

## Agenda – Pwyllgor yr Economi, Seilwaith a Sgiliau

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Lleoliad: I gael rhagor o wybodaeth cysylltwch a:  
Ystafell Bwyllgora 2 – y Senedd Gareth Price  
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Amser: 09.15 [SeneddESS@cynulliad.cymru](mailto:SeneddESS@cynulliad.cymru)

**Rhag-gyfarfod preifat (09:15–09:30)**

**1 Cyflwyniad, ymddiheuriadau, dirprwyon a datgan buddiannau**

**2 Cynnig o dan Reol Sefydlog 17.42 i benderfynu gwahardd y cyhoedd o eitemau 3 a 4**

**3 Trafod yr adroddiad amlinellol drafft ar Seilwaith Digidol Cymru**

(09:30–09:45)

(Tudalennau 1 – 4)

Dogfennau atodol:

EIS(5)–05–17 (p1) Adroddiad amlinellol drafft (Saesneg yn unig)

**4 Trafod y dystiolaeth ysgrifenedig a gafwyd gan sefydliadau yn y sector cyhoeddus – Yr Ardoll Brentisiaethau yng Nghymru**

(09:45–10:00)

(Tudalennau 5 – 20)

Dogfennau atodol:

EIS(5)–05–17 (p2) Colegau Cymru (Saesneg yn unig)

EIS(5)–05–17 (p3) Cynulliad Cenedlaethol Cymru (Saesneg yn unig)

EIS(5)–05–17 (p4) Conffederasiwn GIG Cymru (Saesneg yn unig)

EIS(5)–05–17 (p5) Cymdeithas Llywodraeth Leol Cymru (Saesneg yn unig)



## Cyhoedd

### **5 Panel y sectorau diwydiant – Yr Ardoll Brentisiaethau yng Nghymru**

(10:00–11:00)

(Tudalennau 21 – 40)

Mark Bodger, Cyfarwyddwr Partneriaethau Strategol, CITB Cymru Wales  
Sara Jones, Pennaeth Consortiwm Manwerthu Cymru

Dogfennau atodol:

Y Briff Ymchwil

EIS(5)–05–17 (p6) CITB Cymru Wales

EIS(5)–05–17 (p7) Pennaeth Consortiwm Manwerthu Cymru (Saesneg yn unig)

### **6 Sesiwn i graffu ar waith y Gweinidog – Yr Ardoll Brentisiaethau yng Nghymru**

(11:00–12:00)

(Tudalennau 41 – 52)

Julie James AM, Y Gweinidog Sgiliau a Gwyddoniaeth  
Huw Morris, Cyfarwyddwr Grŵp SAUDGO, Llywodraeth Cymru  
Samantha Huckle – Pennaeth Polisi Prentisiaethau, Llywodraeth Cymru

Dogfennau atodol:

EIS(5)–05–17 (p8) Y Gweinidog Sgiliau a Gwyddoniaeth

**Ôl-drafodaeth breifat (12:00–12:15)**

Mae cyfyngiadau ar y ddogfen hon



**National Assembly for Wales  
Economy, Infrastructure and Skills  
Committee inquiry:**

**The Apprenticeship Levy in  
Wales**

18 January 2017

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## Introduction

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ColegauCymru welcomes the opportunity to respond to the National Assembly for Wales' Economy, Infrastructure and Skills Committee inquiry into the **Apprenticeship Levy in Wales**. ColegauCymru is a charity and limited company that represents the 14<sup>1</sup> Further Education (FE) colleges and FE institutions in Wales and exists to promote the public benefit of post compulsory education and learning.<sup>2</sup>

ColegauCymru undertakes regular research, develops policy and provides responses based on the best available evidence, utilising its network of educators and policy experts. It is the designated National Contact Point for Skills, a role which it discharges on behalf of the Welsh Government.

Its policy is informed by regular exchange of ideas and experiences facilitated by the European Commission's Erasmus+ programme and through participation in the British Council's International Education Programme.

Colleges are major providers of general education provision in Wales, helping to produce some of the best learner outcomes. Colleges are the predominant providers of funded vocational and technical education in Wales, providing about 85% of the total provision.

As large employers, FEIs will also be required to pay the levy.

This response has been compiled from feedback from colleges and B-wbl (formerly Skills Academy Wales (South West), a work based learning consortium made up of public and private sector training providers, led by Pembrokeshire College).

### **Question 1 - What are the implications of the introduction of the UK Apprenticeship Levy for employers in Wales?**

By providing college-based and work-based learning to employees, FEIs are in regular contact with employers. The implications of the introduction of the UK Apprenticeship Levy are currently unclear for both employers and subsequently for providers in Wales. Training providers are working hard to promote the current support that exists towards funding apprenticeships.

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<sup>1</sup> The 14 include 10 FE corporations including St David's Catholic College; the two FE institutions – Adult Learning Wales; and The College Merthyr Tydfil, Coleg Sir Gâr and Coleg Ceredigion which are part of university groupings.

<sup>2</sup> In this paper the terms 'FE college' and 'college' are used to cover FE colleges and FE institutions.

Large employers (both public and private sector) are becoming aware that from April 2017, they will have to pay an additional, and not insignificant, levy. There is a feeling from some employers that this levy is seen simply as an additional tax, a view promoted by Welsh Minister, where the impact is increased costs with no clear way of measuring the financial returns. Our understanding is that the Welsh Government will not know how much Welsh employers have paid to HM Revenues and Customs. Some large employers in Wales have expressed to ColegauCymru that they feel that they are getting little in return as access to apprenticeships and apprenticeship funding in Wales has not changed in the same way as access to provision in England.

There is an apparent and growing expectation from employers that they will get a return for 'their' money and some have already made enquiries as to how colleges can meet their need. This 'initiative taking' is to be welcomed and employers are reflecting to ColegauCymru that they will begin to request a more direct say in what training they receive and conversely what they do not want to receive, for example not wanting learners to undertake Essential Skills Qualifications. The Welsh Government has stated that the consequential of the levy will not be ring-fenced, although there may be an expectation from employers that this is the case, and that that employers will receive benefits up to and including their levy payment.

For small and medium size enterprises (SMEs) who are not eligible to pay the levy, there are also concerns. For instance, if large companies look to recoup their entire levy by training additional apprentices, this could eventually reduce the scope for SMEs, potentially through means such as imposing stricter eligibility conditions. SMEs who often, although not exclusively, utilise staff trained to level 2/3 of the European Qualifications Framework (EQF) have shown an expectation that such qualifications and training should be paid for out of general taxation and not via coinvestment or potentially a levy. What is clear is that they too would expect an immediate and clear return on their investment.<sup>3</sup>

In terms of unintended consequences, Pembrokeshire College owns a wholly owned subsidiary that was set up as a Shared Apprenticeship broker. Large energy companies have sponsored this company for the last two years and it has provided employment for seven apprentices and three have so far gone on to permanent employment. The large companies are reluctant to sponsor the company this year as they will now have to pay the levy.

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<sup>3</sup> FSB Wales June 2015 *Enterprise and Business Committee Discussion on Welsh Government Coinvestment in Skills Framework* <http://www.fsb.org.uk/docs/default-source/fsb-org-uk/final-co-investment-in-skills-framework.pdf?sfvrsn=0> [accessed 12 January 2017].

## **Question 2 - Will there be different implications for public sector and private sector employers?**

As a result of the size of the public sector workforce in Wales, public sector levy payments are likely to be a significant commitment and include the contribution made by Wales' FEIs themselves. As an economy that has a significant majority of SMEs and microbusinesses, there are issues over how many public sector employers versus private in Wales will be liable for the levy.<sup>4</sup> The amount of the tax or levy base and how much will be raised from Wales will have longer-term implications for the success of the policy.

As a result of the introduction of the levy, we are evidencing a new audience of interest in apprenticeships. The legal and financial sector in particular are investigating the opportunities and threats that this development poses to their traditional training route.

The public sector will also see a surge in their demand for apprentices – we must ensure that the quality of apprenticeships is not put at risk with the increased demand and sense of urgency that could harm learners and results in the long term.

## **Question 3 - Are there any specific implications for employers who operate both in Wales and also throughout the UK (that you have not previously referred to in your response)?**

The primary consequence is that employers operating in both countries will have to facilitate two systems which is complex, creating additional work and difficulties for both employers and providers, as well as potentially disadvantaging individual learners. The different methods of operation of the levy in England and Wales is causing confusion for employers who operate in both countries and providers are therefore having to adapt their strategies. There is a perception amongst many employers in Wales that the levy paid will be returned to them in the form of a voucher to be used for training, or that they will be able to directly access the funds that they have contributed.

Employers in England appear to have received more information to date and as the English system will not apply to Wales, this information is different and not applicable here. There is also the risk that some employers believe the rules for England apply UK-wide. Employers are not necessarily best placed to decide whether or not the UK Government is acting on behalf of England, as is the case for the training schemes, or on behalf of the UK as whole – as in the introduction of the levy. The difference in rules may cause confusion to employers, particularly those with peripatetic staff who work either side of the border. Issues around different age restrictions operating in Wales and England or eligibility being tied to age are also likely to be problematic. For instance, our understanding is that in England employers

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<sup>4</sup> Figures from Stats Wales show that in 2016, 94.9 per cent of businesses in Wales were micro businesses. See: <https://statswales.gov.wales/Catalogue/Business-Economy-and-Labour-Market/Businesses/Business-Structure/Headline-Data/latestbusinessstructureinwales-by-sizeband-measure> [accessed 12 January 2017].

will be able to use the new digital vouchers for any age of employee, whereas in Wales there are age restrictions on the current contract. This means that, for example, a 35-year-old would be fundable on all routes and all levels in England; this would not be the situation in Wales at present.

ColegauCymru would not however see this as a simple justification for the development or copying of an England-style market in Wales. On the contrary, it makes the case for the differentiation of the system in Wales which should be clearly communicated. This is primarily on the grounds of ease of administration, i.e. a system which can be delivered and led by a training provider, that will deliver better and higher quality outcomes through developing a better partnership or 'dual' model of vocational education and training.

**Question 4 - If you have concerns about the funding of apprenticeships after the introduction of the UK levy, what would you like the Welsh Government to do to address your concerns?**

Greater clarity and understanding is needed on how the levy will be used to support apprenticeship and wider vocational education and training in Wales. The Welsh Government needs a clear communications plan setting out what the levy means for Wales for employers, providers, and importantly for learners. Literature, advertising and promotion needs to be developed for employers explaining the Welsh stance on the levy and clarifying Welsh Government priorities, for example whether the restriction on provision of vocational education and training in non-priority areas remains.

We would welcome an opportunity to be part of a Welsh Government working group with employer representatives on what this means for ColegauCymru members and how we can collaboratively, utilising the Regional Skills Plans, come up with solutions.

It should also assess the impact that the current policy of all age apprenticeships and the levy is having on other initiatives such as the ESF funded programmes to support the skills of those in work and currently requiring a financial commitment by employers.

A strategy for post-compulsory education is urgently needed to help address issues of apprenticeships, training and skills at all levels in a coherent manner. This needs to be set against a comprehensive economic strategy for Wales, dealing with the specific circumstances of Wales, and taking account of some of the ideas set out in the 2015 IWA report 'An Economic Strategy for Wales'.<sup>5</sup>

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<sup>5</sup> IWA (2015), *An Economic Strategy for Wales* [accessed 12 January 2017].



**Question 5 - What, if any, are the cross-border funding and policy issues which arise from the introduction of the Apprenticeship Levy (that you have not previously referred to in your response)?**

Given the significant cross-border flows between Wales and England for work and training purposes, there is likely to be initial confusion over which system operates where. Clear guidance is needed for employers and providers for situations such as where the employee's residence is in one country and place of work or training is in another. Employers may want to adopt different training programmes for employees based in Wales, based on their training levy paid in England.

As funding in England is set to follow the employer location rather than the employee or learner address, some employers may have to change the training provider they have historically used, and also the framework requirements and funding rules. There are instances of predominantly England-based employers removing apprenticeship provision from Wales to England to fully utilise their levy contributions in the future.

In the case of the levy, UK Government has introduced a UK-wide levy but only has responsibility for delivering the impact of levy funding in England. Future policies of this kind need to be given much more detailed consideration and a clear plan set out across all four constituent parts of the UK.

**Question 6 - Do you have any views about how the Welsh Government has engaged with employers with regard to the Apprenticeship Levy?**

Our understanding is that details from the UK Government of how the levy would impact and operate in Wales were initially slow. However, employer feedback is generally of feeling ill-informed, combined with confusion and frustration with the lack of information available. Feedback from employers indicates that very little information has been circulated, for instance, they are unaware of any Welsh Government marketing campaign on this topic, and this has not provided a great deal of reassurance.

Welsh Government held some events in different parts of Wales on the topic of the apprenticeship levy in autumn 2016 which were attended by some colleges and employers. Reaction to these events was that they were not very informative – clear answers were not forthcoming and so they were of limited value.

Engagement with employers is paramount; those paying the levy are concerned about returns on their payments. A clear statement on the Welsh Government position on the apprenticeship levy is needed.

This lack of information is contrasted by the perceived ease of access to more detailed publications and guidance available on the levy and new apprenticeship system in England.

The information gap is not confined to employers. Providers are also awaiting guidance on a number of key issues, for instance how to prioritise their apprenticeship funding: large employer or SMEs, for instance, or what to do in situations where a large, levy-paying company requests a significant number of apprenticeships in a non-priority area such as customer service or business administration, taking the college over the 10 per cent restriction in terms of offering these “non-priority” routes. Likewise, there is little clarity on how providers should look to support Welsh employers with head offices in England or vice versa.

Further education colleges have also been asked general questions on the levy by employers which they are unable to answer.

**Question 7 - Do you have any general comments or concerns on the current system of funding of apprenticeships in Wales? What should the Welsh Government be doing to address any concerns you have identified?**

The frequent changes to priorities and funding rules over the last few years, sometimes introduced at short notice, have caused confusion and irritation to employers. This risks making training providers appear inconsistent and difficult when this is not the case. A period of time without significant change would allow training providers to set clear, longer term recruitment strategies and communication with employers.

As highlighted elsewhere in this response, Further Education colleges need Welsh Government to clarify some of the specific issues on the future of apprenticeships and apprenticeship funding, such as how colleges should respond if a large employer wants apprenticeships in non-priority areas such as customer service or business administration. Currently colleges are under request that no more than 10% of their provision should be in these non-priority areas but the apprenticeship levy might increase employer demand in these areas. It is worth noting that some of the largest levy payments will be made by the retail sector which is, at present, a non-priority area in Wales, and there is the risk that colleges will not be able to meet the expectations of these employers. Clarification must take place within a wider review of Vocational Education and Training.

The Committee should note that addressing Apprenticeship provision is a small, but significant part of the wider vocational education and training. Stats Wales records that for 2015-16, there were 224,240 learners involved in further education and work-based learning at a post compulsory level (post-16). Of these, only 59,675 were involved in a work-based learning programme, representing just over a quarter of this section of

learners.<sup>6</sup> While apprenticeships are important, we should not lose sight of the bigger picture of vocational education and training more widely.

## Conclusion

ColegauCymru reiterates the need for a strategy for post-compulsory education to help develop the skills base and stock of human capital that Wales needs to build. Such a strategy would take into account, but not be confined to, apprenticeships, would look at training and skills more broadly, and would link closely to the economic development needs of Wales.

Better communication is urgently needed ahead of the introduction of the levy in April 2017. In conjunction with providers and employers, Welsh Government needs to develop and share a clear communications plan about the response to the levy in Wales which addresses the questions most frequently asked, including those regarding cross-border issues. Specific issues such as how to deal with large employers in future requesting significant numbers of apprenticeships in non-priority areas, such as customer service and business administration, where this would take colleges over the 10 per cent restriction on providing these routes, need to be addressed urgently.

ColegauCymru and Further Education Institutions need to be kept fully updated on developments relating to the apprenticeship levy and it may be useful to establish a working group, comprised of providers, employers and other relevant parties, on this topic.

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<sup>6</sup> Due to differences in recording data, these figures include A Levels studied at colleges but not in schools. Likewise, they do not include vocational qualifications studied at schools. Data available at: <https://statswales.gov.wales/Catalogue/Education-and-Skills/Post-16-Education-and-Training/Further-Education-and-Work-Based-Learning/Lifelong-Learning-Wales-Record/learningprogrammes-by-programmetype-provisiontype> [accessed 12 January 2017].

### **Cwestiwn 1 – Beth yw goblygiadau cyflwyno Ardoll Brentisiaethau y DU ar gyfer cyflogwyr yng Nghymru?**

Ar gyfer Comisiwn y Cynulliad, rydym wedi cyfrifo y byddwn yn atebol am dâl o tua £119, 000.

Mae'r DAS (y dull y gall cyflogwyr ei ddefnyddio i gael cyllid yn ôl yn gyfnewid am brentisiaid) yn gymwys i Loegr yn unig. Nid ydym yn gwybod eto pa drefniadau y bydd Llywodraeth Cymru yn eu rhoi ar waith i ariannu hyfforddiant prentisiaid neu, yn wir, a fyddwn yn gallu cael mynediad o gwbl at yr arian a dalwyd i mewn i'r ardoll i ariannu hyfforddiant prentisiaid a ddarperir yng Nghomisiwn y Cynulliad.

### **Cwestiwn 2 – A fydd goblygiadau gwahanol i gyflogwyr y sector cyhoeddus a'r sector preifat?**

Na fydd, hyd y gwyddom

### **Cwestiwn 3 – A oes goblygiadau penodol ar gyfer cyflogwyr sy'n gweithredu yng Nghymru a hefyd ledled y DU (nad ydych wedi cyfeirio atynt yn eich ymateb yn barod)?**

Mae'n debyg y bydd yn bosibl i gyflogwyr ddefnyddio'r ardoll er mwyn i gyflogeion sydd wedi'u lleoli yng Nghymru ariannu gweithwyr sydd wedi'u lleoli yn Lloegr ond na fydd y gwrthwyneb yn bosibl - bod cyflogeion yn Lloegr yn ariannu cyflogeion yng Nghymru. Ni fydd hyn yn effeithio arnon ni yn uniongyrchol fel cyflogwr.

### **Cwestiwn 4 – Os oes gennych bryderon ynghylch ariannu prentisiaethau ar ôl cyflwyno ardoll y DU, beth hoffech chi i Lywodraeth Cymru ei wneud i fynd i'r afael â'ch pryderon?**

Mae angen i ni gael rhagor o eglurder ar sut y bydd y system ariannu hyfforddiant prentisiaid yn gweithredu ar ôl i'r ardoll gael ei chyflwyno. Fel y mae ar hyn o bryd, byddwn yn ariannu hyfforddiant prentisiaid yn lleol ac yn gorfod talu'r ardoll yn ogystal, a thrwy hynny yn cynyddu ein bil am yr un lefel o ddarpariaeth hyfforddiant.

Bydd hyn yn ein rhoi dan anfantaes o gymharu â sefydliadau tebyg yn Lloegr (Tŷ 'r Cyffredin a Thŷ 'r Arglwyddi, Cynulliad Llundain).

### **Cwestiwn 5 – Beth, os o gwbl, yw'r materion o ran polisi a chyllid traws-ffiniol sy'n codi o gyflwyno'r Ardoll Brentisiaethau (nad ydych wedi cyfeirio atynt yn eich ymateb yn barod)?**

Dim, ar wahân i'r rhai a nodwyd gynt

**Cwestiwn 6** – A oes gennych unrhyw farn ynghylch sut mae Llywodraeth Cymru yn ymgysylltu â chyflogwyr o ran yr Ardoll Brentisiaethau?

Ychydig iawn o wybodaeth sydd ar gael ynghylch sut y bydd yr ardoll yn cael ei gweithredu yng Nghymru a sut y gellir defnyddio'r cyllid ar gyfer hyfforddi prentisiaid.

**Cwestiwn 7** – A oes gennych unrhyw sylwadau cyffredinol neu bryderon ynghylch y system bresennol o ran ariannu prentisiaethau yng Nghymru? Beth dylai Llywodraeth Cymru ei wneud i fynd i'r afael â phryderon yr ydych wedi eu nodi?

Dim.

Cynulliad Cenedlaethol Cymru / National Assembly for Wales  
Pwyllgor yr Economi, Seilwaith a Sgiliau/ Economy, Infrastructure and Skills  
Committee  
Yr Ardoll Brentisiaethau yng Nghymru / The apprenticeship levy in Wales  
Ymateb gan Conffederasiwn GIG Cymru / Evidence from Welsh NHS  
Confederation

## Introduction

1. We welcome the opportunity to contribute to the Economy, Infrastructure and Skills Committee inquiry into the Apprenticeship Levy.
2. The Welsh NHS Confederation represents the seven Health Boards and three NHS Trusts in Wales. The Welsh NHS Confederation supports our members to improve health and well-being by working with them to deliver high standards of care for patients and best value for taxpayers' money. We act as a driving force for positive change through strong representation and our policy, influencing and engagement work.
3. NHS Wales Employers is hosted by and operates as a part of the Welsh NHS Confederation. NHS Wales Employers supports the strategic workforce agenda of the NHS in Wales from an NHS employers' perspective. NHS Wales Employers support the employers with workforce policy development, practical advice and information, and enables the NHS Wales Workforce and OD community to network, and share knowledge and best practice.
4. Our response, which has been developed with our members, including Directors of Workforce and Organisational Development (OD), highlights the key issues and concerns for the NHS in Wales. We are not answering all the questions within the terms of reference, but are highlighting the implications of the introduction of the UK Apprenticeship Levy for the NHS in Wales, specifically the financial implications with the estimated cost in 2017-18 of £13.812 million.
5. The Welsh NHS Confederation and Directors of Workforce and OD would be happy to give oral evidence to the Committee as part of this inquiry.

### **1) What are the implications of the introduction of the UK Apprenticeship Levy for employers in Wales?**

6. The NHS in Wales currently employs around 86,500<sup>i</sup> staff, providing a significant contribution to both the national and local economy. The cost of the NHS workforce for 2015/16 was circa £3.3 billion.<sup>ii</sup> Over the past six years the pay bill has increased annually due to a number of factors: including an increase in staff numbers; the cost of national pay awards and incremental drift; the introduction of the Living Wage; and an increase in agency pay.
7. The Levy will be payable by employers that have pay bills in excess of £3 million per annum. It will be payable through Pay As You Earn (PAYE) alongside income tax and National Insurance. NHS organisations, as large employers, will have to contribute 0.5% of their pay bill (based on total employee earnings excluding payments such as benefits in kind) each year from 1 April 2017. At present it is understood that the Levy will not be returned to the NHS in Wales, which is a real concern for our members.

8. The first year cost to the NHS in Wales as a result of the introduction of the UK Apprenticeship Levy is estimated to be £13.812 million. The table below provides a breakdown of the estimated costs for the seven Local Health Boards, three NHS Trusts and NHS shared services.

### Estimated 2017-18 Cost to NHS Wales

Organisation	Estimated 2017/18 Costs
Abertawe Bro Morgannwg University Health Board	£2.326m
Aneurin Bevan University Health Board	£1.956m
Betsi Cadwaladr University Health Board	£3.014m
Cardiff & Vale University Health Board	£2.126m
Cwm Taf University Health Board	£1.2m
Hywel Dda University Health Board	£1.531m
Powys teaching Health Board	£0.25m
Public Health Wales NHS Trust	£0.255m
Velindre NHS Trust	£0.18m
Welsh Ambulance Service NHS Trust	£0.53m
NHS Wales Shared Services Partnership (NHSWSSP)	£0.35m
NHS Wales Informatics Service (NWIS)	£0.094m
<b>Total</b>	<b>£13.812m</b>

There is concern within the NHS about the funding of apprenticeships after the introduction of the UK Levy. The NHS concerns relate to the following areas:

- The cost of the Levy and the additional finance pressure this will put on NHS budgets;
- The opportunity cost in view of the concern that the NHS is unlikely to receive the direct benefit of the Levy they will be charged;
- potential for the Levy to undermine existing devolved apprenticeship policies;
- The methodology that will be applied to redistribute the Levy raised across the devolved administrations, including transparency around UK departmental budgets;
- The need to ensure that the changing apprenticeship landscape will be clear to cross border employers and training/ education providers;
- There will be implications, due to the size of the public sector in Wales, that the workforce Levy payments will be significantly higher in the public sector than the majority of the private sector;

- The majority of apprentices within the NHS are commissioned from Wales, but there may be small pockets via England. This could lead to confusion if the voucher system is not used in both countries as we currently understand vouchers will not be used in Wales; and
- Engagement with employers is paramount, those paying the Levy are concerned about returns on their payments. A clear statement on funds made available as a result of Levy is needed from the UK Government.

## **6) Do you have any views about how the Welsh Government has engaged with employers with regard to the Apprenticeship Levy?**

Senior Welsh Government civil servants have engaged with the NHS and kept the NHS informed of the implications of the introduction of the Apprenticeship Levy through regular meetings with NHS Wales Workforce & OD Directors and Assistant Directors.

There are some specific issues that the Welsh Government has discussed with the NHS;

### **Accessing money paid under the Apprenticeship Levy**

In England, once employers have paid the Levy to HM Revenue and Customs (from April 2017), they will be able to access funding for apprenticeships through a new digital apprenticeship service account. These accounts will have voucher systems where employers can bid for money to support Apprenticeships. However, large employers are stating that even with access to these digital accounts they do not expect to be able to claim back any more than 20% of what they will have paid to HMRC against their pay bill. Any unused money in the digital accounts will be repatriated to HMRC after 18 months for distribution to Small and Medium Enterprises.

The Welsh Government has advised that it is unlikely that NHS Wales will see a return on this Levy, and there is still a lot of uncertainty about how the new system will work in Wales. It is understood that the Levy will be repatriated to Wales through the Barnett formula and that there are no plans for Welsh Government to redistribute this back to employers. Welsh Government anticipate continuing to fund modern apprenticeships in the way they currently do. This system allows employers to access funded courses in a range of subject areas through accredited training providers. This does not include the employment costs for what we would think of as traditional apprenticeships (only education costs). It is anticipated that NHS Wales, as a result of the Levy, will increase its use of these funded modern apprenticeships and that there is a risk that this increased demand will not be met in terms of numbers of places available. A number of NHS Wales organisations are also using these funded modern apprenticeships to support implementation of the Welsh Government NHS Wales Skills and Careers Framework. This requires those undertaking Healthcare Support Worker roles to complete programmes of study at the appropriate level commensurate with their role.

In January 2016, Julie James, the then Deputy Minister for Skills and Technology, made an oral statement on apprenticeship policy and answered questions from Assembly Members on the implementation of the Apprenticeship Levy in Wales. The Deputy Minister noted that it was not clear what the redistribution method will be, whether it will be apportioned on the same basis as the Barnett formula or whether some other mechanism will be used. The NHS will ensure that we are kept informed and updated of future developments and provide sufficient feedback and evidence to the Welsh Government of the financial and practical impact the introduction of the Apprenticeship Levy will have on the NHS.



## Conclusion

As highlighted in our written evidence the Apprenticeship Levy will have significant cost implication for the NHS in Wales and the NHS has a number of concerns which we would be more than happy to provide further detail to the Committee on.

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<sup>i</sup> Stats Wales, May 2016. NHS staff by staff group and year 2015.

<sup>ii</sup> WEDS, Shared Services: NHS Wales' Workforce Trends (2016).

### **Question 1 - What are the implications of the introduction of the UK Apprenticeship Levy for employers in Wales?**

There are significant financial implications for local authorities in Wales due to the introduction of the Apprenticeship Levy.

All local authorities have a pay bill in excess of £3.0million and therefore will need to pay the 0.5% levy.

There are already significant pressures upon local authority budgets and the Levy will cost authorities in Wales an additional collective amount of £18m, which is 9% of the total pressures facing local government in 2017-18.

It is the understanding of the WLGA that none of this amount will be returned to Welsh local authorities.

### **Question 2 - Will there be different implications for public sector and private sector employers?**

Local Government will be faced with reduced budgets for the provision of vital public services (as defined in Q1) and without the means of raising additional funding to meet any shortfall, this will inevitably result in some difficult decisions for local authorities. Whilst there is the potential for private enterprises to meet these pressures by increasing the cost of the products and services they supply to absorb the levy. The levy will create pressures in both environments but the implications are different.

### **Question 3 - Are there any specific implications for employers who operate both in Wales and also throughout the UK (that you have not previously referred to in your response)?**

Local authorities in Wales only operate within Wales but there may be issues for those border authorities whose staff may live in England but work for Welsh authorities. Clarity is needed on the access to apprenticeship schemes, including funding for those employees resident in England and also the consistency of standards and outcomes of the training schemes between Wales and England, including their mutual recognition and portability between both nations.

### **Question 4 - If you have concerns about the funding of apprenticeships after the introduction of the UK levy, what would you like the Welsh Government to do to address your concerns?**

The WLGA does not support the levy and sees this as no more than an additional tax burden and workforce cost. There is unlikely to be any significant or additional return as a result of the payment of the levy.

Welsh Government will also be aware that Local authorities' services include those provided by schools. The legislative framework that applies in Wales is that local authority maintained schools have a Governing body who are funded to run the

school. This includes being wholly responsible for the hiring and firing of staff who work within the school. The schools landscape in Wales is very different to that in England where there is a large number of schools with Academy status.

However, it is the view of HMRC that local authority maintained schools form part of the local authority staff compliment and as such will be liable for payment of the levy out of the money that is devolved to them. The pay bill of individual schools in the vast majority schools will fall below £3.0million threshold.

This is stark comparison to academy and other non-maintained schools who will not be liable to pay the levy as they will be treated as separate employers for the purposes of the levy.

The WLGA believe that this disproportionately affects smaller schools particularly in rural areas where there are only a handful of staff and the pay bill falls well short of £3.0 m threshold. These schools will be liable for the payment of the Levy whilst a host of larger organisations, schools and companies will not.

It is also worth noting that where local authorities pay the salaries of teachers it does so out of the school's budget on their behalf.

The WLGA would like Welsh Government to raise this issue with UK government as unfair and inconsistent.

There is also softer argument to be made in terms of schools that the main element of the calculation of their pay bill – teachers – are unable to access Apprenticeships schemes as the career pathway for teachers does not involve apprenticeship schemes. It is accepted that there are other non-teaching apprenticeships available.

**Question 5 - What, if any, are the cross-border funding and policy issues which arise from the introduction of the Apprenticeship Levy (that you have not previously referred to in your response)?**

See 3 and 4 above

**Question 6 - Do you have any views about how the Welsh Government has engaged with employers with regard to the Apprenticeship Levy?**

There has been some engagement by Welsh Government with local authorities more latterly on this issue. However, it is worth noting that this has been a UK government issue and there has been a sense of reluctance by Welsh Government to issue any formal advice and guidance on this matter unless asked to do so. This has caused some frustration and confusion.

The line from Welsh Government has been 'business as usual' which may have led to some misunderstanding in authorities of the impact of the Apprenticeship Levy given the very different approach being taken in England.

A clear statement to confirm that Apprenticeship places would/should continue to be accessed in the usual way and with guidance for employers on how to do so would have been useful.

Mae cyfyngiadau ar y ddogfen hon

Mae cyfyngiadau ar y ddogfen hon

Cynulliad Cenedlaethol Cymru / National Assembly for Wales  
Pwyllgor yr Economi, Seilwaith a Sgiliau/ Economy, Infrastructure and Skills  
Committee  
Yr Ardoll Brentisiaethau yng Nghymru / The apprenticeship levy in Wales  
Ymateb gan Bwrdd Hyfforddi'r Diwydiant Adeiladu / Evidence from  
Construction Industry Training Board

Rwyf yn ysgrifennu mewn ymateb i ymholiad eich pwyllgor, 'Yr Ardoll Brentisiaethau yng Nghymru'.

CITB yw'r Bwrdd Hyfforddiant Diwydiannol ar gyfer y diwydiant adeiladu ym Mhrydain Fawr, yn gweithio i sicrhau bod gan gyflogwyr adeiladu'r sgiliau a hyfforddiant maent eu hangen.

Er mwyn cael y mwyaf o'r cyllid y bydd Cymru yn ei dderbyn o'r Ardoll Brentisiaethau, dylai Llywodraeth Cymru sicrhau tri pheth:

- Defnyddir yr enillion o'r ardoll i fuddsoddi mewn sgiliau
- Dylid cael cysondeb o ran cyrchu prentisiaethau a'u hansawdd ar gyfer cyflogwyr sy'n gweithio ar draws ffiniau o fewn y DU
- Dylai buddsoddiad mewn hyfforddiant ddarparu'r sgiliau cywir ar gyfer y diwydiant a thwf economaidd

### **Buddsoddi mewn Sgiliau**

Dylai arian a delir gan gyflogwyr adeiladu Cymru i gefnogi hyfforddiant, megis yr Ardoll Brentisiaethau, gael ei ddefnyddio at y diben hwn. Mae'r Ardoll Brentisiaethau'n cynnig cyfle am fuddsoddiad cynaliadwy arwyddocaol mewn prentisiaethau yng Nghymru a all adeiladu ar raglen Llywodraeth Cymru sydd eisoes yn uchelgeisiol. Bydd grant blynyddol i Gymru o £138m erbyn 2019/20 o'r Ardoll Brentisiaethau. Gallai hwn roi cyfle i filoedd mwy o bobl ifanc fanteisio ar hyfforddiant o ansawdd, yn arwain at yrfa mewn adeiladu.

Mae Llywodraeth Cymru wedi gosod nod uchelgeisiol i ddarparu 100,000 o newydd-ddyfodiaid ychwanegol mewn prentisiaethau dros dymor 5 mlynedd y Cynulliad. Dylai grant bloc yr Ardoll Brentisiaethau gael ei ddefnyddio i ariannu prentisiaethau yng Nghymru, gan sicrhau y bydd cyflogwyr yn derbyn enillion ar eu buddsoddiad. Yn benodol, gallai'r cyllid gael ei ddefnyddio yn lle mynediad i gyllid yr UE, a fydd yn cael ei golli trwy Gronfa Gymdeithasol Ewrop, sy'n cyfrannu £73m at brentisiaethau yng Nghymru dros bedair blynedd.

Yr unig eithriad i'r egwyddor hon y gwelwn yw mewn ardaloedd penodol lle mae wedi'i brofi bod diffyg galw am brentisiaethau ac adnabyddir hyfforddiant mwy

perthnasol i gefnogi anghenion sgiliau cyflogwyr. Dylai hwn gael ei seilio ar ymgynghoriad â'r diwydiant, a Gwybodaeth o ansawdd am y Farchnad Lafur.

### **Cysondeb ar draws ffiniau**

Mae gennym bryderon am gysondeb mewn hyfforddiant prentisiaethau ar draws ffiniau a'r cymhlethdod ychwanegol y mae hyn yn ei achosi ar gyfer cyflogwyr sy'n gweithio ar draws y DU. Bydd unrhyw Ardoll Brentisiaethau a delir yn erbyn cyflogeion sy'n byw yn Lloegr ar gael yn y Cyfrif Digidol. Er hynny, gall hwn dim ond gael ei wario ar brentisiaid sy'n gweithio yn Lloegr. Felly, mae'n bosib y bydd gan gyflogwyr a seilir yng Nghymru sydd â chyflogeion sy'n byw yn Lloegr gyllid ar gael mewn Cyfrif Digidol nad ydynt yn gallu ei wario. Credwn y bydd efallai'n briodol cyhoeddi asesiad llawn o effaith yr Ardoll Brentisiaethau cyn ei lansio er mwyn deall unrhyw faterion posib pellach sydd heb eu rhagweld.

Mae Llywodraeth Yr Alban hefyd wedi ymgynghori ar ddefnydd cyllid yr Ardoll Brentisiaethau. Awgrymodd CITB y dylai'r cyllid gael ei fuddsoddi i gefnogi twf, datblygu llwybrau newydd megis Prentisiaethau ar lefel Gradd, er mwyn targedu diwydiannau blaenoriaeth, ac i gefnogi grwpiau allweddol megis pobl ddi-waith. Credwn y dylai nifer o'r egwyddorion hyn hefyd gael eu rhoi ar waith yng Nghymru.

### **Ennill y sgiliau cywir**

Er bod dymuniad cadarn ymhlith diwydiant adeiladu Cymru i bawb ennill cymwysterau Lefel 3, gwerthfawrogir bod rhaid i brentisiaethau Lefel 2 gael eu cynnal ym maes adeiladu, gan eu bod yn darparu set benodol o sgiliau y mae'r diwydiant eu hangen. Rydym hefyd yn croesawu'r adolygiad o gymwysterau Adeiladu a'r Amgylchedd Adeiledig sydd ar y gweill ar hyn o bryd gan Gymwysterau Cymru a fydd, efallai, yn mynd i'r afael ag anomaleddau penodol. Dylai Llywodraeth Cymru sicrhau fod cyllid prentisiaethau'n cefnogi anghenion prentisiaethau a nodir yn lleol trwy'r Partneriaethau Sgiliau Rhanbarthol. Dylai cyllid prentisiaethau hefyd gael ei dargedu i gefnogi sgiliau ar brosiectau sydd o bwys cenedlaethol, ar sail Gwybodaeth fanwl gywir am y Farchnad Lafur.

Cynulliad Cenedlaethol Cymru / National Assembly for Wales

Pwyllgor yr Economi, Seilwaith a Sgiliau/ Economy, Infrastructure and Skills Committee

Yr Ardoll Brentisiaethau yng Nghymru / The apprenticeship levy in Wales

Ymateb gan Consortiwm Manwerthu Cymru / Evidence from Welsh Retail Consortium



## **WRC Response to the Economy, Infrastructure and Skills Committee inquiry into the Apprenticeship Levy in Wales**

**January 2017**





## Executive Summary

- The Apprenticeship Levy is potentially an opportunity to support a change in the retail skill base in Wales, which is being driven by the unprecedented structural change impacting the industry. It could also provide the opportunity to support those most vulnerable in the workforce and to help develop the new skills required for new and more productive roles in the future.
- However, we are concerned over how the implementation of the Apprenticeship Levy in Wales will work particularly in light of the seemingly little consultation and input from industry.
- As currently configured, we understand there will be no clear mechanism for retailers to access their levy funds in order to support skills training in Wales. We estimate that retailers will contribute £5 million annually to the Levy in Wales.
- Not having access to levy funds would mean that employers would effectively have to pay twice to run apprenticeship programmes in Wales. This could put Wales at a disadvantage vis-à-vis other parts of the UK and lead to lower investment and productivity growth over time.
- We believe that the creation of a more flexible skills fund which allows retailers to support their broader skills training needs, should be viewed as a priority by the Welsh Government.
- It has been extremely disappointing that the Welsh Government have chosen not to consult with levy payers, particularly given that this approach has been adopted in Scotland and Northern Ireland.

## Introduction

### About the Welsh Retail Consortium

Retail is an exciting, diverse and dynamic sector undergoing transformational change. The WRC is at the forefront – enhancing, assisting, informing and shaping. Our mission is to make a positive difference to the retail sector and to the customers it serves. Our broad range of stakeholders demonstrates how retailing touches almost every aspect of our culture. The WRC leads the sector and works with our members to shape debates and influence issues and opportunities that will help make that positive difference. We care about the careers of people who work in our sector, the communities retail touches and competitiveness as a fundamental principle of the sector's success – our 3Cs.

### Foreword

The WRC welcome the Committee's inquiry into the Apprenticeship Levy in Wales especially since our members have been vocal in calling for a consultation by Welsh Government. Whilst a Government-led consultation hasn't been forthcoming the decision by the Committee to scrutinise the Levy and its implementation in Wales is a positive move.

Retailers currently face a challenging trading and public policy environment. The cumulative burden of an anachronistic business rates system, the National Living Wage, the changes to employer's pensions contributions, are having a damaging effect on businesses which have always been operated on low margins. In our competitive market, where profit margins are often razor thin, these costs are placing



question marks over commercial investment, jobs, the viability of many High Streets, and traditional business models.

It is worth noting that businesses which are struggling to make profits will also struggle to significantly invest in their workforce, either through higher wages or greater training and development. The retail industry supports the NLW, which is why many retailers go above and beyond the legal requirement by paying it to staff aged under 25, as well as older colleagues.

Our Retail 2020 report found the challenges facing the sector are leading to enormous structural change. It is expected that there will be significantly fewer over the next decade, accelerated by changes in public policy, illustrating the scale of change affecting retail. It is our aim to deliver better jobs as this transition beds in. It is in that context that the Apprenticeship Levy, which our members will contribute £5million per annum to in Wales, should be considered.

### **The Retail Industry and Work Based Learning**

The Retail Industry is Wales's largest private sector employer with over 135,000 employees. Even more thousands of jobs are created and sustained by the grocery sectors engagement with the agri-food supply chain in Wales from farmers to processors and the wider retail sector including store fit-out firms and local suppliers.

Our industry has a strong track record in training its people from entry level roles to higher level apprenticeships in areas such as: logistics, warehousing, food preparation to retail management. Many retailers have extensive existing training arrangements, supported by significant investment, which deliver substantial benefits to the companies and employees concerned.

Typically, retailer's programmes will entail training modules that are shorter in duration and incorporate significant on-the-job training elements. These approaches have been developed through long-standing experience of what works best in a retail setting to achieve optimal training outcomes for the employees and company concerned.

We know that the nature of the retail skills we need in the future is going to be very different. Areas such as hospitality, customer loyalty and technology are becoming more important as the labour intensive elements of retailing are reduced. The BRC's group of HR Directors has been focusing particularly on raising standards in skills development and job design, as well as developing opportunities that may arise from the Apprenticeship Levy.

### **Response to the Consultation Questions**

**Note** - We can only outline perceived and hypothetical implications given the lack of detail and absence of any formal statement from the Welsh Government.

#### **What are the implications of the introduction of the UK Apprenticeship Levy for employers in Wales?**

1. The levy is potentially an opportunity to support a change in the retail skill base, which is being impacted by the unprecedented structural change impacting the industry, and to support those most vulnerable in the workforce. It could also provide the opportunity to



develop the new skills needed for new and more productive roles in the future.

2. **However, we are concerned over how the implementation of the Apprenticeship Levy in Wales will work particularly in light of the limited engagement and input from industry.**
3. It is disappointing that the UK Government should legislate in an area without appropriate consultation with the Welsh Government or industry. Regardless of the merits or not of the Apprenticeship Levy, it is inappropriate for the UK Government to legislate in a devolved area in this manner.
4. The consequence of this is that whilst the Apprenticeship Levy is hypothecated for a specific use in England, the Barnett Consequentials of the revenue raised will be passed to the Welsh Government without specific spending conditions. This change in funding will occur concurrently with reductions in the block grant from HM Treasury.
5. The result of this is that it is quite possible employers of scale operating in Wales will be required to pay substantial sums to the UK Government with no guarantee they will recover any of the money contributed.
6. It is worth noting that retailers are keen to engage with the skills and training agenda. However, often the current provision of skills training is heavily circumscribed towards specific policy objectives which do not align with those of industry. As a potential consequence, training often occurs in parallel rather than collaboratively. It would be a very positive development if the implementation of the Levy were to see a re-evaluation of skills policy in Wales to better meet the needs of industry.
7. **As currently configured, it is our understanding there will be no clear mechanism for retailers to access their levy funds in order to support skills training in Wales. We are also aware that, in addition to being unable to see a return on the levy in Wales, the Welsh Government may also cut the number of apprenticeship places for retail and customer services roles.**

**Will there be different implications for public sector and private sector employers?**

8. We envisage that the Apprenticeship Levy will become a consideration for businesses looking to expand or invest in Wales due to the additional costs of the scheme, which may return little or no benefits for business and its employees. Without the ability for employers to draw down funding from the contributions they make there is the possibility that we will see a disincentive to growth and investment by the private sector in Wales.

**Are there any specific implications for employers who operate both in Wales and also throughout the UK (that you have not previously referred to in your response)?**

9. **The key point is that not having access to levy funds would mean that employers would effectively have to pay twice to run apprenticeship programmes in Wales. This could put Wales at a disadvantage vis-à-vis other parts of the UK and lead to lower investment and**



**productivity growth over time, unless retailers can at least indirectly access some of their levy funds in Wales.**

10. In addition, there is a lack of consistency across the UK devolved nations, both in terms of apprenticeship funding, eligibility criteria and apprenticeship standards which causes challenges for retailers operating across all 4 jurisdictions.
11. The implication of the devolved levy approach is that our employees could be trained to differing standards dependent on where they live which creates difficulties in drawing up business-wide job specifications if training differs throughout the UK. Our members want to be able to offer the same training opportunities to colleagues no matter where they live or work.
12. Employers will have to communicate why colleagues in Deeside, for example, will have differing training experiences based on which side of the border they live. This will require ongoing communication and engagement with staff given the confusion and uncertainty that this is likely to cause. There is also the risk that, under an apprenticeship scheme, employers may wish to move colleagues cross border for a short period of time but the levy, as it currently stands, makes this very difficult.
13. There is a real risk that where colleagues in England can continue to access apprenticeship opportunities options could be limited for colleagues based in Wales who will see this as a barrier to furthering their career or choosing specific professions.

**Question 4: If you have concerns about the funding of apprenticeships after the introduction of the UK levy, what would you like the Welsh Government to do to address your concerns?**

14. The WRC strongly supports the creation of a flexible skills fund to support wider workforce development. The reality is that for many medium and large retailers, the formal apprenticeship programme as currently conceived is not sufficiently relevant to their training needs. Retail is going through a process of fundamental change. As retailers go through this process, the nature of a 'shop floor' role is changing enormously. Furthermore, the impact of digital retailing means that many traditional retail jobs will need to evolve to encompass new skills.
15. Consequently, frequently the traditional apprenticeship programme is not currently suitable for much of the training for retailers. However, this does not equate to a lack of investment in training. As the retail market has become more competitive, retailers have responded by investing in human capital, training workers to be more effective and productive.
16. **We ask that the Welsh Government follow the lead of Scotland and introduce a Flexible Skills Fund, which goes beyond apprenticeships, to support retail skills training more broadly. We believe that the creation of this skills fund should be seen as a priority for the Welsh Government's use of the Apprenticeship Levy revenues.** The reality is that without access to this fund the majority of retailers contributing to the Levy will struggle to receive any significant level of return from the Levy funds they have paid.
17. We feel that the Trailblazer apprenticeship standard in England is the best standard and would like to see this replicated across the UK.



18. The Welsh Government needs to engage more effectively with the business community to facilitate regular discussions around this issue. More broadly, in the absence of being a named priority sector and given the challenges the industry is facing, the Welsh Government should develop a Retail Strategy for Wales to ensure early dialogue on issues such as the Levy in light of the ongoing structural change impacting on the industry.

**Question 5: What, if any, are the cross-border funding and policy issues which arise from the introduction of the Apprenticeship Levy (that you have not previously referred to in your response)?**

19. It is worth reiterating that, as currently configured, the system risks putting Wales at a disadvantage compared to the rest of the UK in terms of skills investment and may result in divergent training programmes being pursued by retailers who operate on a UK-wide basis.

**Questions 6: Do you have any views about how the Welsh Government has engaged with employers with regard to the Apprenticeship Levy?**

20. It has been extremely disappointing that the Welsh Government have chosen not to consult with levy payers, particularly given that this approach has been adopted in Scotland and Northern Ireland. We still call for consultation to take place, even at this late stage.
  21. Members of the WRC are some of Wales's largest employers, and the retail industry itself employs more people than any other business sector, which is why we remain concerned over the lack of proactive engagement by the Welsh Government and, more widely, the Regional Skills Partnerships.
  22. We would like to have seen closer dialogue on how the Levy will be implemented in Wales at a much earlier stage to enable business to plan their schemes. Without sight of a formal statement by the Welsh Government we continue to make assumptions based on some of the information that has been received through stakeholder engagement which has been initiated solely by the WRC.
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# Eitem 6

## Pwyllgor yr Economi, Seilwaith a Sgiliau Ariannu Prentisiaethau a'r Ardoll Brentisiaethau

### Cynllun y Polisi Sgiliau Prentisiaethau

- 1. Mae Polisi Sgiliau Llywodraeth Cymru yn anelu at sicrhau bod prentisiaethau'n cyd-fynd ag anghenion economi Cymru**, fel bod y system sgiliau'n ymateb i newidiadau yn y diwydiant sy'n galluogi Cymru i gystadlu'n fyd-eang drwy sicrhau bod gweithwyr yn meddu ar sgiliau proffesiynol a thechnegol ar lefel uchel. Strategaeth Llywodraeth Cymru yw buddsoddi mewn hyfforddiant a fydd yn sicrhau enillion economaidd a chymdeithasol; gan fuddsoddi mewn sectorau a galwedigaethau sy'n tyfu er mwyn mynd i'r afael â phrinder a bylchau o ran sgiliau, sy'n atal cynhyrchiant a thwf. Rydym eisoes yn gweithio gyda chyflogwyr i ehangu a chryfhau llwybrau ym meysydd gwyddoniaeth, technoleg, peirianeg a mathemateg (STEM), y diwydiannau digidol, technoleg gwybodaeth, adeiladu a gwasanaethau ariannol.
- 2. Mae Polisi Sgiliau Prentisiaethau arfaethedig Llywodraeth Cymru yn ymateb i'r heriau hyn; yn ogystal ag ymrwymo i ddarparu o leiaf 100,000 o brentisiaethau o ansawdd i bob oedran** dros dymor presennol y Cynulliad, bydd Llywodraeth Cymru yn blaenoriaethu ei buddsoddiadau yn y gwaith a ganlyn:
  - **Mynd i'r afael â phrinder sgiliau** drwy ddatblygu prentisiaethau mewn sectorau sy'n tyfu a galwedigaethau sy'n dod i'r amlwg, yn unol â blaenoriaethau a bennir gan Bartneriaethau Sgiliau Rhanbarthol.
  - **Datblygu sgiliau lefel uwch** – canolbwyntio ar brentisiaethau ar lefel 3 ac uwch, yn arbennig yn llwybrau gwyddoniaeth, technoleg, peirianeg a gwaith proffesiynol, lle y mae'r enillion yn tueddu i fod yn uwch.
  - **Cynyddu nifer y bobl ifanc 16-19 oed sy'n manteisio ar brentisiaethau**, gan adlewyrchu ymrwymiad Llywodraeth Cymru i gefnogi prentisiaid iau
  - **Darparu nifer fwy o brentisiaethau drwy gyfrwng y Gymraeg a/neu'n ddwyieithog.**
- 3. I gyflawni'r blaenoriaethau hyn, byddwn yn cynyddu ein buddsoddiad mewn prentisiaethau o £96m i £111m ar gyfer 2017-18.** O'r cyllid ychwanegol, bydd £15m yn cael ei fuddsoddi bob blwyddyn; bydd £0.5m gyllid refeniw ychwanegol yn 2017-18 i gomisiynwyr heddlu a throseddu sicrhau nad ydynt o dan anfantais o ganlyniad i'r Ardoll Brentisiaethau. Mae angen prentisiaethau ar draws ystod eang o sectorau. Maent yn dod yn fwyfwy perthnasol i'r sector cyhoeddus o ran cynnal a gwella gwasanaethau cyhoeddus fel: addysg, gwasanaethau tân, rheoli gwastraff, gwasanaethau cymdeithasol, a gofal iechyd. Byddwn yn gweithio gyda sefydliadau'r sector cyhoeddus i greu ystod o brentisiaethau i weithlu'r gwasanaethau cyhoeddus a fydd yn helpu gyda moderneiddio, arbedion effeithlonrwydd a gwelliannau sydd eu hangen ar draws y sector.
- 4. Mae'r £111m yn cynnwys Cyllid Ewropeaidd o £16m** sydd wedi'i sicrhau i ategu buddsoddiadau ychwanegol mewn prentisiaethau yng Nghymru.

## Pam rydym yn newid y patrwm buddsoddi?

5. Mae cynhyrchiant y DU yn llawer is na chynhyrchiant ein prif gystadleuwyr rhyngwladol, ac roedd Cymru islaw cyfartaledd cynhyrchiant y DU yn 2015 (Gwerth Ychwanegol Gros fesul awr o waith). Mae'r Swyddfa Ystadegau Gwladol yn amcangyfrif bod yr Almaen, Ffrainc ac UDA tua thraean yn fwy cynhyrchiol na'r DU yn 2015 (Cynnyrch Domestig Gros prisiau cyfredol fesul awr o waith). Mae'r bwlch cynhyrchiant i'w briodoli'n rhannol i'r ffaith y ceir llai o bwyslais yn y DU ar addysg alwedigaethol lefel uwch a thechnegol sy'n cyfuno hyfforddiant yn y swydd ac o'r swydd. Mae amcanestyniadau'n dangos, dros y degawd nesaf, y bydd tua 5 miliwn o gyfleoedd newydd a chyfleoedd cyfnewid ar gyfer swyddi i weithwyr medrus iawn (gan gynnwys swyddi rheoli a phroffesiynol), a 3.6 miliwn o gyfleoedd ar gyfer swyddi sy'n gofyn am sgiliau canolig (gan gynnwys crefftau medrus a swyddi proffesiynol/technegol cysylltiol)<sup>1</sup>.
6. Ar hyn o bryd, mae mwyafrif y rhai sy'n dechrau prentisiaethau i'w cael ar lefel mynediad ac yn dilyn Prentisiaethau Sylfaen ar lefel 2 (43 y cant); mae 35 y cant yn dilyn Prentisiaethau (lefel 3); ac mae 21 y cant yn dilyn Prentisiaethau Uwch (lefel 4 ac yn uwch)<sup>2</sup>. O'r prentisiaid hyn, mae'r mwyafrif mewn sectorau a galwedigaethau nad ydynt yn flaenoriaeth, er enghraifft ym meysydd gweinyddiaeth fusnes, manwerthu a gwasanaethau cwsmeriaid.

## Buddsoddi mewn Prentisiaethau o Werth Mawr

7. Mae Cymru yn ail-gydbwyso'r buddsoddiadau er mwyn sicrhau eu bod yn cydfynd ag anghenion busnesau Cymru. Mae Llywodraeth Cymru yn symud hyfforddiant prentisiaethau o sectorau cost isel, lle y mae'r cynnwys sgiliau'n gymharol fach a lle nad oes fawr o dystiolaeth o brinder sgiliau, i sectorau o werth mawr. Mae **Ffigur 1** yn dangos sut y mae gwerthoedd cyllid wedi cynyddu ym meysydd peirianeg, adeiladu a gweithgynhyrchu dros dair blynedd. Mae gwybodaeth fwy manwl, fesul sector, ar gael yn **Atodiad A**.

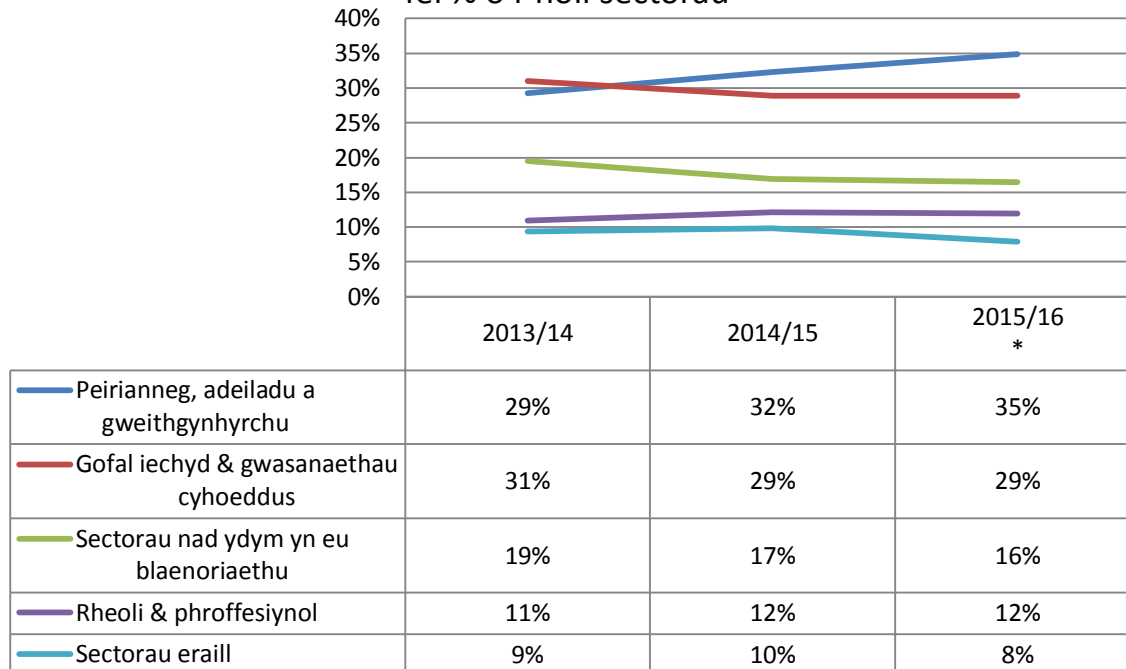
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<sup>1</sup> Wilson, R., Beaven, R., May-Gillings, M., Hay, G., a Stevens, J. (2014). Working Futures 2012- 2022. Adroddiad Tystiolaeth 83, Comisiwn y DU dros Gyflogaeth a Sgiliau, Wath-upon-Deerne.

<sup>2</sup> StatsCymru – 2014/15

**Ffigur 1**

Gwerth (£) y rhaglenni sy'n gymwys i'w hariannu fesul sector, fel % o'r holl sectorau



8. I gynorthwyo gyda thwf mewn prentisiaethau technegol o werth mawr, rydym yn lleihau prentisiaethau lefel mynediad i'r rhai sy'n hŷn nag 20 oed mewn galwedigaethau nad ydynt yn flaenoriaeth, fel y rhai ym meysydd manwerthu, gweinyddiaeth fusnes a gwasanaethau cwsmeriaid. Nid yw darparu prentisiaethau lefel mynediad sy'n cyfrannu enillion llai yn sgil buddsoddi mewn sgiliau yn creu budd i economi Cymru yn y tymor hir. Manteision cyfyngedig sydd ganddynt yn y farchnad lafur; mae cyfraddau diweithdra ymysg y rhai sydd â chymwysterau lefel 2 yn gymharol uchel ac mae enillion cyflogau yn sgil cymwysterau lefel 2 yn gymharol isel. Bydd angen i gyflogwyr a phrentisiaid ymrwymo i raglenni sydd â'r nod o gyflawni Prentisiaeth lawn yn hytrach na Phrentisiaeth Sylfaen. Bydd y rhaglenni'n cael eu cyfuno i raddau cynyddol fel bod lefel 2 yn cael ei chyflawni fel rhan o'r broses o gwblhau prentisiaeth ar lefel 3.
  
9. Bydd buddsoddiadau Llywodraeth Cymru yn cael eu harwain i raddau cynyddol gan wybodaeth gan y Partneriaethau Sgiliau Rhanbarthol. Bydd Llywodraeth Cymru yn defnyddio'r wybodaeth hon i gyfarwyddo darparwyr prentisiaethau o dan gcontract i gyflawni mewn meysydd a flaenoriaethir. Rydym eisoes yn buddsoddi'n helaeth yn y broses o ehangu Prentisiaethau Uwch; gan weithio gyda chanlyniad Adolygiad Diamond, byddwn yn ymestyn buddsoddiadau Prentisiaethau Uwch i bynciau STEM a galwedigaethau technegol.



10. I gynorthwyo gyda thwf, rydym wedi blaenoriaethu'r adolygiad o fframweithiau prentisiaethau uwch presennol i sicrhau eu bod yn berthnasol ac yn ddeniadol i gyflogwyr, er enghraifft rydym wedi ychwanegu cymwysterau Cenedlaethol Uwch at fframweithiau yn y sector peirianeg y mae cyflogwyr yn eu gwerthfawrogi. Bydd sicrhau bod y prentisiaethau hyn yn cynnwys cymwysterau y mae cyflogwyr yn eu hadnabod ac yn eu gwerthfawrogi yn annog pobl i fanteisio arnynt.
11. Bydd angen i ddarparwyr a phrifysgolion gydweithio i raddau cynyddol i ddarparu cyrsiau hyblyg; gall fod angen dulliau astudio gwahanol ar wahanol sectorau, cyflogwyr a galwedigaethau, er enghraifft dysgu ar-lein neu rith-ddysgu; rhyddhau 'bloc'; rhyddhau am ddiwrnod; dysgu cyfunol (cyfuno dulliau'r ystafell ddosbarth â dulliau digidol); a charfanau o ddysgwyr sy'n cynnwys prentisiaid yn ogystal â mathau eraill o fyfyrwyr.
12. Bydd Bwrdd Cyflogaeth a Sgiliau Cymru yn ehangu ei gylch gwaith i fonitro'r camau sy'n deillio o'r broses o roi'r Cynllun Gweithredu ar Brentisiaethau ar waith. Bydd hefyd yn rhoi cyngor ynghylch datblygiadau o ran fframweithiau prentisiaethau gyda'r nod o ddarparu uchafswm o 30 o fframweithiau prentisiaethau sy'n perfformio'n dda i ysgogi economi Cymru. Bydd Partneriaethau Sgiliau Rhanbarthol yn cyfrannu at y broses hon gan ein helpu i ddarparu buddsoddiadau uniongyrchol i sectorau a flaenoriaethir ac ysgogi twf lleol a rhanbarthol.

### **Yr Ardoll Brentisiaethau**

13. **Treth gyflogaeth gan Lywodraeth y DU yw Ardoll Brentisiaethau y DU**, y disgwylir iddi ddod i rym ar 6 Ebrill 2017. Bydd pob cyflogwr (Cyhoeddus a Phreifat) sydd â bil cyflogau o fwy na 3 miliwn y flwyddyn yn talu'r ardoll. Mae cyfradd yr ardoll yn cyfateb i 0.5% o fil cyflogau'r cyflogwr, ar sail cyfanswm enillion gweithwyr, ac eithrio taliadau, fel buddion ar ffurf nwyddau neu wasanaethau. Bydd gan gyflogwyr lwfans ardoll o £15,000 y flwyddyn i'w wrthbwysu yn erbyn yr ardoll, a delir i Gyllid a Thollau Ei Mawrhydi drwy'r broses talu wrth ennill (PAYE).
14. Mae Cymru yn cael cyllid canlyniadol Barnett o'r gwariant ar brentisiaethau yn Lloegr a ariennir gan yr Ardoll Brentisiaethau, ac felly hefyd Gogledd Iwerddon a'r Alban. Ar gyfer 2017/18 a 2018/19, nid yw hyn yn cynrychioli cyfran o'r ardoll a ragwelir yn seiliedig ar boblogaeth, ac i gydnabod hyn mae'r Trysorlys wedi darparu swm bach o gyllid ychwanegol yn y blynyddoedd hyn. Fodd bynnag, hyd yn oed gyda'r addasiad hwnnw, mae'r cyllid ychwanegol hwn wedi'i wrthbwysu i raddau helaeth gan gyllid canlyniadol Barnett negyddol sy'n deillio o'r ffaith y rhoddir terfyn ar wario ar raglenni prentisiaethau mewn mannau eraill yn adrannau perthnasol Whitehall. **Gyda'i gilydd, o gyfuno hyn â'r baich ariannol ychwanegol y bydd yr ardoll yn ei roi ar gyflogwyr yn y sector cyhoeddus, ni fydd dim cyllid ychwanegol amlwg ar gael i Gymru o ganlyniad i'r ardoll.**
15. Nid ymgynghorwyd â Chymru, na'r Alban na Gogledd Iwerddon, ynghylch cyflwyno'r ardoll, ei chwmpas, a'r gyfradd.

16. Yng Nghymru, byddwn yn parhau i fuddsoddi mewn prentisiaethau ar lefelau uwch mewn meysydd technegol a sectorau â blaenoriaeth, fel bod y cyflogwyr sy'n talu'r ardoll yn gallu cael gafael ar yr hyfforddiant gorau. Bydd Partneriaethau Sgiliau Rhanbarthol yn ymgynghori â'r cyflogwyr sy'n talu'r ardoll i ganfod y galw am sgiliau sy'n deillio o'r ardoll ac yn sicrhau eu bod wedi'u cynrychioli'n llawn fel rhan o'r asesiadau sgiliau y maent yn eu llunio'n flynyddol. Bydd eu cynlluniau'n cael dylanwad ar ble y byddwn yn buddsoddi.
17. Byddwn yn cefnogi buddsoddiadau mewn prentisiaethau ym maes hyfforddiant y sector cyhoeddus, fel y nodwyd eisoes yn y papur hwn. Bydd yr ardoll yn cael effaith anghymesur ar sector cyhoeddus Cymru; mae Llywodraeth Cymru yn amcangyfrif y bydd yn rhaid i gyflogwyr sector cyhoeddus Cymru dalu £30m y flwyddyn i Drysorlys y DU.

### **Cyfathrebu a Chymorth**

18. Er mwyn ffurfioli'r prosesau o ymgysylltu â chyflogwyr, rydym yn sefydlu tîm o gynghorwyr sy'n gallu cynorthwyo cyflogwyr i ganfod effaith yr ardoll a chyda'r dull o ddiwallu eu hanghenion o ran prentisiaethau – pan fyddant yn cyd-fynd â'n sectorau blaenoriaeth. Bydd y tîm hwn yn asesu sut y mae prentisiaethau presennol yn diwallu anghenion cyflogwyr a sut y gall cyflogwyr fanteisio i'r eithaf ar y cyllid gan Lywodraeth Cymru. Pan fo tystiolaeth bod angen adolygu cynnwys prentisiaethau, byddwn yn gweithio gyda phartneriaid i wneud hynny.
19. Byddwn yn cyhoeddi canllaw ffeithiol ar y cyfleoedd i'r rhai sy'n talu'r ardoll yng Nghymru, sy'n nodi ein dull gweithredu o ran polisi yng Nghymru. Cafodd y canllaw drafft ei rannu â'r CBI, sy'n cefnogi ein negeseuon arfaethedig ynghylch yr ardoll.
20. Mae darparwyr prentisiaethau a chanddynt gontract wedi enwebu cydgysylltydd ar gyfer yr ardoll brentisiaethau a fydd yn cael gwybodaeth gan yr Uned Brentisiaethau ac yn anfon y staff priodol i weithio gyda chyflogwyr ar yr anghenion recriwtio ar gyfer prentisiaethau. Rydym yn cynnal cyfarfodydd ar hyn o bryd rhwng cydgysylltwyr yr ardoll brentisiaethau a'r Uned Brentisiaethau.
21. Bu cryn ymgysylltu â chyflogwyr a chyrrff cynrychioli, fel y CBI. Hyd yn hyn, rydym wedi cael mwy na 200 o ymholiadau am yr ardoll ac mae'r swyddogion yn gweithio'n agos gyda chyflogwyr a chyrrff sectorau i sicrhau eu bod yn deall ein dull gweithredu yng nghyswllt prentisiaethau yng Nghymru.
22. O ran y cyflogwyr hynny sy'n talu'r ardoll ac sy'n gweithredu rhwng gwledydd, mae Llywodraeth Cymru yn gweithio gyda Llywodraeth y DU a'r gweinyddiaethau datganoledig eraill i gytuno ar safbwynt cyffredin. Byddwn yn rhoi prosesau newydd ar waith sy'n cydnabod eu hanghenion ac yn darparu eglurder.
23. Yn Lloegr, bydd angen i gyflogwyr sy'n talu'r ardoll ddewis darparwyr hyfforddiant eu hunain a chytuno ar bris am yr hyfforddiant. Yng Nghymru, byddwn yn darparu cyllid yn uniongyrchol i ddarparwyr sy'n gweithio gyda chyflogwyr i ganfod eu hanghenion a chytuno ar becyn hyfforddiant i ddiwallu'r anghenion hynny.

## **Diwallu anghenion yr Economi Sylfaen**

24. Bydd yr ymdrech i ddatblygu a darparu prentisiaethau ar lefelau uwch, mewn meysydd technegol a sectorau blaenoriaethol, yn golygu ein bod yn symud i ffwrdd o brentisiaethau lefel is. Rydym yn cydnabod y bydd gan gyflogwyr, er hynny, anghenion datblygu'r gweithlu am raglenni hyblyg a thymor byr yn y meysydd nad ydym yn eu blaenoriaethu, fel manwerthu, gweinyddiaeth fusnes, a gwasanaethau cwsmeriaid.
25. Er mwyn mynd i'r afael â'u hanghenion nhw, rydym yn ystyried sut y gallwn fynd i'r afael â bylchau o ran sgiliau, ac anghenion hyfforddi cyflogwyr presennol, pan nad yw prentisiaeth lawn yn briodol, o bosibl. Byddai angen i hyfforddiant o'r fath fodloni safonau'r diwydiant a sicrhau gwerth i gyflogeion a chyflogwyr fel ei gilydd. Pan fo'r dewisiadau a'r hyblygrwydd cychwynnol wedi'u llunio, rydym yn disgwyl ymgynghori â chyflogwyr a phartïon eraill sydd â buddiant.

## Atodiad A

Mae'r atodiad hwn yn darparu gwybodaeth gefndir am fuddsoddiadau mewn prentisiaethau, a nifer y rhaglenni prentisiaeth a fu ar waith dros y 3 blynedd ddiwethaf. Sylwch nad oes modd cymharu'r ddwy gyfres o ddata'n uniongyrchol; darperir ffigurau buddsoddi ar sail blwyddyn gontract tra bo niferoedd y rhaglenni'n ymwneud â'r rhai sydd ar waith ar unrhyw adeg yn y flwyddyn academiaidd.

### Buddsoddiadau fesul sector a lefel – Rhaglenni Prentisiaethau sy'n gymwys<sup>3</sup> i gael cyllid, fesul sector, blwyddyn academiaidd 2015/16 (Data dros dro)

Sector	Sylfaen	Prentisiaeth	Prentisiaeth Uwch
Amaethyddiaeth	£ 833,047	£ 595,376	£ 356,168
Gweinyddiaeth fusnes	£ 2,957,649	£ 3,132,297	£ 1,067,998
Adeiladu	£ 7,516,960	£ 8,211,494	£ 78,190
Peirianeg	£ 4,613,189	£ 8,299,753	£ 243,805
Gwallt a harddwch	£ 2,350,482	£ 1,089,854	£ 5,541
Lletygarwch	£ 2,182,804	£ 1,147,248	£ 73,366
Hamdden, chwaraeon a theithio	£ 577,825	£ 658,787	£ -
Rheoli a phroffesiynol	£ 931,608	£ 1,540,929	£ 7,877,233
Gweithgynhyrchu	£ 1,053,787	£ 221,567	£ 32,200
Y cyfryngau a dylunio	£ -	£ 161,414	£ 2,802
Manwerthu a gwasanaethau cwsmeriaid	£ 2,650,773	£ 1,085,096	£ -
Trafnidiaeth	£ 179,721	£ 64,202	£ -
Iechyd a gofal cymdeithasol (Gofal oedolion / i'r henoed)	£ 5,789,970	£ 4,448,990	£ 37,213
Gofal, dysgu a datblygu plant	£ 735,300	£ 2,264,592	£ 4,451
Pob maes iechyd a gwasanaethau cyhoeddus arall	£ 268,322	£ 1,361,490	£ 10,204,152

Ffynhonnell: Cofnod Dysgu Gydol Oes Cymru (LLWR) – Llywodraeth Cymru

<sup>3</sup> Mae'r tabl yn dangos gwerth y gwaith o ddarparu prentisiaethau y gellir ei ariannu. Fodd bynnag, pan fo contractwr yn darparu mwy na gwerth ei gontract, byddai'r cyllid yn cael ei gyfyngu i werth y contract. Ffynhonnell: Cofnod Dysgu Gydol Oes Cymru (LLWR) – Llywodraeth Cymru

**Buddsoddiadau fesul sector a lefel – Rhaglenni Prentisiaethau sy'n gymwys<sup>4</sup> i gael cyllid, fesul sector, blwyddyn academaidd 2014/15**

Tudalen y pecyn 59

Sector	Sylfaen	Prentisiaeth	Prentisiaeth Uwch
Hamdden, chwaraeon a theithio	£ 732,647	£ 985,957	£ -
Gwallt a harddwch	£ 2,820,606	£ 1,454,154	£ -
Adeiladu	£ 8,491,959	£ 8,301,930	£ 828
Trafnidiaeth	£ 236,148	£ 58,444	£ -
Peirianeg	£ 5,935,539	£ 8,746,061	£ 226,004
Gweinyddiaeth fusnes	£ 3,928,193	£ 3,763,981	£ 576,372
Y cyfryngau a dylunio	£ 1,874	£ 238,154	£ -
Manwerthu a gwasanaethau cwsmeriaid	£ 3,486,750	£ 1,500,528	£ -
Gweithgynhyrchu	£ 1,633,494	£ 160,708	£ 8,768
Amaethyddiaeth	£ 1,955,240	£ 914,560	£ 105,915
Lletygarwch	£ 3,246,428	£ 1,633,848	£ 71,185
Rheoli a phroffesiynol	£ 2,139,263	£ 3,814,712	£ 6,681,110
Iechyd a gofal cymdeithasol (Gofal oedolion / i'r henoed)	£ 9,459,717	£ 7,224,234	£ 12,174
Gofal, dysgu a datblygu plant	£ 1,044,385	£ 3,329,951	£ 42,433
Pob maes iechyd a gwasanaethau cyhoeddus arall	£ 298,017	£ 1,244,202	£ 7,367,656

Ffynhonnell: Cofnod Dysgu Gydol Oes Cymru (LLWR) – Llywodraeth Cymru

<sup>4</sup> Mae'r tabl yn dangos gwerth y gwaith o ddarparu prentisiaethau y gellir ei ariannu. Fodd bynnag, pan fo contractwr yn darparu mwy na gwerth ei contract, byddai'r cyllid yn cael ei gyfyngu i werth y contract.

**Buddsoddiadau fesul sector a lefel – Rhaglenni Prentisiaethau sy'n gymwys<sup>5</sup> i gael cyllid, fesul sector, blwyddyn academaidd 2013/14**

Tudalen y pecyn 60

Sector	Sylfaen	Prentisiaeth	Prentisiaeth Uwch
Amaethyddiaeth	£ 1,897,527	£ 1,059,664	£ 45,843
Gweinyddiaeth fusnes	£ 4,932,680	£ 5,143,875	£ 329,964
Adeiladu	£ 8,654,571	£ 6,997,313	£ -
Peirianeg	£ 6,113,152	£ 8,485,518	£ 164,282
Gwallt a harddwch	£ 3,166,192	£ 1,360,456	£ -
Gofal iechyd a gwasanaethau cyhoeddus	£ 242	£ 774	£ -
Lletygarwch	£ 3,402,970	£ 1,250,472	£ 19,431
Hamdden, chwaraeon a theithio	£ 869,637	£ 1,107,656	£ -
Rheoli a phroffesiynol	£ 2,897,959	£ 4,438,255	£ 4,790,216
Gweithgynhyrchu	£ 1,901,569	£ 121,018	£ 570
Y cyfryngau a dylunio	£ 16,245	£ 226,464	£ -
Manwerthu a gwasanaethau cwsmeriaid	£ 4,796,969	£ 1,906,368	£ -
Trafnidiaeth	£ 458,734	£ 70,021	£ -
Iechyd a gofal cymdeithasol (Gofal oedolion / i'r henoed)	£ 12,167,594	£ 8,872,846	£ 23,651
Gofal, dysgu a datblygu plant	£ 1,385,281	£ 3,234,550	£ 113,990
Pob maes iechyd a gwasanaethau cyhoeddus arall	£ 854,163	£ 1,553,266	£ 6,175,683

Ffynhonnell: Cofnod Dysgu Gydol Oes Cymru (LLWR) – Llywodraeth Cymru

<sup>5</sup> Mae'r tabl yn dangos gwerth y gwaith o ddarparu prentisiaethau y gellir ei ariannu. Fodd bynnag, pan fo contractwr yn darparu mwy na gwerth ei contract, byddai'r cyllid yn cael ei gyfyngu i werth y contract.

## Nifer y Rhaglenni Prentisiaethau fesul Fframwaith Sector a Lefel Rhaglen, 2015/16 (DROS DRO)

Grŵp Sector Bras	Prentisiaethau Sylfaen	Prentisiaethau	Prentisiaethau Uwch	Cyfanswm
Amaethyddiaeth	255	160	15	435
Adeiladu	2,215	2,390	20	4,625
Peirianeg	1,410	2,305	100	3,815
Gweithgynhyrchu	750	160	20	930
Trafnidiaeth	90	25	0	115
Rheoli a phroffesiynol	695	1,250	4,240	6,185
Gweinyddiaeth fusnes	2,075	2,625	865	5,560
Manwerthu a gwasanaethau cwsmeriaid	2,005	945	0	2,950
Hamdden, chwaraeon a theithio	385	635	25	1,045
Lletygarwch	1,365	765	50	2,185
Gwallt a harddwch	1,365	620	15	2,000
Gofal iechyd a gwasanaethau cyhoeddus	4,125	5,570	5,390	15,085
Y cyfryngau a dylunio	15	75	30	125

Ffynhonnell: Cofnod Dysgu Gyddol Oes Cymru (LLWR)

Sylwch: mae'r ffigurau wedi'u talgrynnu i'r lluosrif 5 agosaf. Mae gwerthoedd nad ydynt yn sero ac sy'n is na 5 wedi'u hepgor ac fe'u dynodir â seren.

## Nifer y Rhaglenni Prentisiaethau fesul Fframwaith Sector a Lefel Rhaglen, 2014/15

Grŵp Sector Bras	Prentisiaethau Sylfaen	Prentisiaethau	Prentisiaethau Uwch	Cyfanswm
Amaethyddiaeth	320	165	15	500
Adeiladu	2,525	2,430	*	4,955
Peirianeg	1,665	2,340	70	4,075
Gweithgynhyrchu	985	100	5	1,095
Trafnidiaeth	155	30	.	185
Rheoli a phroffesiynol	1,150	1,720	3,180	6,050
Gweinyddiaeth fusnes	2,910	3,040	510	6,455
Manwerthu a gwasanaethau cwsmeriaid	2,520	1,050	*	3,570
Hamdden, chwaraeon a theithio	445	490	10	945
Lletygarwch	1,670	675	30	2,375
Gwallt a harddwch	1,550	730	.	2,275
Gofal iechyd a gwasanaethau cyhoeddus	5,860	5,755	4,115	15,730
Y cyfryngau a dylunio	15	110	5	130

Ffynhonnell: Cofnod Dysgu Gydol Oes Cymru (LLWR)

Sylwch: mae'r ffigurau wedi'u talgrynnu i'r lluosrif 5 agosaf. Mae gwerthoedd nad ydynt yn sero ac sy'n is na 5 wedi'u hepgor ac fe'u dynodir â seren.



## Nifer y Rhaglenni Prentisiaethau fesul Fframwaith Sector a Lefel Rhaglen, 2013/14

Grŵp Sector Bras	Prentisiaethau Sylfaen	Prentisiaethau	Prentisiaethau Uwch	Cyfanswm
Amaethyddiaeth	300	170	15	485
Adeiladu	2,690	2,190	.	4,880
Peirianeg	1,835	2,410	60	4,305
Gweithgynhyrchu	1,310	80	*	1,390
Trafnidiaeth	240	30	.	270
Rheoli a phroffesiynol	1,735	2,325	2,130	6,190
Gweinyddiaeth fusnes	3,370	3,475	210	7,055
Manwerthu a gwasanaethau cwsmeriaid	3,310	1,300	.	4,610
Hamdden, chwaraeon a theithio	515	560	.	1,080
Lletygarwch	2,140	750	25	2,915
Gwallt a harddwch	1,780	755	.	2,530
Gofal iechyd a gwasanaethau cyhoeddus	8,285	7,280	2,980	18,545
Y cyfryngau a dylunio	20	105	5	130

Ffynhonnell: Cofnod Dysgu Gydol Oes Cymru (LLWR)

Sylwch: mae'r ffigurau wedi'u talgrynnu i'r lluosrif 5 agosaf. Mae gwerthoedd nad ydynt yn sero ac sy'n is na 5 wedi'u hepgor ac fe'u dynodir â seren.