

**Where are we going? -  
An update on workplace language benchmarking in China and the region**

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In recent years there have been several projects in China and the region that have helped organizations, both government and commercial, decide on language benchmarks for their staff and management. Prior to these projects, surprisingly little work had been done in this area and so, through trial-and-error, a basic approach has been developed.

Very often Human Resource staff are unaware of the complexities of researching language level requirements for their employees. In particular, there is a real need to explain implications of setting benchmarks from political, financial and language learning perspectives.

As organizations continue to think regionally, so must language testing and benchmarking. Links have been forged in a few countries but more needs to be done if we are to fully meet the needs of expanding businesses.

There are also a number of areas that need further research. This paper aims to describe some of the work that has been done so far, to describe the processes that have been developed and to identify areas that need to be looked at more closely.