

## **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
Dyddiad: Dydd Mercher, 6 Chwefror 2019	Clerc y Pwyllgor 0300 200 6565
Amser: 09.15	<a href="mailto:SeneddESS@cynulliad.cymru">SeneddESS@cynulliad.cymru</a>

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### **Rhag-gyfarfod preifat (9.15–9.30)**

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

#### **2 Papurau i'w nodi**

(Tudalennau 1 – 8)

##### **Dogfennau atodol:**

EIS(5)–04–19(P1) Llythyr gan Weinidog yr Economi a Thrafnidiaeth at y  
Cadeirydd

EIS(5)–04–19(P2) Blaenraglen Waith



### **3 Craffu ar adroddiad blynyddol gyda Banc Datblygu Cymru**

(09.30–10.30)

(Tudalennau 9 – 16)

Giles Thorley, Prif Weithredwr

Gareth Bullock, Cadeirydd Bwrdd Banc Datblygu Cymru

David Staziker, Prif Swyddog Cyllid

Rhian Elston, Cyfarwyddwr Buddsoddi

#### **Dogfennau atodol:**

EIS(5)–04–19(P3) Papur Briffio'r Gwasanaeth Ymchwil

**Egwyl** (10.30–10.45)

### **4 Rhwystrau sy'n wynebu cwmnïau bach sy'n adeiladu cartefi:**

#### **Sesiwn dystiolaeth ragarweiniol**

(10.45–11.45)

(Tudalennau 17 – 44)

Huw Francis, Prif Weithredwr, Hygrove Homes Group

Joshua Miles, Rheolwr Polisi, Federation of Small Businesses Cymru

Ifan Glyn, Cyfarwyddwr, Ffederasiwn y Meistri Adeiladu Cymru

#### **Dogfennau atodol:**

EIS(5)–04–19(P4) Papur Briffio'r Gwasanaeth Ymchwil

EIS(5)–04–19(P5) Ymateb gan Hygrove Homes Group (Saesneg yn unig)

EIS(5)–04–19(P6) Ymateb gan FSB Cymru (Saesneg yn unig)

EIS(5)–04–19(P7) Ymateb gan Ffederasiwn y Meistri Adeiladu Cymru

**Ôl-drafodaeth breifat** (11.45–12.00)



**Ken Skates AC/AM**  
**Gweinidog yr Economi a Thrafnidiaeth**  
**Minister for Economy and Transport**

**Llywodraeth Cymru**  
**Welsh Government**

Russell George AM,  
Cadeirydd Pwyllgor yr Economi,  
Seilwaith a Sgiliau  
[SeneddEIS@assembly.wales](mailto:SeneddEIS@assembly.wales)

25 Ionawr 2019

Annwyl Russell,

Ysgrifennoch chi at gyn-Weinidog y Gymraeg a Dysgu Gydol Oes ar 28 Tachwedd i ofyn am ragor o wybodaeth yn dilyn sesiwn craffu Pwyllgor yr Economi, Seilwaith a Sgiliau ar 7 Tachwedd. Rwy'n ateb ar ran y Gweinidog gan fod fy mhortffolio newydd bellach yn cynnwys y maes hwn.

### **Trefnu Prentisiaethau**

Neilltuwyd £117m<sup>1</sup> yn y lle cyntaf ar gyfer prentisiaethau yn 2018/19. O hwn, cafodd £5m ei roi naill ochr i ymateb i'r blaenoriaethau sectorol y gwnaeth pob un o'r Partneriaethau Sgiliau Rhanbarthol eu nodi. Ni chafodd y £112m oedd yn weddill ei rannu'n werthoedd ariannol penodol yn ôl lefel a/neu sector galwedigaethol er mwyn i'r rhwydwaith allu bod yn hyblyg i ymateb i alw'r farchnad. Fodd bynnag, mae amodau contractyddol ynghlwm wrth y broses ddyrannu. Mae hynny'n gorfodi ac yn ymestyn darparwyr i weithredu o fewn sectorau blaenoriaeth a sgiliau o lefel uwch.

Er enghraifft, mae terfyn wedi'i roi ar ddarparwyr o ran cyfran y prentisiaethau lefel 2 y cânt eu cefnogi mewn sectorau heb flaenoriaeth: Gweinyddu Busnes, Adwerthu a Gwasanaethu Cwsmeriaid a Gwallt a Harddwch i ddysgwyr 20+ oed. Ar gyfer 2018/19 yn y sectorau hyn, ni chaiff mwy na 10% fod yn rhaglenni newydd i brentisiaid 20-24 oed ac ni chaiff mwy na 2% fod yn rhaglenni newydd ar gyfer dysgwyr 25+ oed. Er mwyn annog gweithredu ar y lefel uwch, nid oes terfyn os bydd y dysgwr yn dweud o'r dechrau ei fod am fynd ei flaen i brentisiaeth lefel uwch. Mae data diweddera 2017/18 yn dangos i'r holl ddarparwyr gadw o fewn terfynau eu contract, gan leihau drwy hynny gyfran y dysgwyr yn y sectorau hyn sy'n rhoi'r gorau i ddysgu ar lefel 2. Y rheswm dros bennu cyfyngiadau canrannol yw er mwyn sicrhau bod digon o gyllideb i gefnogi blaenoriaethau Gweinidogion Cymru.

Hefyd, er mwyn sicrhau fod popeth yn agored, rhoddwyd targedau i ddarparwyr o ran cyfran y prentisiaethau newydd (dysgwyr 20+ oed) sydd ar lefel 3 ac uwch. Bydd yr arian a neilltuir yn y dyfodol yn dibynnu ar allu darparwr i weithredu o fewn terfynau ei gontract, fydd yn ei gymell i gynnal prentisiaethau ar lefelau uwch.

Roedd y contract a gynigiwyd ar gyfer 2018/19 yn gofyn i ddarparwyr roi blaenoriaeth i'r isod yn y drefn ganlynol:

- Dysgwyr sy'n parhau â'u dysgu i flwyddyn contract 2018/19;
- Prentisiaethau Pobl Ifanc (o dan 20 oed) newydd, yn arbennig:
  - prentisiaethau hyfyw i ddysgwyr sy'n gadael ysgol yn 16-19 oed; a
  - helpu pobl i fynd yn eu blaenau o Twf Swyddi Cymru a rhaglenni cyflogadwyedd eraill Llywodraeth Cymru;
- Rhaglenni newydd 20+ oed ar lefel 3 neu lefel 2 (mewn sectorau â blaenoriaeth yn unig) ar gyfer dysgwyr sy'n mynd yn eu blaenau o Twf Swyddi Cymru a rhaglenni cyflogadwyedd eraill Llywodraeth Cymru;

<sup>1</sup>Mae'r flwyddyn dysgu seiliedig ar waith yn rhedeg o 1 Awst tan 31 Gorffennaf.

- Prentisiaethau newydd i adlewyrchu blaenoriaethau'r Partneriaethau Sgiliau Rhanbarthol;
- Rhaglenni Uwch newydd i ddysgwyr o bob oed;
- Rhaglenni newydd i ddysgwyr 20+ oed ar lefel 3; a
- Rhaglenni newydd i ddysgwyr 20+ oed ar lefel 2 yn y sectorau â blaenoriaeth (ystyrir bod Gweinyddu Busnes, Adwerthu a Gwasanaethu Cwsmeriaid a Gwallt a Harddwch yn sectorau heb flaenoriaeth).

Gofynnir i ddarparwyr roi gwybod i swyddogion Llywodraeth Cymru am unrhyw alw am brentisiaethau na fu modd ei fodloni trwy gcontractau presennol (y 'pwynt gwasgu' fel y'i gelwir). Os daw rhagor o arian yn ystod y flwyddyn e.e. os gwelir bod darparwr yn darparu llai nag y dylai, bydd fy swyddogion yn penderfynu a ddylid cefnogi'r galw hwn. Yn 2017/18, cafodd tua £4.4m ei neilltuo i gefnogi pwyntiau gwasgu o fewn y meysydd â blaenoriaeth. Rydym wedi esbonio wrth rwydwaith y darparwyr prentisiaethau sut i wneud cais am yr arian ychwanegol hwn.

## **Cronfa Bontio'r UE**

Mae Cronfa Bontio'r UE yn rhan o gynlluniau Llywodraeth Cymru ar gyfer Brexit. Cafodd ei chreu i helpu busnesau a mudiadau yn y sectorau preifat a chyhoeddus a'r trydydd sector i baratoi ar gyfer Brexit a'r newidiadau mawr a ddaw yn sgil gadael yr UE. Mae'r Gronfa'n helpu busnesau a sectorau i ddelio â Brexit ac i ddiogelu'u gwaith ac economi Cymru.

Prif fwiad y Gronfa yw helpu partneriaid allanol i gryfhau a dod yn fwy cynaliadwy yn ystod y cyfnod o ansicrwydd a ddaw yn sgil Brexit, hynny er lles economi a chymunedau Cymru. Mae nifer o fidiau wedi'u cyflwyno ac mae nifer o fidiau hefyd wrthi'n cael eu hystyried gan gynnwys bidiau sy'n canolbwyntio ar sgiliau pellach.

Nid yw cael help Cronfa Bontio'r UE i'r busnesau economaidd bwysig hyn yn dwyn arian oddi wrth feysydd neu raglenni darparu sgiliau eraill. Nid mater o'r naill neu'r llall yw hi. Daw'r gyllideb â buddiannau mawr i weithwyr y cwmnïau trwy wella'u sgiliau a'u helpu i addasu yn wyneb heriau sylweddol.

Un o amodau'r Gronfa yw bod y cwmnïau'n helpu i roi blaenoriaethau ehangach Llywodraeth Cymru ar waith, gan gynnwys:

- Cydweithio mwy â darparwyr hyfforddiant lleol er mwyn cynyddu'r gronfa o brentisiaethau STEM;
- Ymrwymiad i gael achrediad lefel 3 o dan y Cynllun Cyflogwr Hyderus o ran Anabledd;
- Darparu swyddi/llleoliadau i'r rheini fydd yn rhan o raglen Cymru'n Gweithio fydd yn cael ei lansio yn 2019; a
- Gweithio a datblygu cyfleoedd pellach ar gyfer y gadwyn gyflenwi Gymreig

Mae Llywodraeth Cymru'n gweithio gydag amrywiaeth eang o gwmnïau o bob rhan o Gymru i'w helpu i ddatblygu'r sgiliau sydd eu hangen arnynt i gryfhau'u busnesau a diogelu economi Cymru at y dyfodol.

Mae cwmnïau fel Airbus a Ford yn gweithredu mewn byd cystadleuol iawn ac maen nhw'n gorfforaethau byd-eang sydd ag opsiynau ar draws Ewrop o ran penderfynu ble i fuddsoddi. Trwy gefnogi'r cwmnïau hyn, sicrhewr y canlynol:

- gwella cyfleoedd i ddatblygu safleoedd yng Nghymru fel y llefydd a ffefrir ar gyfer prosiectau buddsoddi Ewropeaidd yn y dyfodol ac ar ôl Brexit;
- ni fydd prinder sgiliau'n cyfyngu ar neu'n peryglu cynlluniau datblygu busnes uchel eu gwerth, sy'n ddibynnol ar y safle;
- datblygu'r sgiliau y mae angen dybryd amdanynt nhw i helpu i weddnewid technegau llinell gynhyrchu;
- sylfaen ar gyfer datblygu ac ehangu'r prentisiaethau a ddarperir yn y cwmnïau a thu hwnt ar draws y sector gweithgynhyrchu uwch; a

- sicrhau bod cwmnïau mwyaf allweddol a dylanwadol yn cael gweithredu o dan yr un amodau â'u chwaer ffatrioedd yn Lloegr ac na chânt hwy na'r cyfleoedd cysylltiedig i bobl ifanc yng Nghymru ddatblygu gyrfa yn cael eu trosglwyddo o Gymru i Loegr.

Gan fod cymaint o ansicrwydd yn gysylltiedig â Brexit, ni fu hi erioed yn bwysicach i Gymru greu delwedd bositif ohoni'i hun fel gwlad sy'n agored i fusnes ac sy'n cefnogi cwmnïau sy'n rhoi bri mawr ar iechyd, llesiant a ffyniant eu gweithwyr. Er mwyn i Gymru barhau i ddenu prosiectau mewnfuddsoddi, mae'n hanfodol bod y Llywodraeth yn creu amodau cyfeillgar i fusnesau a'i bod yn ymatebol ac yn gefnogol i gynlluniau datblygu a buddsoddi pwysig.

## **Partneriaethau Sgiliau Rhanbarthol**

Mae'r Partneriaethau Sgiliau Rhanbarthol wedi gwneud gwaith mawr ers eu sefydlu yn 2014 i nodi'u blaenoriaethau rhanbarthol ar sail gwybodaeth gan gyflogwyr. Mae Llywodraeth Cymru wedi ymrwymo i'r rôl sydd wedi'i phennu ar eu cyfer yn y Cynllun Gweithredu ar yr Economi a'r Cynllun Cyflogadwyedd. Mae hyn yn cael effaith uniongyrchol, yn enwedig o ran dylanwadu sut mae arian yn cael ei neilltuo ar gyfer Addysg Bellach a Phrentisiaethau yn y rhanbarthau.

Gwnaeth Adolygiad Graystone o Bartneriaethau Sgiliau Rhanbarthol gyhoeddi'i adroddiad ym mis Mawrth 2018 gan wneud nifer o argymhellion i Lywodraeth Cymru a'r Partneriaethau sydd wrthi'n eu rhoi ar waith. Yn eu plith y mae'r gofyn i Bartneriaethau fod yn fwy agored ynghylch eu haelodaeth a'u rôl, a pharhau i gryfhau eu hymwneud â chyflogwyr a rhanddeiliad yn y rhanbarth.

## **Gyrfa Cymru**

Mae Gyrfa Cymru'n cefnogi pobl ac oedolion i gynllunio a rheoli'u gyrfaoedd yn fwy effeithiol, gan gydnabod na fydd gyrfa wedi'i chyfyngu i un alwedigaeth mwyach ond y bydd yn golygu cyfres o newidiadau dros oes yr unigolyn.

Mae Gyrfa Cymru'n cynnig cyfuniad o wybodaeth ac arweiniad digidol ac wyneb yn wyneb am yrfaoedd. Mae ganddo bellach dîm digidol o Gynghorwyr i sbarduno ffyrdd arloesol a chreadigol o ddarparu gwasanaethau ac ymwneud â chleientiaid trwy gyfryngau digidol.

Mae disgwyl i wasanaeth newydd, a ddarperir gan Gyrfa Cymru, gychwyn ym mis Ebrill 2019. Mae Llywodraeth Cymru wedi ymrwymo tua £9 miliwn y flwyddyn i'r gwasanaeth. Bydd y cyllid hwn yn galluogi Gyrfa Cymru i gydweithio mwy â phobl ifanc 16 oed a throsodd a bydd hefyd yn ei gwneud hi'n haws i unigolion fanteisio ar gyngor ac arweiniad gan gynnwys cymorth wedi'i deilwra. Bydd y cyngor hwn yn cydnabod y modd y gallai'r farchnad lafur newid yn y dyfodol. Bydd y gwasanaethau ar gael wyneb yn wyneb drwy ganolfannau Gyrfa Cymru, dros y ffôn a thrwy we-sgwrs ar-lein a gwasanaethau gwe hunan-gymorth.

Bydd y gwasanaeth cynghori'n gwella a bydd asesiad systematig o anghenion unigolion yn gwneud y cyngor a'r arweiniad proffesiynol a roddir yn fwy cyson gan wella siwrne'r unigolyn. Caiff unigolion eu cyfeirio i'r lle iawn ar yr adeg iawn i ddiwallu'u hanghenion. Bydd gwelliannau'n cael eu gwneud hefyd i'r ffordd y rhennir gwybodaeth ag adrannau eraill y llywodraeth, partneriaid a sefydliadau.

Rwy'n gobeithio'n fawr fod yr atebion hyn yn mynd i'r afael â'r meysydd y mae gan y Pwyllgor ddi-ddordeb ynddynt ac rwy'n disgwyl ymlaen at weithio gyda chi yn y dyfodol.

Yn gywir,



### **Ken Skates AC/AM**

Gweinidog yr Economi a Thrafnidiaeth  
Minister for Economy and Transport

Eluned Morgan AC,  
Gweinidog y Gymraeg a Dysgu Gydol Oes

28 Tachwedd 2018

Annwyl Weinidog,

Yn dilyn sesiwn graffu Pwyllgor yr Economi, Seilwaith a Sgiliau, yr aethoch iddi ar 7 Tachwedd, hoffai'r Pwyllgor dynnu eich sylw at y pwyntiau a ganlyn.

### **Gweithredu Prentisiaethau**

Mae'r diffyg tryloywder o ran cyllido a gweithredu'r rhaglen prentisiaethau gwerth £115 miliwn yn destun siom i'r Pwyllgor ac mae'n pryderu bod hyn yn her i'r gwaith o graffu effeithiol ar un o fentrau blaenllaw Llywodraeth Cymru.

Felly, mae'r Pwyllgor yn gofyn i'r Gweinidog roi rhagor o fanylion am weinyddu'r rhaglen prentisiaethau ac i amlinellu'r dyraniadau cyllid a wneir ynddi. Dylai gwybodaeth sy'n ymdrin â'r materion penodol a ganlyn ategu'r wybodaeth gyffredinol hon:

- Y meini prawf a ddefnyddir gan Lywodraeth Cymru i wneud penderfyniadau ynglŷn â sut y dyrennir y cyllid yn y rhaglen rhwng lefelau, fframweithiau/sectorau a darparwyr.
- Y swm o gyllid y bwriedir iddo fod ar gael yn 2018/19 ar gyfer pob lefel o brentisiaeth nad yw'n radd (L1-5) ac ar gyfer sectorau â blaenoriaeth uchel a'r rhai heb flaenoriaeth ac unrhyw gronfa wrth gefn.
- Manylion am bob un o'r manau lle mae pwysau ariannol ar adnoddau fel y nodwyd gan ddarparwyr a'r swm o gyllid ychwanegol sydd ar gael i ymdopi â hwy.
- Gwybodaeth ychwanegol am y gronfa 10 y cant yr ymddengys ei bod yn cael ei chadw ar gyfer prentisiaethau lefel is (L2), gan gynnwys y sail resymegol dros y swm hwn a gwerthusiad o'i ddigonolrwydd.



**Cynulliad Cenedlaethol Cymru**  
Bae Caerdydd, Caerdydd, CF99 1NA  
SeneddESS@cynulliad.cymru  
www.cynulliad.cymru/SeneddESS  
0300 200 6565

**National Assembly for Wales**  
Cardiff Bay, Cardiff, CF99 1NA  
SeneddEIS@assembly.wales  
www.assembly.wales/SeneddEIS  
0300 200 6565

Tudalen y pecyn 4

## **Cronfa Bontio'r UE**

Mae'r Pwyllgor hefyd yn gofyn am ragor o eglurhad ynglŷn â'r sail resymegol dros ddyrannu arian Cronfa Bontio'r UE i Airbus, Ford a chwmnïau eraill, yn hytrach nag i ddarparwyr dysgu yn y gwaith. Er bod y cyllid hwn yn cynrychioli canran fach iawn yn unig o incwm i'r cwmnïau hyn, mae £3 miliwn yn swm sylweddol yng nghyd-destun agenda sgiliau Llywodraeth Cymru a chyllid ar gyfer dysgu yn y gwaith ac addysg bellach. Nid yw'r Pwyllgor wedi'i argyhoeddi o hyd, ar sail yr esboniad a roddwyd ar 07 Tachwedd, fod y buddsoddiad hwn yn cynrychioli'r gwerth gorau am arian i drethdalwyr, felly mae'n awyddus i gadarnhau rhagor o ffeithiau.

Mae'r Pwyllgor yn gofyn am gael gweld achos manylach dros fuddsoddi'r arian hwn yn y cwmnïau mawr hyn, yn hytrach na dulliau eraill o helpu unigolion i uwchsgilio.

## **Partneriaethau Sgiliau Rhanbarthol**

Yn olaf, mae'r Pwyllgor yn nodi bod yr Adroddiad Annibynnol ar Lywodraethiant Partneriaethau Sgiliau Rhanbarthol yng Nghymru gan Dr John Graystone, a roddwyd i'r Pwyllgor PPIA ar 12 Tachwedd 2018 yn nodi bod adnoddau Partneriaethau Sgiliau Rhanbarthol yn dynn iawn. Dywedodd fod angen ystyried yn ofalus yr adnoddau sydd ar gael i Partneriaethau Sgiliau Rhanbarthol os caiff cyfrifoldebau uwch eu dirprwyo iddynt. Mae'r adroddiad yn mynd ymlaen i wneud argymhelliad ar y mater hwn.

Gan nodi dylanwad cynyddol Partneriaethau Sgiliau Rhanbarthol, er enghraifft, effaith eu gwaith ar ddsbarthu'r Gronfa Datblygu Sgiliau gwerth £10 miliwn, roedd eu hadnoddau'n fater a godwyd gyda chi ar 07 Tachwedd.

Mae eich cynnig i gadw cyllid ar lefel sefydlog yn groes i'r argymhelliad a wnaed yn adroddiad Graystone. Er bod y Pwyllgor yn nodi ac yn cydnabod brwdfrydedd a gwaith caled y Partneriaethau Sgiliau Rhanbarthol, ni cheir sicrwydd y cânt yr adnoddau i lefel sy'n gymesur â'r gofynion arnynt a'r dylanwad y mae eu gwaith yn ei gael ar y system addysg a sgiliau ôl-16 yng Nghymru.

Mae'r Pwyllgor wedi cytuno i edrych yn fanwl ar rôl y Partneriaethau Sgiliau Rhanbarthol yn ystod 2019 a byddwn yn edrych yn fanylach ar hyn – gan gynnwys eu lefelau cymorth ariannol – yn nhymor y Gwanwyn.

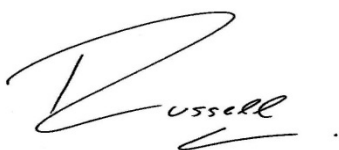
## **Gyrfa Cymru**



Roedd y Pwyllgor yn pryderu, er y dylai lefel bresennol y cyllid fod yn ddigon i ddarparu gwasanaeth i bob person ifanc a rhai oedolion, na fydd cymorth pwrpasol ar gael i bawb. Yng ngwaith y Pwyllgor ar awtomeiddio, roedd yn amlwg y gallai nifer o'r swyddi a wneir gan weithwyr yng Nghymru mewn rhai sectorau gael eu colli yn y blynyddoedd i ddod. Bydd angen cymorth ar weithwyr i nodi a dilyn gyrfaedd eraill. Ar hyn o bryd, nid yw'n amlwg bod Gyrfa Cymru yn cael digon o gyllid i helpu gyda'r gwaith paratoi hanfodol hwn ar gyfer y pedwerydd chwyldro diwydiannol. A yw hyn yn rhywbeth sy'n debygol o gael sylw ar ôl cyhoeddi'r adolygiad o arloesedd digidol, deallusrwydd artifisial ac awtomeiddio yng Nghymru?

Edrychaf ymlaen at glywed gennych.

Yn gywir,

A handwritten signature in black ink, appearing to read 'Russell', with a stylized flourish underneath.

Russell George  
Cadeirydd





## Blaenraglen waith – tymor gwanwyn 2019

	Sylwer: amserlen ddrafft yw hon. I gael rhagor o wybodaeth am waith y Pwyllgor, ffoniwch 0300 200 6330
<b>9.01.19</b> Dydd Mercher	Sesiwn dystiolaeth Ymchwil ac Arloesi gyda'r Gweinidog Addysg  Ymchwiliad i achosion o darfu ar y rheilffyrdd yn yr hydref  Dadl ar adroddiad y Pwyllgor: Cyflwr y Ffyrdd
<b>17.01.19</b> Dydd Iau	Ymweliad Pwyllgor Allanol
<b>23.01.19</b> Dydd Mercher	Bargeinion Dinesig a Thwf, Flwyddyn yn Ddiweddarach: Sesiwn dystiolaeth Caerdydd ac Abertawe  Sesiwn graffu flynyddol gyda Chomisiynydd Traffig Cymru
<b>31.01.19</b> Dydd Iau	Bargeinion Dinesig a Thwf, Flwyddyn yn Ddiweddarach: Sesiwn dystiolaeth Gogledd a Chanolbarth Cymru
<b>6.02.19</b> Dydd Mercher	Gwaith craffu ar yr adroddiad blynyddol gyda Banc Datblygu Cymru  Sesiwn dystiolaeth ar y rhwystrau sy'n wynebu cwmnïau bach sy'n adeiladu cartefi
<b>14.02.19</b> Dydd Iau	Sesiwn dystiolaeth datblygu Trafnidiaeth Cymru yn y dyfodol
<b>20.02.19</b> Dydd Mercher	Sesiwn dystiolaeth datblygu Trafnidiaeth Cymru yn y dyfodol
	<b>Toriad: 25 Chwefror – 3 Mawrth</b>
<b>7.03.19</b> Dydd Iau	Sesiwn dystiolaeth ar y rhwystrau sy'n wynebu cwmnïau bach sy'n adeiladu cartefi
<b>13.03.19</b> Dydd Mercher	Sesiwn dystiolaeth datblygu Trafnidiaeth Cymru yn y dyfodol gyda Gweinidog yr Economi a Thrafnidiaeth
<b>21.03.19</b> Dydd Iau	Sesiwn dystiolaeth rôl y Partneriaethau Sgiliau Rhanbarthol

<b>4.04.19</b> Dydd Mercher	I'w gadarnhau
	<b>Toriad y Pasg: 8 Ebrill – 28 Ebrill</b>

Mae cyfyngiadau ar y ddogfen hon

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## Evidence from Hygrove Homes Group

### Introduction

My name is Huw Francis; I am a Director and Chief Executive Officer of Hygrove Homes Group (hereinafter referred to as Hygrove).

Hygrove's operational base is largely the Swansea area with smaller developments at Pontardulais and Penclawdd.

Hygrove has developable land holdings consisting of circa 400 plots, which are in various stages of the development process. It is planned that Hygrove will construct 100 new homes in 2019.

Hygrove's financial model for this year is focused on the provision of Affordable Homes for first time purchasers.

### Background

Hygrove welcomes the National Assembly for Wales' recognition that small House Builders (SHBs) face significant barriers to their trade in this sector, forcing many to abandon the sector entirely and preventing new firms from entering.

Detailed research has been carried out on the demise of SHBs and the findings are alarming.

According to the Home Builders Federation (HBF)<sup>1</sup>:

- In 1988 SHBs were responsible for 4 in 10 new build homes in the UK compared with just 12 per cent today.
- In the period 2007 - 2009 one third of small companies ceased building homes.

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<sup>1</sup> HBF report: "Reversing the Decline of Small Housebuilders" 24.1.2017. Available at <https://www.hbf.co.uk/news/reversing-the-decline-of-small-housebuilders/>

The HBF's research echoed the findings of the Federation of Master Builders' survey of 2017<sup>2</sup> and the problem was further acknowledged in the UK Government's White paper also of 2017<sup>3</sup>.

The consequence of this trend is that:

- Fewer houses are built each year adding to the existing house shortage crisis;
- Those houses which are built are constructed largely by 4 national house builders who now dominate the market;
- House prices are kept high as the 4 principal builders can reduce supply in face of increasing demand thereby ensuring continuous growth in house prices;
- Local Planning Authorities are unable to impose acceptable s.106 planning obligations in Wales as the dominant national companies have the leverage of being able to threaten to refuse to build any homes in Wales unless their planning obligation terms are met;
- Less homes in Wales has the added effect of hindering the apprentice programme thereby guaranteeing a more acute future skills shortage in Wales than elsewhere in the UK;
- Any profit derived from the provision of Welsh homes disappears from Wales to shareholders in London and is not retained and spent in local communities which would be the case if more indigenous small house builders were active in local markets.

## The importance of Small House Builders to Wales

SHBs play an integral role in development in Wales; specifically:

- As will be explored further below, SHB's traditionally acquire sites that are considered too small or problematic to be developed by larger housebuilders, who prefer greenfield "oven ready" sites. This results in a number of smaller brownfield "infill" sites being brought forward for

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<sup>2</sup> FMB Housebuilders' Survey 2017. September 2017. Available at <https://www.fmb.org.uk/media/35090/fmb-housebuilders-survey-2017.pdf>

<sup>3</sup> Ministry of Housing, Communities and Local Government White Paper: "Fixing our broken housing market" 7.2.2017. Available at <https://www.gov.uk/government/collections/housing-white-paper>

development by SHBs and adds to the diversity of Wales' housing landscape as a consequence;

- These sites are invariably contaminated due to historical industrial use and therefore require significant remediation as part of the development process;
- SHBs are usually local to the communities in which they build, resulting in profits made remaining within the locality;
- SHBs attract local sub-contractors and consultants thus increasing local supply chain activity;
- In order to compensate for a lack of awareness in its brand name in comparison with national housebuilders, SHB's usually:
  - i) Sell homes with freehold as opposed to leasehold title (resulting in the homeowner not being obligated to pay a ground rent as part of the running cost of the home);
  - ii) Build the internal site roads to adoptable standards (resulting in the homeowner not being obligated to pay maintenance fees to a management company as part of the running cost of the home);
  - iii) Place greater emphasis on quality during the build process.

The statistics quoted at the beginning of this paper demonstrates the significant fall in SHB activity. In order to attract SHBs back into the sector it is essential that one understands what drove them out (or prevents them from entering) the sector in the first instance.

I set out below those factors which have most affected Hygrove and which I believe are leading to the demise of the SHBs.

## 1. Access to Finance

The economic downturn of 2008 has resulted in access to finance in the housebuilding sector becoming severely restricted; specifically:

- i) Traditional high street banks have all but ceased lending to most SHBs in Wales (as compared to England), despite claims to the contrary by most banks;

- ii) As a result of i) above, this has led to the emergence of a secondary tier of lenders that charge far higher rates and fees; these lenders will not provide funding for the continuously increasing cost of planning applications.
- iii) Further to i) above, lending decisions are no longer taken on a local/regional basis and are instead made centrally by lending committees that have limited knowledge of the Welsh market.

Wales suffers disproportionately from this problem as house prices are far lower in Wales and the lender's risk therefore is perceived as being far greater. This coupled with the fact that the highest percentage of cost in house building is front loaded (thereby adding to the lender's risk) persuades main stream lenders that Wales is not an attractive geographical area for them to operate in.

While the Assembly has assisted the industry greatly through Finance Wales/Development Bank of Wales' ("DBW") lending to the development sector, this is not a problem that can nor should be solved by DBW alone. More therefore needs to be done in order to increase mainstream bank lending in housebuilding in Wales.

Funding is the life blood of all business and failure to access it has resulted in a significant decline in SHB numbers particularly in Wales.

## 2. The Planning process

Despite the introduction of the Planning (Wales) Act 2015, in practice the complexity, delay, uncertainty, and frustration associated with the planning process remains today. This can largely be attributed to:

- i) the disconnect between the Local Planning Authority (LPA) and its consultees including responses from within the LPA itself;
- ii) delays in responses by external consultees, including Natural Resources Wales;
- iii) under resourced local authority departments (particularly highways departments).

Further to ii) above, we consider it important that our experiences with Natural Resources Wales are highlighted as part of this process. We consider the following anecdotal examples to be relevant:



- a) Officers fail to respond to consultation requests from the LPA in a timely fashion, often objecting on the last day of consultation time limits;
- b) An Officer on one critical time sensitive application was a part timer whose line manager was also a part timer; the application was delayed for over a month, a problem further exacerbated by officer illness on working days. This is a frequent issue with NRW officers;
- c) Increasing demands for investigative reporting in face of professional advice that such additional information is unnecessary. The impression given is that Officers are creating additional work simply to safeguard NRW jobs;
- d) Duplication of roles (and consequently effort by the applicant) between NRW officers and LPA Ecologists (who are also part timers thereby increasing delays);
- e) A blindness to proportionality when weighing up potential ecological issues with the need to progress applications thereby safeguarding jobs and avoiding delays;
- f) A lack of internal performance indicators procedures to ensure that the service provided is timely, reasonable and professional.

The cost of obtaining Planning consent has risen sharply; lenders will not fund these applications and consequently all SHBs must meet this cost from their own resources, which is beyond most SHBs.

The demands of the Planning process has resulted in the growth of satellite businesses such as architectural, engineering, ecological, geotechnical, archaeology and hydrology to name but a few. The cost associated with the reports from these professions demanded by planning officers has resulted in a spiral in planning cost which is now impossible to reverse thereby creating a financial barrier that SHBs simply cannot cross.

We would stress that the risk, cost and time incurred by SHBs in bringing forward brownfield contaminated sites for development are not taken into account when site density figures and s.106 planning obligations are being assessed. These points should be considered in dealing with future applications brought by SHBs.

### 3. Utility Companies

The cost associated with any dealings with utility companies is a major concern for all SHBs. This cost is always front loaded, is non-negotiable and does not in any way reflect the quality or quantity of service provided.

Consultation with all utility companies is required on any development and all house builders are confronted with utility companies which hold a monopoly in the areas in which they operate with the inevitable consequence that cost is totally at their discretion. Dwr Cymru/Welsh Water (“DCWW”) is a specific example of this.

Each utility company denies they enjoy a monopoly and support this assertion by stating that SHBs can employ the services of out of area utility companies knowing full well that work scheduling is next to impossible if local house builders should attempt to go down that particular route.

Further to the above, we consider it important that our experiences with DCWW are highlighted as part of this process. We consider the following anecdotal examples to be relevant:

- i) The cost of service provided exceed industry norm;
- ii) All costs are payable “up front”;
- iii) No timely appeal mechanism is available to challenge cost;
- iv) No practical alternative pricing can be sought; DCWW in essence enjoys a monopoly on all aspect of its industry sector;
- v) DCWW insists on carrying out work through its own contractors (and charging excessively for it) which could easily be carried out more economically by the SHB;
- vi) DCWW’s refusal to accept cash Bonds to safeguard payment for smaller tasks;
- vii) The delays in providing all services in particular those involved with the connection of new homes to services.

We feel that the power of the industry regulator to control costs associated with DCWW are extremely limited and must be reviewed.

#### 4. Land availability

SHBs find it increasingly difficult to target development sites which they can afford.

In each Local Plan there is a preponderance of larger sites driven by the need by LPAs to allocate the volume of land necessary to meet local housing requirements over a five year period.

These sites are beyond the reach of SHBs. More therefore needs to be done to encourage Local Authorities to release land they own much of which consists of smaller in fill sites which would be attractive to the SHB.

#### 5. Access to skills

With the decline in number of SHBs there will be an inevitable corresponding decline in the number of Apprentice placements thereby guaranteeing that the existing shortage of construction skills in Wales will accelerate in future years.

Currently all sites struggle to find experienced ground workers, who are fundamental to the development process. When added to this the fact that the numbers of trade apprentices are in free fall, it does not bode well for the future of the industry.

There is also a concern that this problem will be further exacerbated by Brexit given the number of EU migrant workers that have worked in key trades within the industry in recent years.

#### 6. Introduction of new legislation

While we commend the Assembly on its numerous forward-thinking pieces of legislation, we think it is important that the impact on SHBs of certain recent legislation is highlighted and considered as part of this process.

The compulsory introduction of Automatic Fire Suppression Systems (“Sprinklers”) adds a cost of circa £4,000.00 per home. Furthermore, additional costs are incurred in instances where insufficient water pressure exists at sites to enable the sprinkler systems to work.

The introduction of sprinklers has added to the cost of affordable homes without a corresponding increase in value, which has made it even more difficult for SHBs in Wales where margins are particularly difficult.

The revised regulations for Sustainable Drainage Systems (“SuDs”) for new property developments in Wales (which came into effect on 7 January 2019 and will now see surface water stored above ground in ponds on new development sites) has seen a chaotic introduction leaving LPAs, Engineers and SHB’s unclear as to how to deal with them. We consider that the following points should be highlighted:

- The new regulations will result in density on housing estates reducing by circa twenty per cent;
- The reduction in house numbers (particularly on Affordable and First time Buyers sites) will cause challenging problems with all LPAs having to increase the areas of their Adopted Plans;
- It is unclear at this stage as to how commuted sums for the future maintenance of the SuDS are to be calculated. As a consequence, SHB’s are unable to assess the viability of potential future developments at the outset;
- Already under resourced local authority departments are struggling to staff new departments to deal with the new regulations;
- Questions remain unanswered as to the potential health and safety problems that could be caused to residents by having surface water stored above ground on new home developments.

Finally, developers are frequently accused of “landbanking”, however the points set out in this paper highlight the difficulties experienced by SHBs in preparing a site for development. We would therefore urge that these points be considered given the proposed future introduction of Vacant Land Tax.

## Conclusion

The house building Industry is facing a crisis the likes of which has not previously been experienced.

The factors contributing to the decline in SHB numbers set out above are a brief summary only; each heading could result in a full paper providing detailed examples supporting the assertion made in the heading.

Government needs to engage with all stakeholders in this sector to try and find a way to arrest the decline in SHBs as the decline in numbers has a consequence far beyond the industry itself which will not only be felt today but also in future years.

With the loss of each SHB the industry loses experience that it will find almost impossible to replace and it is already clear that restricting home building to a few national companies is not the answer.

## Evidence from FSB Wales

### About FSB Wales

FSB Wales is the authoritative voice of businesses in Wales, with around 10,000 members. It campaigns for a better social, political and economic environment in which to work and do business. With a strong grassroots structure, a Wales Policy Unit and dedicated Welsh staff to deal with Welsh institutions, media and politicians, FSB Wales makes its members' voices heard at the heart of the decision-making process.

### Introduction

FSB Wales welcomes the National Assembly for Wales' Economy, Infrastructure and Skills Committee's examination of the barriers facing SMEs to housebuilding. The provision of housing is of great importance to our society and economy. It is estimated that the current rate of new build housing at around 6,000 per year provides £481m of economic impact, 13,400 jobs and around £119m of associated spending by households every year.<sup>1</sup> Welsh Government has long held increasing housing supply in both the affordable housing and market sectors as a priority, indeed this is largely an ambition shared across the political spectrum.

As an organisation representing a broad range of businesses, FSB Wales has been involved with housing as an issue, including being an active participant in the UK Parliament's recent APPG on Housing and more recently in the National Assembly's own Cross-Party Group on SMEs consideration of increasing the role of small house builders in the supply of housing.

Unfortunately, recent evidence suggests that the housing market has become one dominated by a small number of very large firms with estimates of around three quarters of new houses being built by 5 large firms. Indeed, research by the NHBC suggest the market share of small house builders has declined from 28 per cent in 2008 to 12 per cent today.<sup>2</sup> Despite this, our current rate of housebuilding at around 6,000 per annum falls short of the Welsh Government's own assessment of need at around 12,000 per annum.

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<sup>1</sup> Figures taken from a presentation at FMB Cymru Conference by Simon Coop of Lichfields.

<sup>2</sup> NHBC Foundation.2017. *Small house builders and developers Current challenges to growth* [Online]. Available at: [https://www.nhbcfoundation.org/wp-content/uploads/2017/04/NF76\\_WEB.pdf](https://www.nhbcfoundation.org/wp-content/uploads/2017/04/NF76_WEB.pdf) (accessed 9th January 2019).

Welsh Government has various scheme supporting firms in the construction sector that we broadly welcome, such as Construction Excellence Wales, Construction Futures Wales and financial assistance through the Development Bank of Wales.

The evidence suggests that there are three main barriers to participation in this market for smaller developers. They are:

- The cost of the planning process
- Land availability
- Access to finance
- Access to skills

### The Cost of the Planning Process

Currently, the planning process acts as a significant disincentive to small house builders from entering the market due to the time and costs involved. The key issues in this regard are the speed at which decisions are made, the level of submission material required to satisfy planning conditions, associated fees such as the Community Infrastructure Levy and the sheer uncertainty of the process.

A key concern in this regard is the degree of variability between local planning authorities in Wales with a significant number of authorities being poorly resourced and not giving sufficient priority to increasing housing supply. Anecdotally, this has led to a number of poor examples of customer service between local authorities and developers which often lead to unnecessary delays and costs in the process.

We would suggest the following issues be given consideration in reforming the process:

- **Making proportionality a key element of the process** so that smaller firms are required to produce information and submission materials to planning authorities that is commensurate with the scale of the development. It is crucial that LPAs have a better understand of the cost and time pressures facing smaller developers and how this differs to larger developers.
- **Ensure customer service standards are met throughout the process.** LPAs should be properly resourced in order to provide the level of support and to respond to correspondence in response to applications for planning consent from smaller developers. As a complex process, delays in planning can be very costly to smaller developers and make many sites unviable.
- **Reinstate TAN 1** in order to place an onus on increasing supply where there is gaps in the LDP resulting from local authorities not providing an

adequate supply of land.

## Land Availability

The availability of land that is able to be developed and that is viable is currently a significant barrier to SMEs. The LDP process should be set up to ensure smaller developers are able to access land that they can develop to build houses. At present, many local authorities (particularly in south East Wales) do not provide a sufficient amount of small allocation through their LDP process.

We are aware that some LPAs are currently looking to address this issue. For instance, Rhondda Cynon Taf County Borough Council are exploring a 'plot shop' whereby smaller plots are identified and marketed to SME developers. This sort of approach should be normalised across Wales with smaller sites routinely being identified for development through the LDP process.

## Access to Finance

As is the case across the general business population, access to finance for SMEs can be a significant barrier to success. However, there are issues particular to smaller developers that make the lack of finance critical. For instance, for a housing development cash flow is largely negative until any development is at the point of sale, and profits are usually loaded towards the end of the development and sale process.

This means any additional costs frontloaded through the planning system, including unnecessary costs through delays in the process, can have a significant bearing on the fortunes of the developer and the viability of a site. Furthermore, banks as a general rule do not provide funding for planning purposes, making the process difficult for SMEs to finance.

We are aware of the contributions currently being made through the Development Bank of Wales' Wales Property Fund and Wales Stalled Sites Fund. Both of these funds are a welcome addition to the funding landscape and we would urge the Development Bank to continue to intervene in this area of the market where there are gaps in finance and market failure. In this respect, Welsh Government support delivered through the Development Bank has been helpful to the sector.



## Access to Skills

FSB Wales recently undertook a survey of 450 SMEs in Wales to ascertain their employment and skills challenges, culminating in our report *A Skilful Wales*.<sup>3</sup> Whilst the work was across all sectors, a key finding to emerge was that there were significant challenges in firms attracting and developing trade based occupations, such as those common in the construction sector.

This is reflected in work carried out by the Construction Industry Training Board (CITB) that identifies significant skills shortages in areas of construction. For instance, CITB Cymru Wales' Construction Skills Network Wales report for 2018 suggests housing is a key driver of employment growth in construction with an estimated 12,250 new jobs forecast to be created in construction by 2022.<sup>4</sup>

The CSN identifies at risk occupations in construction as including wood trades, bricklayers, electricians, civil engineers and surveyors.<sup>5</sup> This chimes with our own findings. In our report *A Skilful Wales* we suggested that Welsh Government's focus on higher level skills has potential impacted on lower and mid-level skills occupations. We would suggest instead a focus on progression within the skills system, taking in to account entry points particularly through programmes such as apprenticeships.

## Conclusion

Smaller developers are willing to enter the market to help deliver the homes that Wales needs. However, the availability of land and finance and the cost in both money and time of the planning process is a significant barrier to entry.

We hope to see Welsh Government, LPAs and smaller developers work together to address the issues outlined above to achieve the outcome that is shared by all parties.

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<sup>3</sup> FSB Wales. *A Skilful Wales*. [Online]. Available at: <https://www.fsb.org.uk/docs/default-source/fsb-org-uk/fsbw-employskills-eng.pdf?sfvrsn=0> (accessed 19<sup>th</sup> December 2018)

<sup>4</sup> CITB Cymru Wales. *Construction Skills Network Wales Summary* [Online]. Available at: [https://www.citb.co.uk/documents/research/csn\\_reports\\_2018-2022/2018csn\\_wal\\_summary\\_050218.pdf](https://www.citb.co.uk/documents/research/csn_reports_2018-2022/2018csn_wal_summary_050218.pdf) (accessed 19<sup>th</sup> December)

<sup>5</sup> CITB Cymru Wales. *Construction Skills Network Wales* [Online]. Available at: [https://www.citb.co.uk/documents/research/csn\\_reports\\_2018-2022/2018csn\\_wal\\_summary\\_050218.pdf](https://www.citb.co.uk/documents/research/csn_reports_2018-2022/2018csn_wal_summary_050218.pdf) (accessed 6<sup>th</sup> December) P.17

## Ymateb gan Ffederasiwn y Meistri Adeiladu

### Ynglyn a Ffederasiwn y Meistri Adeiladu

Ffederasiwn y Meistri Adeiladu (Federation of Master Builders [FMB]) yw'r gymdeithas fasnach fwyaf o fewn diwydiant adeiladu Prydain a Chymru. Cafodd yr FMB ei sefydlu yn 1941 i amddiffyn ac i hyrwyddo buddion cwmnïau adeiladu maint bach a chanolig.

### Asesiad o'r sefyllfa

Yn 1988 roedd 40% o dai yn cael eu hadeiladu gan gwmnïau maint bach a chanolig. Erbyn heddiw, mae'r ffigwr wedi gostwng i 12%. Mae tua tri chwarter o dai sydd yn cael eu codi yng Nghymru heddiw yn cael eu hadeiladu gan bum cwmni yn unig, oll yn gwmnïau cyfyngedig cyhoeddus.

Digwyddodd y gostyngiad mwyaf yn allbwn cwmnïau adeiladu bach yn ystod y dirwasgiad economaidd, wrth i dreuan o gwmnïau bach adael y sector adeiladu tai.

### Asesu'r rhwystrau sy'n wynebu cwmnïau adeiladu bach sy'n adeiladu tai

Mae yna dri prif rwystr yn gwynebu cwmnïau adeiladu bach yn y maes yma:

### Gofynion y broses gynllunio yn or-feichus, cymhleth, a drud

Dros y blynyddoedd, mae gofynion y broses gynllunio ar adeiladwyr tai wedi cynyddu'n ddirfawr. Mae llywio'ch ffordd trwy'r system gynllunio heddiw yn fwy cymhleth, beichus a drud nac erioed o'r blaen.

Mae na gysylltiad clir rhwng y cynydd yn y baich yma gyda'r nifer a maint y cwmnïau sydd yn adeiladu tai heddiw. Mae angen llawer mwy o adnoddau ar gwmni i ddelio gyda gofynion y system gynllunio bresennol; adnoddau sydd yn aml allan o gyrraedd cwmnïau adeiladu bach.

Mae yna ystod eang o ffactorau i'w hystyried pan yn gwneud penderfyniad cais cynllunio. Mae rhain yn cynnwys anghenion tai yn lleol, effaith y tai ar fywyd gwyllt yr ardal, effaith y tai ar fwynderau lleol, a llawer iawn mwy. Mae nifer a dyfnder yr ystyriaethau yma wedi cynyddu dros y blynyddoedd. Mae hyn yn beth cyfiawn ac

yn arwydd o gynnydd dynol ac o gymdeithas waraidd. Fodd bynnag, nid yw'r gefnogaeth i gwmnïau adeiladu wedi cyd-fynd a'r angen i ddelio gyda'r gofynion cynyddol yma, gan orfodi miloedd o gwmnïau adeiladu bach i adael y sector.

Mae'r baich o brofi neu ddad-brofi goblygiadau tai newydd ar bobl ac ar yr amgylchedd yn disgyn ar ysgwyddau'r cwmni sydd yn gwneud y cais cynllunio. Canlyniad hyn yw cost o heirio ymgynghorwyr proffesiynol (er enghraifft, ymgynghorwyr archeolegol) a thalu am arolygon (e.e. arolwg ar amodau'r pridd). Gan fod mwy o ystyriaethau heddiw, mae angen mwy o fewnbwn gan arbenigwyr ac mae angen gwneud mwy o arolygon. Mae cost i hyn oll. Yn ogystal a bod yn broses fwy cymhleth, mae hi hefyd yn broses ddrytach.

### **Diffyg ffrydiau benthyg addas**

Yn ystod y dirwasgiad economaidd, pallodd benthygwyr traddodiadol fenthyg i gwmnïau bach sydd yn adeiladu tai. Nid yw'r sefyllfa wedi newid ac mae nifer o fusnesau adeiladu bach a chanddynt ddiddordeb mewn adeiladu tai yn ei chael hi'n anodd iawn i godi'r arian sylweddol sydd ei angen.

Mae nifer o aelodau Ffederasiwn y Meistri Adeiladu wedi gwneud defnydd o rai o ffrydiau benythg Banc Datblygu Cymru yn y maes. Yn bennaf, y Gronfa Datblygu Eiddo, ac yn fwy diweddar y Gronfa Safleoedd Segur. Mae'r adborth gan aelodau wedi bod yn bositif iawn ar y cyfan ac fe ddylid cymeradwyo'r Llywodraeth am nodi'r maes yma fel un sydd angen cefnogaeth.

Fodd bynnag, bwlch sydd yn parhau mewn bodolaeth yw'r ffaith ei bod hi bron a bod yn amhosib i fenthyg cyn fod caniatad cynllunio yn ei le. Fel y crybwyllwyd eisioes, mae cyrraedd y pwnt yma yn broses ddryd iawn.

I gwmni adeiladu sydd yn gweithio ar dai sydd yn bodoli eisioes i symud i'r maes o adeiladu tai newydd, mae angen iddynt ddod o hyd i swm sylweddol o arian cyn fo'r gwaith adeiladu yn dechrau. Nid oes ffrwd ariannu ar gael iddynt yn bresennol.

### **Diffyg tir sydd yn hyfyw i gwmnïau bach**

Mae na ddiffyg tir hyfyw ar gael i gwmnïau adeiladu bach. Mae'r system sydd yn cael ei ddefnyddio yng Nghymru yn rhoi pwyslais ar y cynllun datblygu ac mae hi yn ofynnol i bob awdurdod cynllunio lleol baratoi cynllun datblygu lleol (CDLI). Anaml iawn y caiff safleoedd datblygu bach eu hystyried fel rhan o'r CDLI. 'Windfall sites' yw nifer helaeth y safleoedd datblygu llai eu maint; hynny yw, safleoedd nad oedd yn y CDLI gwreiddiol. Mae hi'n llawer haws ac yn llai o risg i fuddsoddi mewn safleoedd datblygu sydd wedi cael eu dynodi o fewn y CDLI na

safleoedd o'r tu allan. Mae angen i CDLI roi llawer mwy o ystyriaeth i safleoedd bach ac mae angen mwy o gymorth ar gwmnïau adeiladu bach i ymgysylltu a'r broses o ffurfio CDLI.

Y cwestiynau penodol sydd yn cael eu gofyn gan y Pwyllgor

### **Argaeledd ac effeithiolrwydd cyllid a chymorth Llywodraeth Cymru (ac eraill) ar gyfer cwmnïau bach sy'n adeiladu cartrefi**

Wedi trafod eisoes.

### **Argaeledd gweithlu medrus yn y sector adeiladu**

Mae'r bwlch sgiliau sy'n bodoli o fewn y diwydiant adeiladu yn eang ac yn ddwfn. Yn ôl arolwg diweddar o'n haelodau, mae 68% o gwmnïau yn ei gweld hi'n anodd i heirio gosodwyr brics, a 59% yn ei gweld hi'n anodd i heirio seiri coed. Mae 58% o'n haelodau yn disgwyl y bydd cyflogau'n codi dros y chew mis nesaf.

Effaith diffyg argaeledd gweithwyr medrus i gwmnïau bach sydd yn adeiladu tai yw oedi ar brosiectau, a'r orfodaeth i dalu cyflogau uwch mewn diwydiant sydd eisoes yn talu cyflogau hynod gystadleuol.

### **Mynediad at safleoedd datblygu addas**

Wedi trafod eisoes.

### **Y system gynllunio ac i ba raddau y mae'n mynd ati i hwyluso datblygiadau gan gwmnïau bach sy'n adeiladu cartrefi**

Wedi trafod eisoes

### **Sefyllfa drechol nifer fach o gwmnïau mawr**

Er mai nifer fach o gwmnïau sydd yn dominyddu'r sector, nid ydym o'r gred fod hyn ar draul cwmïau bach. Credwn fod y bwlch rhwng yr ateb a'r galw am dai yn ddigon swmpus i olygu fod digon o agendor i gwmïau o bob maint i adeiladu tai. Fyddai torri crib y cwmnïau mawr ddim yn datrys y ffaith nad yw cwmnïau bach yn gweld y maes hwn yn bresennol yn un apelgar.

## **Effaith Cymorth i Brynu - Cymru**

Mae rhyw draean o dai sydd wedi cael eu hadeiladu yng Nghymru wedi cael eu hadeiladu'n gwneud defnydd o'r cynllun 'Cymorth i Brynu - Cymru' ers dechrau'r cynllun. Er fod cwmnïau mawr yn gwneud mwy o ddefnydd o'r cynllun na chwmnïau bach, ma na ddigon o fusnesau bach hefyd wedi elwa o'r gefnogaeth.

## **Yr effaith bosibl o gynyddu'r gyfran o dai newydd yng Nghymru a ddarperir gan gwmnïau bach sy'n adeiladu tai**

Er mai enw'r cwmnïau mawr sydd ar nifer o safleoedd datblygu, mae'r gwaith caib a rhaw yn cael ei wneud gan gwmnïau bach fel rhan o'u cadwyni cyflenwi. Cwmnïau bach sydd yn adeiladu'n tai, ond mae'r elw mawr yn gadael Cymru. Petasai cyfradd uwch o'r tai sydd yn cael eu codi yn cael eu hadeiladu gan gwmnïau bach, byddai'r elw yn aros yng Nghymru. Byddai effaith hynny ar economi Cymru yn amlwg yn bellgyrhaeddol.

## **Y graddau y mae cwmnïau bach sy'n adeiladu cartrefi yn cael eu cynnwys wrth ddarparu tai fforddiadwy (gan gynnwys effaith rheolau caffael presennol)**

Nid ydym yn ymwybodol o ddata sydd yn rhannu cyfranwyr tai fforddiadwy yn ôl maint y cwmnïau.