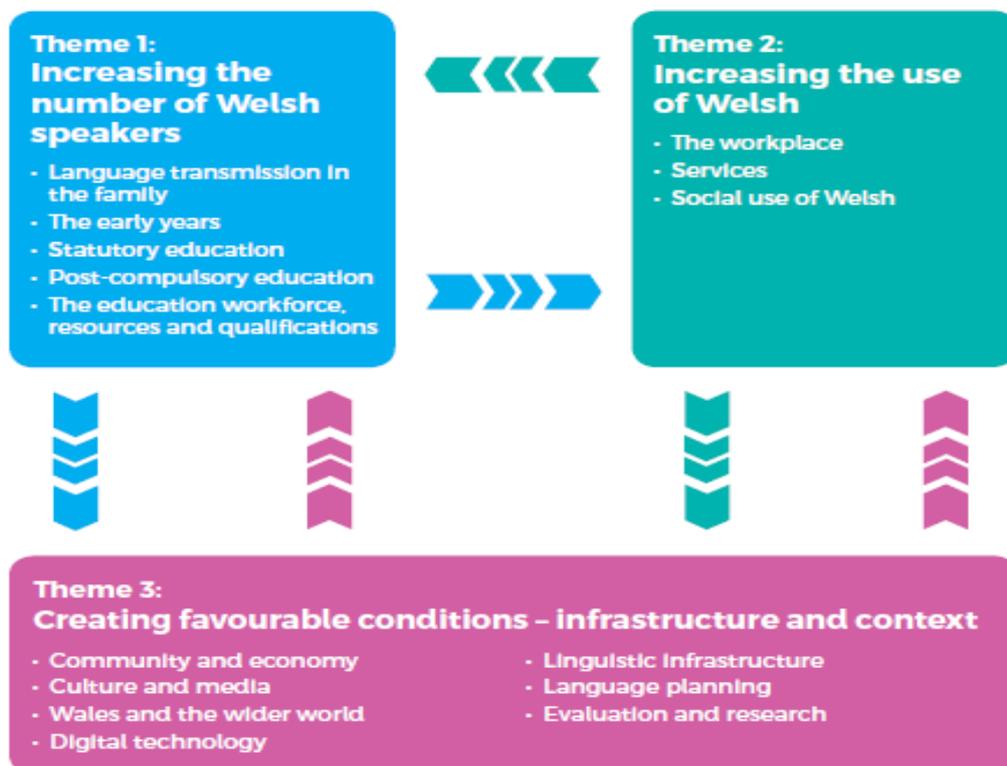


ANNEX 1: Main progress to date towards targets set out in Cymraeg 2050

1. *Cymraeg 2050: a million Welsh speakers* has three interrelated themes, as follows:



2. Many of the actions below have been achieved in cooperation with other departments, and are examples of cross-cutting work to maximise the impact of policies and funding. In these cases we have noted which Minister's portfolio we have interacted with to achieve the relevant progress.

Theme 1: Increasing the number of Welsh speakers

3. Theme 1 of the strategy draws on principles underpinning the life-course approach, focusing on the accumulation of experiences over time, and on the connections between individual trajectories and the social context that shapes them. In the context of acquiring, using and sharing Welsh with others, this entails purposeful planning in order to ensure the best possible conditions so that, at key stages in their lives (e.g. the birth of a child, the decision whether or not to transmit the language or send children to Welsh-medium childcare or education, or whether to follow post-statutory education through the medium of Welsh) people decide that Welsh is important.
4. **Transmission rates in families:** In June 2017 *Welsh language transmission and use in families* was published, based on research commissioned by Welsh Government Knowledge and Analytical Services. Its aim was to examine patterns of transmission and use in families with children between 0

and 4 years old. Officials have consulted with interested and relevant parties, the results of which will form the basis for the Inter-generational Transmission Plan, to be published later in 2018-19.

5. **Early Years:** The first of 40 new Welsh-medium nursery groups to be established by 2021 will open during the autumn as part of a new programme led by Mudiad Meithrin. Prioritisation of areas to be included in the first year of this programme began in 2017. The process of identifying areas to benefit from the programme in years 2 and 3 is already underway.
6. **Number of learners in Welsh-medium education:** The target is to increase the percentage of seven-year-olds in Welsh-medium education from 22% to 24% by 2021. The current reception class cohort (in the academic year 2018/19) will be the seven-year-old cohort in 2021. We do not have data on how many learners in the current reception class cohort study Welsh as a first language, but data for the current year 1 and year 2 cohort suggest that we will be at around 23% by 2020. By summer 2019 we will be in a better position to report on whether we will be on course to meet the target of 24% for 2021 (in cooperation with the Cabinet Secretary for Education).
7. On 19 September I also announced that £46m has been allocated from the Welsh Medium Capital Grant and Childcare Offer Capital Grant to support the growth in Welsh medium education. The grant will support some 41 projects across 16 local authorities and create an additional 2,818 school and childcare places for Welsh medium learners. This is in addition to the £5 million for the Pantycelyn development announced earlier this year, making a total of £51 million to support Welsh education (in cooperation with the Cabinet Secretary for Education, and Minister for Children, Older People and Social Care).
8. **Welsh in Education Strategic Plans (WESPs):** Aled Roberts was appointed in February 2018 to establish and chair the Advisory Board to look at Welsh education planning processes. The Board will use the recommendations from Aled Roberts' rapid review of the Welsh in education strategic plans in 2017 as a basis for the discussions. One of the Advisory Board's priorities is to review the existing legislation which supports the planning of Welsh education. The work of drafting regulations has begun. It is proposed to extend the period of the WESP cycle from 3 years to 10 years. The aim is to consult on the revised regulations in the near future, and to make the new regulations by July 2019.
9. **Increasing the number of teachers who can teach Welsh or through the medium of Welsh:** To facilitate an increase in Welsh-medium education, *Cymraeg 2050* states that we will support growth in the number of teachers in Wales who can teach Welsh or through the medium of Welsh. The following figures show the targets we have set ourselves by 2021, as well as our progress to date:

- By 2021, **3,100** primary school teachers who teach through the medium of Welsh (from a baseline of 2,900 in 2015/16).
 - **The figure for 2017/18 is 2,900.**
 - By 2021, **600** secondary school teachers who teach Welsh and **2,200** secondary teachers who can teach through the medium of Welsh (from a combined baseline of 2,300 in 2015/16).
 - **The *total* number of teachers able to teach Welsh and through the medium of Welsh for 2017/18 is 2,300. It has come to the attention of officials in Knowledge and Analytical Services that some Welsh-medium schools have recorded this information inaccurately in the past therefore it is not currently possible to provide the split between those who teach Welsh and those who teach through the medium of Welsh until the data is validated.**
10. It should be noted that the above figures do not include the number of teachers who teach Welsh as a second language, or the number of teachers who can teach through the medium of Welsh but who do not do so at present
11. Ensuring sufficient numbers of teachers to drive the increase in Welsh-medium and bilingual education remains a challenge. One solution we are exploring to provide equity of curriculum while other programmes embed is the E'sgol pilot project – see para 21 below.
12. In September 2018 the Cabinet Secretary for Education introduced a new incentive to target secondary PGCE student teachers training to teach all subject specialisms through the medium of Welsh or bilingually, complimenting the current Welsh Medium Improvement Scheme (WMIS). The incentive is in addition to other incentives available for student teachers, and is a total of £5,000 with £2,500 payable on successful completion of Qualified Teacher Status and a further £2,500 payable on successful completion of induction in a Welsh-medium or bilingual secondary school, or on successful completion of induction teaching Welsh in any secondary setting.
13. A digital media campaign marketing our PGCE Incentives was launched January 2018, targeting potential teachers in the undergraduate demographic. Ending in August this was the first marketing campaign for our incentives for teacher training in Wales and has shown excellent results.
14. The results of this highly targeted marketing are being utilised to develop a new creative media campaign targeting a broader demographic. Launching this autumn the campaign will actively promote the profession to recruit the best and brightest individuals into teaching.
15. Initial Teacher Education (ITE) is not the only means of ensuring a sufficient supply of teachers. In 2017/18, there were twenty graduate teacher placements in Welsh-medium schools. We will continue to work with our

partners to ensure that this route continues to generate teachers for the Welsh-medium sector.

16. We recently announced a world-leading development in the field of ITE – a new school-based, university-partnered part-time PGCE, to include a number of employment based places. It is intended that the part-time PGCE would enable trainees to maintain their current commitments including employment and income whilst studying part-time to be a teacher. This provision is expected to become available from Academic Year 19/20.
17. During 2017-18 the regional consortia undertook an audit of the Welsh language skills of practitioners and their ability to teach through the medium of Welsh. We will use the findings, as well as data from other sources, to better understand the workforce's skills during this term.
18. We are currently working with the consortia to develop a national and regional programme of Welsh language professional learning to enable all practitioners, including supply teachers, to continually develop their Welsh language skills in accordance with the expectation in the new professional standards. We have also commissioned research into effective teaching and learning of Welsh.
19. We have expanded the Welsh language Sabbatical Scheme to provide opportunities for practitioners across Wales to access intensive Welsh language training and in the process of commissioning an evaluation of the scheme over a 2-3 year period.
20. The evaluation of Welsh-medium provision in ITE has concluded and was published on 28 September.
21. Based on a model developed for Gaelic-medium education in the Outer Hebrides, this month we launch the E'sgol pilot, which will focus on post-16 Welsh-medium education in Ceredigion and Powys. The courses will rely on technology such as Skype to allow staff and pupils to communicate in real time, with teaching conducted from a central hub in order to sustain equity of curriculum choices in rural areas (paras 9-21 in cooperation with the Cabinet Secretary for Education).
22. **Education resources:** In order to address a lack of relevant and timely resources to support the curriculum and its qualifications, a Bilingual Educational Resources Stakeholders Group was established to consider how to create the infrastructure for producing bilingual resources in Wales. The Group will look at possible business models for the future, and consider WJEC research findings on the use of resources in high schools, models of bilingual publication in other countries, as well as present capacity and expertise in the sector in Wales.

23. Since the summer of 2017 over 30 digital education resources have been published, including apps and interactive websites. We are also in discussions with BBC Cymru to develop a virtual reality resource to support the teaching of Welsh in English-medium schools (in cooperation with the Cabinet Secretary for Education).
24. **Post-16 education:** Census results show that the number of young people able to speak Welsh decreases substantially post statutory education. It is therefore essential to focus on provision for this age group.
25. In response to conclusions on post-16 Welsh-medium education, presented in the review of the Coleg Cymraeg Cenedlaethol, a Post-16 Planning Group was formed by the Coleg in early 2018 to advise on drafting an action plan. In July, a report on the Group's work set the direction for developing Welsh-medium and bilingual provision in the sector. A detailed implementation plan will be presented to the Government in the autumn, setting out activities for the short, medium and long term for expanding provision and linguistic progression in response to economic need. This will enable learners to progress from statutory education to post-16 education and training while continuing to develop their bilingual skills. (in cooperation with the Cabinet Secretary for Education).

Theme 2: Increasing the use of Welsh

26. People need opportunities to use Welsh in a variety of situations which reflect the diversity of their lifestyles. These include opportunities within the family, in the workplace, in local activities, or in wider interest networks and communities which can span continents.
27. **Legislation:** A consultation on the White Paper, *Striking the right balance: proposals for a Welsh Language Bill*, was conducted between August and October 2017, with a summary of responses published January 2018. In June I announced our intention to proceed with the White Paper's main proposals: to simplify the process of making and imposing standards; extend the Welsh Government's powers to place standards on private bodies; and to establish a Commission to promote and facilitate the use of Welsh.
28. Welsh language standards regulations were approved in March 2018 to make standards applicable to health bodies. The Commissioner has begun the process of imposing standards on these bodies. I announced in June that no more Regulations would be introduced to bring more bodies under the standards for the time being, as we prioritise the division's resources on preparing the Bill. (in cooperation with the Cabinet Secretary for Health and Social Services)
29. The present Commissioner's term ends in March 2019, and we are in the process of appointing a new Commissioner.

30. **Business Welsh:** a new *Cymraeg Byd Busnes* network was established in August 2017, employing 11 officials to provide services to businesses and charities on their use of Welsh. In tandem with this a framework has been developed to measure linguistic outcomes. A new single point of contact to provide short translations and information about the Welsh language will also be launched later in 2018/19 to support this work. (in cooperation with the Cabinet Secretary for Economy and Transport)
31. **Increasing the use of Welsh in the workplace:** The National Centre for Learning Welsh have worked with other prominent organisations to better understand workforce needs. As a result the Centre has developed a suite of courses under the “Cymraeg Gwaith” (‘Work Welsh’) banner, with the aim of developing organisations’ ability to provide services in Welsh. Over 3,000 employees from private and public sectors used the programme in 2017-18, including individuals from the childcare and further education sectors.
32. **Increasing the use of Welsh socially:** Following a successful pilot, the National Centre for Learning Welsh has expanded “Siarad”, a scheme based on the ‘Voluntariat per la Llengua’ in Catalonia which pairs learners with more experienced speakers to give them an opportunity to use Welsh in informal settings, to learners across Wales from September 2018 onwards. Pairs commit to spend at least 10 hours together using Welsh.

Theme 3: Creating favourable conditions – infrastructure and context

33. This third theme describes the changes we need to see over the next three decades to support efforts to increase the number of speakers and the use of Welsh. This is about creating suitable conditions and an environment where the Welsh language and its speakers can thrive.
34. **Welsh language technology:** Under the Cymraeg 2050 grant scheme applications were invited for grants of up to £20k for innovative projects to promote the use of Welsh. 137 applications were submitted and we allocated £425,000 to 26 projects – many of these were in the field of Welsh language technology.
35. Grant funding was also allocated to Bangor University’s Language Technologies Unit to develop Macsen 2 voice technology. Macsen can now answer more questions in Welsh, take users to popular articles on Wikipedia Cymraeg, as well as read the first paragraph of an article or news item using a synthetic voice.
36. Work has also proceeded through the Welsh Language Technology Board to draft an Action Plan for Welsh language technology. The Plan will involve ensuring digital components are created and maintained so that they can be used widely. The Plan will be formally launched later in 2018.

37. **Linguistic infrastructure:** In recognition of the importance of putting Welsh language infrastructure on a surer long term footing, and to improve co-ordination between the different elements of this infrastructure (i.e. dictionaries, terminology, corpora, translation profession, standardisation of orthography and place names), work has begun on scoping policy options for developing this area of work. In order to engage with leading providers and users of resources, I led a session with leading stakeholders to elicit ideas concerning the way forward during the National Eisteddfod in Cardiff.
38. **Economy:** A vibrant economy is integral to creating the social conditions where Welsh speakers can stay in Welsh-speaking communities, or return to work in those communities. All economic development instigated by the Welsh Government has either a direct or indirect impact on Welsh language communities, but planning and supporting activities that have a direct benefit to the language within the wider economic agenda is a challenge. There have been previous attempts to respond to the dependency between the economy and the language, and though not all have resulted in the desired impact, the following are current areas where we are responding:
- Developing the knowledge base on the indirect impact of Brexit on the language and the relationship between the economy and the language;
 - Working with Business Wales to support and encourage entrepreneurship and business development by Welsh speakers;
 - Promoting the use of Welsh and the development of Welsh-medium services by businesses;
 - Consideration is being given to maintaining contact with young Welsh speakers who are studying or working outside Wales with a view of attracting them back to Wales to study, work or establish businesses. (in cooperation with the Cabinet Secretary for Economy and Transport)
39. **Culture:** In its third year *Dydd Miwsig Cymru* continued to grow and saw the Welsh Government working in partnership with Learn Cymraeg, BBC's Horizons, S4C, Radio Cymru, the Forte project for emerging artists, the *Mentrau Iaith* and many more.
40. 4,330 participants attended stakeholder events across Wales. 183 businesses and 318 schools also participated. 74% of those people asked said that the day had made them want to learn Welsh. The entire campaign to include PR, marketing and social media meant that over 74 million people were reached with the hashtags #DyddMiwsigCymru and #WelshLanguagemusicDay (initial target was 5m)
41. SHWSH, a follow-up to *Dydd Miwsig Cymru*, also proved a resounding success, an evaluation report has shown. SHWSH promised 'hot bands, secret locations and free, exclusive experiences' around Cardiff in the run up to and during the National Eisteddfod. 29% of SHWSH attendees surveyed said that SHWSH inspired them to attend the Eisteddfod, 91% said they

would attend more SHWSH gigs in future, and 92% that they would listen to more Welsh language music or that they are already fans.

42. The SHWSH model is being considered as a possible vehicle for working with Visit Wales as part of the Year of Discovery campaign (all in co-operation with the Minister for Culture, Tourism and Sport and his officials).
43. **Research:** recent work includes research to support the teaching of Welsh in the context of developing the curriculum and assessment arrangements in Wales. The report *An overview of approaches to second language acquisition and instructional practices* was published in February 2018, and a *Rapid evidence assessment: Effective second language teaching approaches and methods* in June 2018.
44. Initial findings of the evaluation of the Cymraeg i Blant programme will be published in October, with the final review to follow.
45. **Further details about all actions in the Cymraeg 2050 Work Programme can be found at Annex 2.**