and ABERforward / AberWorks posts).*

Category	Number	%
Welsh language skills essential. *Posts where (oral) Welsh language skills are essential at **level A1** or above.*	**145**	**39.8%**
Welsh language skills desirable. *Posts where (oral) Welsh language skills are desirable at level A1 or above (if Welsh language skills were not essential – **A0 posts**).*	**215**	**59.1%**
Posts where Welsh language skills were not necessary. *Posts where (oral) Welsh skills were not essential (A0). The ability to understand the bilingual nature of the University and an awareness of the arrangements in place to support working bilingually, is an essential requirement of all A0 posts without a language requirement.*	**219**	**60.2%**
Welsh language skills needed to be learnt on appointment *The data is not available for the whole reporting period (1year) as candidate data including Welsh language skills are anonymised on the E-recruiter system after a certain period.*	-	-

Every post is assessed for Welsh language requirements via the *E-Recruiter* system and all

assessments are checked by the Centre for Welsh Language Services in accordance with the University's Bilingual Skills Strategy and the requirements of Standard 145.

Every post is advertised bilingually and every post states either that a specific level of Welsh (A1-C2) is an essential or desirable skill or that an awareness of the bilingual nature of the University is necessary where the ability to use the Welsh language is not an essential requirement (A0). Please note that some Welsh Essential posts adverts at level B1 or below allow applicants *"to demonstrate an on-going commitment to learn Welsh to this level"* and those applicants are supported in attending Welsh lessons. This is to further develop the Welsh language skills of staff and the bilingual capacity of teams.

Complaints

A total of **2** complaints regarding the Welsh Language Standards were received during the reporting period.

Category of Standards	Direct complaints received
Service Delivery Standards	**2**
Policy Making Standards	**0**
Operational Standards	**0**

The complaints were regarding food labelling and an academic assessment.
Details of the University's complaints procedure with regard to the Welsh Language Standards can be found on our website

Welsh Language Skills of the Workforce

On **31 July 2023** the information regarding the Welsh language skills of all staff who have updated their details was analysed. The Common European Framework of Reference for Languages (CEFR) is used for the levels – See **appendix 1**.

Number of staff with Welsh Language Skills (31 July 2023)				
Levels	Number Oral	% Oral	Number Written	% Written
A0	660	33.83%	836	42.85%
A1	365	18.71%	304	15.58%
A2	173	8.87%	109	5.59%
B1	138	7.07%	154	7.89%
B2	154	7.89%	170	8.71%

C1	112	5.74%	80	4.10%
C2	271	13.89%	215	11.02%
No Data	78	4.00%	83	4.25%
Total	**1951**	**100.00%**	**1951**	**100.00%**

The following table compares the data from the previous annual report (31 July 2022) with this year's data (31 July 2023).

Comparison between 31 July 2022 & 31 July 2023				
Level	Number Oral	% Oral	Number Written	% Written
A0	+43	+2.95%	+48	+3.41%
A1	+20	+1.44%	+26	+1.67%
A2	+27	+1.56%	+21	+1.19%
B1	+5	+0.41%	+16	+0.98%
B2	+4	+0.38%	+5	+0.45%
C1	+18	+1.04%	+8	+0.50%
C2	+24	+1.53%	+27	+1.61%
No Data	-188	-9.31%	-198	-9.81%
Total	**-47**		**-47**	

Training (Standard 135)

Health & Safety Training

No Welsh-medium Health & Safety courses were delivered to staff during the year. Plans are in place to deliver Welsh medium training in 2023-24 in First Aid, Fire Marshall Training, and Risk Assessment.

Other Training Courses

The following Welsh medium courses were offered to staff during the year.

Course:	**Manging your Team (Welsh Medium)**
Date(s):	09/11/22 – Cancelled. 18/01/23 – Cancelled.
Numbers Attending / Registering:	2
% Attending/Registering on the Welsh medium version of the course:	5.9%
Further Information	Cancelled due to low numbers registering.

Course:	Personal Impact & Effectiveness (Welsh Medium)
Date(s):	15/2/23 - Cancelled
Numbers Attending / Registering:	0
% Attending/Registering on the Welsh medium version of the course:	0%
Further Information	Cancelled due to no registrations. The next course will be held on 12 October 2023.

Course:	Recruitment Skills (Welsh Medium)
Date(s):	18/01/23: Cancelled 6/9/23 - Cancelled
Numbers Attending / Registering:	0
% Attending/Registering on the Welsh medium version of the course:	0%
Further Information	Cancelled due to no registrations. The next course will be held on 9 November 2023.

Course:	Performance Management (Welsh Medium)
Date(s):	18/01/2023
Numbers Attending / Registering:	7
% Attending/Registering on the Welsh medium version of the course:	50.0%
Further Information	

Beyond the areas listed above, staff also undertake the following training courses which are available in English and in Welsh.

Course	Number of staff who completed the training in Welsh
Data Protection (General Data Protection Regulation)	8
Information Security	77
Unconscious Bias	3
Diversity in the Workplace	5
Awareness of the Prevent Duty	5

Learn Welsh Training

Please see description of the Learn Welsh levels in **appendix 2.**

'Cymraeg Gwaith' (Work Welsh) Courses 2022-23

The Work Welsh scheme runs from April to March and is funded through the Coleg Cymraeg Cenedlaethol under the aegis of the National Centre for Learning Welsh. The aim of the scheme is to improve Welsh skills in the workplace, with a specific emphasis on applying the learning to the workplace, whether in academic or professional services job roles.

Staff were required to complete 120-hours of learning annually to complete a level, through a combination of weekly courses (usually 2hours per week), one to one support sessions with a tutor, independent study and one day courses. As part of the scheme staff are offered a mentor (another Welsh speaking member of staff in the University) to support their learning.

Course	Number of Staff registered on Work Welsh courses	Continuation (Number of Staff on WW courses 2022-23)
Entry 1	7	2
Entry 2	8	6
Entry Self-Study	22	2
Foundation Self-Study	4	4
Foundation 2	14	14
Intermediate 2	4	4
Advance 1 (Part 2)	8	7
Total	**67**	**39**

Welsh Courses for AU Departments

2 bespoke courses were held for 30 weeks (1 hour per week) arranged by departments. See table below:

Course Level	Number	Departments
Entry 2	5	Information Services and Human Resources
Foundation 2	6	Information Services, Human Resources, and The Department of Law & Criminology
Total	**11**	

Learn Welsh Courses in the Community 2022/23
Several staff attended mainstream community Welsh courses during the year.

Community Course Level	Numbers (August 2022 – July 2023)
Entry (1 & 2)	13
Foundation	9
Intermediate	5
Advanced	6
Refresher	3
Summer Course 2022	7
Total	**43**

An additional 4 staff enrolled on courses with other providers.

Short Welsh Courses for Staff
A series of short 6-week (1 hour lunchtime) Welsh courses for staff were arranged in the Spring term 2023 as follows:

Short Course Level	Number of registrations
Welsh Taster	16
Welsh Taster	14
Welsh Refresher	8
Codi Hyder (Confidence Building)	6
Total	**44**

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Appendix 1 – Welsh Language Levels (A0 – C2)

Language Level	Speaking (interaction and production)	Writing
A0	I can not speak Welsh at all.	I can not write Welsh at all.
A1	I can : - interact in a simple way provided the other person is willing to speak slowly, repeat or rephrase things, as well as being willing to help me - use basic expressions and phrases, e.g. introduce myself or another person, - ask and answer questions on familiar topics e.g. 'Where do you live?'.	I can : - write a short simple message as an email or note, including the time, date and place. - fill in forms with personal details, e.g. name, address and telephone number.
A2	I can: - communicate in simple Welsh on familiar topics. - contribute to very short social conversations, even though I can't, usually, keep the conversation going myself. - use a series of phrases to describe and answer questions on my family and other people, the weather. - convey instructions or very simple telephone messages.	I can: - write short simple notes and messages, connecting together simple phrases with simple connecting words such as 'and', 'but' and 'because'. - write a very simple letter or email, e.g. thanking someone for doing something.
B1	I can: - take advantage of a range of simple language to deal with most situations which are likely to arise in my work. - understand the general meaning of emails and letters on topics of personal interest, as well as theoretical letters within the context of my work. - enter unprepared into conversation on topics that are familiar, e.g. family, hobbies, work, travel and	I can: - take fairly accurate notes in meetings or seminars where the subject is familiar and foreseeable. - write letters or emails to describe events, experiences and impressions - write memoranda or informal emails to convey information.

Language Level	Speaking (interaction and production)	Writing
	current events. • offer advice on simple matters to clients within the context of my work. • describe experiences and events, hopes and ambitions. • give reasons and explanations for my opinions and plans concisely	
B2	I can : • listen to, understand and contribute to discussions in meetings and seminars. • take an active part in discussion in familiar contexts. • clearly express an opinion. • present clear, detailed descriptions on a wide range of subjects related to work • expand and support ideas with supplementary points and relevant examples. • explain a viewpoint on a topical issue giving the advantages and disadvantages of various options. • give a clear presentation on familiar topics.	I can: • write short pieces of business correspondence, as a letter or email, on a wide range of topics related to my work or my field of interest, and this in standard Welsh without using a template (but using a spellchecker, dictionary, technical resources etc. when necessary). • take notes or write reports, passing on information or giving reasons in support or against a particular pointof view.
C1	I can : • express myself fluently and unprompted. • use language flexibly and effectively for social and professional purposes, and contribute confidently to meetings and oral presentations. • formulate ideas and opinions, and ensure that my contributions are relevant to others. • respond appropriately to different cultural and social	I can: • write clear well-structured texts, expressing points of view at some length. • write detailed explanations of complex subjects in the form of email, letter, essay or report, underlining the salient issues. • write different types of texts in styles that are

	situations. • present clear detailed descriptions of complex subjects, integrating sub-themes, developing particular points, and rounding off with an appropriate conclusion.		appropriate to the reader in mind.
C2	I can: • understand reports and articles I come across in my work, including complex ideas expressed in complex language. • take part effortlessly in any discussion. • express myself fluently and convey finer shades of meaning precisely. • If I do have a problem I can revise and restructure around the difficulty so smoothly that other people are hardly aware of it. • advise on complex, difficult and contentious matters such as financial or legal matters, to the extent that my specialised knowledge allows me • present descriptions or arguments well, smoothly and clearly, in the appropriate register and context, and with a logical and effective structure which helps to draw the listeners' attention to relevant points.	I can : • take full and accurate notes and continue to take part in meetings and seminars. • write well-structured and smoothly flowing texts in the appropriate register. • write complex technical reports or articles which helps the recipients to notice significant points. • write reviews of professional and/or literary works.	

Appendix 2 – Learn Welsh levels (The Common European Framework of Reference for Languages (CEFR)

Name of level	Description	Learning levels of the Common European Framework	Recommended minimum number of contact hours
Entry	Courses for beginners, introducing simple vocabulary and linguistic patterns and everyday phrases. The emphasis is on speaking the language.	A1	120
Foundation	This level builds on Entry and requires some experience of Welsh. The main emphasis is on speaking, with an opportunity to discuss everyday subjects such as family and friends, work and hobbies.	A2	120
Intermediate	This level builds on Foundation and is suitable for those who are familiar with the main patterns of Welsh. There is an opportunity to develop conversational skills, with a little more writing, reading and listening. The main aim is to create confident speakers.	B1	120
Advanced	This is an opportunity to discuss all kinds of subjects and themes. Learners also develop their reading, writing and listening skills. The main aim is to create confident speakers.	B2	360*
Proficiency	Proficiency courses, suitable for fluent learners and first language speakers, are tailored to the needs of the class. The general aim is to further develop students' existing skills and help them gain confidence.		

National Centre for Learning Welsh

* Advance level consists of 3 courses – U1, U2 and U3 (each are 120hours)