

Agenda – Pwyllgor yr Economi, Masnach a Materion Gwledig

Lleoliad: I gael rhagor o wybodaeth cysylltwch a:
Ystafell Bwyllgora 2 – Senedd Robert Donovan
a fideogynadledda drwy Zoom Clerc y Pwyllgor
Dyddiad: Dydd Mercher, 12 Chwefror 0300 200 6565
2025 SeneddEconomi@senedd.cymru
Amser: 09.30

Hybrid

Rhag-gyfarfod preifat

09.15 – 09.30

Sesiwn gyhoeddus

09.30 – 11.50

1 Cyflwyniad, ymddiheuriadau, dirprwyon a datgan buddiannau

09.30

2 Papurau i'w nodi

09.30

2.1 Memorandwm cyd-ddealltwriaeth rhwng Llywodraeth y DU a Llywodraeth Cymru ynghylch parthau buddsoddi

(Tudalen 1)

Dogfennau atodol:

Llythyr gan Ysgrifennydd y Cabinet dros yr Economi, Ynni a Chynllunio at
Gadeirydd y Pwyllgor Deddfwriaeth, Cyfiawnder a'r Cyfansoddiad – 29 Ionawr



2.2 Cydsyniad deddfwriaethol: Bil Hawliau Cyflogaeth

(Tudalennau 2 – 5)

Dogfennau atodol:

Llythyr gan Gadeirydd y Pwyllgor Deddfwriaeth, Cyfiawnder a'r Cyfansoddiad at y Llywydd – 31 Ionawr 2025

Llythyr gan Gadeirydd y Pwyllgor Deddfwriaeth, Cyfiawnder a'r Cyfansoddiad at y Gweinidog Diwylliant, Sgiliau a Phartneriaeth Gymdeithasol – 31 Ionawr 2025

2.3 Difrod a Chau Porthladd Caergybi yn Dilyn Storm

(Tudalennau 6 – 11)

Dogfennau atodol:

Llythyr gan y Cadeirydd at y Gweinidog Trafnidiaeth, Llywodraeth Iwerddon – 4 Chwefror 2025

Llythyr gan y Cadeirydd at randdeiliaid – 4 Chwefror 2025

Llythyr gan y Cadeirydd at Gadeirydd y Pwyllgor Newid Hinsawdd, Amgylchedd a Seilwaith – 5 Chwefror 2025

2.4 Gwaith dilynol i gyfarfod y Pwyllgor ar 15 Ionawr 2025 – Y Warrant i Bobl Ifanc

(Tudalennau 12 – 14)

Dogfennau atodol:

Llythyr gan y Gweinidog Diwylliant, Sgiliau a Phartneriaeth Gymdeithasol – 4 Chwefror 2025

2.5 Cydsyniad deddfwriaethol: Y Bil Data (Defnydd a Mynediad)

(Tudalennau 15 – 18)

Dogfennau atodol:

Llythyr gan Ysgrifennydd y Cabinet dros yr Economi, Ynni a Chynllunio at Gadeirydd y Pwyllgor Diwylliant, Cyfathrebu, y Gymraeg, Chwaraeon, a Chysylltiadau Rhyngwladol – 5 Chwefror 2025

2.6 Memorandwm cyd-ddealltwriaeth rhwng Llywodraeth y DU a Llywodraeth Cymru

(Tudalen 19)

Dogfennau atodol:

Llythyr gan Ysgrifennydd y Cabinet dros yr Economi, Ynni a Chynllunio at Gadeirydd y Pwyllgor Deddfwriaeth, Cyfiawnder a'r Cyfansoddiad – 5 Chwefror 2025

2.7 Cyfarfod y Grwp Rhyngweinidogol ar Fasnach

(Tudalen 20)

Dogfennau atodol:

Llythyr oddi wrth Ysgrifennydd y Cabinet dros yr Economi, Ynni a Chynllunio – 5 Chwefror 2025

3 Llwybrau prentisiaeth – Panel 4 – Partneriaethau Sgiliau Rhanbarthol

09.30 – 10.40

(Tudalennau 21 – 68)

Leigh Hughes, Cadeirydd Bwrdd Cyflogaeth a Sgiliau Prifddinas–Ranbarth Caerdydd

Owain Jones, aelod o grŵp Clwstwr Adeiladu Partneriaeth Dysgu a Sgiliau Rhanbarthol De-orllewin Cymru, ac Ymddiriedolwr ac Aelod o Fwrdd CITB Pryderi ap Rhisiart, Cadeirydd Grŵp Sgiliau Digidol, Partneriaeth Sgiliau Rhanbarthol Gogledd Cymru

Ceri Stephens, Cadeirydd grŵp clwstwr Gweithgynhyrchu a Pheirianeg y Bartneriaeth Sgiliau Rhanbarthol, a Grŵp Gweithgynhyrchu Canolbarth Cymru

Dogfennau atodol:

Briff Ymchwil

Papur tystiolaeth – Partneriaeth Sgiliau Rhanbarthol Prifddinas Caerdydd (Saesneg yn unig)

Papur tystiolaeth – Partneriaeth Dysgu a Sgiliau Rhanbarthol De-orllewin Cymru (Saesneg yn unig)

Papur tystiolaeth – Partneriaeth Sgiliau Rhanbarthol Gogledd Cymru (Saesneg yn unig)

Papur tystiolaeth – Partneriaeth Sgiliau Rhanbarthol Canolbarth Cymru (Saesneg yn unig)

Egwyl

10.40 – 10.50

4 Llwybrau prentisiaeth – Panel 5 – Llywodraeth Cymru

10.50 – 11.50

(Tudalennau 69 – 79)

Jack Sargeant AS, y Gweinidog Diwylliant, Sgiliau a Phartneriaeth Gymdeithasol, Llywodraeth Cymru

Neil Surman, Dirprwy Gyfarwyddwr – Sgiliau, Llywodraeth Cymru

Rachel Sanders, Pennaeth Prentisiaethau, Llywodraeth Cymru

Dogfennau atodol:

Papur tystiolaeth – Llywodraeth Cymru

5 Cynnig o dan Reol Sefydlog 17.42(ix) i benderfynu gwahardd y cyhoedd o weddill y cyfarfod

11.50

Sesiwn breifat

11.50 – 12.35

6 Trafod y dystiolaeth yn dilyn y cyfarfod a'r adroddiad ymgysylltu drafft

11.50 – 12.10

(Tudalennau 80 – 98)

Dogfennau atodol:

Adroddiad ymgysylltu (Saesneg yn unig)

7 Cydsyniad Deddfwriaethol: Bil Hawliau Cyflogaeth – Trafod yr adroddiad drafft

12.10 – 12.15

(I ddilyn)

Dogfennau atodol:

Adroddiad drafft (Saesneg yn unig)

8 Iechyd y Pridd: Trafod y papur cwmpas a dull

12.15 – 12.25

(Tudalennau 99 – 107)

Dogfennau atodol:

Papur cwmpas a dull (Saesneg yn unig)

9 Yr Economi Werdd Trafod yr adroddiad drafft

12.25 – 12.35

(I ddilyn)

Dogfennau atodol:

Adroddiad drafft (Saesneg yn unig)

Rebecca Evans AS/MS
Ysgrifennydd y Cabinet dros yr Economi, Ynni a Chynllunio
Cabinet Secretary for Economy, Energy and Planning



Llywodraeth Cymru
Welsh Government

Ein cyf: RE/27/2025

Mike Hedges AS
Y Pwyllgor Deddfwriaeth, Cyfiawnder a'r Cyfansoddiad
Senedd Cymru

29 Ionawr 2025

Annwyl Mike,

Yn unol â'r cytundeb cysylltiadau rhyngsefydliadol, ysgrifennaf i'ch hysbysu bod Memorandwm Cyd-ddealltwriaeth rhwng Llywodraeth y DU a Llywodraeth Cymru wedi ei gyhoeddi ar 8 Ionawr 2025. Gellir dod o hyd iddo [yma](#).

Mae'r Memorandwm Cyd-ddealltwriaeth hwn yn crynhoi ac yn ffurfioli'r egwyddorion troswaol a'r dull ar gyfer defnyddio cyllid Llywodraeth y DU ar gyfer Parthau Buddsoddi y cytunwyd arnynt rhwng Llywodraeth y DU a Llywodraeth Cymru.

Rwyf hefyd wedi copïo'r llythyr hwn at Bwyllgor yr Economi, Masnach a Materion Gwledig a'r Pwyllgor Cyllid.

Yn gywir,

Rebecca Evans AS/MS
Ysgrifennydd y Cabinet dros yr Economi, Ynni a Chynllunio
Cabinet Secretary for Economy, Energy and Planning

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:
0300 0604400

Bae Caerdydd • Cardiff Bay
Caerdydd • Cardiff
CF99 1SN

Correspondence.Rebecca.Evans@gov.wales
Gohebiaeth.Rebecca.Evans@llyw.cymru

Rydym yn croesawu derbyn gohebiaeth yn y Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Tudalen y pecyn 1

Y Gwir Anrhydeddus Elin Jones AS
Llywydd a Chadeirydd y Pwyllgor Busnes

31 Ionawr 2025

Annwyl Elin

Memoranda cydsyniad deddfwriaethol ar y Bil Hawliau Cyflogaeth

Yn ei gyfarfod ar 27 Ionawr 2025, bu'r Pwyllgor Deddfwriaeth, Cyfiawnder a'r Cyfansoddiad yn ystyried y memorandwm cydsyniad deddfwriaethol a'r memorandwm cydsyniad deddfwriaethol atodol a osodwyd gan Lywodraeth Cymru mewn perthynas â'r Bil Hawliau Cyflogaeth, ar 5 Rhagfyr a 19 Rhagfyr 2024, yn y drefn honno.

Fel rhan o'n hystyriaeth, buom yn ystyried darpariaeth a nodwyd gan Lywodraeth Cymru yng nghymal 26 o'r Bil. Yn y memorandwm cydsyniad deddfwriaethol, mae'r Gweinidog dros Ddiwylliant, Sgiliau a Phartneriaeth Gymdeithasol, Jack Sargeant AS, yn datgan bod cymal 26 yn mewnosod adran 78A newydd yn *Neddf Cydraddoldeb 2010*. Mae'r adran newydd hon yn galluogi gwneud rheoliadau sy'n ei gwneud yn ofynnol i gyflogwyr a chyrrff cyhoeddus penodol baratoi a chyhoeddi "cynllun gweithredu cydraddoldeb" yn ymdrin â materion o ran tegwch rhwng y rhywiau. At hynny, mae'r Gweinidog yn datgan bod y rhan fwyaf o gyrff cyhoeddus datganoledig Cymru wedi'u heithrio o'r ddarpariaeth hon, ond mae Comisiwn y Senedd (o dan ei enw blaenorol, Comisiwn Cynulliad Cenedlaethol Cymru) o fewn cwmpas y Bil.

Rydym wedi ysgrifennu ar wahân at y Gweinidog i ofyn am ragor o wybodaeth mewn perthynas â'r ddarpariaeth hon, ond byddem hefyd yn ddiolchgar pe gallech nodi unrhyw ymgysylltiad yr ydych wedi'i gael â Llywodraeth y DU, neu Lywodraeth Cymru, ar y cymal hwn, ac amlinellu unrhyw farn sydd gennych, o bosibl, ar gynnwys y ddarpariaeth.

Byddwn yn ddiolchgar o gael ymateb i'r cwestiynau hyn erbyn dydd Iau 13 Chwefror 2025. Fe fyddwch yn ymwybodol bod y Pwyllgor Busnes wedi pennu dyddiad cau ar gyfer adrodd, sef 7 Mawrth 2025 ar gyfer y memoranda.

Rwy'n anfon copi o'r llythyr hwn at y Gweinidog dros Ddiwylliant, Sgiliau a Phartneriaeth Gymdeithasol, Cadeirydd Pwyllgor yr Economi, Masnach a Materion Gwledig a Chadeirydd y Pwyllgor Cydraddoldeb a Chyfiawnder Cymdeithasol.

Yn gywir,

A handwritten signature in black ink that reads "Mike Hedges". The signature is written in a cursive style and is underlined with a single horizontal stroke.

Mike Hedges
Cadeirydd

Jack Sergeant AS

Y Gweinidog Diwylliant, Sgiliau a Phartneriaeth Gymdeithasol

31 Ionawr 2025

Annwyl Jack,

Memorandwm Cydsyniad Deddfwriaethol ar y Bil Hawliau Cyflogaeth

Yn ei gyfarfod ar 27 Ionawr 2025, trafododd y Pwyllgor Deddfwriaeth, Cyfiawnder a'r Cyfansoddiad y memorandwm cydsyniad deddfwriaethol a'r memorandwm cydsyniad deddfwriaethol atodol a osodwyd gennych mewn perthynas â'r Bil Hawliau Cyflogaeth ar 5 Rhagfyr a 19 Rhagfyr 2024, yn y drefn honno.

Er mwyn llywio ein hystyriaeth o'r memoranda, byddem yn ddiolchgar pe gallech ddarparu rhagor o wybodaeth mewn perthynas â rhai o gymalau'r Bil sydd angen cydsyniad, yn eich barn chi, fel y nodir isod.

Fel y dywedwch yn y memorandwm cydsyniad deddfwriaethol mewn perthynas â chymal 26, mae Comisiwn y Senedd o fewn cwmpas y ddarpariaeth hon. A fydddech cystal â darparu rhagor o wybodaeth ynghylch pam ei bod yn briodol bod Comisiwn y Senedd o fewn ei chwmpas, tra bo'r rhan fwyaf o gyrrff cyhoeddus datganoledig Cymru wedi'u heithrio?

Mae cymal 26 hefyd yn darparu bod yn rhaid i un o Weinidogion y Goron ymgynghori â Gweinidogion Cymru cyn gwneud rheoliadau sy'n gymwys i nifer o gyrrff o dan y ddarpariaeth hon; fodd bynnag, nid oes gofyniad tebyg i ymgynghori â Gweinidogion Cymru wrth wneud rheoliadau sy'n gymwys i Gomisiwn y Senedd. A allwch chi esbonio pam y mae felly?

Mae cymalau 49, 52 a 54 yn dileu neu'n diwygio darpariaethau amrywiol *Deddf yr Undebau Llafur a Chysylltiadau Llafur (Cydgrynhoi) 1992*, fel y'i diwygiwyd gan *Ddeddf yr Undebau Llafur 2016*; darpariaethau sydd wedi cael eu datgymhwyso o ran awdurdodau Cymreig datganoledig gan *Ddeddf yr Undebau Llafur (Cymru) 2017*. Yn unol â hynny, mae cymal 71 yn diddymu adran 1 o *Ddeddf 2017* o ystyried y bydd yn ddiangen ac na fydd yn cael effaith gyfreithiol mwyach. Gan fod testun *Deddf 1992*



bellach wedi'i gadw yn benodol o dan baragraff 141(d) o Atodlen 7A i *Ddeddf Llywodraeth Cymru 2006*, a allech egluro pam yr ydych o'r farn bod angen cydsyniad y Senedd ar y darpariaethau yng nghymalau 49, 52, 54 a 71?

Fel y dywedwch yn y memorandwm cydsyniad deddfwriaethol atodol, bydd diwygiadau Llywodraeth i gymal 25 yn arwain at roi pwerau i Weinidogion Cymru mewn perthynas ag awdurdodau Cymreig datganoledig. A fydddech cystal ag egluro, yn unol â'r gofyniad yn Rheol Sefydlog 29.3(iv), pa un o weithdrefnau'r Senedd a fydd yn gymwys i is-ddeddfwriaeth a wneir drwy arfer y pwerau hyn?

Byddwn yn ddiolchgar o gael ymateb i'r cwestiynau hyn erbyn dydd Iau 13 Chwefror 2025. Fe fyddwch yn ymwybodol bod y Pwyllgor Busnes wedi pennu dyddiad cau ar gyfer adrodd, sef 7 Mawrth 2025 ar gyfer y memoranda.

Anfonir copi o'r llythyr hwn at Gadeirydd Pwyllgor yr Economi, Masnach a Materion Gwledig a Chadeirydd y Pwyllgor Cydraddoldeb a Chyfiawnder Cymdeithasol.

Yn gywir,



Mike Hedges
Cadeirydd

Darragh O'Brien T.D.

Y Gweinidog dros Drafnidiaeth

04 Chwefror 2025

Annwyl Y Gweinidog,

Difrod a Chau Porthladd Caergybi yn Dilyn Storm

Mae Pwyllgor yr Economi, Masnach a Materion Gwledig y Senedd wedi penderfynu cynnal ymchwiliad byr i'r difrod diweddar gan stormydd, a chau Porthladd Caergybi. Cytunodd yr Aelodau y byddai'r ymchwiliad yn canolbwyntio ar:

- Achosion:** y ffactorau sy'n cyfrannu at ddifrifoldeb y difrod;
- Cyfathrebu:** y dull o gyfathrebu yn ystod y storm, ac wedyn, gan gynnwys cyfathrebu â defnyddwyr porthladdoedd, cymunedau a busnesau yr effeithiwyd arnynt gan gau'r porthladd, a hefyd rhwng llywodraethau.
- Adfer:** cyflymder yr ymateb o ran asesu ac atgyweirio'r difrod, gan gynnwys y cymorth a ddarparwyd gan lywodraethau; ac
- Effaith:** effaith y cau, yn ogystal â maint ac effeithiolrwydd y camau sy'n cael eu cymryd i liniaru'r effeithiau.

Gan fod y Pwyllgor yn bwriadu i hwn fod yn ymchwiliad byr â ffocws, ni fyddwn yn lansio ymgynghoriad cyhoeddus. Fodd bynnag, rydym wedi penderfynu ysgrifennu at bartion allweddol â diddordeb i gael eu barn.

Byddem yn awyddus i glywed eich barn am yr achosion, y cyfathrebu, yr adferiad a'r effaith. Byddem hefyd yn croesawu unrhyw wybodaeth neu dystiolaeth arall ar y mater fel y gwelwch chi orau. Byddai darparu'r dystiolaeth hon yn ein helpu i ddeall yr amgylchiadau a arweiniodd at gau'r Porthladd, y



materion a gododd yn sgil ei gau, ac yn caniatáu inni lunio argymhellion i Lywodraeth Cymru er mwyn atal y materion a grybwyllwyd rhag digwydd eto.

Diolch ymlaen llaw am eich ymgysylltiad. Os yn bosibl, byddwn yn gwerthfawrogi pe gallech anfon eich cyfraniad erbyn 19 Chwefror i helpu i lywio ein sesiwn dystiolaeth a drefnwyd ar gyfer 6 Mawrth.

Yn gywir,

A handwritten signature in black ink that reads "Andrew RT Davies". The signature is written in a cursive style with a large initial 'A'.

Andrew RT Davies AS

Cadeirydd: Pwyllgor yr Economi, Masnach a Materion Gwledig

Croesewir gohebiaeth yn Gymraeg neu Saesneg

04 Chwefror 2025

Annwyl randdeiliad,

Difrod a Chau Porthladd Caergybi yn Dilyn Storm

Mae Pwyllgor yr Economi, Masnach a Materion Gwledig y Senedd wedi penderfynu cynnal ymchwiliad byr i'r difrod diweddar gan stormydd, a chau Porthladd Caergybi. Cytunodd yr Aelodau y byddai'r ymchwiliad yn canolbwyntio ar:

- **Achosion:** y ffactorau sy'n cyfrannu at ddifrifoldeb y difrod;
- **Cyfathrebu:** y dull o gyfathrebu yn ystod y storm, ac wedyn, gan gynnwys cyfathrebu â defnyddwyr porthladdoedd, cymunedau a busnesau yr effeithiwyd arnynt gan gau'r porthladd, a hefyd rhwng llywodraethau.
- **Adfer:** cyflymder yr ymateb o ran asesu ac atgyweirio'r difrod, gan gynnwys y cymorth a ddarparwyd gan lywodraethau; ac
- **Effaith:** effaith y cau, yn ogystal â maint ac effeithiolrwydd y camau sy'n cael eu cymryd i liniaru'r effeithiau.

Gan fod y Pwyllgor yn bwriadu i hwn fod yn ymchwiliad byr â ffocws, ni fyddwn yn lansio ymgynghoriad cyhoeddus. Fodd bynnag, rydym wedi penderfynu ysgrifennu at bartion allweddol â diddordeb i gael eu barn.

Byddem yn awyddus i glywed eich barn am yr achosion, y cyfathrebu, yr adferiad a'r effaith. Byddem hefyd yn croesawu unrhyw wybodaeth neu dystiolaeth arall ar y mater fel y gwelwch chi orau. Byddai darparu'r dystiolaeth hon yn ein helpu i ddeall yr amgylchiadau a arweiniodd at gau'r Porthladd, y materion a gododd yn sgil ei gau, ac yn caniatáu inni lunio argymhellion i Lywodraeth Cymru er mwyn atal y materion a grybwyllwyd rhag digwydd eto.



Diolch ymlaen llaw am eich ymgysylltiad. Os yn bosibl, byddwn yn gwerthfawrogi pe gallech anfon eich cyfraniad erbyn 19 Chwefror i helpu i lywio ein sesiwn dystiolaeth a drefnwyd ar gyfer 6 Mawrth.

Yn gywir,

Andrew RT Davies

Andrew RT Davies AS

Cadeirydd: Pwyllgor yr Economi, Masnach a Materion Gwledig

Croesewir gohebiaeth yn Gymraeg neu Saesneg



Llyr Gruffydd AS

Cadeirydd

Pwyllgor Newid Hinsawdd, yr Amgylchedd a Seilwaith

5 Chwefror 2025

Annwyl Llyr,

Difrod a Chau Porthladd Caergybi yn Dilyn Storm

Mae Pwyllgor yr Economi, Masnach a Materion Gwledig y Senedd wedi penderfynu cynnal **ymchwiliad byr** i'r difrod diweddar gan stormydd, a chau Porthladd Caergybi. Cytunodd y Pwyllgor y dylai'r ymchwiliad ganolbwyntio ar y canlynol:

- **Achosion:** y ffactorau sy'n cyfrannu at ddifrifoldeb y difrod;
- **Cyfathrebu:** y dull o gyfathrebu yn ystod y storm, ac wedyn, gan gynnwys cyfathrebu â defnyddwyr porthladdoedd, cymunedau a busnesau yr effeithiwyd arnynt gan gau'r porthladd, a hefyd rhwng llywodraethau.
- **Adfer:** cyflymder yr ymateb o ran asesu ac atgyweirio'r difrod, gan gynnwys y cymorth a ddarparwyd gan y Llywodraeth; ac
- **Effaith:** effaith y cau, yn ogystal â maint ac effeithiolrwydd y camau sy'n cael eu cymryd i liniaru'r effeithiau.

Rydym yn bwriadu cynnal sesiwn dystiolaeth undydd ar 6 Mawrth ac yn gobeithio trefnu pedwar panel i drafod y canlynol:

- Porthladdoedd;
- Masnach a Logisteg;



- Busnes a Llywodraeth Leol; a
- Safbwynt Llywodraeth Cymru.

Gan fod y Pwyllgor yn bwriadu i hwn fod yn ymchwiliad byr â ffocws, ni fyddwn yn lansio ymgynghoriad cyhoeddus. Fodd bynnag, rydym wedi penderfynu ysgrifennu at bartion allweddol â diddordeb i gael eu barn. Bydd hyn yn cynnwys Llywodraeth Iwerddon, cynrychiolwyr busnes gan gynnwys, yn benodol, cludo nwyddau, cynrychiolwyr darparwyr twristiaeth yn y gogledd a chynrychiolwyr gweithwyr.

Gan fod hwn yn fater trawsbynciol sy'n ymdrin â pholisi o fewn cylch gwaith ein dau Bwyllgor, hoffwn wahodd aelodau'r Pwyllgor Newid Hinsawdd, yr Amgylchedd a Seilwaith i gymryd rhan yn yr ymchwiliad hwn ac ymuno â'n sesiwn ar 6 Mawrth. Rwyf wedi gofyn i'n Clerc drafod materion ymarferol hyn gyda'ch Clerc.

Edrychaf ymlaen at weithio gyda chi a'ch pwyllgor ar y mater pwysig hwn.

Cofion cynnes,



Andrew RT Davies AS

Cadeirydd: Pwyllgor yr Economi, Masnach a Materion Gwledig

Croesewir gohebiaeth yn Gymraeg neu Saesneg



Llywodraeth Cymru
Welsh Government

Eich cyf/Your ref
Ein cyf/Our ref po 42 2025

Andrew R.T. Davies
Committee Chair

AndrewRT.Davies@senedd.wales

4 Chwefror 2025

Annwyl Andrew,

Pwyllgor yr Economi, Masnach a Materion Gwledig 15/01/2025 Rhagor o wybodaeth am y Warant i Bobl Ifanc

Ar 15 Ionawr 2025, roeddwn yn bresennol yng nghyfarfod y Pwyllgor i drafod cyllideb ddrafft Llywodraeth Cymru ar gyfer 2025/2026. Yn ystod y cyfarfod, cynigiais gyflwyno rhagor o fanylion yn ysgrifenedig am yr hyn y mae'r Warant i Bobl Ifanc (y Warant) wedi'i ddarparu i bobl ifanc yng Nghymru.

Mae'r Warant yn ymrwymiad o'r Rhaglen Lywodraethu a lansiodd ym mis Tachwedd 2021 i gynnig cymorth i bawb rhwng 16 a 24 oed yng Nghymru i gael lle mewn addysg, hyfforddiant, prentisiaeth, dod o hyd i swydd, neu ddod yn hunangyflogedig. Ers ei lansio, mae dros 45,000 o bobl ifanc wedi cael cefnogaeth drwy ein rhaglenni cyflogadwyedd a sgiliau yn unig.

Mae'r Warant yn cael ei chynnig gyda chymorth amrywiol opsiynau cymorth cyflogadwyedd, busnes a hyfforddiant, ac mae'r gwaith atgyfeirio yn digwydd yn bennaf drwy Cymru'n Gweithio, sy'n cynnig cyngor ac arweiniad diduedd am yrfaeod yn rhad ac am ddim os ydych yn 16 oed neu'n hŷn. Yn ogystal â rhoi manylion am y prif raglenni o dan y Warant rwyf wedi darparu nifer o astudiaethau achos sy'n dod â bywyd i'r gefnogaeth a ddarperir gan y rhaglen:

Mae **Twf Swyddi Cymru+ (TSC+)**, ein rhaglen flaenllaw o dan y Warant yn darparu pecyn o gymorth wedi'i deilwra i bobl ifanc 16-19 oed gyda gweithgareddau hyfforddi a datblygu drwy gyflogaeth, hyfforddiant ffurfiol neu waith gwirfoddol. Hyd yn hyn, mae 13,345 o bobl ifanc wedi bod yn ymwneud â TSC+ ers lansio'r rhaglen ym mis Ebrill 2022.

Mae Amy, sy'n dod o'r Bargoed, yn enghraifft o berson ifanc yng Nghymru sydd wedi elwa ar raglen Twf Swyddi Cymru+. Cafodd Amy ddiagnosis o amhariad ar ei golwg yn 7 oed. Ymunodd ag elfen Ymgysylltu TSC+ a symudodd ymlaen yn gyflym i'r elfen Datblygu gan ei

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:
0300 0604400

Bae Caerdydd • Cardiff Bay
Caerdydd • Cardiff
CF99 1SN

Gohebiaeth.Jack.Sargeant@llyw.cymru
Correspondence.Jack.Sargeant@gov.wales

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

Tudalen y pecyn 12

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galluogi i astudio ar gyfer cymhwyster lechyd a Gofal Cymdeithasol Lefel 1. Darparodd y rhaglen gyllid i Amy gael gliniadur personol, a lawrlwythodd tiwtoriaid y cwrs feddalwedd priodol a oedd yn gwneud y sgrin yn fwy hygyrch, gan ei galluogi i gwblhau cyrsiau yn llawer cyflymach nag o'r blaen. Trwy gyfuniad o gyrsiau wedi'u hanelu at ysgrifennu CV a pharatoi ar gyfer cyfweiliadau, llwyddodd Amy i sicrhau profiad mewn amgylchedd gwaith ac mae bellach yn dilyn gyrfa yn y diwydiant gofal plant.

Mae Cez, sy'n 17 oed ac o Sir y Fflint, yn un arall sydd wedi sicrhau lleoliad gwaith ar ôl cymryd rhan yn y rhaglen. Dysgodd Cez sut i wneud cais am swydd a beth i'w gynnwys mewn CV, gyda'r tiwtoriaid hefyd yn darparu gwybodaeth am wahanol ddiwydiannau ac yn cynnig ffyrdd newydd o ddysgu wedi'u teilwra i'w hanghenion. Yn dilyn y cyngor a'r gefnogaeth gyrfaedd a gafodd drwy diwtoriaid Twf Swyddi Cymru+, cafodd Cez gyfweiliad, a llwyddodd i sicrhau lleoliad mewn asiantaeth tai leol.

Mae **Cymunedau am Waith +** yn darparu cymorth a gwasanaeth mentora arbenigol ar gyfer unigolion NEET a'r rhai sy'n wynebu rhwystrau cymhleth rhag cyflogaeth, sy'n 16 oed neu'n hŷn. Hyd yn hyn, mae 9,750 o bobl ifanc wedi cymryd rhan yn y rhaglen.

Mae Jade, mam ifanc o Dorfaen sydd â rhwystrau cymhleth, wedi manteisio ar y gefnogaeth a ddarparwyd gan Cymunedau am Waith+. Roedd Jade yn fam llawn amser a oedd eisoes wedi cwblhau cwrs gwallt a harddwch yn y coleg, ond nid oedd yn siŵr o'r camau nesaf yn ei gyrfa. Trwy'r cymorth a ddarparwyd gan Cymunedau am Waith+ o ran cyngor, arweiniad a pharatoi ar gyfer cyfweiliad, llwyddodd Jade i wneud cais am rôl wirfoddoli mewn Cynllun Chwarae yn Nhorfaen. Yna gwnaed trefniadau i Jade gwblhau cwrs gofal plant, gan ei galluogi i wneud cais llwyddiannus am swydd â thâl yn y Cynllun Chwarae.

Mae **Ysbrydoli Rhagoriaeth Sgiliau yng Nghymru** yn darparu rhaglen o weithgareddau sy'n cryfhau'r ddealltwriaeth, yr ymwybyddiaeth a'r ddarpariaeth o addysg alwedigaethol, safonau sgiliau, hyfforddiant a llwybrau gyrfa ar gyfer dysgwyr, ymarferwyr a busnesau yng Nghymru. Mae'r rhaglen yn annog ymgysylltiad a chyfranogiad mewn cystadlaethau sgiliau i godi safonau ar gyfer cystadleuwyr ac ymarferwyr; yn cefnogi cystadleuwyr cenedlaethol a rhyngwladol i ddatblygu eu sgiliau i safon fyd-eang ac yn darparu datblygiad proffesiynol penodol i'r sector i ymarferwyr a rheolwyr hyfforddiant yng Nghymru. Yn 2024 – 2025 bu'r rhaglen yn ymwneud â 1,500 o bobl ifanc mewn cystadlaethau lleol ledled Cymru.

Yn rownd derfynol WorldSkills yn Lyon ym mis Medi 2024, bu 6 myfyriwr o Gymru yn cystadlu fel rhan o Dîm y DU, gydag un cystadleuydd o Gymru, Ruben Duggan, yn ennill medal arian. Daeth bron i draean o dîm hyfforddi WorldSkills UK o'r sector addysg a hyfforddiant yng Nghymru.

Yn rowndiau terfynol diweddar WorldSkills y DU a SkillBuild ym mis Tachwedd 2024, daeth Cymru i'r amlwg fel rhanbarth cryf yn y gystadleuaeth. Enillwyd cyfanswm o 70 o fedalau gan y 118 o gystadleuwyr o Gymru, gan baratoi'r ffordd i Gymru gynnal Rownd Derfynol WorldSkills y DU am y tro cyntaf ym mis Tachwedd 2025.

Mae **Syniadau Mawr Cymru** yn cynorthwyo pobl ifanc i oresgyn heriau rhag bod yn hunangyflogedig. Mae'n helpu pobl ifanc i ddysgu am fusnes, gweithio gyda chynghorydd i baratoi ar gyfer hunangyflogaeth ac o bosibl gael mynediad at grant ariannol i helpu i ddechrau busnes.

Ers 2021, mae Syniadau Mawr Cymru wedi cynnal 6,283 gweithdy, dan arweiniad entrepreneuriaid, i gyrraedd 240,343 o bobl ifanc dan 25 oed. Yn y cyfnod hwnnw, mae 3,646 o bobl ifanc 16-24 oed wedi bod yn rhan o'r rhaglen cychwyn busnes sy'n darparu cyngor ac arweiniad busnes. Lanswyd y Grant Rhwystrau rhag Dechrau Busnes ym mis Gorffennaf 2022 ac mae wedi darparu cymorth ariannol i 609 o unigolion economaidd

anweithgar a di-waith gyda grant o hyd at £2,000 i ddechrau eu busnes eu hunain, ochr yn ochr â phhecyn o gymorth a chyngor busnes. Yn dilyn y gefnogaeth (ariannol ac anariannol) mae 669 wedi mynd ymlaen i ddechrau busnes.

Lansiodd Poppi, entrepreneur 20 oed o Gastell-nedd Port Talbot, ei busnes arlwygo ei hun diolch i'r gefnogaeth a ddarparwyd gan Syniadau Mawr Cymru. Mynychodd Poppi gyrsiau coginio ac arlwygo, cwblhaodd gyrsiau Lefel 2 Hylendid ac Iechyd ac Ymwybyddiaeth Alergedd a derbyniodd gyngor ac adnoddau gwerthfawr sydd wedi ei helpu i lansio ei busnes ei hun. Derbyniodd Poppi hefyd gefnogaeth Syniadau Mawr Cymru wrth wneud cais llwyddiannus am Grant Rhwystrau rhag Busnes o £2,000 a aeth tuag at fwy o offer ar gyfer ei busnes.

Mae **ReAct+** yn darparu cymorth grant ar gyfer hyfforddiant galwedigaethol, costau teithio a gofal sy'n gysylltiedig â hyfforddiant i'r rhai sy'n ceisio ailymuno â'r farchnad lafur, sy'n 20 oed neu'n hŷn. Mae'r grant wedi'i dargedu at y rhai sydd dan rybudd ffurfiol o ddiswyddo, y rhai sydd wedi cael eu diswyddo yn ystod y chwe mis diwethaf, cyn-droseddwr a throseddwr sy'n cyflawni dedfrydau cymunedol. Mae'r rhaglen wedi cefnogi 726 o bobl ifanc ers ei lansio ym mis Mehefin 2022.

Mae'r rhaglen wedi helpu pobl fel Luke, dyn 24 oed o Gwmfelinfach, i ddechrau ei yrfa ddelfrydol ar ôl iddo gael ei ddiswyddo ychydig cyn genedigaeth ei blentyn cyntaf. Cyfarfu Luke â chynghorydd Cymru'n Gweithio i drafod ei uchelgais o ran gyrfa a dechreuodd y ddau ddatblygu pecyn cymorth a fyddai'n ei helpu i ddychwelyd i gael swydd. Roedd hyn yn cynnwys cyllid ar gyfer yr holl gyrsiau hyfforddi hanfodol angenrheidiol er mwyn i Luke lwyddo i newid gyrfa.

Mae **prentisiaethau** yng Nghymru yn cyfuno hyfforddiant ymarferol mewn swydd ochr yn ochr ag astudiaeth ychwanegol, gan ganiatáu i brentis ennill profiad gwaith, dysgu sgiliau newydd a chael cymhwyster a gydnabyddir yn genedlaethol tra'n ennill cyflog. Dechreuodd y Warrant ym mis Tachwedd 2021, ac mae'r ffigurau ar wefan Medr yn dangos bod dros 20,600 o brentisiaethau wedi'u dechrau ers trydydd chwarter 2021/22.

Cafodd Sayfan Iqbal, prentis creadigol 22 oed o Gaerdydd, ei ddewis o blith cannoedd o ymgeiswyr am brentisiaeth amser llawn ym Mhencadlys ITV Cymru Wales ym Mae Caerdydd. Cafodd Safyan ei eni â chlyw gwael, a waethygodd dros amser nes iddo gael llawdriniaeth yn 11 oed i osod mewnblianiad yn y cochlea a'i helpodd i glywed yn well. Fel rhan o'i brentisiaeth dysgodd amrywiaeth o sgiliau gan gynnwys sut i drin camerâu a ffilmio a golygu fel rhan o'i uchelgais i fod yn weithredwr camera neu wneuthurwr ffilmiau.

Rwy'n gobeithio fy mod wedi gallu tynnu sylw at y cynnydd sylweddol a wnaed gyda'r Warrant i Bobl Ifanc, a dangos yr effaith wirioneddol ac ystyrlon ar bobl ifanc Cymru.

Yn gywir



Jack Sargeant AS/MS

Y Gweinidog Diwylliant, Sgiliau a Phartneriaeth Gymdeithasol
Minister for Culture, Skills and Social Partnership



Eich cyf/Your ref
Ein cyf/Our Ref

Llywodraeth Cymru
Welsh Government

Delyth Jewell AS
Cadeirydd Diwylliant, Cyfathrebu, y Gymraeg, Chwaraeon a
a Chysylltiadau Rhyngwladol
Senedd Cymru

05 Chwefror 2025

Annwyl Delyth,

Yn dilyn gosod Memorandwm Cydsyniad Deddfwriaethol (LCM) ar y Bil Data (Defnydd a Mynediad) ('y Bil') ar 2 Ionawr, rwy'n atodi copi o'n hasesiad wedi'i ddiweddarau mewn perthynas ag unrhyw effaith bosibl y Bil ar y Cytundeb Masnach a Chydweithredu (TCA). Byddaf yn anfon copi o'r llythyr hwn at bob un o'r Pwyllgorau y cyfeiriwyd yr LCM atynt.

Gwnaeth y Prif Weinidog blaenorol ymrwymiad ynghylch rhannu asesiadau o effaith Biliau Llywodraeth y DU ar y TCA ym mis Ionawr 2024, wrth ymateb i argymhellion y Pwyllgor yn ymwneud ag Adroddiad Blynyddol Cysylltiadau Rhyngwladol 2022-23. Dywedodd yr ymrwymiad y *dylai 'nodau Deddfwriaethol Llywodraeth Cymru ar Filiau sy'n effeithio ar Gytundeb Masnach a Chydweithredu'r DU a'r UE nodi ein hasesiad o effaith o'r fath'*.

Hoffwn egluro sut yr wyf yn bwriadu cyflawni'r ymrwymiad. Y TCA yw cytundeb masnach pwysicaf y DU ac o'r herwydd, mae Llywodraeth Cymru bob amser yn ystyried sut y gallai deddfwriaeth ddrafft effeithio ar ein rhwymedigaethau rhyngwladol presennol. Ni fydd llawer o Filiau Llywodraeth y DU yn cael unrhyw effaith adnabyddadwy ar y TCA, nac ar unrhyw un o'n rhwymedigaethau rhyngwladol. Yn yr achosion hyn, ni fyddem yn darparu asesiad i'r Senedd. Pan fo Bil yn cael effaith glir ar y rhwymedigaethau a wnaed yn y TCA, dim ond mewn perthynas â'r darpariaethau y gofynnir i'r Senedd gydsynio iddynt y bydd asesiad yn cael ei ddarparu i'r Pwyllgor. Byddai cynnwys y darpariaethau nad ydynt yn ymwneud â materion datganoledig mewn asesiadau technegol o Filiau yn rhoi baich afresymol ar dimau Llywodraeth Cymru ac yn dyblygu gwaith y bydd Llywodraeth y DU eisoes wedi'i wneud. Bydd asesiadau yn parhau i gael eu darparu yn ysgrifenedig, fel dogfen ar wahân i'r LCM ei hun.

Mewn achosion lle mae fy swyddogion yn pryderu bod polisi Llywodraeth y DU yn anghydnaws â'r TCA, byddwn yn parhau i godi'r pryderon hyn yn uniongyrchol gyda

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:
0300 0604400

Bae Caerdydd • Cardiff Bay
Caerdydd • Cardiff
CF99 1SN

Correspondence.Rebecca.Evans@gov.wales
Gohebiaeth.Rebecca.Evans@llyw.cymru

Rydym yn croesawu derbyn gohebiaeth yn y Gymraeg. Bydd unrhyw ohebiaeth a dderbynnir yn Gymraeg yn cael ei hateb yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Llywodraeth y DU. Fodd bynnag, mater i Lywodraeth y DU yn y pen draw yw sicrhau ei bod wedi cyflawni ei diwydrwydd dyladwy ei hun a'i bod yn cydymffurfio ag unrhyw rwymedigaethau rhyngwladol.

Hyderaf fod y dull gweithredu hwn yn rhoi'r wybodaeth sydd ei hangen ar y Pwyllgor.

Yn gywir,

A handwritten signature in black ink that reads "Rebecca Evans". The script is cursive and fluid.

Rebecca Evans AS/MS

Ysgrifennydd y Cabinet dros yr Economi, Ynni a Chynllunio
Cabinet Secretary for Economy, Energy and Planning

Copi at: Cadeirydd, Pwyllgor yr Economi, Masnach a Materion Gwledig
Cadeirydd y Pwyllgor Newid Hinsawdd, yr Amgylchedd a Seilwaith
Cadeirydd, y Pwyllgor Cydraddoldeb a Chyfiawnder Cymdeithasol
Cadeirydd y Pwyllgor Deddfwriaeth, Cyfiawnder a'r Cyfansoddiad

Atodiad 1 - Y Cytundeb Masnach a Chydweithredu a'r Bil Data (Defnydd a Mynediad) – Dadansoddiad

A fydd y Bil yn effeithio ar gydymffurfriad y DU â'r darpariaethau diogelu data yn y Cytundeb Masnach a Chydweithredu?

1. Ein barn ni yw na fydd Bil Data (Defnydd a Mynediad) y DU ('y Bil'), yn cael effaith uniongyrchol ar gydymffurfriad y DU â'r Cytundeb Masnach a Chydweithredu (TCA), sy'n Gytundeb Masnach Rydd (FTA) rhwng y DU a'r UE.
2. Ein barn ni yw nad yw'r newidiadau i fframwaith diogelu data'r DU a gynigir gan y Bil fel y'i drafftwyd yn debygol o effeithio ar gydymffurfriad y DU â TCA, gan fod ei ddarpariaethau diogelu data yn eang ac ar lefel uchel ar y cyfan, ac eithrio rheolau ar drosglwyddo data sy'n ymwneud â materion cyfraith a gorfodi, sy'n fwy penodol.
3. Fodd bynnag, fel yn achos Bil Diogelu Data a Gwybodaeth Ddigidol (DPDI) blaenorol Llywodraeth y DU (a fethodd ar ôl diddymu'r Senedd), rydym yn pryderu y gallai'r Bil hwn nodi dechrau ymwahaniad y DU oddi wrth y drefn diogelu data sydd ar waith ar hyn o bryd ledled yr UE drwy wanhau'r diogelwch a ddarperir gan ddeddfwriaeth y DU a nodir yn y Rheoliad Cyffredinol ar Ddiogelu Data (GDPR) a Deddf Diogelu Data 2018. Mae potensial gan wahaniaethau rheoleiddiol dros y tymor canolig i'r tymor hir i danseilio darpariaethau diogelu data'r TCA ar draws ystod eang o feysydd polisi, gan gynnwys masnach ddigidol sy'n hanfodol ar gyfer gwasanaethau cyhoeddus a busnesau preifat, a'r gyfraith a gorfodi.

Pam y gallai ymwahaniad y DU oddi wrth drefn diogelu data'r UE danseilio'r TCA?

4. Mae penderfyniadau digonolrwydd data¹ a wneir gan yr UE ynghylch y DU yn cadarnhau bod gan y DU yr un lefel o ddiogelwch ar gyfer data personol â'r UE, sy'n galluogi data personol i lifo'n rhydd rhwng yr UE a'r DU, gan gefnogi gwasanaethau cyhoeddus a busnesau preifat. Mae penderfyniadau digonolrwydd y DU hefyd yn helpu i hwyluso'r broses o weithredu'r TCA sy'n cynnwys ymrwymiad gan yr UE a'r DU i gynnal lefelau uchel o safonau diogelu data.
5. Ein barn ni yw bod nifer o ddarpariaethau yn y Bil hwn a allai o bosibl danseilio'r fframwaith diogelu data presennol, ac felly gallant fygwth penderfyniadau digonolrwydd perthnasol.
6. Mae'r pryderon allweddol yn ymwneud â:
 - darpariaethau a fydd yn gwanhau hawliau gwrthrych data, megis gwanhau amddiffyniadau ynghylch gwneud penderfyniadau awtomataidd;
 - ychwanegu dyletswyddau i'r Comisiynydd Gwybodaeth a allai effeithio ar y gofyniad am annibyniaeth lwyr y Comisiynydd, yn rhydd o ddylanwad allanol uniongyrchol neu anuniongyrchol;
 - y gwahanol safon o drin trosglwyddiadau data rhyngwladol o'i gymharu â'r UE, a allai rhwystro digonolrwydd pe bai'r mater hwn yn achos o ymgyfreitha; a
 - bod cyfanswm pwerau deddfu'r Ysgrifennydd Gwladol yn arwain at lefel uchel o reolaeth ynghylch diogelu data gyda mesurau diogelu cyfyngedig.

¹ [Digonolrwydd | ICO](#) – Gwefan Swyddfa Comisiynydd Gwybodaeth y DU

7. Mae'r posibilrwydd o golli digonolrwydd data'r UE yn bryder allweddol o safbwynt masnach. Byddai hyn yn fygythiad mawr i fusnesau sy'n allforio o Gymru y mae eu prif farchnad dramor yn parhau i fod yr UE, ac sy'n dibynnu ar allu trosglwyddo data'n esmwyth gyda'r UE, yn enwedig cwmnïau rhyngwladol gyda rhiant-gwmni neu chwaer gwmni wedi'i leoli yng ngwledydd yr UE. Pe bai'r DU yn colli ei statws digonolrwydd data, byddai gweithredu'r mesurau diogelu sy'n ofynnol gan yr UE yn golygu gofynion gweinyddol ac adrodd ychwanegol i fusnesau, gan y byddai'n ofynnol iddynt hwythau gynnal gweithgareddau cydymffurfio ychwanegol, a allai fod yn gostus.
8. O safbwynt ehangach, gallai colli digonolrwydd data hefyd effeithio ar ddarparu'r gwasanaethau cyhoeddus hynny sy'n dibynnu ar lif data personol o'r UE, er enghraifft mewn addysg a llywodraeth leol. Mae'r risgiau hyd yn oed yn fwy arwyddocaol ym maes iechyd, gyda cholli digonolrwydd data yn effeithio ar GIG Cymru ac effeithio ar agweddau ar ein cydweithredu â'r UE ar iechyd.
9. Mae Llywodraeth y DU wedi rhoi sicrwydd nad yw'n gweld y Bil fel bygythiad i'r cytundeb digonolrwydd. Fodd bynnag, nid oes gennym unrhyw dystiolaeth i brofi nac i wrthbrofi hyn. Mae Gweinidogion Cymru wedi gofyn i Lywodraeth y DU rannu copi o'i hasesiad risg ar y mater hwn, ond nid ydym wedi'i gael. Bydd swyddogion hefyd yn parhau i ofyn am sicrwydd gan Lywodraeth y DU ar y mater hwn.
10. Bydd swyddogion yn parhau i fonitro effaith bosibl y Bil ar ddigonolrwydd data'r UE a'r TCA wrth iddo barhau â'i daith drwy'r Senedd.

Rebecca Evans AS/MS
Ysgrifennydd y Cabinet dros yr Economi, Ynni a Chynllunio
Cabinet Secretary for Economy, Energy and Planning



Eich cyf/Your ref
Ein cyf/C&GDMOU

Llywodraeth Cymru
Welsh Government

Mike Hedges AS
Y Pwyllgor Deddfwriaeth, Cyfiawnder a'r Cyfansoddiad
Senedd Cymru

05 Chwefror 2025

Annwyl Mike,

Yn unol â'r cytundeb cysylltiadau rhyng-sefydliadol, ysgrifennaf i'ch hysbysu bod Memorandwm Cyd-ddealltwriaeth rhwng Llywodraeth y DU a Llywodraeth Cymru wedi ei gyhoeddi ar 28 Ionawr 2025. Mae ar gael [yma](#).

Mae'r Memorandwm Cyd-ddealltwriaeth hwn yn crynhoi ac yn ffurfioli'r egwyddorion cyffredinol a'r drefn ar gyfer defnyddio cyllid Llywodraeth y DU ar gyfer bargeinion dinesig a thwf rhanbarthol y cytunodd Llywodraeth y DU a Llywodraeth Cymru a phartneriaethau rhanbarthol awdurdodau lleol arnynt.

Rwyf hefyd wedi copïo'r llythyr hwn at Bwyllgor yr Economi, Masnach a Materion Gwledig, y Pwyllgor Llywodraeth Leol a Thai, a'r Pwyllgor Cyllid.

Yn gywir,

Rebecca Evans AS/MS
Ysgrifennydd y Cabinet dros yr Economi, Ynni a Chynllunio
Cabinet Secretary for Economy, Energy and Planning

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:
0300 0604400

Bae Caerdydd • Cardiff Bay
Caerdydd • Cardiff
CF99 1SN

Correspondence.Rebecca.Evans@gov.wales
Gohebiaeth.Rebecca.Evans@llyw.cymru

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Tudalen y pecyn 19



Llywodraeth Cymru
Welsh Government

Ein cyf/: DC/RE/10486/24

Andrew RT Davies AS
Cadeirydd Pwyllgor yr Economi, Masnach a Materion Gwledig

SeneddEconomi@senedd.cymru

5 Chwefror 2025

Annwyl Andrew,

Dyma eich hysbysu, yn unol â'r cytundeb cysylltiadau rhyng-sefydliadol, fod cyfarfod y Grŵp Rhyngweinidogol ar Fasnach wedi'i gynnal ar 22 Ionawr 2025.

Yn y cyfarfod hwn trafodwyd y gwaith ymgysylltu rhwng Llywodraeth y DU a'r llywodraethau datganoledig, strategaeth fasnach y DU, a chafwyd yr wybodaeth ddiweddaraf ar nifer o drafodaethau masnach cyfredol.

Yn gywir,

Rebecca Evans AS/MS

Ysgrifennydd y Cabinet dros yr Economi, Ynni a Chynllunio
Cabinet Secretary for Economy, Energy and Planning

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:
0300 0604400

Bae Caerdydd • Cardiff Bay
Caerdydd • Cardiff
CF99 1SN

Correspondence.Rebecca.Evans@gov.wales
Gohebiaeth.Rebecca.Evans@llyw.cymru

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Mae cyfyngiadau ar y ddogfen hon

Economy, Trade, and Rural Affairs Committee
Inquiry into Apprenticeship Pathways

1. **Background:**

- 1.1 In relation to its skills agenda, Welsh Government is committed to a regional approach. Regional Skills Partnerships (RSPs) advise Welsh Government on the strategic direction of travel for skills and make recommendations on areas of growth or decline, based on robust evidence and strong engagement with employers and regional stakeholders.
- 1.2 Four Regional Skills Partnerships (RSPs) operate across Wales (North, Mid, Southwest, and Southeast) and act as a vital interface to represent the skills and occupational demands of employers and deliver labour market intelligence to Welsh Government, setting regional priorities to inform the deployment of employability and skills funding.
- 1.3 RSPs deliver activities which are articulated through a Welsh Government grant funded programme of work. Funding is offered on an 'equal share' basis and regardless of the size of the region (both population and economic output).
- 1.4 Hosted by Newport City Council, the Cardiff Capital Region Skills Partnership (CCRSP) undertakes the role of the RSP across the 10 Local Authorities of SE Wales and workstreams are steered by the CCR Employment and Skills Board.
- 1.5 Underpinning the work of the CCR Employment and Skills Board are a broad range of employer led priority sector cluster groups that are significant to the regional economy. The cluster groups consider the skills needs for the region and make recommendations to the Board.
- 1.6 Launched in November 2022, the CCRSP has produced a 3-year Employment and Skills Plan 2022-25 which is used to shape the skills priorities for employers across the region and influence the provision offered through the FE and Work Based Learning sectors. The Plan has been informed through the triangulation of labour market intelligence, research and employer engagement and has been shaped by the CCR Employment and Skills Board.

2. **Introduction:**

- 2.1 The CCRSP is fully supportive of Welsh Governments initial ambition to create 125,000 apprenticeships over the Senedd term and the desire to increase opportunities for people of all ages and background to develop transferable skills in the workplace.
- 2.2 Through the Employment and Skills Plan 2022-25, CCRSP has committed to broaden the apprenticeship offer at higher levels by responding to government policy. Here, the CCRSP is:
 - Using evidence to influence the development of new apprenticeship frameworks at all levels.

- Increasing apprenticeship uptake across priority sectors (including Higher and Degree Apprenticeships) and building on the successful Aspire, Y Prentis and Sgil Cymru Shared Apprenticeships models.
 - Supporting an increase in the recruitment of trainers and assessors to ensure capacity within post-16 work based learning.
- 2.3 The CCRSP recognises the value of apprenticeships in providing sustainable career pathways, addressing regional skills gaps, and supporting businesses across the southeast Wales region. The CCRSP welcomes the opportunity to provide the Economy, Trade and Rural Affairs Committee with evidence to inform its inquiry into apprenticeship pathways.

3. **Pathways between apprenticeship levels:**

- 3.1 As a result of employer and stakeholder engagement activities we are aware that there are challenges in mapping out career routes through the different apprenticeship levels, from a junior apprenticeship to a degree apprenticeship. This is more profound in certain sectors of the regional economy. Linked to this, junior apprenticeships and degree apprenticeships are generally in their infancy and as a result they are only available in certain sectors. CCRSP has championed the expansion of degree apprenticeships, and particularly into the construction industry, however, there is some way to go before there is full sector coverage.
- 3.2 Although there has been a rationalisation of apprenticeship frameworks, the volume of pathways available to individuals and employers can be confusing and unclear. Sectors like advanced materials and manufacturing can have a diverse range of sub sectors which can make it difficult to develop frameworks to suit all roles and levels. There are also age restrictions in sectors such as care where younger learners can be prevented from engaging in certain activities thus preventing progression. CCRSP is also aware that certain apprenticeship frameworks have eligibility restrictions on entry which may also pose challenges for progression.
- 3.3 CCRSP is aware of challenges presented due to the speed of transformation that is taking place within certain industries, for example, digital technology and net zero. Rapidly evolving skills demands faced by employers, and many niche roles, mean that it is very difficult to ensure that apprenticeship frameworks and pathways have currency. Developing these frameworks and pathways can take a long time and through specialist organisations. CCRSP would welcome innovation to ensure that apprenticeship developments keep at pace with industry need. Adopting a more flexible approach to reviewing frameworks and pathways could help address emerging sector developments and better embrace the needs of industry. Naturally, Medr will have a key role to play in addressing such issues into the future.

4. **Economy:**

- 4.1 The Regional Skills Partnerships have a key role to play to ensure that apprenticeship frameworks and pathways align and support the needs of industry. The CCRSP works with employers, cluster groups and key stakeholders to better understand skills needs and this labour market intelligence (LMI) is used to influence the development and deployment of apprenticeship programmes.
- 4.2 Apprenticeships play a crucial role in addressing skills gaps and shortages faced by employers from large multinational organisations to SMEs and micro-organisations. Through apprenticeships, employers and learners gain access to high quality learning and development, accredited qualifications and delivered by quality assured providers. Apprenticeships are an essential component of post-16 education and training and help boost skills, enhance productivity and develop a workforce to meet the needs of industry.
- 4.3 CCRSP is also aware that training providers often face challenges in recruiting appropriately skilled assessors across a range of sectors, particularly those who can operate through the Welsh language. As a result, talent acquisition is intense and competitive. The role of the assessor forms a critical component in the delivery of high-quality apprenticeship programmes.
- 4.4 CCRSP is aware of the challenges presented through budget reductions which is a concern for employers and stakeholders alike, particularly those operating in high demand sectors such as construction, engineering and health and social care. A decline in apprenticeship starts is likely to have a negative impact on businesses as programmes offer a critical pipeline for developing a skilled workforce. Reducing the apprenticeship budget could lead to long term skills shortages within sectors that are already experiencing significant skills challenges.

5. **Employers:**

- 5.1 The CCRSP works with a range of employers across the southeast Wales region, particularly those that operate in key and growth sectors. CCRSP works to better understand skills gaps and shortages and then brokers solutions in collaboration with Welsh Government and stakeholders. It is fair to say that the RSPs play a critical role when influencing the development and deployment of post-16 education and training, including apprenticeships, and on behalf of employers.
- 5.2 The role of employers is critical when ensuring the apprenticeships are industry-led and help address their skills challenges. Within the southeast Wales region, the CCR Employment and Skills Board, and associated cluster groups, have played an important role to support the development and roll out of the successful regional shared apprenticeship schemes including Y Prentis, Aspire and Sgil Cymru. Similarly, the CCRSP has played an active role in broadening the regions degree apprenticeship offer to employers including the recent expansion into construction and rail engineering.

- 5.3 CCRSP strongly believes that employers play a key role in developing and maintaining fit for purpose apprenticeship programmes. In this regard, RSPs conduct an annual occupational trends exercise in collaboration with employers and cluster groups. The purpose of the exercise is to identify job roles that are growing, priority or in decline. This LMI is then used by Welsh Government to inform their investment in National Occupational Standards (NOS) which provide the 'building blocks' for vocational qualifications and apprenticeship frameworks.
- 5.4 The southeast Wales region is comprised of large anchor companies, SMEs and micro-organisations. Many employers actively utilise the apprenticeship frameworks and pathways that are currently available. However, employers often voice a desire to engage with programmes but are unsure of the process and pathways available to them, particularly in fast paced sectors where transformation is constant. Here, the Business Wales portal provides a useful source of information but awareness raising needs to be prioritised and there is a fundamental requirement to ensure that website content is up to date and reliable.
- 5.5 Focussing specifically on SMEs, apprenticeships provide a valuable tool for building a skilled and competent workforce. Apprenticeships provide a cost-effective mechanism to address some of the recruitment challenges faced by SMEs and offer significant opportunities through succession planning. However, many SMEs face significant financial and operational challenges which can negatively impact their ability to recruit apprentices. SMEs can struggle with the cost of employing an apprentice, and therefore, additional funding or targeted support would help small businesses overcome barriers and engage with programmes.

6. Information about apprenticeships:

- 6.1 Within southeast Wales, there are many strong examples of good practice between careers services, schools, colleges and employers in terms of promoting apprenticeships and the provision of meaningful work experience. The CCRSP has produced a range of resources, including priority sector careers guides, to raise awareness of the job opportunities and pathways across the region.
- 6.2 The work of Careers Wales and FE colleges is naturally central when promoting information on apprenticeships, for example through employer presentations, site visits and employer workshops which all support CWRE within the Curriculum for Wales. Careers Wales is working hard to connect employers with schools, however, some employers, and particularly SMEs, seem unaware of the support on offer and lack the internal resources to fully engage. Similarly, work needs to continue to ensure learners acquire knowledge on the pathways available following post compulsory education and to ensure informed choices can be made.

- 6.3 'Building on approaches to careers education, information, advice and guidance to address issues of sector perception and promote key sectors as viable career options' is a cross-cutting theme identified through the CCRSP Employment and Skills Plan. In this regard, CCRSP and Careers Wales have developed a collaborative Action Plan to support delivery. The action plan very much promotes parity of esteem between academic and vocational pathways, particularly ensuring young people and their parents are aware of apprenticeship pathways and are supported to access them as appropriate.
- 6.4 CCRSP is fully aware of the importance of meaningful work experience and has previously supported approaches to establish a national strategy for work experience in Wales. CCRSP would support developments linked to the reintroduction of a centralised approach to work experience and has actively pursued discussions with stakeholders. At present, the current approach appears fragmented, and as a result CCRSP would support a targeted offer of tailored work experience, particularly for those at risk of becoming NEET, and as set out in the 'Transitions to Employment Report' (Dr Hefin David, 2023).
- 6.5 Focussing on good practice within the region, the 'Cardiff Commitment' is helping young people to understand the opportunities available to them across the Cardiff area. Led by Cardiff Council, the initiative offers information, experiences, opportunities and skills to support young people progress their careers and learning journey. Similarly, the 'Blaenau Gwent STEM Facilitation Project' has established a coordinated programme of support, centred on industry, within the Tech Valleys. The project, working with schools, seeks to raise the awareness of opportunities among children, young people and wider communities to enhance ambitions.
- 6.6 Sharing information and good practice to promote apprenticeships and meaningful work experience is a collaborative responsibility across a range of stakeholders including Welsh Government, Medr, Careers Wales and providers of education and training. Effective approaches should help learners to access the right advice and guidance to support their apprenticeship journey.

7. **Equity of support and access for learners:**

- 7.1 CCRSP holds the view that equal access to apprenticeships for all young people is crucial, and we are committed to working closely with Careers Wales, Medr and Welsh Government to raise awareness of apprenticeship opportunities. CCRSP remains committed to supporting an all-age apprenticeship programme which is inclusive to all.
- 7.2 CCRSP has continued to support the successful shared apprenticeship programmes that operate across southeast Wales, and as led by Y Prentis, Aspire Blaenau Gwent and Sgil Cymru. These initiatives provide valuable opportunities for individuals to develop skills and gain meaningful employment and aligned to our commitment to inclusivity. CCRSP recognises the positive impact these programmes have on both apprentices and employers and hope to see them continue and expand in the future.

- 7.3 CCRSP is working to address issues related to parity of esteem between academic and vocational pathways and we are fully aware that apprenticeships are often considered an inferior route when compared to formal academic routes, particularly by individuals who have influence over the decisions made by young people i.e. parents, teachers and carers. CCRSP is also aware of issues related to gender imbalance in certain sectors, for example, construction, engineering and manufacturing. More needs to be done to address the gender imbalance that exists across the key sectors of the regional economy.
- 7.4 Supporting disabled learners remains a priority for key stakeholders but employers are often unaware of the support available and the reasonable adjustments that can be made to help individuals find employment. In this regard, the CCRSP operates as an intermediary and cascades information across its networks.
- 7.5 Within southeast Wales, barriers exist in relation to rurality and transport links, and these can limit access to apprenticeships for some. In rural areas, for example those around the heads of the valleys, public transport can be unavailable or unreliable which poses challenges for potential apprentices. The antisocial nature of certain industries, for example, tourism and hospitality or health and social care further compounds this. This can also affect apprentices who need to travel to college on day release to progress their learning. Additionally, the lack of reliable digital connectivity in some parts of Wales further increases challenges, limiting access to roles that offer hybrid or home-working options. It also creates barriers to studying remotely, making it more difficult to fully utilise the blended learning models offered within apprenticeship programmes.
- 7.6 Some apprenticeship programmes may require stringent entry requirements, for example, specific GCSE grades for English and Maths. On occasions, this can exclude capable applicants in accessing programmes. Employers have noted that many skilled tradespeople currently in the workforce would not have been able to access their apprenticeships under these entry requirements. Addressing these barriers is essential for creating a more inclusive and accessible apprenticeship system for learners.

8. **The Welsh Government's role:**

- 8.1 Through an agreed collaborative approach with Welsh Government and Medr, CCRSP plays a key role to ensure that the apprenticeship programme in Wales meets the needs of employers and enables learners to achieve their potential. A broad range of stakeholders also have a role to play to both develop and deploy apprenticeship programmes.
- 8.2 Historically, Welsh Government has responded well to ensure that apprenticeship programmes are fit for purpose, however, the speed of the response can sometimes present challenges for employers. As discussed earlier, the transformation that is taking place within certain industries, for example, digital technology and net zero and rapidly evolving skills demands faced by employers ensures that frameworks and pathways must quickly evolve to maintain currency.

- 8.3 CCRSP would welcome innovation to ensure that apprenticeship developments keep at pace with industry need. Adopting a more flexible approach to reviewing frameworks and pathways could help address emerging sector developments and better embrace the needs of industry.
- 8.4 Into the future, CCRSP anticipates a close collaborative working relationship with both Welsh Government and Medr when responding to the skills priorities for employers. From August 2024, Medr became responsible for the operational policy and delivery of apprenticeships across Wales. This includes transforming the Welsh Government's Apprenticeship Policy Statement into deliverable actions to meet learner and economy needs.
- 8.5 Addressing identified challenges is essential to ensuring that apprenticeships remain a viable and attractive option for skills development in Wales. The CCRSP is committed to working in partnership with Welsh Government and Medr and looks forward to learning more about the recommendations of the Economy, Trade and Rural Affairs Committee Inquiry into Apprenticeship Pathways.

Response to the Economy, Trade and Rural Affairs Committee on Apprenticeship Pathways

The North Wales Regional Skills Partnership (RSP) welcomes the opportunity to provide the Economy, Trade and Rural Affairs Committee with evidence to inform its inquiry into Apprenticeship pathways.

The North Wales RSP is one of four partnerships across Wales, bringing together employers, skills providers, and key local stakeholders to better understand employer skills needs at a local and regional level. In North Wales, we have identified nine priority sectors that we are actively working across to ensure skills provision aligns with industry demands, supports economic growth, and helps build a resilient workforce for the future.

The RSP recognises the value of apprenticeships in providing sustainable career pathways, addressing regional skills gaps, and supporting businesses. Below, we address each theme in the inquiry, reflecting on our regional perspective and insights into apprenticeship pathways in North Wales.

Pathways between apprenticeship levels

There are notable challenges in mapping career progression across different apprenticeship levels, and these challenges are more prominent in certain sectors. In advanced manufacturing, the diverse range of sub-sectors, each with its own specific skill requirements, makes it difficult to design apprenticeship frameworks that suit all roles and levels. Similarly, in specialised or technical roles across these sectors, clear pathways for advancement are not always well defined, creating barriers for progression.

Industries with rapidly evolving skill demands, particularly green and digital skills, as well as those with niche roles, often struggle to find apprenticeship frameworks that meet their needs or align with the specific requirements of certain occupations. This misalignment creates barriers for apprentices seeking to progress from foundation level 2 apprenticeships to higher level apprenticeships, including degree apprenticeships.

The time lag in developing apprenticeship frameworks is too long, meaning qualifications often fail to keep pace with employer needs. Adopting a more flexible approach to apprenticeship frameworks, including regular content reviews and the integration of targeted modules, could better address industry needs. This would allow for the inclusion of emerging technology areas, such as green and digital skills, within existing frameworks, ensuring apprenticeships remain relevant and future focused. We look forward to collaborating with Medr in reviewing apprenticeship frameworks to ensure they align with industry requirements.

Higher level apprenticeships (Level 3 and 4) often require apprentices to evidence competence in managerial tasks, but some job roles at these levels don't offer the opportunity to show or develop these competencies. As a result, apprentices are unable to progress from foundation level apprenticeships to higher levels, as the pathway does not align with certain job roles and responsibilities, creating a gap that is too wide.

We welcome the introduction of the new degree apprenticeship in construction, which provides valuable support for non-trade roles in the industry. However, there remains a pressing need to further expand the Degree Apprenticeship offering to address key regional demands, including areas such as Health and Social Care, Net Zero/Green and Leadership and Management.

Economy

By understanding the skill requirements of employers and collaborating with training providers, sector experts, Welsh Government, and Medr, we help shape the apprenticeship programme to address skills gaps and shortages, ensuring that apprenticeships remain relevant, accessible, and effective in supporting economic growth and workforce development.

We are working closely with the Flintshire and Wrexham Investment Zone, Anglesey Freeport and the Growth Deal portfolio to establish a clear skills pipeline into jobs, including apprenticeships. This also extends to projects linked to renewable energy, such as RWE's Awel y Môr and BP/EnBW's Morgan, Mona, and Morven offshore wind projects, ensuring the region's workforce has the necessary skills to support the transition to a low carbon economy, while also creating new opportunities.

Apprenticeships are essential for boosting skill levels, enhancing productivity, and building a diverse, highly skilled workforce that meets modern industry demands. As technological advancements, artificial intelligence, and the transition to a net zero economy drive the need for new skills, apprenticeships provide a practical solution for workforce development. They help employers bridge skills gaps, adapt to industry changes, and equip employees to meet both current and future challenges.

However, the decline in apprenticeship starts, especially in some of our key sectors like construction, health and social care, and engineering, is a growing concern. Apprenticeships serve as a critical pipeline for developing a skilled workforce, and reductions in these sectors could lead to long term skills shortages.

In construction, for example, a shrinking apprenticeship pipeline could delay the development of projects, increase costs, and limit economic growth potential.

Similarly, in engineering and manufacturing, a reduced number of apprentices could undermine innovation and competitiveness, especially in areas requiring technical expertise to address challenges such as decarbonisation and technological advancements.

In health and social care, the decline in apprenticeships could worsen workforce shortages, further straining services already under pressure. Adding to this challenge, significant workforce demands are expected over the next 3 to 5 years, but budget constraints for some training providers and long waiting lists for key qualifications pose a major regional challenge in meeting these needs.

The tourism and hospitality sector, a key driver of the local economy, could also face significant recruitment challenges, impacting visitor experiences and the region's reputation.

The decline in apprenticeship starts in 2023/24 is a troubling trend that highlights the need for targeted interventions. Without a sufficient pipeline of skilled workers, critical sectors may struggle to meet both current and future demands, hindering economic growth and the ability to adapt to emerging challenges.

In addition, training providers are facing challenges in recruiting appropriately skilled assessors in many areas including digital skills, plumbing and electrotechnical. Providers are experiencing intense competition for talent, as industry salaries are higher than those offered by providers. With limited

funding, training providers are unable to compete with these salary offers, which makes it more difficult to attract and retain the skilled assessors needed to deliver apprenticeships.

Employer

The North Wales Regional Skills Partnership works with employers across our key and growth sectors to understand their skills needs and gaps. We recognise the vital role employers play in developing and maintaining a successful apprenticeship programme. Our employer base includes both larger, anchor companies as well as SMEs. Employers who have engaged with our work have noted that they would like to offer apprenticeship opportunities but are unsure of the process and pathways available for them. Our role is to assist employers by linking them with training providers. We also report on gaps in current apprenticeship provision to Welsh Government. By engaging closely with employers of all size through our employer cluster groups and other engagement activities, we gain valuable insight into their current and future challenges. This intelligence is essential for shaping apprenticeships that effectively address industry needs and support long term workforce development.

For SMEs, apprenticeships are a valuable tool for building a skilled workforce tailored to their specific needs. SME's often face challenges in recruiting staff with the right skills and apprenticeships provide a way to bridge this gap by offering hands on, practical training aligned with the organisational requirements. This enables SMEs to develop talent from the ground up, ensuring apprentices gain the technical skills and workplace experience required to effectively contribute to their needs.

Apprenticeships play a crucial role in succession planning, particularly for SMEs with an aging workforce, by bringing in fresh talent to meet long term skills needs. They offer a cost-effective way for smaller businesses to invest in workforce development. However, many SME's have told us that they struggle to engage with the apprenticeship programme due to limited capacity, resources, or awareness. Many are simply unaware of the available apprenticeship options and who provides them, highlighting the need for targeted support and clearer guidance. In a 2022 employer survey, 86 employers reported that they and their workforce faced barriers to training. Of these, 50 said the high cost of training and the inability to spare staff time as key challenges, while 47 also highlighted difficulties in finding training providers that could offer training at suitable times and locations.

Our newly launched [North Wales Skills Portal](#) aims to simplify this process for employers by providing them with streamlined access to information, connecting them with training providers and ensuring they can take full advantage of the apprenticeship programme. The portal has been co designed in partnership with employers, individuals, training providers, Careers Wales, and other key stakeholders in the region to ensure it meets the needs of both employers and individuals.

Information about apprenticeships

There are some strong examples of collaboration between employers, colleges, schools, and Careers Wales through career focused events, employer visits to schools, and school visits to employer premises, all of which support CWRE within the Curriculum for Wales. While Careers Wales is doing commendable work in connecting employers with schools, many employers, particularly SME's, are unaware of this support and often lack the internal resources to fully engage as they would like to. As a result, we typically see the same group of employers participating, with SME's remaining underrepresented in these opportunities.

A great example of collaboration in schools across Anglesey and parts of Gwynedd is the partnership with Grwp Llandrillo Menai (GLLM), where GLLM handles the health and safety vetting required for learners to undertake work placements. This support eases the burden on schools, which often lack the internal resources to carry out this vetting process themselves. As a result, schools in these areas can offer their Year 10 students a valuable work placement/ experience.

However, one of the challenges identified in our region is the need for better coordination between schools, colleges, and employers. Learners do not always have full clarity on the possible pathways following post compulsory education. In some cases, young people are not fully aware of the apprenticeship options available, or the steps needed to access these opportunities. Clearer, more consistent messaging about apprenticeship routes and career progression pathways is crucial to help young people make more informed decisions about their futures.

The North Wales RSP were able to take part in Dr Hefin David's report into Transitions to Employment and recognise the opportunities to address some of the recommendations made in the report on authentic and meaningful experiences of the world of work and clearer learner pathways.

To help address this challenge, we have been working with Anglesey Council's Education Department on a Careers Pathway pilot programme. The Ynys Mon Career Pathways pilot programme, conducted collaboratively between the RSP, Ynys Mon Learning Service and Youth Service, all five secondary schools, Careers Wales, GwE and Grwp Llandrillo Menai aim was to enhance local career readiness, align educational paths with workforce needs, and bolster economic growth in Anglesey. Through this group, we have also delivered several pilot projects, including [Inspire to Build](#), which was recently run for a cohort of Year 12 and 13 learners across Anglesey secondary schools. These initiatives help bridge the gap between education and employment, providing young people with hands on experience and clearer career pathways. We are in the process of sharing this initiative with other local authorities across the region to encourage them to adopt a similar approach. By expanding this pilot, we hope to foster greater collaboration and create more cohesive career pathways for young people across North Wales, ensuring that all areas benefit from improved coordination.

Additionally, we have developed the [Young Person's Toolkit](#) to bring together various options and pathways available to young people at every stage of their career, guided and steered by their feedback. We continually expand and update the toolkit with new resources to ensure it remains relevant, valuable, and aligned with regional priorities, including the promotion of apprenticeships as a key opportunity.

The Welsh Government's commitment to ensuring apprenticeships contribute to the goals of a greener, more inclusive economy resonates with the work we are doing in North Wales. As we focus on areas such as green skills and digital skills, apprenticeships are a key tool in building the skills base to support these goals.

Equity of support and access for learners:

Ensuring equal access to apprenticeships for all young people is crucial, and we are committed to working closely with training providers, Careers Wales, employers, and key stakeholders to raise awareness of apprenticeship opportunities. With the establishment of Medr, we are confident that career pathways across the entire tertiary system will become clearer, enabling learners to better

understand the opportunities available locally and help them make informed decisions about their futures.

We are very supportive of the Supported Shared Apprenticeship programme running in North Wales through the partnership between Grwp Llandrillo Menai and Agoriad. This initiative provides valuable opportunities for individuals to develop skills and gain meaningful employment, aligning with our commitment to inclusive and sustainable workforce development. We recognise the positive impact this programme has on both apprentices and employers and hope to see it continue and expand in the future.

However, several barriers still exist that limit access to apprenticeships for some people. In rural areas, unreliable public transport makes it difficult for individuals to access apprenticeships and employment, particularly in sectors with irregular working hours or shift work, such as hospitality, health and social care, manufacturing, and food services. This issue also affects apprentices who need to travel to college on a day release basis as part of their training programme.

Additionally, some providers require apprentices to hold specific GCSE grades in Welsh/English and Maths, which excludes otherwise capable applicants. Employers have noted that many skilled tradespeople currently in the workforce would not have been able to access their apprenticeships under these entry requirements.

Currently, junior apprenticeships are not available in North Wales, but introducing them could provide vital early entry opportunities in industries such as construction, engineering, and some areas of social care, all of which are facing skills shortages. These apprenticeships would offer structured, on the job learning from an early age, which could help reduce the growing number of young people not in education, employment, or training (NEET). Expanding these pathways would also foster greater equity of access, particularly in areas or among demographic groups where apprenticeship opportunities are currently limited. By ensuring that all young people, regardless of background or location, can access these opportunities, we can better equip them with the skills necessary for successful careers.

Addressing these barriers is essential for creating a more inclusive and accessible apprenticeship system for all learners.

The Welsh Government's role

The RSP plays a vital role in collaboration with Welsh Government and Medr in ensuring the apprenticeship programme meets the needs of employers and the wider economy. We focus on identifying skills gaps, supporting the development and improvement of relevant qualifications by utilising our local labour market intelligence.

Despite policy support, challenges remain in making the apprenticeship programme fully accessible and effective. Some businesses, especially SMEs, are reluctant to take on apprentices due to concerns about administration, funding, or a lack of awareness of available support. In rural areas, transport and connectivity issues can make it difficult for learners to access workplaces or training providers. Entry requirements, such as specific GCSE grades in Maths and English/Welsh, can also exclude capable individuals who may thrive in practical, work based learning.

We look forward to the outcome of the inquiry to help inform development of the future apprenticeship programme for Wales.

Response from the Regional Skills Partnership (South West Wales) to the Economy, Trade and Rural Affairs Committee on Apprenticeship Pathways

The South West Wales Regional Skills Partnership thanks the Economy, Trade and Rural Affairs Committee to the opportunity to provide evidence both verbally and in writing into the enquiry for Apprenticeship Pathways in Wales.

The four Regional Skills Partnerships in Wales work with Industry; skills training providers and key stakeholders to develop a clear understanding of employer needs now and in the future. Each partnership works within our own region but the RSP's also work together to share knowledge on the individual regional skills requirements and how these meet with Welsh Government National skills priorities. This joint working enables us to learn from good practice happening across the regions.

Apprenticeships is a key factor in ensuring that we have a skilled workforce for the future, providing a clear pathway for individuals to follow and addressing the immediate skills needs that many of our businesses across all sectors are facing.

The detailed information for this submission has been gathered from our business leaders; through our cluster groups and forums and highlights the support that businesses have for the apprenticeship programme in Wales.

Pathways between Apprenticeship levels.

Recruiting apprentices and availability of apprenticeships that meets Industry needs is a key area of concern for many and there are many reasons why the pathways are not always open to all. The number of frameworks on offer which is often confusing to the individual and to the employer with pathways for development through the levels often not clear.

The advancement of new technologies and new ways of constructing homes and buildings also need to be recognised within these pathways and frameworks need to be updated to meet these changes. Regular rapid reviews of apprenticeship provision and how they meet industry need is a priority to maintain the interest of the apprentices and the commitment of the employer to the programme. There are too many examples of individuals dropping out of the programme to take up work without a qualification, an example of this is the construction sector where so many jobs are currently and will be available as we transition into the Green homes and fully retrofitted homes but individuals are not completing their training because the level 3 is too high and is a barrier for them.

Training through the apprenticeship model should also allow all apprentices to be fully ready for work additional training to make them ready to start work should be included. For example a plumber requires additional qualifications over and above the Apprenticeship training to make him/her to be able to work this used to be available through the Personal Learning Account training but this has now been removed.

Higher level and Degree level apprenticeships are welcomed by Industry and these opportunities for progression through the Apprenticeship route need to be promoted through careers guidance to ensure that everyone is aware of the opportunities to earn and learn and

gain that all important work experience as they progress their education through the workplace.

Barriers that have been highlighted include

Geographic Barriers: Apprenticeships are often concentrated in urban centers, making it difficult for young people in rural areas to access placements with the lack of reliable public transport in some regions makes commuting to apprenticeship sites challenging.

Socioeconomic Barriers: Financial constraints are a significant barrier, as some apprenticeships offer lower wages than traditional employment, making it difficult for young people from low-income backgrounds to participate.

Awareness and Perception Issues: There is a lack of information about apprenticeship opportunities and career progression routes among students, parents, and educators. Additionally, there is a societal bias that apprenticeships are a "second-choice" option compared to university degrees, discouraging some students from considering them

Employer and Industry Barriers: Some sectors offer only entry-level apprenticeships, making career progression difficult. Small businesses may lack the resources or knowledge to take on apprentices, reducing the number of opportunities available.

Educational Barriers: The requirement for certain qualifications, such as GCSEs or NVQ Level 3, can be a barrier for some young people. There is also a lack of support in schools and colleges for developing interview skills and preparing for apprenticeship applications

Economy

The Regional Skills Partnership (RSP) works with industry to understand the skills needs and how the workforce of the future can be shaped through the development of good apprenticeship opportunities with clear pathways being developed from school through to further education and potentially on to higher education with the degree apprenticeship. The RSP supports the degree apprenticeship and higher level qualifications and would support the development of further degree apprenticeships in other sectors.

The reduction in funding for apprenticeships and decline in apprenticeship starts in key sectors is a concern and there needs to be a clear message to all potential apprentices and employers that there is a pathway to follow and we need our construction workers to support the new projects that are coming on line in the region including the Celtic Offshore Wind; the Celtic Freeport and other investment opportunities that will be generated as a result of those projects.

There is a need for new apprenticeship frameworks to meet our new energy and green economy and to support the retrofit economy that will be with us for some time to come but many of the current frameworks are not fit for purpose.

Assessors and trainers are key to the success of any programme and this is an area of concern where we have insufficient numbers to support the growth that we need to achieve and we need to identify ways that we can utilise the expertise of industry in undertaking some of the assessment of students. One of the key barriers in the more rural areas of

Wales is sufficient Assessors and trainers who speak Welsh and are able to deliver training through the language. Health and Social Care is a key sector where many of the apprenticeship opportunities require the individual to learn through the medium of Welsh and this is not always possible.

There were a number of comments from businesses where they felt that there was confusion in what was available and additional support could be given to sectors, the examples given are listed below:

Engineering: There are challenges in interpreting pathways between different engineering disciplines. Combined engineering courses in colleges require advice on specialisms and progression.

Combustible Fuels and Renewable Energies: This sector faces issues with training new staff, especially in regions with significant outward migration problems.

Financial Services: There is a lack of career pathways available for financial advisers.

Publishing: Smaller publishing houses are at a disadvantage compared to larger ones, affecting apprenticeship opportunities.

Scaffolding: This trade has fewer formal academic pathways and is often perceived as having a linear career path.

Social Care and Social Work: The sector face challenges in mapping out apprenticeship routes.

Child Care and Early Years: Similar to social care, this sector has complexities in apprenticeship pathways.

Electrical and Mechanical Engineering: The baseline delivery in these fields is misaligned with industry needs.

Digital Pathways: complexities in apprenticeship routes.

Employer

Collaboration and joint working is key to a successful partnership and the RSP works closely with employers across the region through our Industry Cluster groups to understand their concerns, the gaps and why some apprenticeship pathways do not align with their requirements. The rising cost of employment is one of the key concerns raised by the smaller employers and their need to keep costs low are a priority. All employers are keen to support apprentices, but barriers often deter them from taking on apprentices. These barriers shared often include:

Mismatch with Industry Needs: Many respondents feel that current apprenticeship pathways are not aligned with the actual needs of the industry. They mention that qualifications are outdated and do not reflect current skill requirements, such as sustainability and technology use.

Lack of Practical Elements: Some apprenticeships are seen as too theory-heavy and lacking in practical elements.

Emerging Sectors: There is a gap in apprenticeship programs for rapidly evolving industries like green energy and advanced digital technologies. These sectors require more targeted apprenticeship programs to meet future demand.

Higher-Level Apprenticeships: There is a shortage of Level 4–7 apprenticeship opportunities in many industries, making career progression difficult.

Employer Engagement: Some businesses, particularly SMEs, struggle to engage with apprenticeships due to financial constraints, administrative burdens, or a lack of awareness about available funding and support.

Regional Disparities: Opportunities are not evenly distributed across Wales, with rural areas facing greater challenges in accessing high-quality apprenticeship placements.

Curriculum Issues: The curriculum is seen as failing to meet the needs of the industry, particularly in terms of meeting the needs of NET ZERO and the current job market.

Requirement for GCSE – the apprenticeship route requires a GCSE in Maths and English, this is seen as a barrier by employers to individuals following an apprenticeship.

Funding and Incentives: Lack of funding and incentives for employers to take on apprentices is a significant barrier.

Digital Divide: The digital divide needs to be addressed to enable young people to gain the most from apprenticeships, particularly in sectors like publishing.

Perception and Awareness: there is not enough promotion of the benefits of apprenticeships in schools.

Information about Apprenticeships.

There are some good examples of where Apprenticeship collaborations have worked successfully and there is a clear pathway for individuals. The information shared on opportunities through Careers Wales, through the Further Education Colleges and in some schools is excellent but there are many gaps where the message is not available and the

larger companies have the resources to attend events to showcase their opportunities many of the smaller companies do not have that luxury and rely on others to share their information.

The South West RSP is managing a City Deal Skills project and were able to develop an apprenticeship framework for User Experience, this was a gap in the skills landscape in Wales and in 2023 the RSP worked with the Further Education and Higher Education establishments and with Industry to develop and launch the Level 2 – 4 Apprenticeship initially delivered through Gower College and the Level 6 Degree Apprenticeship delivered through University of Wales Trinity St David. This apprenticeship is now available to all colleges in Wales to deliver. This is one example and there are many more.

There are examples of good practice where Apprenticeship information is shared to encourage participation, this includes Industry groups with the colleges and the RSP's own Industry cluster groups; Careers Wales jobs fairs and mock interviews; work experience programmes to showcase Apprenticeship within industry sectors; employer engagement and mentor initiatives and digital platforms and outreach campaigns.

In our consultation with industry there were a number of suggestions and comments about how the apprenticeship programme had been successful or could be improved/further developed:

Financial Incentives and Funding Support: Monetary incentives during the lockdown were also mentioned as effective

Simplified Administrative Processes: Reducing bureaucracy and providing clear guidance helps SMEs navigate the apprenticeship system more easily.

Tailored Training and Flexible Delivery: Customized apprenticeship frameworks that align with business needs, including part-time and modular learning options, encourage participation.

Shared Apprenticeship Scheme: This scheme offers employment security for apprentices and allows 'host employers' to have apprentices without the complexities of employing them directly.

Good Communication from Government and Providers: Effective communication and support from government and training providers are essential for engaging SMEs

On-Site Hubs: Programs like Cyfle Building Skills Ltd's on-site hub offer ten-day placements with essential PPE and allowances, providing candidates with practical experience and online learning opportunities

Early Promotion and Preparation: Schools increasing visibility and promoting apprenticeships from an earlier stage can help students plan their options and choose apprenticeship pathways post-16

Equity of support and access for learners

Equal access for all is important and the RSP works with Careers Wales; Employability programmes; Schools; Colleges, Employers and Industry stakeholders to ensure that the message about apprenticeships is clear including the pathways available to learners. The RSP works closely with Medr sharing information about issues being raised about the training available or sharing good practice.

In South West Wales there is an excellent example of a Shared Apprenticeship model within the construction sector. The Charity is nearing the goal of 1000 apprenticeship starts since setting up in 2012, this model enables learners to gain experience with a number of individual companies across the region and working with the colleges as the programme training providers. There are some exceptional examples of apprentices who have been through the programme and have progressed to higher qualifications for example a female learner trained as a plumber and in 2024 she qualified as a Quantity Surveyor.

Raising awareness of opportunities across the genders is key, barriers still remain in certain industries that it is very much male dominated but there needs to be an improved message that there are opportunities for all. Importantly is raising the awareness of the career pathway through the apprenticeship route to parents is also key and destroy the myth that apprenticeships are a “second choice”.

Supporting disabled learners is a priority, there is a barrier for employers being unaware of how to make the right adjustments to employ people with a disability, the information about support available is shared by the RSP to businesses but there are still some employers who are not aware.

Rurality and educational barriers were also highlighted. South West Wales has very rural communities and it is often difficult for learners to attend college without the necessary public transport and this often limits participation in apprenticeship or attending college. The requirement for GCSE or NVQ level3 can be a barrier for some individuals to access apprenticeship.

Welsh Government’s Role

The RSP plays a role in the partnership between Welsh Government and Medr ensuring that the Apprenticeship Programme in Wales meets the needs of employers; enables learners to achieve their potential and to grow the workforce of Wales by sharing opportunities with the next generation. The Welsh Government and Medr have many key roles from policy making to funding of the apprenticeship programme and the RSP can be conduit between industry and the Policy makers/funders, identifying opportunities to increase the delivery or change options by working with industry and the training providers.

Many employers would like to see an expansion of the apprenticeship programme to levels 4 -7; improvement in career guidance to promote more apprenticeships alongside other ways of learning; improve the frameworks for apprenticeships to ensure they are up to date and meet industry needs; aligning policy and economic needs more construction, healthcare and



engineering apprenticeships to reduce the shortfall in those sectors and create new opportunities through the green economy.

The RSP is committed to work in partnership with Welsh Government and Medr and look forward to learning more about the recommendations of the Economy, Trade and Rural Affairs Committee Inquiry into Apprenticeship Pathways.

Mid Wales Regional Skills Response to the Economy, Trade and Rural Affairs Committee on Apprenticeship Pathways

Mid Wales Regional Skills Partnership have consulted with a number of key businesses and stakeholders in the region who currently employ an apprentice as part of their workforce. They were presented with a series of preset questions from which the RSP was able to draw out the challenges for the current pathway.

Below is an executive summary that provides an overview of the responses from businesses in Mid Wales. Appendix 1 provides further details of responses.

Executive Summary

Pathways Between Apprenticeship Levels

Businesses in Mid Wales are encountering difficulties in creating clear career routes through different apprenticeship levels. This challenge is particularly evident when transitioning to degree apprenticeships, leading to uncertainty and hindering career progression for apprentices.

Sector and Recruitment Challenges

The consultation highlighted several sector-specific recruitment challenges. In engineering, the absence of degree apprenticeships limits local opportunities, potentially leading to a skills gap. Mechanical and welding fields suffer from a scarcity of Level 2 apprenticeships, while electronics apprenticeships are virtually non-existent due to a lack of teaching resources. Additionally, the revised four-year plumbing and electrical qualification has been criticized for not meeting industry needs and being too long.

Financial constraints, exacerbated by changes in National Insurance rates, further complicate the recruitment and retention of apprentices.

Attracting Apprentices

Businesses are eager to attract more people into apprenticeships, but the lack of degree apprenticeships in the region affect career progression and diminishes the appeal of apprenticeship programmes.

Service Industries

Particularly those in high paced office environments, find it challenging to integrate apprenticeships into their operations. Small and medium enterprises (SMEs) struggle to balance the immediate demands of their business with the long-term benefits of apprenticeship programs, often due to limited resources and time.

Course Availability and Distance

In rural Mid Wales, businesses face significant challenges related to course availability and distance. Suitable courses are often located far from the businesses, forcing them to send

apprentices to other regions. This issue is compounded by delays in course start dates, which do not always align, causing further disruptions.

Local Authority Challenges

Local authorities in Wales face several challenges with apprenticeship pathways. There are fewer degree apprenticeships available compared to England, and accessing training in rural areas is difficult due to travel distances. Additionally, differences in apprenticeships between England and Wales complicate the transfer of apprenticeships. Funding constraints also limit the creation of new vacancies and the support for apprenticeship routes.

Progression Routes

A lack of clear progression routes from one apprenticeship level to the next is a common issue. Businesses struggle to find providers for certain apprenticeships, and there is often a lack of follow-on qualifications, forcing apprentices to switch providers. This inconsistency hinders the development of a seamless career pathway.

Customising Learning

Local apprenticeship provisions often do not offer the comprehensive and versatile learning experiences needed for a well-rounded education. Learning to cover all necessary skills is seen as beneficial but is not always available.

Social Care Apprenticeships

While some social care apprenticeships, such as the pathway from Health Care Support Worker to registered nurse, have clear routes, others face significant challenges. For example, mapping out career routes for domestic care workers into social care roles is difficult. One health board highlighted the lack of funding for new vacancies and the operational costs associated with supporting apprenticeship routes as major barriers.

Sector-Specific Challenges

Certain sectors face unique challenges with apprenticeship pathways. Engineering and manufacturing, despite strong regional employment, continue to struggle. In construction, apprentices often leave for higher paid jobs after initial training, discouraging companies from taking on new apprentices. Advanced manufacturing suffers from inconsistent higher education provision, and technical support roles are particularly challenging. Environmental health degree apprenticeships are available in England but not in Wales, and social care and therapy roles face low uptake due to low wages.

General Support and Challenges

Feedback on the support for engaging with apprenticeship programs is mixed. Some businesses feel supported, while others experience limited communication from training providers and find the recruitment process disjointed. Local authorities express a need for more guidance on providers and qualifications, as well as resources to promote apprenticeships.

Accessibility

Accessibility to apprenticeship pathways is a significant issue, particularly in rural areas. Poor public transport networks make it difficult for young people to access workplaces or colleges, especially for late evening classes. Apprenticeships are often perceived as a second choice compared to A-levels and university routes, and efforts are needed to change this mindset. The availability of apprenticeship pathways is also less in rural areas compared to urban centres.

Additional Barriers

Further barriers include the inability of FE providers to deliver courses to small numbers of learners, the lack of part-time provision in Mid Wales, and transport issues for non-drivers. These challenges limit the range of apprenticeship options available to young people in rural areas.

Welsh Government Role

Although policies have supported apprentices across the region, many of the businesses and communities in rural Mid Wales still face the same challenge of travel and access to provision. Rural businesses (SME) raise the concerns relating to resources required to support apprenticeships and the lack of incentives to recruit apprentices. Additionally, the longevity of contracts in the current economic climate, particularly in the construction sector is also a barrier.

The role of Welsh Government alongside Medr and the RSP creates a strong partnership that engages meaningfully and provides a platform from which business feel heard. This partnership also has the ability to make meaningful change. It is imperative that businesses within our region can see the impacts of their engagement therefore feedback from Welsh Government through the RSP of developments and changes are key to building confidence and developing a stronger economy.

Appendix 1 - Detailed Responses.

Pathways Between Apprenticeship Levels

The consultation with businesses and stakeholders in Mid Wales revealed several challenges in mapping out career routes through different apprenticeship levels, from junior to degree apprenticeships.

Sector and Recruitment Challenges

Businesses face broader sector challenges and recruitment difficulties, with specific issues including:

- **Engineering:** The lack of degree apprenticeships limits opportunities for aspiring engineers to gain necessary qualifications and experience locally, potentially leading to a skills gap.
- **Mechanical and Welding:** Limited choices for Level 2 apprenticeships.
- **Electronics:** Absence of apprenticeships due to a lack of teaching resources, making it difficult to offer and sustain programs.

Training and Support

While some businesses find training and support adequate, others, particularly in the plumbing and heating industry, have concerns about the revised four-year plumbing qualification not being fit for purpose. Additionally, changes in National Insurance rates have made it financially impractical for some businesses to take on apprentices.

Attracting Apprentices

The lack of degree apprenticeships in the region affects career progression and makes it challenging to attract apprentices. Service-based businesses struggle to integrate apprenticeships into high-paced environments, and SMEs find it difficult to dedicate time to apprentices due to the immediate needs of the business.

Course Availability and Distance

Businesses face challenges related to course availability and distance, particularly in rural areas. Finding suitable courses within a reasonable distance is problematic, leading some businesses to send apprentices to other regions. Delays in course start dates due to mismatches between career routes and course availability are also an issue.

Local Authority Challenges

Local authorities face several challenges, including:

- Limited degree apprenticeships in Wales compared to England.
- Difficulty accessing training in rural areas due to travel distances.

- Challenges in transferring apprenticeships between England and Wales due to different standards.
- Efforts to formalize informal career pathways with the help of funding.

Progression Routes

There is a lack of clear progression routes from one apprenticeship level to the next. Businesses struggle to find providers for certain apprenticeships, and apprenticeships do not always align with local authority roles. Starting with lower-level apprenticeships and moving to specialized qualifications is necessary, but providers not offering follow-on qualifications require apprentices to switch providers.

Customising Learning

Local provisions often do not offer the full package or versatility needed for a well-rounded learning experience. Customizing learning to cover all necessary skills is beneficial.

Social Care Apprenticeships

While there are clear routes for some apprenticeships, such as from Health Care Support Worker to registered nurse, issues remain in mapping appropriate career routes across multiple counties. These challenges are related to a lack of funding for new vacancies and the operational costs associated with supporting apprenticeship routes, including paid time to study and mentor costs. Additionally, there is a lack of appropriate part-time educational provision locally to support mapping across different apprenticeship opportunities.

Challenges in Different Careers/Sectors

The consultation revealed a general consensus that mapping out career routes through different apprenticeship levels is more difficult in some sectors than others. Respondents identified several specific sectors facing significant challenges:

Engineering & Manufacturing

Despite strong regional employment, challenges persist in mapping career routes. The lack of degree apprenticeships and inconsistent higher education provision are notable issues.

Construction

Apprentices often leave for higher pay after initial training, discouraging companies from taking on new apprentices. This high turnover rate complicates career mapping and retention.

Advanced Manufacturing

There is an inconsistent provision of higher education throughout Wales, making it difficult to establish clear career pathways.

Technical Support

This area is identified as particularly challenging, with businesses struggling to map out effective apprenticeship routes.

Electrical Engineering

Businesses in Mid Wales face difficulties without access to courses out of county, limiting the availability of local training options.

Environmental Health

Degree apprenticeships are available in England but not in Wales, creating a disparity in opportunities.

Trading Standards, Public Health, Planning & Civil Engineering

There is a lack of funded degree-level apprenticeships linked to local authority roles, hindering career progression in these fields.

Social Care and Therapies

Fields like Occupational Therapy, Physiotherapy, and Radiography face challenges due to low wages and low uptake in social care roles.

Inconsistent Higher Education Provision

This issue is noted across various sectors, particularly in Advanced Manufacturing and technical fields, affecting the ability to map out clear career routes.

Support for Apprenticeship Pathways

Businesses have mixed feelings about how well apprenticeship pathways support their needs and contribute to filling skills gaps in the Welsh economy:

General Support

- Some businesses feel apprenticeship pathways do not support their needs at all.
- Others emphasize the importance of apprenticeships in maintaining a pipeline of talent, especially with an ageing workforce.

Sector-Specific Insights

- **Construction:** Apprenticeships are crucial for passing down skills from an ageing workforce to new generations.
- **Engineering:** Apprenticeships help develop local talent and contribute to the local economy, despite difficulties in recruiting skilled staff.
- **ICT:** Success in recruiting lower-level ICT apprentices who progress to higher qualifications and employment, but struggles in recruiting for higher-level specialist roles.

- **Health and Social Care:** Apprenticeship opportunities play a vital role in meeting the needs of local authorities and health boards. The Joint Health and Social Care Apprenticeship pathway between Pembrokeshire County Council and the Hywel Dda University Health Board is a good example, with all apprentices retained across the local authority and health board.

Challenges and Limitations

- Some businesses struggle to dedicate time to apprentices due to high workloads.
- Apprenticeship schemes only partially address skills gaps, with larger gaps in experienced engineering staff due to historical apprenticeship gaps.
- Availability of suitable courses and travel distances for some courses result in continued skills gaps in certain areas.

Local Authority Perspectives

- Apprenticeship pathways are valuable for attracting young people, but availability and travel distances for suitable courses are issues.
- Easier pathways for lower-level roles, but difficulties in recruiting for higher-level specialist roles, leading to skills gaps in areas like ICT, Environmental work, Civil Engineering, Planning, and Occupational Therapy.

General Observations

- Apprenticeships are seen as key to the workforce pipeline, enabling young people to remain within the county.
- Current apprenticeship pathways cover the basics but could be more detailed to better meet business needs.

Support for Engaging with the Apprenticeship Programme

The consultation revealed mixed feedback from businesses regarding the support they receive to engage with the apprenticeship programme.

Lack of Support

Some businesses feel they do not receive sufficient support at all. The recruitment of apprentices is described as disjointed and not well supported, with costs often placed on the employer, making it challenging to participate in the programme.

Positive Feedback

On the other hand, some businesses feel the support is good and flexible. However, even among those who view the support positively, the process is often seen as long-winded, and providers are not always proactive in their engagement.

Communication Issues

Limited communication from facilities offering apprenticeship training courses is a common concern. While engagement exists, there is a need to make the programme more accessible and exciting for young people in Mid Wales.

Local Authority Perspectives

Local authorities also face challenges in engaging with the apprenticeship programme. There is no regular opportunity for representatives to communicate directly with those developing apprenticeship programmes. More support is needed due to the wide-ranging nature of apprenticeships, and there are unrealistic expectations on teams to know everything about all apprenticeships. Additional support and guidance on providers and qualifications would be helpful, along with resources to promote apprenticeships both internally and externally.

Health Board Example

Pembrokeshire Council offers an adult social care apprenticeship programme and participated in a pilot with the Health Board to establish a Health and Social Care apprenticeship route. However, the joint programme cannot currently run due to funding issues in both the Health Board and Local Authorities, particularly the cost of backfill and paid study time. Additional funding to support these gaps would strengthen the offer and collaborative working between local large organisations and the local authority.

General Observations

Simplifying the apprenticeship programme to make it easier to understand would be beneficial. While some businesses are involved to some extent, there is a general consensus that there is room for improvement in the support provided.

Accessibility of Apprenticeship Pathways in Wales

The consultation explored the accessibility of apprenticeship pathways for young people in Wales, identifying several barriers that affect specific demographic groups and geographical areas.

General Perception

Apprenticeships, once a popular option, are now less talked about unless promoted by organizations due to funding constraints. This shift in perception has impacted their accessibility and attractiveness to young people.

Rural Transport Issues

One of the significant barriers is the difficulty in accessing workplaces or colleges, especially for late evening classes. In some cases, higher education requires up to 90 minutes of travel each way, making it impractical for many young people.

Demographic Barriers in Powys

Many young people in Powys prefer going to Shrewsbury rather than staying in Powys for learning opportunities. This preference highlights a demographic barrier where local options are less appealing or accessible.

Perception of Apprenticeships

Schools often view apprenticeships as a "second" choice compared to A-levels and university routes. Efforts are needed to change this mindset and promote apprenticeships as a viable and valuable career path.

Rural vs. Urban Availability

Apprenticeship pathways are less available in rural areas compared to densely populated areas of Wales. This disparity limits the opportunities for young people in rural regions to access apprenticeship programs.

Location of Colleges

The main colleges offering apprenticeships are limited, with Newtown being a primary location in Powys. This centralization restricts access for those living in more remote areas.

Challenges in Rural Powys

The effective choice of apprenticeship routes is limited due to the location of companies versus schools and colleges. This geographical mismatch makes it challenging for young people to find suitable apprenticeship opportunities locally.

Powys County Council Initiatives

Powys County Council is making efforts to ensure apprenticeship pathways are accessible to all young people. This includes support in the application process and guaranteed interviews for care-experienced applicants. However, transport issues due to poor and costly public transport networks remain a significant barrier.

Ceredigion County Council Challenges

In Ceredigion, fewer apprenticeships are available compared to England, with limited providers. Rurality and lack of public transport create barriers, especially for those who cannot drive. Reliable broadband is also an issue for remote working roles. Limited learners for specific qualifications make it difficult to find training providers, leading to reliance on larger, distant providers and increased costs.

Additional Barriers

Further education (FE) providers in Powys often cannot deliver to small numbers, limiting the range of options available. Part-time provision is not always available in West Wales, particularly for roles within Allied Health Professionals. The lack of local travel provision can be a barrier for non-drivers or those without access to a car.



Papur tystiolaeth Llywodraeth Cymru ar Lwybrau Prentisiaeth

12/02/2025

Yn y papur hwn ceir trosolwg o lwybrau prentisiaeth yng Nghymru. Ceir disgrifiad o'r amrywiol fframweithiau prentisiaethau sydd ar gael a'r rôl allweddol y mae prentisiaethau'n ei chwarae wrth gefnogi economi Cymru.

Mae'r papur yn amlinellu'r ffordd y mae Llywodraeth Cymru'n gweithio gyda chyflogwyr i lunio polisiau sgiliau a phrentisiaethau yng Nghymru. Mae'n disgrifio sut y gall unigolion a chyflogwyr gael gwybodaeth, cyngor ac arweiniad ar brentisiaethau, ac mae'n nodi camau gweithredu sy'n cael eu cymryd i wella tegwch a mynediad at brentisiaethau i ddysgwyr.

Yn olaf, mae'r papur yn nodi rôl Llywodraeth Cymru wrth bennu blaenoriaethau Cymru o ran sgiliau strategol, a rôl Medr wrth gyflwyno'r rhaglen brentisiaethau.

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1. Cyflwyniad

- 1.** Mae prentisiaethau yn ganolog i uchelgais Llywodraeth Cymru i greu swyddi a chefnogi twf gwyrdd.
- 2.** Mae prentisiaethau yn darparu sgiliau a hyfforddiant gwerthfawr, gan rymuso unigolion i adeiladu gyrfaedd llwyddiannus. Maent yn agor drysau i amrywiaeth eang o lwybrau gyrfa, gan ganiatáu i unigolion archwilio gwahanol ddiwydiannau a rolau. Mae'r cyfleoedd yng Nghymru yn amrywio o brentisiaethau sylfaen i lefel gradd. Maent yn darparu cyfleoedd trawsnewidiol i bobl o bob oed.
- 3.** Drwy gefnogi prentisiaethau, mae cyflogwyr yn elwa o weithlu medrus a brwdfrydig sydd wedi'i deilwra i'w hanghenion penodol. Mae buddsoddi mewn prentisiaethau yn cyfrannu at dwf economaidd drwy ddatblygu gweithlu medrus iawn. Mae'r rhaglen brentisiaethau hefyd yn cefnogi anghenion allweddol gweithlu'r sector cyhoeddus.
- 4.** Rydym yn parhau i fuddsoddi'n helaeth mewn prentisiaethau. Eleni ac yn 2025-26 rydym yn buddsoddi £144m mewn prentisiaethau i sicrhau bod ein targed o 100,000 o brentisiaethau newydd yn cael ei gyflawni.

2. Llwybrau prentisiaeth

- 5.** Mae prentisiaethau yn rhan bwysig o Warant Llywodraeth Cymru i Bobl Ifanc 16-24 oed. Yng Nghymru, mae gennym:
- brentisiaethau ar lefel 2, 3, 4, 5 a 6
 - prentisiaethau a rennir
 - rhagbrentisiaethau fel Prentisiaethau Iau a Twf Swyddi Cymru +
 - cymorth ar gyfer prentisiaethau cynhwysol
 - gwasanaeth paru prentisiaethau
 - rhwydwaith cryf a gymeradwywyd o ddarparwyr prentisiaethau.
- 6.** Mae prentisiaid yn ennill profiad gwaith, yn dysgu sgiliau newydd ac yn ennill cymhwyster a gydnabyddir yn genedlaethol, gan ennill cyflog ar yr un pryd. Cyflawnir hyn drwy fframwaith prentisiaethau, sy'n amlinellu'r rhaglen ddysgu a chymwysterau o lefel 2 hyd at lefel gradd.
- 7.** Mae Llywodraeth Cymru yn gweithio gyda Medr i sicrhau llwybrau clir a dilyniant rhwng lefelau prentisiaethau a chymwysterau. Ein nod yw creu sector mwy cydgysylltiedig a chynhwysol, a llwybrau cliriach, mwy hyblyg er mwyn i ddysgwyr gael dysgu ar y lefel ac yn y lleoliad sydd orau iddynt.

3. I ba raddau y mae llwybrau prentisiaeth yn cefnogi anghenion economi Cymru

8. Ar hyn o bryd mae 23 o fframweithiau prentisiaethau ar draws sectorau Cymru sydd wedi'u nodi yn y tabl isod.

Busnes a Rheoli	Technoleg Ddigidol	Gwasanaethau Cyhoeddus
Gwasanaethau Addysg a Gwybodaeth	Gwasanaethau Diogelu	Iechyd a Gofal Cymdeithasol
Gofal Plant	Gofal Iechyd	Dylunio
Creadigol a'r Cyfryngau	Arlwyo a Lletygarwch	Bwyd a Diod
Teithio, Twristiaeth a Hamdden	Amaethyddiaeth a'r Amgylchedd	Gwyddorau Bywyd
Modurol	Cludiant a Logisteg	Gwasanaethau Eiddo
Adeiladu	Ynni	Peirianeg
Deunyddiau a Gweithgynhyrchu Uwch	Manwerthu, Gwallt a Harddwch	Gwasanaethau Cyfreithiol ac Ariannol

9. Mae prentisiaethau yn sbardun allweddol i godi lefelau sgiliau, gwella cynhyrchiant a helpu i feithrin gweithlu medrus ac amrywiol sy'n diwallu anghenion economi Cymru. Mae galw cynyddol am sgiliau newydd ac uwchsgilio o ganlyniad i dechnolegau newydd, deallusrwydd artifisial a'r pontio i economi sero net.
10. Mae ein Cenhadaeth Economaidd yn gyrru ein dull gweithredu o ran prentisiaethau, gan gefnogi ein gweledigaeth ar gyfer economi fwy llewyrchus, wyrddach a mwy cyfartal. Mae prentisiaethau yn cefnogi nifer o ymrwymadau trawslywodraethol, gan gynnwys cyrraedd ein huchelgeisiau sero net, datblygu'r economi sylfaenol a chefnogi diwydiannau blaenoriaeth. Rydym yn parhau i hyrwyddo a blaenoriaethu buddsoddiad mewn prentisiaethau o safon yn y sectorau hynny a fydd yn cefnogi twf economaidd a chydlyniant cymunedol, gan gynnwys mewn sectorau lefel uwch, mwy technegol, gan gefnogi prentisiaethau STEM a pharodrwydd ar

gyfer economi sero net. Rydym hefyd yn ymrwymedig i gynyddu nifer y gradd-brentisiaethau.

- 11.** Ers mis Awst 2024, mae Medr yn gyfrifol am ddatblygu a dyroddi fframweithiau prentisiaethau yng Nghymru. Rydym ar ddeall bod Medr wedi datblygu rhaglen waith i adolygu'r holl fframweithiau prentisiaethau er mwyn sicrhau eu bod yn diwallu anghenion yr economi a dysgwyr wrth edrych i'r dyfodol.

4. Cyflogwyr

- 12.** Mae Partneriaethau Sgiliau Rhanbarthol yn darparu'r arbenigedd lleol/rhanbarthol i helpu cyflogwyr i nodi, ymhlith elfennau eraill, bartneriaid perthnasol, ffrydiau ariannu a gwybodaeth am y farchnad lafur. Caiff Byrddau'r Partneriaethau eu cadeirio gan gyflogwr, ac maent yn cynnwys cyflogwyr, darparwyr addysg ac eraill.
- 13.** Mae pedwar o Bartneriaethau o'r fath yng Nghymru - Partneriaeth Sgiliau Rhanbarthol y Gogledd, Partneriaeth Dysgu a Sgiliau Rhanbarthol y De-orllewin, Partneriaeth Sgiliau Prifddinas-Ranbarth Caerdydd a Phartneriaeth Sgiliau Rhanbarthol y Canolbarth. Maent yn gwneud argymhellion i Lywodraeth Cymru ynghylch y prif flaenoriaethau o ran sgiliau a chyflogadwyedd, yn seiliedig ar wybodaeth am y farchnad lafur a dealltwriaeth cyflogwyr. Maent yn gweithredu fel partneriaethau strategol ac yn cefnogi Bargeinion Twf a Dinesig yn uniongyrchol.
- 14.** Mae Gweinidogion a swyddogion hefyd yn ymgysylltu'n rheolaidd ag ystod eang iawn o gyflogwyr a chyrrff sy'n cynrychioli cyflogwyr ar faterion sy'n ymwneud â sgiliau, gan gynnwys prentisiaethau.
- 15.** Rydym ar ddeall bod Medr yn gweithio gyda chyflogwyr i ddeall yn well y rhwystrau y maent yn eu hwynebu, yn enwedig busnesau bach a chanolig, wrth gyflogi prentisiaid a sut i ehangu sylfaen y cyflogwyr i'r dyfodol.

5. Gwybodaeth am brentisiaethau

- 16.** Mae gwybodaeth am sut i ddod o hyd i brentisiaeth, a gwneud cais, ar gael ar wefan Llywodraeth Cymru: <https://www.llyw.cymru/chwilio-am-brentisiaeth>.
- 17.** Mae Busnes Cymru yn rhoi cyngor i gyflogwyr ar sut i fynd ati i recriwtio prentis a'r cymorth sydd ar gael: [Prentisiaethau | Porth Sgiliau Busnes Cymru](#)
- 18.** Mae Gyrfa Cymru yn darparu arweiniad a gwasanaeth diduedd o ran gyrfaoedd i bob oed. Mae ein cyngorwyr gyrfaoedd yn helpu pobl ifanc i ddeall eu hopsiynau, cynllunio eu gyrfaoedd a'u paratoi i ddilyn y llwybr gyrfa a ddewisant, boed hynny'n addysg bellach, cyflogaeth neu hyfforddiant. Mae Gyrfa Cymru yn gweithio gyda phob ysgol uwchradd, ysgol arbennig, Uned Cyfeirio Disgyblion a choleg ledled Cymru, ac yn hwyluso ystod eang o weithgareddau ymgysylltu â chyflogwyr, gan alluogi cyflogwyr i rannu gwybodaeth a phrofiad er mwyn rhoi cipolwg i ddysgwyr ar fyd gwaith.
- 19.** Mae Cymru'n Gweithio, sy'n cael ei ddarparu gan Gyrfa Cymru, yn targedu'r rhai 16+ oed sy'n dymuno mynd i mewn i waith neu hyfforddiant, neu ddatblygu eu gyrfa; mae'n darparu arweiniad diduedd ar faterion cyflogadwyedd a gyrfaoedd yn rhad ac am ddim, wedi'i deilwra yn ôl anghenion ac amgylchiadau unigolyn. Mae'r gwasanaeth yn darparu mynediad i bawb yng Nghymru at gymorth cyflogadwyedd, gan gyfeirio unigolion at raglenni cyflogadwyedd priodol a gefnogir gan Lywodraeth Cymru, gan gynnwys prentisiaethau.

6. Cymorth a mynediad teg i ddysgwyr

- 20.** Mae Datganiad Polisi Prentisiaethau Llywodraeth Cymru (Chwefror 2024) yn cydnabod bod anghydraddoldeb yn cael effaith negyddol ar dwf economaidd a chanlyniadau cymdeithasol. Rydym yn hynod ymwybodol bod rhwystrau yn bodoli sy'n eithrio grwpiau rhag cael mynediad at brentisiaethau a'u cwblhau. Er ein bod wedi gwella'r amrywiaeth o ran prentisiaethau, mae rhwystrau penodol yn bodoli o hyd. Gall dysgwyr wynebu anawsterau wrth geisio dod o hyd i leoliadau gwaith addas, yn enwedig lle mae cyflogwyr yn credu y gallai fod angen rhoi cymorth ychwanegol. Gallant wynebu gwahaniaethu gwirioneddol neu dybiedig, ac mae llai o fodolau rôl sydd wedi bod drwy brentisiaethau o gymunedau Du, Asiaidd ac Ethnig Leiafrifol neu o grwpiau pobl anabl.
- 21.** Rydym yn gweithio i gynyddu'r amrywiaeth mewn prentisiaethau. Mae Cynllun Gweithredu Prentisiaethau Cynhwysol ar gyfer Pobl Anabl wedi helpu i gynyddu nifer y prentisiaethau i bobl anabl. Yn 2022/23, dechreuwyd 11.6% o'r holl raglenni prentisiaeth gan ddysgwyr a oedd yn ystyried eu bod yn anabl a/neu fod ganddynt anabledd dysgu, o'i gymharu â 5.8% ym mlwyddyn academaidd 2016-17.
- 22.** Mae ein rhwydwaith o Hyrwyddwyr Cyflogaeth Pobl Anabl yn helpu i gau'r bwlch rhwng pobl anabl a gweddill y boblogaeth sy'n gweithio.
- 23.** Mae Prentisiaethau a Rennir â Chymorth yn cynnig cymorth ychwanegol i brentisiaid anabl sydd ag anghenion dysgu a chyflogaeth dwys ac amrywiol. Gall y cymorth gael ei ddarparu drwy hyfforddwyr swyddi neu adnodd arbenigol arall.
- 24.** Rydym hefyd yn bwriadu addasu Manyleb Safonau Prentisiaethau Cymru, gan gynnwys newid y gofynion mynediad o ran sgiliau hanfodol ar gyfer lefelau 2 a 3 mewn perthynas â phobl sydd ag anawsterau dysgu ac sy'n anabl. Bydd hyn yn creu cynnig mwy cynhwysol ac yn cynyddu nifer y cyfranogwyr drwy alluogi mwy o bobl anabl i fanteisio ar y rhaglen brentisiaethau.
- 25.** Mae'r Cynllun Gweithredu Cymru Wrth-hiliol diwygiedig a gyhoeddwyd ym mis Tachwedd y llynedd yn gosod nod i gynyddu nifer y bobl o leiafrifoedd ethnig sy'n dechrau a chwblhau prentisiaethau. Er mwyn cyflawni'r nod hwnnw, rydym wedi ymrwymo i weithio'n agos gyda Medr. Bydd data perfformiad rhaglenni, gan gynnwys tueddiadau, meincnodi a data

cwblhau ynglŷn â phobl ethnig leiafrifol sy'n ymgymryd â phrentisiaethau yn cael eu casglu a'u cyhoeddi. Rydym wedi ymrwymo i rannu arferion da, datblygu astudiaethau achos a sicrhau bod yr holl ddeunyddiau hyrwyddo yn rhoi sylw i bobl ethnig leiafrifol.

7. Rôl Llywodraeth Cymru

- 26.** Mae Llywodraeth Cymru yn pennu blaenoriaethau i Gymru o ran sgiliau cenedlaethol, gan gynnwys prentisiaethau, ac yn darparu cyllid i Medr i gyflwyno'r rhaglen brentisiaethau.
- 27.** Mae Medr yn rheoli ac yn ariannu'r darparwyr prentisiaethau sydd dan gontract a'r prifysgolion sy'n darparu gradd-brentisiaethau, gan weithio o fewn y gyllideb a ddarperir gan Lywodraeth Cymru.
- 28.** Mae Llywodraeth Cymru yn gyfrifol am Fanyleb Safonau Prentisiaethau Cymru sy'n amlinellu'r gofynion sylfaenol i'w cynnwys mewn fframwaith prentisiaethau Cymreig cydnabyddedig. Mae cydymffurfio â'r Fanyleb yn un o ofynion statudol Deddf Prentisiaethau, Sgiliau, Plant a Dysgu 2009.
- 29.** Mae Medr yn gyfrifol am ddatblygu a dyroddi fframweithiau prentisiaethau yng Nghymru. Mae Llywodraeth Cymru wedi dirprwyo rôl Awdurdod Dyroddi Prentisiaethau yng Nghymru i Medr. Rôl yr Awdurdod Dyroddi yw sicrhau ansawdd y fframweithiau i sicrhau eu bod yn bodloni safonau'r diwydiant ac yn bodloni'r gofynion a nodir mewn deddfwriaeth.

Eitem 6

Mae cyfyngiadau ar y ddogfen hon

Mae cyfyngiadau ar y ddogfen hon