

HITZARGIAK – Languages illuminating each other

Welsh-medium higher education (HE) across Wales

GENERAL INFORMATION

DATE: 24-02-2016

1	Name	Coleg Cymraeg Cenedlaethol (translation: ‘National Welsh College’)
2	Language	Welsh
3	Working area (education, communication, teaching, leisure, administration...)	Higher education
4	Email and phone number for contact	Address: Y Llwyfan, Heol y Coleg, Caerfyrddin, Wales, SA31 3EQ Telephone: 01267 610400 Email: gwybodaeth@colegcymraeg.ac.uk
5	Social networks (Webpage, Facebook, Twitter...)	Website: www.colegcymraeg.ac.uk/en/ Facebook: https://www.facebook.com/ColegCymraeg/

DESCRIPTION OF GOOD PRACTICE

1	Description of the practices	<p>The Coleg Cymraeg Cenedlaethol works with universities across Wales to develop Welsh language medium opportunities for students. It funds Welsh medium lecturers and offers undergraduate and postgraduate scholarships for students to study higher education courses through the medium of Welsh.</p> <p>The Coleg’s strategic aims, set out in its 2011/12–2013/14 Strategic Plan, are to:</p> <ul style="list-style-type: none"> • increase ‘the number of Welsh medium study routes on an all-Wales basis’, • increase ‘the number of students studying through the medium of Welsh’, • plan strategically to ‘meet the demand for bilingual skills in the workplace’, • be ‘innovative in the use of information and communication technologies to enrich the student experience and the quality of education’, • appoint ‘educators and researchers of the highest standard’ and to promote and develop ‘scholarship, research and publishing through the medium of Welsh’, • lead on the implementation of Welsh Government Welsh language related strategies within the HE sector, • developing effective collaboration with branches and partners and effective communication with the Welsh community more widely, • provide ‘a working environment that allows all who are associated with the Coleg to develop and fulfil their potential’.
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With a view to fulfilling these aims, most of the Coleg’s budget is allocated to the Academic Staffing Scheme, which has led to the appointment of a significant



2 Brief description of the practices

number of lecturers teaching predominantly through the medium of Welsh. Lecturers are employed by a university but the posts are funded by the Coleg.

The Coleg has established a network of 'branches' across seven of Wales' universities. The branch network forms a key part of the Coleg's interface with institutions and each branch is supported by a 'branch officer' funded by the Coleg, but employed by the host HEI. Branch officers facilitate the flow of information between the Coleg and institutions.

The Coleg has a Board of Directors, six of whom are drawn from the HE sector and six of whom are independent (one staff director, one student director and four independent directors chosen by the Coleg Appointments Committee). There is also an independent chair, currently Andrew Green.

The Coleg employs around 20 core staff at its offices in Carmarthen and Cardiff.

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The first appointments were made in 2011 and by September 2015 a total of 115 lecturers had been appointed to positions across eight institutions and a wide range of disciplines. The appointments are supported for an initial period of five years.

Building upon this investment in capacity, the Coleg is implementing a national strategy (the Academic Plan) which is supplemented by subject strategies in individual disciplines.

The Coleg has a range of undergraduate and postgraduate scholarships in order to encourage students to study a significant part or all of their courses through the medium of Welsh. The remaining funding goes toward working with further education and high schools, staff development for academic staff and research students, e-learning, resource development, linguistic support for students and staff, strategic projects, small grants, HE in FE work, widening access engagement, part-time provision, support for collaborative activities, marketing and promotional work, and core staffing /running costs.

3 Precedents (reasons, needs...)

Prior to the Coleg's establishment in 2011, there was little or no planning of Welsh-medium higher education (HE) across Wales. While Welsh-medium education in schools had expanded significantly since the 1960s, there had been no parallel development in HE. Provision was largely limited to a relatively small range of subjects (arts, humanities, education and some social sciences) and was often dependent on individuals. In 1994, the Higher Education Funding Council for Wales had introduced a Welsh-medium premium, which provided a small additional funding stream where modules were taught in Welsh. While this helped address the additional costs of Welsh-medium provision (including the smaller numbers of students), the provision was not cohesively planned at a national level.

From the late 1990s there was a campaign to establish a Welsh-medium HE college in order to increase the range of subjects available to Welsh-medium students and to increase the number of students studying through the medium of Welsh. In 2000, the HE sector responded by establishing a national centre to

		<p>encourage collaboration. Its activities included a scheme funded by Welsh Government from 2004 to increase staffing capacity amongst lecturers.</p> <p>In 2007, the One Wales coalition government agreement included a commitment to establish a Welsh-medium college as a means of strengthening provision across the sector. Subsequently, after several years of planning, the Coleg Cymraeg Cenedlaethol was established in 2011.</p>
4	Objectives	<ul style="list-style-type: none"> • Working with universities across Wales to develop Welsh language medium opportunities for students • Funding Welsh medium lecturers and offers undergraduate and postgraduate scholarships for students to study higher education courses through the medium of Welsh
5	Main and close working areas	<p>The Coleg has invested £18m in Welsh universities and £1m in the scholarship scheme since 2011. To ensure that its investment reaps long-term benefits, the Coleg:</p> <ul style="list-style-type: none"> • Holds regular Staff Development workshops to train lecturers and postgraduates in Welsh-medium lecturing and research skills. • Runs a postgraduate scholarship scheme which aims to nurture young researchers in a wide range of subjects. A high proportion of those graduating from this scheme go on to secure Welsh-medium lecturing positions. • Funds specific projects in order to ensure that a wide range of Open Access teaching and research resources are available to present and future student and researchers. These include a terminology project and a cross-disciplinary academic e-journal.
6	Collaborating entities and their working areas	<p>Main stakeholders: Aberystwyth University, Bangor University, Cardiff Metropolitan University, Cardiff University, Swansea University, University of South Wales, University of Wales Trinity Saint David – and their students and members of staff.</p> <p>Other stakeholders include further education colleges, high schools, professional bodies.</p>
7	Implementation period	<p>The Coleg Cymraeg Cenedlaethol was established in 2011 with an initial funding period of 5 years (subsequently extended to 6 years due to the electoral cycle)</p>

FILE FOR MORE INFORMATION ABOUT BEST PRACTICES

8	Expansion (number of influenced people, internal and external expansion...)	<p>The Coleg has gradually expanded since its establishment in 2011. In Particular, around 20-25 new lecturers a year have been employed through the Academic Staffing Scheme, reaching a peak of 115 lecturers in 2015/16. From 2016/17 onwards, it is expected that universities will take on the posts.</p> <p>It is currently difficult to predict whether and how the Coleg is to expand in future, as elections for the Welsh Assembly are to be held in May 2016. It is expected that the new government will determine the remit and level of funding allocated to the Coleg for the next five-year period.</p>
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9	Investment (economic, time, people...)	The Coleg is funded by the Higher Education Funding Council for Wales, which is a government body responsible for funding HE in Wales. In 2015/16, the Coleg's funding reached £8.7m.
10	Results	<p>Outcomes include:</p> <ul style="list-style-type: none"> • More students studying in Welsh than ever before: 4,800 doing some Welsh medium study, 2,400 studying substantially in Welsh • Nearly 1,000 new full-time students studying in Welsh since 2011. • Increase in key subject areas: new lecturers have been appointed in Medicine, Nursing, Midwifery, Pharmacy and Speech and Language Therapy - training the future NHS workforce. • Increase in key subject areas: Business – over 100 now studying in Welsh in the South East (0 in 2011). • Increase in key subject areas: Law is now being taught bilingually in 4 Universities in Wales and over 50 scholarships have been awarded in the field. • 115 lecturers have been appointed in Universities across Wales. • Over 600 students have received scholarships for undergraduate students. • Over 1,000 Welsh or bilingual courses are now available in our Universities • 700 Welsh and bilingual digital resources in 24 different subjects in the Resource Library. • Publishing a cross-disciplinary academic e-journal, Gwerddon. • The first ever Welsh language MOOC has been created in the field of Social Work. • 450 students have passed the Coleg's Welsh Language Skills Certificate. • Over 300 employers recognise the Language Skills Certificate. • 108 Staff Development workshops have been held to train 1,131 attendees and 212 postgraduate students. • Bilingual events have been held (for the first time) for students from disadvantaged backgrounds in south-east Wales to promote university education. • Over 2,000 students have joined the Coleg each year. • Over 100 visits to schools and Further Education Colleges, speaking to at least 2,000 potential students and promoting clear progression routes from school and college. <p>An interim report about the Coleg's progress for the Welsh Government (July 2014) was positive and made a series of constructive recommendations.</p>
11	Documentation, reference material	<ul style="list-style-type: none"> • Coleg Cymraeg Cenedlaethol, www.colegcymraeg.ac.uk • Coleg Cymraeg Cenedlaethol (2011a), <i>Coleg Cymraeg Cenedlaethol Strategic Plan (Draft) Circular</i> prawf.colegcymraeg.ac.uk/en/media/main/dogfennau-ccc/cylchlythron/CylchlythyrCynllunStrategolEnglish.pdf • Coleg Cymraeg Cenedlaethol (2011b), <i>Cynllun Academaidd y Coleg Cymraeg Cenedlaethol</i> ['The Coleg Cymraeg Cenedlaethol's Academic Plan' – available in Welsh only] www.colegcymraeg.ac.uk/en/media/main/dogfennau-ccc/dogfennaucorfforaethol/CynllunAcademaiddCCC.pdf • Interdisciplinary Centre for Social and Language Documentation, <i>Welsh</i>, www.cidles.eu/events/conference-ele-2013/language-fair/programme-1/welsh/

		<ul style="list-style-type: none"> • Old Bell 3 (2014), <i>An Evaluation of the Coleg Cymraeg Cenedlaethol's Progress to Date</i>, www.hefcw.ac.uk/documents/policy_areas/welsh_medium/CCC%20Evaluation%20Report%20-%20Final2%20(English).pdf • Welsh Language Commissioner and Welsh Government (2015), <i>Welsh Language Use in Wales, 2013–15</i> www.comisiynyddygyraeg.cymru/English/Publications%20List/Welsh%20language%20use%20in%20Wales%202013-15.pdf • Welsh Language Commissioner, www.comisiynyddygyraeg.cymru
12	Presentation video	https://www.youtube.com/user/colegcymraeg
13	Other relevant information	<p>Coleg Cymraeg Cenedlaethol:</p> <ul style="list-style-type: none"> • Date of foundation: 2011 • Chair: Andrew Green • Chief Executive: Dr. Ioan Matthews
Aspects to consider:		
<p>The Coleg worked with a wide range of stakeholders in order to define a clear strategic plan that is ambitious but detailed and achievable. This has been an essential means of ensuring that all the Coleg's activities are aimed at achieving a certain outcome.</p>		
<p>Although the Coleg can, to an extent, choose how and where to allocate funding for lectureships and scholarships, it little direct influence over universities. Transparent and accountable procedures have helped build up good will towards its work and mission.</p>		
<p>The Coleg has also looked beyond its primary HE stakeholders towards other stakeholders such as schools, further education colleges, employers and sector bodies. This has helped result in valuable partnerships and a sharing of knowledge. For example, due to its expertise in planning and delivering Welsh-medium higher education, providers of vocational training in key sectors such as health, translation and teacher-training have approached the Coleg for support in developing Welsh-medium training in areas beyond the Coleg's core remit.</p>		
Short description of the sociolinguistic situation of Welsh language:		
<p>Welsh (Cymraeg) is a member of the Brythonic branch of the Celtic languages spoken natively in Wales. According to the 2011 UK Census, Wales has almost 3 million residents aged 3 and over. 19% (562,000) were able to speak Welsh, and 77% (431,000) of these (that is, 15% of the total population) were able to speak, read, and write the language.</p>		
<p>According to the Welsh Language Use Survey 2013-15, the percentage of Welsh speakers is highest amongst the 3 to 15 age group (41 per cent) and at its lowest amongst the 45 to 64 age group (18 per cent). The highest concentrations of fluent Welsh speakers are in west Wales.</p>		
<p>Welsh has been spoken continuously in Wales throughout recorded history, but by 1911 it had become a minority language, spoken by 43.5% of the population. Although this decline continued over the following decades, by the start of the twenty-first century, numbers had begun to increase again.</p>		

During the second half of the twentieth century, the UK Government gradually accorded legal status to the Welsh language following extensive campaigning. Public bodies, including courts, were obliged to provide certain services in Welsh as well as English. The Welsh Government's Welsh Language Measure (Wales) 2011 took this a step further, making Welsh an official language in Wales for the first time. It also established a Welsh Language Commissioner, whose main aim is to promote and facilitate the use of the Welsh language. This will entail raising awareness of the official status of the Welsh language in Wales and by imposing standards on public bodies and some private bodies. Meri Huws is the current Commissioner.

The Welsh Government has also developed strategies for furthering the Welsh language in healthcare and education. Welsh is taught up to the age of 16 in all schools, and around 21% of Welsh children attend Welsh-medium schools.

Although there are no Welsh-language daily newspapers, a publicly-funded radio station (BBC Radio Cymru) and TV channel (S4C) were established in 1977 and 1983 respectively.

The UK government has ratified the European Charter for Regional or Minority Languages in respect of Welsh.