

Agenda – Pwyllgor yr Economi, Seilwaith a Sgiliau

Lleoliad:	I gael rhagor o wybodaeth cysylltwch a:
Ystafell Bwyllgora 1 – Y Senedd	Gareth Price
Dyddiad: Dydd Iau, 4 Ebrill 2019	Clerc y Pwyllgor
Amser: 09.15	0300 200 6565
	SeneddESS@cynulliad.cymru

Rhag-gyfarfod preifat

(09.15–09.30)

Bydd Sara Moran o'r Gwasanaeth Ymchwil yn bresennol i roi trosolwg o sesiynau tystiolaeth y Partneriaethau Sgiliau Rhanbarthol.

1 Cyflwyniad, ymddiheuriadau, dirprwyon a datgan buddiannau

2 Papurau i'w nodi

(Tudalennau 1 – 6)

Dogfennau atodol:

EIS(5)-11-19(P1) Llythyr at Gadeirydd y Pwyllgor Newid Hinsawdd,

Amgylchedd a Materion Gwledig gan Gadeirydd Pwyllgor yr Economi,

Seilwaith a Sgiliau

EIS(5)-11-19(P2) Llythyr gan Ysgrifennydd Gwladol Cymru at y Cadeirydd

(Saesneg yn unig)

EIS(5)-11-19(P3) Llythyr gan Redrow at y Cadeirydd (Saesneg yn unig)



3 Partneriaeth Sgiliau Rhanbarthol: Darparwyr Hyfforddiant a Sgiliau

(09.30–10.30)

(Tudalennau 7 – 48)

Jeff Protheroe, Cyfarwyddwr Gweithrediadau, Ffederasiwn Hyfforddiant

Cenedlaethol Cymru

Yr Athro Julie Lydon, Cadeirydd, Prifysgolion Cymru

Keiron Rees, Cynghorydd Polisi, Prifysgolion Cymru

Dogfennau atodol:

EIS(5)-11-19(P4) Papur Briffio'r Gwasanaeth Ymchwil

EIS(5)-11-19(P5) Ymateb gan Ffederasiwn Hyfforddiant Cenedlaethol Cymru

(Saesneg yn unig)

EIS(5)-11-19(P6) Ymateb gan Prifysgolion Cymru (Saesneg yn unig)

Egwyl

(10.30–10.40)

4 Partneriaeth Sgiliau Rhanbarthol: Darpariaeth Gymraeg

(10.40–11.20)

(Tudalennau 49 – 56)

Ania Rolewska, Swyddog Polisi, Comisiynydd y Gymraeg

Lowri Williams, Uwch Swyddog Cyngor a Chyfathrebu, Comisiynydd y
Gymraeg

Dr Dafydd Trystan, Cofrestrydd ac Uwch Reolwr Academaidd, Coleg Cymraeg
Cenedlaethol

Dogfennau atodol:

EIS(5)-11-19(P7) Ymateb gan Comisiynydd y Gymraeg

5 Partneriaeth Sgiliau Rhanbarthol: Anghydwysedd rhwng y Rhywiau, Cynhwysiant a Dysgu Gydol Oes

(11.20–12.00)

(Tudalennau 57 – 68)

Cerys Furlong, Prif Weithredwr, Chwarae Teg

David Hagendyk, Cyfarwyddwr Cymru, Sefydliad Dysgu a Gwaith

Dogfennau atodol:

EIS(5)-11-19(P8) Ymateb gan Chwarae Teg (Saesneg yn unig)

EIS(5)-11-19(P9) Ymateb gan Sefydliad Dysgu a Gwaith Cymru

6 Cynnig o dan Reol Sefydlog 17.42 (vi) i benderfynu gwahardd y cyhoedd ar gyfer eitemau 7 a 8

Ôl-drafodaeth breifat

(12.00–12.05)

7 Adroddiad Drafft: Datblygu Trafnidiaeth Cymru yn y dyfodol

(12.05–12.25)

(Tudalennau 69 – 125)

Dogfennau atodol:

EIS(5)-11-19(P10) Adroddiad Drafft: Datblygu Trafnidiaeth Cymru yn y dyfodol (Saesneg yn unig)

8 Papur Cwmpasu: Mynediad at Fancio

(12.25–12.30)

(Tudalennau 126 – 131)

Dogfennau atodol:

EIS(5)-11-19(P11) Papur Cwmpasu: Mynediad at Fancio

Cynulliad Cenedlaethol Cymru
Pwyllgor yr Economi, Seilwaith a Sgiliau

National Assembly for Wales
Economy, Infrastructure and Skills Committee

Mike Hedges AC
Cadeirydd y Pwyllgor Newid Hinsawdd, Amgylchedd a
Materion Gwledig

25 Mawrth 2019

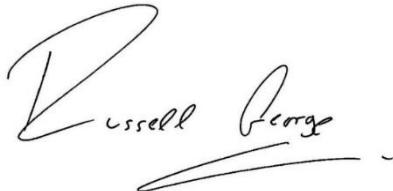
Annwyl Mike,

Fel y gwyddoch, mae Llywodraeth Cymru wedi cyhoeddi cynllun ar gyfer ei chyllideb carbon gyntaf - Ffyniant i Gymru: Cymru Carbon Isel - a hynny ddydd iau 21 Mawrth 2019.

Mae'r Pwyllgor Economi, Seilwaith a Sgiliau wedi bod yn aros yn eiddgar am y cyhoeddiad hwn er mwyn medru craffu rhywfaint ar yr agweddau sy'n berthnasol i'n portffolio - yn enwedig sut y mae'n mynd i'r afael â datgarboneiddio trafnidiaeth a diwydiannau carbon-ddwys.

Rwy'n ymwybodol bod CCERA yn bwriadu craffu'n fanylach ar y cynllun yn ei gyfanrwydd, ond roeddwn am eich hysbysu y bydd EIS yn craffu ar waith Gweinidog yr Economi a Thrafnidiaeth mewn dau o'n cyfarfodydd yn ystod mis Mai. Gobeithio y bydd y gwaith hwn, ac unrhyw beth arall y byddwn yn ei gynhyrchu o ganlyniad iddo, yn gallu bwydo i'ch gwaith craffu ehangach mewn perthynas â'r cynllun gweithredu.

Dymuniadau gorau,



Russell George, AC
Cadeirydd Pwyllgor yr Economi, Seilwaith a Sgiliau





UK Government
Llywodraeth y DU

Rt Hon Alun Cairns MP
Secretary of State for Wales
Ysgrifennydd Gwladol Cymru

T: 020 7270 0575
E: Correspondence@ukgovwales.gov.uk

Russell George
Chair, Economy, Infrastructure
and Skills Committee
National Assembly for Wales
Cardiff Bay
Cardiff
CF99 1NA

SOS 19

20 March 2019

Russell,

Thank you for your letter regarding City and Growth deals in Wales.

We believe that the people who live, work and do business in each place know best and what their area needs to prosper and grow. The UK Government is engaging in an unprecedented programme of transferring decisions to local regions through City and Growth Deals. Over £700m of UK Government funding has been committed to Welsh City and Growth deals, with further funding to be made available for the mid Wales Growth Deal.

It is our ambition that all parts of Wales will be covered by a City or Growth Deal, which will act as a catalyst for regional working and to attract further investment to all parts of Wales. Each deal is different, reflecting the specific needs of each region, and each is at a different stage of development. I have set out below our approach to each deal.

Cardiff Capital Region City Deal

The Cardiff Capital Region City Deal was the first deal to be signed in Wales, and is rightfully ambitious for Wales Capital City and wider region. In return for generous government investment it places significant responsibilities and accountability on the ten partner authorities to deliver for the people living and working in the region. The UK Government is currently finalising how the 5 year Gateway will be conducted, and is working with the Welsh Government and other partners to ensure that all relevant parts of the deal are considered before the next tranche of money is released.

Swansea Bay City Region City Deal

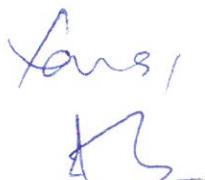
The Joint Independent Review of the Swansea Bay City Deal has now been published and provides us with a strong foundation upon which to move forward. We will work with the region over the coming weeks to implement its recommendations and to consider how best to ensure rapid delivery of those projects closest to approval. This includes considering the recommendations on assurance and evaluation alongside the draft monitoring framework which the region is working on.

North Wales Growth Deal

At Budget 2018 we announced £120 million for the North Wales Growth Deal which reflected the merits of the proposals brought forward. We hope that this figure will provide an impetus for all partners to get the deal over the line and produce a deal that will transform North Wales. There is a significant amount of work left to be done by local partners if we are to deliver a Heads of Terms which is ambitious for the region and we look forward to receiving robust plans to use this money to best effect alongside outline business cases.

Mid Wales Growth Deal

The Office of the Secretary of State for Wales is working with Powys and Ceredigion to help them consider what approach is best for mid Wales. There is not a one size fits all approach to growth deals, and it is important for the local area to consider for itself how a Growth Deal would be beneficial before negotiations with Government begin. Once firm proposals are received we will act quickly to ensure that Mid-Wales is able to benefit for the UK Government's City and Growth Deal programme as all other parts of Wales have done.



Rt Hon Alun Cairns MP
Secretary of State for Wales
Ysgrifennydd Gwladol Cymru

29th March 2018

[REDACTED]

Economy Infrastructure and Skills Committee
 The National Assembly for Wales
 Cardiff Bay
 Cardiff
 CF99 1NA

Redrow Homes South Wales
 Redrow House
 Copse Walk
 Cardiff Gate Business Park
 Cardiff CF23 8RH

Tel: 02920 549103
 DX: 141600 CARDIFF GATE
 Email: southwales.customerservice@redrow.co.uk
 Website: www.redrow.co.uk

Dear [REDACTED]

Economy, Infrastructure and Skills Committee

Further to Redrow's attendance at the Committee held on 7th March 2019, I would like to confirm the following, as requested by the Committee:

Para 155 - Workforce

Redrow is a significant employer within Wales, providing around 430 jobs, and headquartered in Ewloe, North Wales.

Redrow South Wales also currently employs the services of 138 companies (sub-contractors, suppliers and consultants); 63 of these companies are Welsh, 35 are Welsh branches of national companies, and 40 are based in England. A large number of these businesses are SME's.

The Home Builders Federation estimates that 3.1 jobs are created for every home built, this would suggest that in excess of 1200 jobs are created each year in Wales due to our activities.

Para 211 - Diversity

Redrow are keen to support females aspiring to enter the housebuilding industry, and we sponsor a number of events and initiatives each year including the 'Inspire Awards and Summit' that take place in June.

We are also a patron of 'Women in to Construction' and have supported Coleg Menai with female site visits as part of the **#notjustforboys** event. Most recently we have also supported International Women's Day, attending an event hosted by Coleg Cambria for Year 10 girls.

Women comprise 30% of the Redrow Main Board and 30% of the Redrow South Wales Board are female.

Women are now employed within Redrow as trade apprentices, trainee site managers and in areas such as technical and construction teams. There are good percentages of women in professional jobs in our finance, legal, planning and sales teams. Targeted recruitment is underway to entice more female applicants into other areas of the business, both in offices and on site.

Tudalen y pecyn 4

Division of Redrow Homes Ltd

Registered Office Redrow House, St. David's Park, Flintshire CH5 3RX. Registered in England No. 1990710.



Para 221 – Apprentice Levy

In accordance with the current legislation we pay the levy on all of our employees across England and Wales.

In addition to these points, I would also like to add the following information regarding Redrow;

Background

Redrow Homes is a Welsh company with headquarters in Ewloe, North East Wales. Redrow is recognised by the Welsh Government as an Anchor Company and has been operating for 45 years.

Stalled Sites Fund

The Development Bank of Wales eligibility criteria prevent Redrow from accessing the Stalled Sites Fund.

Provision of Land for Small Builders

Redrow has for many years invested in planning and infrastructure to bring forward large sites for residential development, with many SMEs benefiting from this investment. Examples include where St James Parade purchased land at Cwm Calon near Caerphilly, Llanmoor Homes purchased land at Monbank Newport, and an SME housebuilder is currently seeking to purchase land at Plasdwr, Cardiff.

Redrow are currently working with RCT to explore whether small residual land parcels owned by Redrow can be transferred to the Council and used for the Plot Shop initiative.

Investment in Apprentices / Other Training Schemes

Many new entrants to Redrow follow recognised training programmes in line with our published commitment to maintain 15% of our workforce in such roles. Trainee jobs in Wales include;

- 36 trade and business Apprentices
- 7 Graduates Trainees
- 1 Undergraduate
- 5 Trainee Site Managers (following Higher Apprenticeships)
- 21 technical and professional trainees typically pursuing professional qualifications
- 2 Redrow Degree students

Redrow also works with our partners and supply chain to enhance skills in Wales. These initiatives include;

- **Bell Contracting – Groundworks Apprenticeship:** Due to a lack of provision for groundworks apprenticeships we have helped set up an on-site provision for Groundworks at the Redrow site at Cae St Fagans, Pentrebane. Bells Contracting have worked with a training provider to set up the onsite school creating a provision for local people. The introduction made by Redrow and the access to a Redrow site has made this possible.

- **V&C (SW) LTD – tiling, plastering, painting and decorating:** We are keen to support our trusted local sub-contract partners such as V&C in Swansea, where Redrow has supported them with construction training at our cost. This demonstrates our commitment to improving quality and investing in skills throughout our supply chain and particularly in local areas and local developments.
- **Coleg Cambria – Redrow Brickwork Training:** Our construction team in South Wales are currently developing a brickwork curriculum to enable students leaving fulltime FE courses to develop their skills to become competent bricklayers. Such youngsters typically struggle to get an apprenticeship. We are working in partnership with the Centre for Welsh Innovation in Construction (CWIC) and Coleg Cambria to develop this and the training will be based on a Redrow Site.

Commitment to Further Education (FE):

As Redrow is a Welsh company and based in North East Wales Coleg Cambria was chosen as our main FE partner across the business.

Coleg Cambria run closed apprenticeship programmes including quantity surveying, design and civil engineering as well as providing assessment for our business administration and IT apprentices for our Head Office in Ewloe.

Most recently we have worked in partnership with Coleg Cambria, CWIC and Liverpool John Moores University to create the Redrow Housebuilding degree; the only one of its type.

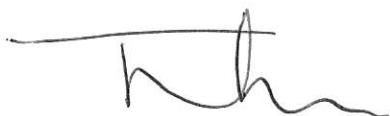
Our Group HR Director is a Governor at Coleg Cambria and is the link Governor there for Equality and Diversity.

Commitment to Local Communities

Redrow Graduates recently completed a community project in Cardiff, where our current cohort of Graduates, working with some of our sub-contractors and suppliers, carried out much needed improvements to recreational areas at Ysgol Gymraeg Coed Y Gof in Pentrebane. The efforts of our team were much appreciated by the school and this demonstrates how Redrow attempt to build excellent, long term relationships with the communities around us.

I trust that this gives some additional context to Redrow's commitment to training, diversity and communities. Should you require any other information please do not hesitate to contact me.

Yours Sincerely



Tim Stone
Managing Director

Eitem 3

Mae cyfyngiadau ar y ddogfen hon

Evidence from National Training Federation for Wales

Introduction

1. The National Training Federation for Wales (NTfW) welcomes the opportunity to contribute to this hugely important inquiry.
2. The NTfW is a 'not for profit' membership organisation of over 100 organisations involved in the delivery of apprenticeships and employability skills programmes in Wales. We are a pan-Wales representative body for the network of quality assured work-based learning providers, who are contracted by the Welsh Government to deliver their apprenticeship and employability programmes. All providers who are commissioned by the Welsh Government to deliver work-based learning programmes in Wales are members of the NTfW. As such, the NTfW is seen as the authoritative organisation on apprenticeships and employability skills programmes in Wales.

Aim

3. The aim of this Submission Paper is to provide evidence to the Economy, Infrastructure and Skills Committee as part of their review into the Regional Skills Partnerships.

Is the data and evidence being used by the Regional Skills Partnerships timely, valid and reliable? Have there been any issues?

4. The data and evidence being used by the Regional Skills Partnerships (RSPs) is valid and reliable, but there are issues in regards to its timeliness. It is clear that much of the data and evidence used by the RSPs is secondary, but what is needed most is primary data i.e. data obtained directly from employers within the regions.
5. There are concerns shown by our members that some of the data is too high a level, and more detailed Labour Market Information (LMI) is required. However, this will take more physical resource to gather, and/or the use of more

robust data, provided by organisations such as EMSI¹.

How well do the partnerships engage with and take into account the views of those who do not sit on the partnership boards, and how well do they account for the views of the skills providers themselves?

6. It is recognised that all RSPs engage with medium to large employers, and that micro and small employers are engaged with through their representative bodies, most notably the Federation for Small Business (FSB). However, it is clear that there is a lack of engagement directly with micro and small businesses, which is going to be difficult given the level of physical resources at the RSPs disposal.

How do the key City and Growth Deal roles of the Regional Skills Partnerships influence their Welsh Government remit?

7. The emergence of the various City Region and Growth Deals has clearly had an impact on the work of the RSPs. Although, it is good to see that the various bodies have sought to use the existing RSP structures as a vehicle to establish the demand and supply of skills and training. However, what is also clear is that there are emerging tensions between the needs and aspirations of 'regional government' and that of the Welsh Government. This is an area that will need closer monitoring and scrutiny moving forward, if we are to avoid situations of duplication of effort, and/or making the skills system even more complicated for employers and individuals to navigate.

Are the Regional Skills Partnerships able to actually reflect current and future skills demands within their regions? What about very specialised skills for which there may be low volumes of demand?

8. In general, yes. However, some concern is shown by NTfW members that engagement between the RSPs and employers can be too narrow i.e. focused on Welsh Government's priority sectors and to the detriment to 'non-priority sectors' who also have skills needs to be met. In addition, NTfW members would like to

¹ <https://www.economicmodeling.com/>

see more LMI to be generated by the RSPs at a local authority level, as well as a macro-regional level.

9. The NTfW believes that its members are best placed to assist the RSPs in gathering LMI at micro and SME level of employer, as much, if not all, of their provision is delivered directly to employers. This is an area we would be keen to work with each of the three RSPs on moving forward.

Do the Regional Skills Partnerships have sufficient knowledge and understanding of:

a) the foundational economy and the needs of those employed within it?

10. Unfortunately, not. There still remains a persistent lack of understanding of the 'Foundational Economy' and the skills needs within it. This is understandable, if the limited resources of the RSPs are directed towards establishing the needs within the Welsh Government's 'priority sectors'. There needs to be a clear distinction between 'foundational jobs' and 'jobs within the foundational economy'.

b) the demand for skills provision through the medium of Welsh?

11. In terms of skills provision through the medium of Welsh, there is a role that the RSPs can play in establishing what employer demand is, through the various skills surveys undertaken. However, any future work to be undertaken must be in consultation and partnership with the expanded remit of the Coleg Cymraeg Cenedlaethol.

Are the Regional Skills Partnerships adequately resourced to fulfil their growing role?

12. No.

Is there an appropriate balance between the work of the RSPs and wider views on skills demand?

13. As outlined previously, much of the attention of the limited resources within the RSPs are focused on 'priority sectors' and higher-level skills. This is at the detriment of lower-level skills, particularly within the 'non-priority sectors'. It is

recognised by NTfW and its members, that businesses and individuals in these areas also have skills needs, but are often over-looked.

Is the level of operational detail set out by Welsh Government for skills provision in higher / further education and work-based learning providers appropriate?

14. Yes, but the RSPs need to work more closely with the responsible for delivering these programmes i.e. work-based learning providers and colleges to understand the demands of delivering them. There is a good model for this within one of the RSPs, where they have established a provider reference group. It is our view that this should be replicated by the others.

If there are any, how are tensions between learner demand / learner progression reconciled with Regional Skills Partnership conclusions and the Welsh Government preference for funding higher level skills?

15. There are tensions in this regard. The main issue here, being that the RSPs need to produce their Employment and Skills Plans, so that they are cost-neutral i.e. there will be winners and losers. However, what is clear is that demand (from employers) is outstripping supply (from providers) so therefore the actual regional demand cannot be met. This is particularly true at the moment with apprenticeships provision, where the impacts of the apprenticeships levy are being acutely felt, and that apprenticeship providers are not able to service the demand from employers, either because of contract restrictions and/or budgetary constraints. In effect, we are asking employers what they want, but failing to deliver. An example of this is the inability to deliver Level 2 provision within 'priority sectors' identified by the RSPs.

Have the Regional Skills Partnerships and Welsh Government been able to stimulate changes in skills provision 'on the ground' to reflect demand?

16. There is recognition that the RSPs have reinforced the needs of the 'priority sectors' over 'non-priority sectors', but NTfW members report that the activity of the RSPs and the Welsh Government has not been to "stimulate" demand in these areas, but that there was already demand in the regions.

What, in general, is working well and what evidence of success and impact is there?

17. With the demise of the pan-UK infrastructure to establish and evidence LMI, in order to influence skills interventions to best effect, it is clear that there is a role for bodies to undertake the functions that were once undertaken by the UK Commission for Employment and Skills (UKCES) and the component Sector Skills Organisations. With the advent of the three RSPs in Wales, we now have the makings of a good infrastructure to undertake this crucial work. However, and as has been discussed elsewhere, the existing bodies are not sufficiently resourced to fulfil this function. That said, there are examples of good engagement between the RSPs and employer forums, as well as good examples of employer ‘cluster groups’ to inform development.

Are there any aspects of the policy that are not working well, have there been any unintended consequences, and what improvements can be made?

18. Engagement with micro and SME employers is a concern, but an area which could be improved if the RSPs worked directly with work-based learning providers and colleges to access this hugely important element of the Welsh economy.

Evidence from Universities Wales

About Universities Wales

Universities Wales (Unis Wales) represents the interests of universities in Wales. Our membership encompasses the Vice Chancellors of all the universities in Wales, and the Director of the Open University in Wales. Our mission is to support a university education system which transforms lives through the work Welsh universities do with the people and places of Wales and the wider world.

Summary

1. Universities Wales believes that there are benefits to the regional skills partnership model but that the effectiveness of the partnerships would be improved by wider engagement, specialised use of data which would provide for a more forward-facing approach, and a focus on providing for a responsive and flexible skills system rather than a focus on planning provision.
2. In any regional approach to skills, it is crucial that the regional, national and international role of universities in Wales is acknowledged. As well as university staff and students being mobile, the work carried out by our universities is often national and international in scope and delivery. This is particularly important given the valuable economic impact of universities in Wales which generate of £5 billion of output and 49,216 jobs in 2015/16. Compared to other parts of the UK, Welsh universities are of greater relative economic importance to Wales.
3. We also believe that the aim of the employment and skills plans may be better served by operating on a two or three year basis, as per John Graystone's recommendation in his review of regional skills partnerships. Doing so would help provide for greater analysis and longer-term horizon scanning of future skills needs.
4. There would be benefits to engaging with a wider group of stakeholders through regional skills partnerships including the public sector, who are large employers and key parts of the foundational economy, and incorporating the learner voice given the insights that apprentices, learners and recent graduates are able to offer. Similarly, we feel that there should be a greater recognition of student choice in the approach taken by regional skills partnerships.
5. There are opportunities for the regional skills partnerships to play a role in the development of degree apprenticeships in Wales. At various points, each partnership has highlighted the importance of degree apprenticeship development in meeting skills needs. To date, Welsh Government has funded the development and delivery of advanced manufacturing/engineering and digital apprenticeships. We would welcome the opportunity for a wider range of degree apprenticeships, at both level 6 and 7, to be developed to respond to economic need.

- 1. Is the data and evidence being used by the Regional Skills Partnerships timely, valid and reliable? Have there been any issues?**
 - 1.1 Much of the data and evidence used by the regional skills partnerships reflect existing demand or existing employment in Wales. For example, the data used by RSPs is often drawn from employer surveys, StatsWales, UKCES and other forms of labour market information. There are benefits to each of these approaches. However, there will often be time-lag on the data and in most instances this data will more accurately reflect present demand rather than future demand.
 - 1.2 As well as a time-lag in data, it is understood that the future skills needs of Wales are difficult to identify given the pace of technological change and the impact that this is having on the workforce. For example, the Centre for Cities' Cities Outlook 2018 estimated that about 112,000 workers could be at risk by 2030 in Swansea, Cardiff, and Newport alone (Centre for Cities, 2018) and a report by the Wales Centre for Public Policy on the future of work in Wales noted that a third of the Welsh workforce is employed in 'the least productive, lowest paid, and most generic industries that are often considered at highest risk of automation' (Bell, Bristow, & Martin, 2018).
 - 1.3 Given this, the level of granularity with which the regional skills partnerships are attempting to engage with skills demands is unlikely to adequately reflect future demand. It is important that any system provides for responsiveness and flexibility, a planned system of delivery is unlikely to keep pace with the requirements of individuals or businesses.
 - 1.4 It is also unclear the extent to which the data and evidence used by regional skills partnerships adequately reflects the regional, national and international role of universities in Wales. The importance of RSPs recognising the regional, national and international role of universities is highlighted elsewhere in this response.
 - 1.5 In relation to the production of employment and skills plans, we echo the recommendation of John Graystone's review of regional skills partnerships which suggests employment and skills plans, as informed by the data and evidence collected by the regional skills partnerships, may be better served by operating on a two or three year basis. Annual recommendations present challenges in meaningfully collecting and analysing data to consider future skills needs¹.
 - 1.6 We believe that implementing this recommendation would provide regional skills partnerships with the time necessary for a wider collection of data and to utilise many of the data specialisms found across Wales, including in Welsh universities, to interpret and analyse the data.

¹ <http://www.senedd.assembly.wales/documents/s80869/CYPE5-33-18%20Paper%20to%20note%201.pdf>

- 1.7 Similarly, we are unsure of the extent to which the regional skills partnerships reflect public sector skills requirements in Wales. Given the size and importance of the public sector in Wales, we would expect any approach to identify skills shortage/demand would need to engage meaningfully with the public sector.
 - 1.8 The data and evidence used by the regional skills partnerships would benefit from making greater use of student, apprentice and graduate input. Those who are currently undergoing a work-based learning programme, or who have recently joined the workforce, will be able to offer a useful perspective on the workforce and skills needs of Wales.
- 2. How well do the partnerships engage with and take into account the views of those who do not sit on the partnership boards, and how well do they account for the views of the skills providers themselves?**
- 2.1 Universities in Wales have had varying levels of engagement with regional skills partnerships across Wales which may be elaborated on by responses from individual universities. Broadly, we understand there have been a number of positive engagements between the partnerships and universities.
 - 2.2 Universities Wales believes an area that could be improved across the regional skills partnerships is the involvement of the learner voice, including apprentices and recent graduates. We believe that the experiences of current or recent learners would help ensure that the recommendations made by regional skills partnerships also reflect the motivations and experiences of those entering the workforce in Wales. For example, where regional skills partnerships are considering the breadth of provision in a region, the experience of those who have gone through study or training could be important in informing those considerations.
 - 2.3 We also believe that the partnerships should meaningfully take into account the views of public sector employers who are significant regional employers and often encompass key areas of the foundational economy including in health and social care.
 - 2.4 There are also ongoing discussions around Mid Wales including the proposals for a Mid Wales Growth Deal and a separate skills structure. Our members report a need for a clear direction on this issue.

3. How do the key City and Growth Deal roles of the Regional Skills Partnerships influence their Welsh Government remit?

- 3.1 No response to be put forward by Universities Wales

4. Are the Regional Skills Partnerships able to actually reflect current and future skills demands within their regions? What about very specialised skills for which there may be low volumes of demand?
- 4.1 Technological advancement and the automation of tasks are set to impact a large number of jobs globally, potentially shrinking employment opportunities in a number of sectors and particularly at lower skills levels. Estimates of the proportion of jobs 'at risk' vary greatly but Wales has a high proportion of jobs in the three sectors deemed most 'at risk': manufacturing, transport and storage and public administration. These three areas alone account for a fifth of the Welsh workforce.
- 4.2 Wales will also undergo large changes in its demography in the next 20 years with the number of people aged 16-64 projected to decrease by 4.2% between 2016 and 2041 and the number of people aged 65 and over projected to increase by 36.6%. Similarly, excluding potential immigration, there will be a decrease in the number of new entrants to the workplace in the next ten years as a result of the current demographic dip in 18 year olds. This presents additional challenges in ensuring that, as the pool of new entrants to the workforce shrinks, there is a sufficiently skilled population to mitigate the risks of automation.
- 4.3 As such, predicting future skills demand is a significant challenge. We do not think that it is possible or desirable for Wales to attempt to plan delivery in response to the significant and difficult-to-forecast changes expected in the coming decades. Instead, the skills system should provide a flexible and responsive environment which will enable providers, employers and individuals to access the skills delivery they need in a timely fashion.
- 4.4 Greater use of specialised skills by the regional skills partnerships to analyse data and to formulate future data collection approaches would help ensure that any recommendations made by the regional skills partnerships are done so in sight of future workplace changes in Wales. Similarly, a two or three yearly cycle, as outlined above in reference to John Graystone's review, would provide the space for the RSPs to operate more strategically and engage with a larger number of stakeholders and employers.
- 4.5 In reflecting current and future skills demands, it is also important that the regional, national and international role of our universities is acknowledged. As well as university staff and students being mobile, the work carried out by our universities, including in research and innovation, is often national and international due to universities' global expertise. In the 2014 Research Excellence Framework exercise, Wales had the highest proportion of world leading research in terms of its impact in the UK².

² <http://www.uniswales.ac.uk/media/Unis-Wales-response-to-digital-innovation-review-20181102.pdf>

4.6 This is important because universities in Wales have a greater relevant economic importance to the Welsh economy than universities elsewhere in the UK and play a prominent role in the foundational economy through spending by universities, staff, students and visitors. In 2015/16 Welsh universities generated £5 billion of output and 21% of the GVA generated by Welsh universities was generated in local authority areas which do not have a university presence. Similarly, of the 49,216 jobs generated by universities, 11,024 were in parts of Wales that do not have a university presence³.

4.7 Understanding the regional, national and international nature of our universities will grow increasingly important in the coming years when, as noted by the Diamond Review, it is likely that there will be a 'shift towards higher qualifications and growth at the higher skilled end of the labour market'⁴.

5. Do the Regional Skills partnerships have sufficient knowledge and understanding of:

- o the foundational economy and the needs of those employed within it;
- o the demand for skills provision through the medium of Welsh?

5.1 Universities Wales believes that the Partnerships would benefit from greater engagement with the foundational economy in the regions. Much of the foundational economy is made up of employers in areas such as health, education and social services.

6. Are the Regional Skills Partnerships adequately resourced to fulfil their growing role?

6.1 In terms of resource, the reporting demands of an annual set of recommendations means that there is a risk of an overemphasis on generating annual recommendations rather than longer term strategic work. This will limit the amount of resource that can be directed at longer-term work or more meaningful analysis of the data available.

7. Is there an appropriate balance between the work of the RSPs and wider views on skills demand?

7.1 As outlined above, we believe that through a move away from annual publications

³ http://www.uniswales.ac.uk/media/UNI010-Economic-Impact-Report_FINAL.pdf

⁴ <https://beta.gov.wales/sites/default/files/publications/2018-02/higher-education-funding-final-report-en.pdf>

on skills needs and an increased focus on long-term strategic need, the RSPs will be better able to support a flexible, responsive skills system that meets the needs of individuals and employers. Attempts to plan delivery is unlikely to keep pace with the changes in the Welsh workplace being driven by technological advancement.

7.2 We believe that there is also a lack of focus on the wider specialist industrial skills and applied research skills required to contribute positively to Wales' productivity.

7.3 The regional skills partnerships would also potentially benefit from greater engagement with other regional structures such as education consortia, health boards and public service boards.

8. Is the level of operational detail set out by Welsh Government for skills provision in higher/further education and work-based learning providers appropriate?

8.1 It is crucial that the regional, national and international dimension of universities is recognised in the work that the regional skills partnerships carry out. For example, the employers that universities work with, and the research and innovation expertise of a university, will often mean that universities in Wales develop research collaborations and industrial partnerships across Wales and more widely.

8.2 Similarly, there is a significant international dimension to the work that universities carry out. In 2014, 46% of Welsh publications were internationally co-authored⁵ and Welsh publications were cited 68% more often than the world average. Welsh universities are also host to a large number of international staff and students. There are 22,000 international students at Welsh universities who bring important economic and social benefits to the areas in which they are studying. EU and international staff account for around 10% of the staff cohort of Welsh universities.

8.3 Students who study in Wales play a crucial role in contributing to Welsh GVA and the economy. Welsh universities created 49,216 jobs in 2015/16, 22% of which were in areas which do not host a university⁶.

8.4 In terms of the operational detail of skills provision. As outlined above, the approach taken by RSPs to produce annual recommendations is unlikely to keep pace with the needs of individuals and employers in Wales as producing annual recommendations means that there is limited time for data collection and analysis, or wider stakeholder engagement. We would support a more strategic forward-facing approach that aims to create a responsive and flexible skills system.

⁵ <https://www.learnedsociety.wales/wp-content/uploads/2017/09/REF15186-Times-Higher-Publication-Online-PDF.pdf>

⁶ http://www.uniswales.ac.uk/media/UNI010-Economic-Impact-Report_FINAL.pdf

- 9. If there are any, how are tensions between learner demand / learner progression reconciled with Regional Skills Partnership conclusions and the Welsh Government preference for funding higher level skills?**
- 9.1 There appear to be tensions between some areas of demand identified by regional skills partnerships and the Welsh Government's priorities. For example, employment and skills plans from across the regional skills partnerships routinely identify degree apprenticeships as a key demand area but Welsh Government has to date limited the development and delivery of degree apprenticeships to Engineering/Advanced Manufacturing and Digital.
- 9.2 Universities report strong and clear demand for higher level skills including degree apprenticeships in Wales. This demand is reflected elsewhere in the UK. For example, England has over 70 different degree apprenticeship standards approved for delivery. In 2017/18 in England there were 6,299 degree apprenticeship starts, so far in 2018/19 there have been 5,446 starts at level 6 and 1,668 starts at level 7.
- 9.3 Similarly, in Scotland for 2019/20 the target number of degree apprenticeship places has increased from 800 to 1300⁷.
- 9.4 It is important that we are able to provide adequate progression routes for people in Wales. As of 2017/18, 19% of all apprentices in Wales are on a higher level apprenticeship. Currently 87% of higher level apprenticeships in Wales (level 4 and 5) are in 'management and business' or 'health and public sector'⁸. The restrictions on what degree apprenticeships can be funded in Wales means that for the majority of higher-level apprentices in Wales there is no clear work-based learning route to a degree.

10. Have the Regional Skills Partnerships and Welsh Government been able to stimulate changes in skills provision 'on the ground' to reflect demand?

- 10.1 As outlined above, although various employment and skills plans have called for a broader degree apprenticeship offer, the funding for the development and delivery of degree apprenticeships in Wales currently remains limited to the initial priorities of level 6 digital and advanced manufacturing/engineering.

⁷ <https://www.itv.com/news/2019-03-02/graduate-apprenticeship-target-rises-to-1-300-places/>

⁸ <https://statswales.gov.wales/Catalogue/Education-and-Skills/Post-16-Education-and-Training/Further-Education-and-Work-Based-Learning/Learners/Work-Based-Learning/learningprogrammesapprenticeships>

11. What, in general, is working well and what evidence of success and impact is there?

11.1 No response to be put forward by Universities Wales

12. Are there any aspects of the policy that are not working well, have there been any unintended consequences, and what improvements can be made?

12.1 No response to be put forward by Universities Wales

Ymateb gan Comisiynydd y Gymraeg

Diolch i chi am y cyfle i ymateb i'ch ymchwiliad. Mae ein hymateb yn canolbwytio'n benodol ar faterion yn ymwneud â'r rôl Partneriaethau Sgiliau Rhanbarthol (PSRhau) yn casglu gwybodaeth am yr angen am sgiliau Cymraeg ac yn cyfathrebu'r wybodaeth hon. Er ein bod ni'n cydnabod gwaith gwerthfawr gan y Partneriaethau i'r perwyl hwn, hoffem bwysleisio'r pwyntiau canlynol:

- Pryderwn nad yw'r data am anghenion sgiliau Cymraeg a gesglir ar hyn o bryd gan y Partneriaethau yn ddigon cynhwysfawr, a bod gormod o ddibyniaeth ar ymchwil blaenorol sydd wedi dyddio erbyn hyn o bosibl;
- Credwn bod diffyg cysondeb yn y sylw a roddir i'r Gymraeg mewn cyhoeddiadau gan Bartneriaethau unigol;
- Nodwn nad yw'r dystiolaeth a gesglir yn arwain at argymhellion clir a phenodol am y Gymraeg yn aml;
- Nodwn bod Partneriaeth Gogledd Cymru'n hyrwyddo'r Gymraeg yn rhagweithiol, ond nid yw'r Partneriaethau eraill wedi ymgymryd â gweithgareddau tebyg.

Mae adran 4 ein hymateb yn cynnig cyfres o argymhellion i'r Pwyllgor eu hystyried ar sail y casgliadau uchod.

1 Sylwadau rhagarweiniol

Mae'r sector addysg ôl-16 a'r gweithle yn hollbwysig ar gyfer ffyniant y Gymraeg, ac yn ganolog i wireddu uchelgais Strategaeth Cymraeg 2050 i gynyddu'r defnydd o'r iaith. Mae gan PSRhau dylanwad pwysig a chynyddol ar y drefn o gynllunio darpariaeth addysg ôl-16 a datblygu gweithlu Cymru, gan gynnwys ar gynifer o ddatblygiadau polisi sy'n uniongyrchol berthnasol i ddyfodol y Gymraeg yn y ddau faes hwn (gweler y troednodyn am fanylion)¹ O ystyried hyn, mae'n gwbl allweddol bod PSRhau yn rhoi sylw cynhwysfawr i'r Gymraeg, gan yn benodol:

- cyfrannu at greu sail tystiolaeth gadarn am anghenion sgiliau Cymraeg;
- lledaenu'r wybodaeth hon yn effeithiol.

Mae ein hymateb yn seiliedig ar adolygiad o'r prif gyhoeddiadau sydd ar wefannau'r Partneriaethau, yn ogystal â thrafodaethau â swyddogion y Partneriaethau, Llywodraeth Cymru ac eraill.

Mae'n bwysig cydnabod bod cyfyngiadau i'r sail dystiolaeth hon. Rydym yn ategu casgliad Graystone (Mawrth 2018) nad yw'n rhwydd bob tro ddarganfod manylion am hyd a lled gwaith PSRhau, gan gynnwys hefyd fanylion y cyfarwyddyd y maent yn ei dderbyn oddi wrth Lywodraeth Cymru. Er ein bod yn ymwybodol bod y Partneriaethau unigol wrthi'n gweithio i ymateb i'r pryder hwn, ar hyn o bryd nid oes cysondeb yn nifer na math y cyhoeddiadau sydd ar gael ar eu gwefannau. Hyderwn y bydd y Pwyllgor yn fodlon defnyddio'r ymchwiliad er mwyn ehangu ar y dystiolaeth sydd ar gael gennym.

2 Casglu data am anghenion sgiliau Cymraeg

Mae Llywodraeth Cymru yn gosod eu gofynion ar gyfer gwaith PSRhau mewn llythyron gwaith blynnyddol. Er nad yw llythyron gwaith blynnyddol PSRhau ar gael ar wefannau'r Partneriaethau, deallwn ar sail trafodaethau gyda sawl swyddog nad oedd y llythyron hyn yn cynnwys gofynion ffurfiol manwl ar PSRhau i roi sylw i'r Gymraeg cyn 2017. Fodd bynnag, ceir rhywfaint o sylw i'r Gymraeg hefyd yn allbynnau'r Partneriaethau cyn y dyddiad hwnnw.

2.1 Ffynonellau'r data

Mae Partneriaeth Ddysgu a Sgiliau Ranbarthol De Orllewin a Chanolbarth Cymru (RLSP) a Phartneriaeth Dysgu, Medrau ac Arloesi De Ddwyrain Cymru (LSkIP) yn defnyddio holiadur ar-lein i gasglu gwybodaeth gan gyflogwyr. Deallwn fod y ddwy Bartneriaeth hon yn defnyddio'r un set o gwestiynau, sef:

- Ydy'r Gymraeg yn bwysig ar gyfer eich busnes?
- Ydy defnydd y Gymraeg yn eich busnes yn cynyddu?
- Ydy hyfforddiant trwy gyfrwng y Gymraeg yn bwysig ar gyfer eich busnes?
- Sut, yn eich barn, gallasai eich busnes gynyddu defnydd y Gymraeg i gydfynd gyda blaenoriaethau Llywodraeth Cymru (os o gwbl)?

Nid yw Partneriaeth Gogledd Cymru'n defnyddio holiadur i gasglu gwybodaeth am anghenion cyflogwyr ar hyn o bryd. Fodd bynnag, gwyddom fod y Bartneriaeth hon yn bwriadu dechrau cynnal arolwg cyflogwyr hefyd o 2019 ymlaen.

Yn hytrach, deallwn fod Partneriaeth Gogledd Cymru'n dibynnu ar ddulliau eraill o gasglu'r data, gan gynnwys trwy ymgysylltu â chyflogwyr mewn digwyddiadau. Mae RLSP a LSkIP hefyd yn cynnal cyfarfodydd â fforymau tebyg. Clywsom gan swyddogion y tair Partneriaeth fod sylw i'r Gymraeg yn y digwyddiadau hyn. Fodd bynnag, mae cofnodion o'r gweithgareddau hyn ar wefannau'r Partneriaethau yn brin. Os byddant ar gael (e.e. [ar wefan LSkIP](#)) prin yw'r cyfeiriadau penodol at y Gymraeg ynddynt.

Yn ogystal, mae'n debyg fod pob Partneriaeth hefyd yn dibynnu ar yr ymchwil sydd eisoes yn bodoli. Mae hyn yn cynnwys Cyfrifiad (2011); adroddiad ymchwil Anghenion Sgiliau Cymraeg Mewn Wyth Sector (2014); ac Arolwg Sgiliau Cyflogwyr (2015). Hefyd, dibynnir ar [Adroddiadau Rhanbarthol ar Wybodaeth am y Farchnad Lafur](#) oddi wrth Lywodraeth Cymru. O ran y Gymraeg, mae'r adroddiadau hyn yn ailgyflwyno'r wybodaeth o'r ymchwil uchod, ynghyd â'r data am nifer y cofrestriadau mewn SAU yng Nghymru sy'n dysgu drwy gyfrwng y Gymraeg.

2.2 Digonolrwydd y data

Yn amlwg, mae PSRhau yn casglu rhywfaint o ddata gwerthfawr iawn am y Gymraeg. Fodd bynnag, mae gennym sawl pryder am y data a gesglir:

- Clywsom ar sawl achlysur bod graddfa ymateb i arolygon y Partneriaethau yn isel yn gyffredinol. O ran y Gymraeg yn benodol, awgrymodd sawl un i ni bod graddfa ymateb yn isel hefyd.² Gallasai safle'r cwestiynau am y Gymraeg (ar ddiwedd yr holiadur) a/neu eiriad y cwestiynau fod yn ffactorau sy'n dylanwadu ar y sefyllfa hon;
- Mae'r cwestiynau am y Gymraeg yn weddol sylfaenol o gymharu â'r ymchwil manwl yn y maes, e.e. Anghenion Sgiliau Cymraeg Mewn Wyth Sector (2014);
- Mae'r sectorau sydd dan sylw gan y Partneriaethau yn amrywio. E.e. roedd ymchwil RLSP yn cwmpasu'r sector addysg yn 2016, ond nid yn y blynnyddoedd dilynol. Canolbwytiodd LSKIP yn 2018 ar y sector Adeiladu, Addysg, Gofal Cymdeithasol a Thwristiaeth ond nid ar y sectorau eraill;
- Yn hytrach na chasglu data newydd gwelwyd yn aml bod casgliadau PSRhau yn seiliedig ar ymchwil sydd eisoes yn bodoli ac sydd wedi dyddio erbyn hyn.
- Fel y nodwyd eisoes, mae'n anodd gwirio pa sylw sydd i'r Gymraeg yn y gweithgareddau ymgysylltu â chyflogwyr oherwydd diffyg cofnodion hygyrch.

Mae'n bwysig nodi hefyd ar y pwynt hwn bod nifer o randdeilaidd a mechanweithiau yn ogystal â PSRhau sydd hefyd yn casglu gwybodaeth am anghenion cyflogwyr am sgiliau Cymraeg a lefelau'r sgiliau hyn o fewn sefydliadau. Mae'r rhain yn cynnwys:

- Busnes Cymru (Proffil Sgiliau)
- Cyrfa Cymru (cofrestr Cyfnewidfa Addysg Busnes)
- y Ganolfan Dysgu Cymraeg Genedlaethol (Gwiriwr Lefel Dysgu Cymraeg)

- Cymwysterau Cymru (adolygiadau sector)
- coleau unigol (e.e. trwy fforymau cyflogwyr).

Mae fy swyddfa i hefyd yn casglu data am y sector preifat a'r trydydd sector trwy ein gweithgareddau hybu. Yn ogystal, mae'r sefydliadau sy'n gweithredu safonau'r Gymraeg o dan ddyletswydd i lunio adroddiadau blynnyddol sy'n cynnwys data am lefelau sgiliau Cymraeg eu cyflogeion.

Mae angen rhoi sylw i sut mae'r ymdrechion hyn yn ategu ei gilydd i roi darlun llawn a chyson o sgiliau Cymraeg gweithlu Cymru.

3 Rhannu gwybodaeth am anghenion sgiliau Cymraeg

3.1 Sylw i'r Gymraeg mewn cyhoeddiadau ac yng ngweithgareddau'r Partneriaethau

Yn ddi-os, ceir rhywfaint o sylw i'r angen am sgiliau Cymraeg yng Nghynlluniau Sgiliau a Chyflogaeth a chyhoeddiadau cysylltiedig y Partneriaethau. E.e.

- Mae [Cynllun Partneriaeth Gogledd Cymru ar gyfer 2017](#) yn rhoi lle blaengar i'r Gymraeg, gan danlinellu'n gryf berthnasedd a gwerth dwyieithrwydd. Gosodir nodau penodol mewn cysylltiad â'r Gymraeg, gan gynnwys hyrwyddo prentisiaethau cyfrwng Cymraeg. Ceir sylw penodol i'r Gymraeg yn y sector lechyd a Gofal, a Thwristiaeth a Lletygarwch.
- Mae [cynllun RLSP ar gyfer 2018³](#) yn ymrwymo dau baragraff i'r Gymraeg, ynghyd â sawl cyfeiriad achlysurol yng nghyd-destun sectorau penodol lle gwelir rhywfaint o alw (e.e. Twristiaeth a Lletygarwch; Diwydiannau Creadigol; lechyd a Gofal). O gymharu, ystyriodd [Cynllun RLSP 2017](#) y Gymraeg ym mhob proffil sector.
- Mae [Cynllun Medrau a Chyflogaeth 2017 Prifddinas-Ranbarth Caerdydd LSkiP](#) yn cyfeirio at sgiliau Cymraeg yng nghyd-destun y sector TG a'r economi sylfaenol. Cyfeirir hefyd at argaeedd cymwysterau cyfrwng Cymraeg yn y sectorau penodol; a galw am athrawon sy'n medru'r Gymraeg. Ceir sylw i'r Gymraeg yn adroddiad ar ganfyddiadau [Arolwg Sgiliau CBaCh 2017](#),⁴ ac [Arolwg Sgiliau Busnes 2018](#) sy'n ystyried y sector Adeiladu, Addysg, Gofal Cymdeithasol a Thwristiaeth. Mae data'r Arolwg 2018 o ran sgiliau Cymraeg yn derbyn sylw yn adroddiad blynnyddol llawn y Bartneriaeth i Lywodraeth Cymru. Barnir yna fod y canfyddiadau'n 'gymysg' ar y cyfan. Mae'n bwysig nodi, fodd bynnag, nad yw'r adroddiad hwn ar wefan y Bartneriaeth ar adeg ysgrifennu. Yn hytrach, mae fersiwn fyrrach

(sydd ar gael yn y fan [hon](#)) yn cynnwys dim ond cyfeiriadau cyfyngedig iawn at y Gymraeg.

Yn ogystal, ceir enghreifftiau o gyhoeddiadau a gweithgareddau sy'n canolbwytio'n neilltuol ar y Gymraeg. E.e.

- Cyhoeddodd RLSP [adroddiad ar wahân am y Gymraeg](#) (heb ddyddiad, ond tua 2014 yn ôl pob tebyg). Mae'r adroddiad hwn yn cynnwys data am addysg cyfrwng Cymraeg ac agweddu tuag at sgiliau Cymraeg yn y rhanbarth; gofynion statudol a chynlluniau iaith a weithredir gan y prif sefydliadau; a gwybodaeth am y cyd-destun polisi ehangach.
- Yn ddiweddarach, cyhoeddodd Partneriaeth Gogledd Cymru adroddiad [Yr Iaith Gymraeg yng Ngogledd Cymru](#), gan weithio ar y cyd â chyflogwyr, darparwyr addysg a rhanddeiliaid eraill. Cyfrannodd fy swyddfa i hefyd at y gwaith. Mae'r adroddiad hwn yn cynnwys data ystadegol, e.e. am ddefnydd y Gymraeg yn y sector addysg statudol ac ôl-16 ac anghenion sgiliau Cymraeg yn y rhanbarth. Ceir hefyd gyfres o astudiaethau achos gan sefydliadau sy'n hyrwyddo'r Gymraeg ar draws eu gwaith; a chyfraniadau gan y prif randdeiliaid. Mae'r adroddiad hefyd yn cynnwys casgliadau ac argymhellion.

Yn ogystal, deallwn fod Partneriaeth Gogledd Cymru hefyd yn hyrwyddo'r Gymraeg yn rhagweithiol. Nododd adroddiad [Yr Iaith Gymraeg yng Ngogledd Cymru](#) fod yna botensial i sefydlu fforwm rhanbarthol er mwyn cydlynhyrwyddo'r Gymraeg ar draws yr ardal. Er y penderfynwyd yn y pen draw beidio â sefydlu strwythur newydd, gwyddom fod cynllun gweithredu manwl wedi ei gytuno a bellach wedi ei roi ar waith, mewn cydweithrediad agos â Gwasanaeth Effeithiolrwydd a Gwella Ysgolion Gogledd Cymru (GwE).

3.2 Digonolrwydd y sylw i'r Gymraeg

Fel y trafodwyd uchod, mae cyhoeddiadau'r Partneriaethau yn cynnwys rhywfaint o sylw i'r Gymraeg. Fodd bynnag:

- Mae ystod y sylw yn amrywio o Bartneriaeth i Bartneriaeth. Mae Partneriaeth Gogledd Cymru'n gosod y Gymraeg wrth galon ei chyhoeddiadau. O gymharu, mae cyhoeddiadau'r Partneriaethau eraill yn cynnwys cyfeiriadau at y Gymraeg mewn rhai adrannau, ond nid mewn mannau eraill. Mae'r cyfeiriadau hyn yn gyfyngedig iawn ar adegau.
- Nid yw'r Gymraeg yn derbyn sylw ym mhob cyhoeddiad atodol perthnasol. E.e. nid oes sylw i'r iaith yn [adroddiad RLSP ar brentisiaethau \(2015\)](#).⁵

- Nid oes cysondeb yn y data a gesglir ac yr adroddir arno gan y Partneriaethau. Ni amlygir anghenion sgiliau Cymraeg ym mhob sector ar bob adeg. Yn aml, ni welir sylw clir i argaeledd addysg cyfrwng Cymraeg na'r niferoedd sy'n astudio trwy gyfrwng y Gymraeg. Yn aml, nid oes sylw i'r Gymraeg yng nghyd-destun rhagleni hyfforddi allweddol megis prentisiaethau.
- Nid yw'n syndod felly mai dim ond yn achlysuol y gwelir argymhellion clir a phenodol am yr angen am sgiliau Cymraeg mewn Cynlluniau Sgiliau a Chyflogaeth (er y nodwn dri argymhelliad i'r perwyl hwn yng Nghynllun Partneriaeth Gogledd Cymru 2017; ac un yng Nghynllun LSkIP 2017).
- Mae'r cyhoeddiadau neilltuol am y Gymraeg yn cynnig dull defnyddiol iawn o ledaenu gwybodaeth berthnasol. Croesawn yn enwedig yr adroddiad diweddgar gan Bartneriaeth Gogledd Cymru. Prif gryfder yr adroddiad yw fod ynddo argymhellion a chamau gweithredu ac nid yw'n adrodd ar y dystiolaeth yn unig. Fodd bynnag, mae'r adroddiad yn nodi'n glir wendidau'r data am anghenion sgiliau Cymraeg sydd ar gael.
- Mae Partneriaeth Gogledd Cymru'n mynd un cam ymhellach na'r lleill gan weithredu'n rhagweithiol i hyrwyddo'r Gymraeg yn ei rhanbarth. Ni welwyd engrheiftiau clir o waith tebyg gan y Partneriaethau eraill.

4 Casgliadau ac argymhellion i'r Pwyllgor i'w hystyried

Mae'n hanfodol bod cynllunio darpariaeth addysg a hyfforddiant ôl-16 cyfrwng Cymraeg yn seiliedig ar ddata cyfredol. Fodd bynnag, pryerwn nad yw'r data am anghenion sgiliau Cymraeg a gesglir ar hyn o bryd gan y Partneriaethau yn ddigon cynhwysfawr, a bod gormod o ddibyniaeth ar ymchwil blaenorol sydd wedi dyddio erbyn hyn o bosibl.

Credwn hefyd fod diffyg cysondeb yn y sylw a roddir i'r Gymraeg mewn cyhoeddiadau gan Bartneriaethau unigol. Nodwn nad yw'r dystiolaeth a gesglir yn arwain at argymhellion clir a phenodol am y Gymraeg yn aml. Nodwn hefyd fod Partneriaeth Gogledd Cymru'n hyrwyddo'r Gymraeg yn rhagweithiol, ond nid yw'r Partneriaethau eraill wedi ymgymryd â gweithgareddau tebyg.

Gofynnwn i'r Pwyllgor felly ystyried argymhell y dylai Llywodraeth Cymru wneud y canlynol:

- adolygu'r adnoddau sydd ar gael i PSRhau er mwyn casglu data am y Gymraeg;

- comisiynu ymchwil i adeiladu ar ganfyddiadau adroddiad Anghenion Sgiliau Cymraeg Mewn Wyth Sector (2014);
- sicrhau bod modd i'r Partneriaethau ac unrhyw ymchwil a gomisiynir roi sylw dyledus i ddetholiad eang o sectorau gwaith. Dylai'r rhain gynnwys y sectorau hynny sy'n arbennig o bwysig i siaradwyr y Gymraeg, megis y sector addysg. Fodd bynnag, gellir dadlau bod sgiliau Cymraeg yn berthnasol i bob sector mewn gwirionedd, a bydd pob un yn cyfrannu at wireddu gweledigaeth Strategaeth Cymraeg 2050;
- adolygu'r cyfarwyddyd sy'n cael ei roi i PSRhau i sicrhau ei fod yn galluogi'r Partneriaethau i gasglu data cynhwysfawr am y Gymraeg a hyrwyddo'r iaith yn rhagweithiol yn unol â gweledigaeth Llywodraeth Cymru ar gyfer y Gymraeg fel y gwelir yn Strategaeth Cymraeg 2050.

Gofynnwn hefyd i'r Pwyllgor ystyried argymhell y dylai PSRhau wneud y canlynol, o fewn y cyfarwyddyd y maent yn ei dderbyn oddi wrth Lywodraeth Cymru:

- adolygu a chysoni ystod y data am y Gymraeg a gyhoeddir yn eu Cynlluniau Sgiliau a Chyflogaeth a chyhoeddiadau allweddol eraill, fel y bo modd creu darlun lleol a chenedlaethol cyson o anghenion sgiliau Cymraeg gweithlu Cymru;
- ymdrechu i lunio argymhellion cliriach mewn perthynas â'r Gymraeg fel rheol;
- ystyried i ba raddau mae modd i RLSP a LSIP fabwysiadu agwedd mwy rhagweithiol tuag at hyrwyddo'r Gymraeg.

5 Sylwadau i gloi

Hoffwn danlinellu hefyd ein bod eisoes wedi cysylltu â swyddogion y Partneriaethau a rhanddeiliaid eraill i drafod materion megis geiriad yr arolygon, a'r potensial i gysoni a manteisio ar y ffynonellau data am sgiliau Cymraeg eraill sydd ar gael. Rydym yn ymwybodol hefyd o ymrwymiad y Coleg Cymraeg Cenedlaethol i weithio'n agos â'r Partneriaethau i ddefnyddio data marchnad lafur at ddibenion cynllunio a hyrwyddo darpariaeth cyfrwng Cymraeg yn y sector addysg bellach a dysgu seiliedig ar waith. Bydd gwella capaciti PSRhau yn allweddol i lwyddiant y fenter hon a gwreddu Strategaeth Cymraeg 2050 Llywodraeth Cymru.

Gobeithio bydd y sylwadau hyn o gymorth ichi.

Yr eiddoch yn gywir,

Meri Huws

Meri Huws

Comisiynydd y Gymraeg

¹ Mae'r Cynlluniau Sgiliau PSRhau yn sail uniongyrchol ar gyfer cyfarwyddiadau Llywodraeth Cymru i ddarparwyr addysg bellach (ar ffurf llythyron cylch gwaith blynnyddol) a dysgu seiliedig ar waith (ar ffurf contractau). Yn ogystal, deallwn fod PSRhau hefyd yn cyfathrebu'n uniongyrchol gyda'r darparwyr er mwyn mynd i'r afael â'r bylchau yn y ddarpariaeth bresennol.

Mae Llywodraeth Cymru yn adnabod rôl i'r Partneriaethau yn nifer o bolisiau sy'n allweddol ar gyfer dyfodol addysg a chyflogaeth, gan gynnwys: Cynllun Gweithredu ar yr Economi; '[Cysoni'r model Prentisiaethau ag anghenion economi Cymru](#)'; cynigion ar gyfer sefydlu [Comisiwn Addysg Drydyddol ac Ymchwil i Gymru](#); a chynigion ar gyfer [addasu'r drefn datblygu a chymeradwyo fframweithiau prentisiaeth yng Nghymru](#).

Mae gan ddwy Bartneriaeth (RLSP a LSkIP) rôl yn y Bargeinion Dinesig. Mae LSkIP yn gweithio o fewn strwythurau Bargin Prifddinas-Ranbarth Caerdydd. Deallwn bod RLSP yn arwain ar Fenter Sgiliau a Thalentau yn rhan o Fargen Dinas Bae Abertawe.

² Tynnodd LSkIP sylw at y broblem hon yn ei hadroddiad blynnyddol llawn i Lywodraeth Cymru 2018 (nid ar gael ar wefan y Bartneriaeth ar adeg ysgrifennu)

³ Mae'r adroddiad hwn ar gael ar y gwefan yn Saesneg yn unig.

⁴ Paratowyd ar gyfer LSkIP gan Coleg Caerdydd a'r Fro. Ystyriodd yr arolwg y sector Deunyddiau a Gweithgynhyrchu Uwch; Adeiladu; Gwasanaethau Ariannol a Phroffesiynol; TGCh/Digidol (fel thema drawsbynciol); a'r Economi Sylfaenol Ddynol. Canfu'r ymchwil mai prin oedd y galw gan y rhan fwyaf o gwmnïau mawr, a dim ond galw bach gan gwmnïau llai.

⁵ Mae'r adroddiad llawn ar gael ar y gwefan yn Saesneg yn unig.

Evidence from Chwarae Teg

Introduction

Chwarae Teg want to create a Wales where women can achieve and prosper; through improving women's representation, improving women's economic position, and reducing the risks posed to women in their everyday lives, from harassment and abuse, to poverty. We work with women and employers to ensure that the potential of their female workforce is maximised, and to promote the benefits – both socially and economically – of diverse and gender balanced organisations. Therefore, the work of Regional Skills Partnerships closely align with our own objectives. We are particularly aware of the changing landscape in Wales in terms of the employment available, and the skills needed for the jobs of the future. We are also aware that women are under-represented in many of the sectors forecast to grow, putting them at risk of being pushed out of the labour market.

We recognise the difficulty and limitations of labour market planning, and that there is no one size fits all approach. We acknowledge the significant challenge RSPs face in their work, therefore the need for adequate resource is essential to enable them to carry out their role effectively – but this resource needs to ensure that the work of RSPs is linking in with wider Welsh Government objectives and stated aims.

Key messages:

1. We support the principle behind Regional Skills Partnerships. Bringing FE, HE, Welsh Baccalaureate and other skills providers together as well as employers into one place to plan on a regional basis is eminently sensible, and fits into wider Welsh Government objectives. However, there remains the potential, and likelihood, that skills providers and businesses within the regions are competing with each other for learners, employers and profile. The factors that motivate the behaviour of education providers haven't changed, and in a time of stretched resources more work is needed on improving what is prioritised in funding allocations. RSPs need to actively counter this.
2. Our recent research demonstrates that £13.6 billion could be added to Welsh GVA forecasts by 2028 if we can achieve full gender equality. A gendered approach is absolutely essential, and needs to be mainstreamed throughout the work of RSPs to ensure they can play an active role in

tackling the underlying inequality that remains in the Welsh labour market. While all 2018 skills reports acknowledge “gender imbalance”, this seems to be treated as a separate social issue and not integral to the work of RSPs.

3. RSPs must make greater use of gender and equalities disaggregated data, ensuring that a gendered approach is taken in analysis of every sector, identifying the key challenges in those sectors and what can be done to best utilise skills and tackle any inequality within that sector. At the moment, this is inconsistent throughout the work produced by RSPs across different regions
4. Partnership boards need to be representative of people living and working in those regions to be most effective. Therefore, RSPs should ensure gender balanced in their governance and leadership structures.
5. RSPs should ensure that they are aligning their work with WG priorities, such as the Fair Work agenda, particularly considering the growing responsibility of these bodies.

Detailed Response:

1. To be effective gender equality should be mainstreamed throughout the work of the RSPs and issues such as inequality and social inclusion must not be regarded as a separate social issue or add-on.
 - 1.1. While all recent RSP reports make reference to gender imbalance; particularly in ICT & Digital sectors, Construction, Advanced Materials, Engineering and STEM; gender equality is not being considered as a core issue.
 - 1.2. This separation of gender equality from the work of RSPs was also found in our analysis of 2015 RSP reports, which makes it particularly concerning that the approach does not seem to have changed or improved.
 - 1.3. For example, the CCR Skills Partnership for 2018 states: “This advice has not separately considered wider issues of NEET, BAME, Widening Access, and social inclusion. We would hope that it supports that agenda but is not replacing the need for that to take place”¹
 - 1.4. RSPs identify ‘skills challenges’ and ‘recruitment and retention’ as key challenges, but fails to recognise the gendered element of those issues, and

¹ <https://www.cardiffcapitalregion.wales/wp-content/uploads/2017/09/regional-es-report-2018-final-publishable-version-v1.pdf>

the way that work to address these issues needs to be done through a gender lens.

- 1.5. RSPs need to ensure they are closely linking in with wider Welsh Government agendas, such as the ongoing Rapid Review of Gender Equality, which recommends mainstreaming gender equality, and the work of the Fair Work Commission.
- 1.6. Two examples of where a gender analysis would be helpful in addressed key issues were raised in the South West & Mid Wales RLSP:
 - 1.6.1. The negative perception of certain sectors, such as food and drink – where women are over-represented – were highlighted, and the report recommended the need for more promotion of these sectors with skills providers. The Fair Work board identified the need to address negative perceptions of certain low-skilled sectors, but the RLSP report does not link into this, or more widely consider how this problem can exacerbate inequality. Our own research on decent work looked at issues around negative perceptions of the Food & Drink sector, and the domiciliary care sector.²
 - 1.6.2. They also raise the importance of career advice and guidance, and the fact that perceptions – including gender stereotypes – are cemented at a young age. This echoes the findings of our recent report, which interviewed women aged 16-25 about their career aspirations. Despite this being raised in the report, there is not a recommendation for skills providers to actively tackle gender stereotypes for girls and boys across the board.³

2. Are Regional Skills Partnerships using timely, valid and reliable data?

- 2.1. It is crucial that RSPs are using gender disaggregated data to understand the varying experiences of men and women across Wales. This currently appears to be patchy, with disaggregated data in some areas but not others.
- 2.2. This inconsistency can also be found in the Welsh Government regional labour market intelligence reports provided to RSPs – there is a gender breakdown of earnings and population, but not of employment or economic activity/inactivity.⁴

² <https://chwaraeteg.com/research/decent-work/>

³ <https://chwaraeteg.com/research/bright-report/>

⁴ <https://businesswales.gov.wales/skillsgateway/regional-skills-partnerships>

- 2.3. References to gender pay gap information used in the South West and Mid Wales RLSP 2018 report appears to use data from 2016, which does not provide an accurate picture, as annually updated information is accessible via the ONS Annual Survey of Hourly Earnings, or through our own analysis.⁵
- 2.4. This gender disaggregated data needs to be provided from the offset to embed a gendered approach to regional skills planning, as different interventions are required to maximise the participation of women and men in the Welsh economy.
 - 2.4.1. RSPs should work more closely with third sector organisations who are already conducting research and collecting this kind of data, and make use of their resources.
 - 2.4.2. Our own work in this area would probably support some of the work of RSPs, including recent reports on Young Women's Career Aspirations, Men's Perceptions of Gender Equality in the Workplace, and a report exploring Decent Work in the Food & Drink and Domiciliary Care sectors.

3. How well do RSPs engage with others/those who are not on the participation boards? How well do they account for views of the skills providers?

- 3.1. We have engaged with Regional Skills Partnerships previously, attending stakeholder events and utilising their reports, particularly LSkIP. However, the recent transition to the RSP falling within the Cardiff Capital Region was not clearly explained to those who engaged with LSkIP, and the information was difficult to access.
 - 3.1.1. Gender balance within Cardiff Capital Region is also very poor, and this is a real concern for the work of RSPs.
- 3.2. There is not enough clarity about the governance structures and memberships of RSPs, and this information can be difficult to find and vary across the three RSPs. It's crucial for stakeholders to have access to this information in order to understand how RSPs work, and how best to engage. The issues are similar to those highlighted in the Committee's own report from 2017 on City Deals and the regional economy, as highlighted by the Bevan Foundation and Joseph Rowntree Foundation who said; 'the

⁵ <http://www.rlp.org.uk/wp-content/uploads/Skills-Plan-2018-6.pdf>

process used to... [engage] with partners and how partners might become involved in the future are all unclear'.⁶

3.2.1. Governance structures need to be made clear and transparent, with consistency across regions wherever appropriate, to enable better scrutiny and engagement from a broader range of stakeholders.

3.2.2. It is also crucial that membership for partnership boards is gender balanced, and represents a range of views and experiences of people living and working in Wales.

3.2.3. The North Wales Economic Ambition Board RSP have much easier to access up-to-date information online, including meeting notes and minutes, which should be replicated in the other RSP. This was also fed back in the Committee's previous inquiry.⁷

3.2.4. However, there is also overall concern about the distinction between the role of City Deals more broadly, and the role of RSPs to ensure that work isn't being duplicated.

3.3. On our Agile Nation 2 business programme, some of Chwarae Teg's employees fed back on their positive interaction with RSPs (in this case, the South West and Mid Wales RLSP) in keeping us informed about priorities in the area. However, staff had received feedback from the businesses/employers that they worked with about their difficulty engaging with their RSPs, and how they felt their concerns weren't always taken on board – particularly around the need for public skills providers to be more flexible in order for businesses to work with them instead of private providers.

3.4. We would like to see RSPs engaging more proactively with equalities organisations, building this engagement into their work plans, and embedding equality into their core work. We would like to see more clarity on how much each RSP engages with those working within the field of equalities. While we have had some limited engagement with certain RSPs over the years, it doesn't seem to be embedded in their approach, nor is it a mainstream focus throughout their reports.

3.4.1. There is a lack of clarity about how regularly RSPs engage with equalities organisations, and it seems that the onus is on those wanting to engage with the RSP, rather than RSPs regularly reaching out to engage beyond their more immediate stakeholders.

⁶ <http://senedd.assembly.wales/documents/s68161/Report.pdf>

⁷ <http://senedd.assembly.wales/documents/s68161/Report.pdf>

3.4.2. Without an equalities approach embedded, RSPs cannot provide accurate and useful recommendations to address imbalance and skills gaps in the labour market.

3.4.3. It is worth noting again that the North Wales Economic Ambition Board appears to have a reputation for more success in this area and is better connected with community organisations.

4. Do they have sufficient knowledge of the Foundational economy and the needs of those employed within it?

- 4.1. At previous events we've attended, there have been discussions of the foundational economy and this is consistent in reports. However, they have failed to address the gendered element of these sectors, and the wider fair work agenda. These priorities need to be properly linked up, and RSPs need to be working closely with the Welsh Government Fair Work Commission.
- 4.2. Our recent research on behalf of Oxfam Cymru looked at the issue of decent work in the Domiciliary Care and Food & Drink sectors, which we feel would be useful to the work of RSPs.⁸

5. Are they adequately resourced to fulfil their growing role?

5.1. It's difficult to get an accurate picture due to limited information on the structure and governance of RSPs, but it seems unlikely that they are adequately resourced. Given the importance of their role as the link between supply and demand, more resourcing is needed to keep pace with the level of change in Wales.

5.2. RSPs also need to be resourced to closely link in with other Welsh Government priorities such as the Fair Work Commission, the Future Generations Priorities and the Gender Equality Review.

6. Is there an appropriate balance between RSP views and wider views on skills demand?

6.1. Given the leadership role of RSPs in informing skills delivery it's crucial that they are engaging with a broad range of stakeholders, including those with

⁸ <https://chwaraeteg.com/research/decent-work/>

expertise in gender equality and equalities more broadly so that skills plans are informed by the needs of different populations within the community.

6.2. In order to do this, the capacity and remit of RSPs has to be right and extend beyond just those at the centre of skills provision. A more formalised governance structure will support this.

7. Have RSPs and Welsh Government stimulated changes in skills provisions 'on the ground' to reflect demand?

7.1. There is not widely available evidence of this – RSPs should improve their monitoring and reporting of progress made in their identified labour market areas, and improvements in skills provision regionally, as well as other changes. It's particularly important to monitor whether these changes have had an impact on those communities who are particularly distant from the labour market. At the moment it's unclear to us who would have access for this information.

Ymateb gan Sefydliad Dysgu a Gwaith Cymru

Mae Sefydliad Dysgu a Gwaith Cymru yn gorff polisi, ymchwil a datblygu annibynnol sy'n ymroddedig i hyrwyddo dysgu gydol oes, cyflogaeth lawn a chynhwysiant.

1. Cyflwyniad

O gofio am y cyfyngiadau cyfredol ar gyllid cyhoeddus a'r lefel uchel o newid economaidd ac ansicrwydd sy'n wynebu ein gwlad, mae'n bwysicach nag erioed fod gan Gymru seilwaith sgiliau effeithlon. Cafodd rhannau o'r seilwaith sgiliau oedd yn gyffredin ar draws y Deyrnas Unedig eu chwalu mewn blynnyddoedd diweddar gyda mwy o amrywiaeth mewn dulliau gweithredu rhwng Cymru a Lloegr.

Ery bydd creu corff newydd ôl-orfodol i reoleiddio a chydlynw cyllid a gweithgaredd yn rhan sylweddol o fynd i'r afael â heriau yn y system, gellid dadlau y bydd llwyddiant y diwygio yn dibynnu ar gyfryngwyr effeithlon i ymgysylltu gyda chyflogwyr, datblygu dealltwriaeth o'r marchnadoedd llafur lleol a sicrhau fod darpariaeth sgiliau briodol yn ei lle i ateb y galw.

Gall a dylai Partneriaethau Sgiliau Rhanbarthol ('y Partneriaethau') fod yn ddolen gyswllt hanfodol rhwng 'galw' a 'chflenwad' o fewn y system. Mae'n iawn y dylent weithredu'n rhanbarthol fel y gellir mynd i'r afael yn ddigonol gydag anghenion economaidd neilltuol Cymru ond dylent hefyd fod â ffocws ar gefnogi darparwyr i ddiwallu anghenion neilltuol marchnadoedd llafur lleol ac wrth baratoi Cymru ar gyfer sbardunau byd-eang newid economaidd.

Fodd bynnag, mae'n glir nad oes gan y Partneriaethau gyllid digonol, bod diffyg eglurdeb am eu rôl o fewn y system yn y dyfodol a bod angen gwella ymgysylltu gydag ystod ehangach o gyflogwyr a phartneriaid cymdeithasol eraill. Oherwydd hyn mae'r adolygiad gan y Pwyllgor yn gyfle amserol a phwysig i ystyried eu rôl a'u. diben yn y dyfodol.

2. Crynodeb

- Mae Dysgu a Gwaith Cymru yn credu y gall Partneriaethau Sgiliau Rhanbarthol fod yn ddolen gyswllt hollbwysig rhwng darparwyr ôl-orfodol

yng Nghymru a galw cyflogwyr. Fodd bynnag, ni chredwn fod ganddynt adnoddau digonol ar hyn o bryd i gyflawni'r rôl hon.

- b) Er bod gwerth yn y cynlluniau blynnyddol ar gyflogaeth a sgiliau a gynhyrchrir gan y Partneriaethau, credwn y dylid symud eu ffocws i gylch dwy i dair blynedd. Bydd hyn yn rhoi cefnogaeth well i ddarparwyr gyda chynllunio ac ail-lunio darpariaeth mewn ymateb i alw a ddynodwyd a sicrhau bod buddsoddiad yn canolbwytio ar ddiwallu anghenion sgiliau y dyfodol.
- c) Mae diffyg eglurdeb am statws a rôl y Partneriaethau ar gyfer y dyfodol. Yn neilltuol, bydd yn bwysig i egluro rôl y Partneriaethau fel rhan o'r broses i sefydlu'r Comisiwn ôl-orfodol newydd.
- d) Nid oes cyswllt digonol rhwng y Partneriaethau a chyflogwyr, yn neilltuol fusnesau bach a chanolig. Credwn fod hyn yn adlewyrchu'r diffyg adnoddau sydd ar gael iddynt yn ogystal â her ehangach ymgysylltu a diwallu anghenion cymuned fusnes amrywiol.

3. Adnoddau Partneriaethau Sgiliau Rhanbarthol

Credwn fod consensws eang ymysg llawer o'r sector nad yw Partneriaethau yn cael adnoddau digonol i gyflawni'r rôl a ddisgwylir ganddynt fel cyfryngwr rhwng cyflenwad a galw o fewn y system sgiliau. Yn ymarferol, ein profiad yw mai nifer gymharol fach o bobl sy'n ymgymryd â'r gwaith, gall eu gallu i ymgysylltu gael ei gyfyngu gan y diffyg capaciti hwn a bod yn awr hyd yn oed fwy o alwadau arnynt i helpu gwasanaethu a chefnogi gwaith y gwahanol Fargeinion Dinesig a Thwf.

Er ei bod yn amlwg fod diffyg cyllid yn broblem i'r holl sector cyhoeddus, mae effaith cyllid annigonol ar gyfer y Partneriaethau yn arwyddocaol gan y gallai olygu nad yw buddsoddiad ehangach yn y sector ôl-orfodol yn cael ei dargedu'n effeithlon i ddiwallu anghenion sgiliau'r economi yn y dyfodol. Os na chânt eu trin, bydd y cyfyngiadau ar adnoddau a wynebant yn parhau i effeithio ar led y gwaith y gallant ymgymryd ag ef, yn cynnwys eu gallu i ymgysylltu gyda chyflogwyr a datblygu gwybodaeth fanwl ac amserol ar y farchnad lafur.

4. Gwybodaeth am y farchnad lafur a chymryd safbwyt tymor hirach

O'n cysylltiadau gyda gwahanol randdeiliaid, mae hefyd yn glir nad cynhyrchu cynllun blynnyddol ar sgiliau a chyflogaeth yw'r ffordd fwyaf addas i ddatblygu darlun o angen ar draws rhanbarthau.

Ein barn ni, ac un y credwn a gaiff ei rhannu gan bartneriaid ar draws y sector, yw y dylai Partneriaethau Sgiliau Rhanbarthol roi blaenoriaeth i fuddsoddi mewn

gwybodaeth ar y farchnad lafur i gynnig safbwynt tymor canol i hirdymor ac ar weithio gyda darparwyr i wneud y system yn fwy ymatebol i angen a ddynodwyd.

Ni chredwn fod y cylch blynnyddol presennol yn rhoi'r safbwynt tymor hirach mae darparwyr ei angen i lunio a chynllunio darpariaeth i ateb y galw. Bydd gwahanol safbwyntiau am gwmpas amser priodol unrhyw gynllun, ond credwn mai cylch dwy i dair blynedd fyddai fwyaf addas. Byddai hyn yn cydbwyso'r angen am gasglu data a dadansoddiad cadarn ac amserol a rhoi amser i ddarparwyr newid ac addasu i flaenoriaethau sy'n dod i'r amlwg. Yn bwysicaf oll, dylai'r cynllun fod yn ddogfen fyw sy'n ddigon hyblyg i ymateb i'r galw sy'n dod i'r amlwg a'r newid mewn amgylchiadau.

Mae'n rhaid i'r prosesau dadansoddi a chynllunio hefyd roi ystyriaeth i flaenoriaethau strategol ehangach. Dylai sefyllfa menywod yn y farchnad lafur a sicrhau y rhoddir ffocws digonol ar anghenion pobl anabl (un ai yn ymuno neu'n aros yn y farchnad lafur) fod yn ddu faes penodol i gael eu hystyried. Dylai'r Partneriaethau gael adnoddau a chefnogaeth i weithredu safbwynt rhywedd a chynhwysiant ehangach i'r gwaith hwn.

Hefyd, o gofio am y cyfyngiadau adnoddau ar y Partneriaethau, mae'n debygol y bydd gan lawer o ddarparwyr ddealltwriaeth fwy soffistigedig a manwl o'u marchnadoedd llafur lleol. Os mai'r bwriad yw i Lywodraeth Cymru gyfeirio mwy o gyllid i ddiwallu'r anghenion strategol a ddynodwyd gan y Partneriaethau, yna mae'n rhaid iddynt gael adnoddau digonol i ymgysylltu'n fanwl gyda chyflogwyr, er mwyn datblygu gwybodaeth soffistigedig am y farchnad lafur a chymryd safbwynt tymor hirach i helpu ail-lunio darpariaeth.

Yn olaf, dylai fod ffocws cliriach gan y Partneriaethau a hefyd Lywodraeth Cymru ar y potensial ar gyfer cynnydd ar gyfer oedolion gyda lefelau isel o sgiliau ac ar gyfer y rhai sydd eisoes mewn gwaith i helpu diwallu anghenion sgiliau'r dyfodol. Mae'n hanfodol fod ffocws yn parhau ar draws pob un o'r tri rhanbarth i oedolion fedru cael mynediad i sgiliau llythrennedd, rhifedd a digidol ac y gwelir y rhain fel rhan o'r daith cynnydd ehangach ar gyfer unigolion. Mae risg y gallai apêl ffocws ar sgiliau lefel uwch ddod ar draul mynediad lefel mynediad a lefel is.

5. Ymgysylltu gan Bartneriaethau Sgiliau Rhanbarthol

Mae gennym bryder neilltuol am allu'r Partneriaethau i ymgysylltu gyda rhanddeiliaid yn eu rhanbarthau, ac yn neilltuol gyda busnesau bach a chanolig. Nid yw hyn i feirniadu gweithgareddau ymgysylltu presennol y Partneriaethau ond yn hytrach y dylent gael yr adnoddau i gynnal mwy o waith ymgysylltu ac i sicrhau

na chaiff ei safbwyt ei lywio'n unig gan farn y cyflogwyr hynny sydd â'r gallu i gymryd rhan mewn pwylgorau a phrosesau.

Bydd deall safbwytiau ac anghenion y rhai nad ydynt yn ymgysylltu ar hyn o bryd gyda gwaith y Partneriaethau yn rhan bwysig o ddarparu ein cymunedau ar gyfer y dyfodol, yn cynnwys yn yr economi sylfaenol. Mae Arolwg Cyfranogiad y Sefydliad Dysgu a Gwaith yn dangos fod pobl yn fwy tebygol o gymryd rhan mewn rhyw fath o ddysgu neu gaffael sgiliau sydd wedi'u cysylltu mewn rhyw ffordd gyda'u cyflogwyr (naill ai yn y gweithle neu wedi ei drefnu yn neu gan y gwaith)¹ tra dengys tystiolaeth gan y Ffederasiwn Busnesau Bach fod llawer o fusnesau bach a chanolig yn gwneud penderfyniadau am anghenion sgiliau eu staff heb ymgysylltu gyda'r sector cyhoeddus. Heb fwy o ymgysylltu uniongyrchol gyda chyflogwyr, dim ond darlun cyfyngedig fydd gan y Partneriaethau i seilio eu penderfyniadau am flaenoriaethau ac anghenion y dyfodol arno. Credwn y dylai ystyried p'un ai yw'r Partneriaethau yn ymgysylltu'n effeithlon gyda busnesau bach a chanolig ac yn fwy eang gyda'r sector preifat yn ei gyfanrwydd fod yn ffocws i'r pwylgor.

Yn yr un modd, dylid rhoi mwy o ystyriaeth i'r rôl ffurfiol undebau llafur wrth ymgysylltu gyda'r Partneriaethau. Drwy TUC Cymru mae arbenigedd sylweddol ar gael am anghenion hyfforddiant a sgiliau y gweithlu ar draws ystod o sectorau a dylai fod dulliau clir ar gyfer bwydo hyn i waith Partneriaethau unigol.

6. Rôl a statws y Partneriaethau Sgiliau Rhanbarthol yn y dyfodol

Mae diffyg eglurdeb mewn rhannau o'r sector am rôl a statws y Partneriaethau yn y dyfodol. Yn neilltuol, bydd angen eglurdeb gan Lywodraeth Cymru am rôl a statws ffurfiol y Partneriaethau dan y Comisiwn ôl-orfodol newydd. Yn benodol, dylid rhoi ystyriaeth i p'un a ddylid rhoi sail statudol i'r Partneriaethau.

Credwn ni, os yw cyllid ar gyfer darparwyr i gael ei alinio'n agosach gyda'r anghenion a ddynodwyd gan y Partneriaethau, yna dylai fod dull i graffu'n briodol ar eu gwaith. Gall felly fod yn addas i roi sail statudol iddynt neu eu gwneud yn rhan o'r Comisiwn newydd.

¹ <https://www.learningandwork.org.uk/our-work/promoting-learning-and-skills/participation-survey/>

7. Argymhellion

- a) Dylid egluro rôl a diben y Partneriaethau Sgiliau Rhanbarthol ar gyfer y dyfodol a dylent gael adnoddau addas i ddarparu'r gwaith. Dylid ystyried hyn yng nghyd-destun seilwaith sgiliau llai cydlynol yn y Deyrnas Unedig a chynlluniau i greu Comisiwn sector ôl-orfodol newydd yng Nghymru.
- b) Dylid disodli'r cynllun blynnyddol ar sgiliau a chyflogaeth gyda chylch cynllunio hyblyg dwy neu dair blynedd. Byddai hyn yn galluogi darparwyr i siapio a chynllunio ddarpariaeth yn well i ateb i angen economaidd a helpu i sicrhau fod y system yn fwy hyblyg ac yn fwy ymatebol.
- c) Dylai Partneriaethau ymgysylltu mewn ffordd fwy manwl a systematig gyda chyflogwyr (yn neilltuol fusnesau bach a chanolig) a defnyddio arbenigedd y mudiad undebau llafur i lywio eu gwaith.
- d) Dylai fod yn ofynnol i'r Partneriaethau ddadansoddi gwybodaeth am y farchnad lafur o safbwyt rhywedd i helpu menywod yn y gwaith ac i gefnogi pobl anabl i ymuno, aros a sicrhau cynnydd mewn cyflogaeth, a dylai'r Partneriaethau gael eu cefnogi i wneud hynny.
- e) Wrth ystyried anghenion sgiliau y gweithlu yn y dyfodol, dylid rhoi mwy o bwyslais ar gefnogi cynnydd ar gyfer pobl sydd eisoes yn y gwaith, gwell cysylltiadau gyda'r sector addysg oedolion, a sicrhau fod buddsoddiad digonol mewn cymwysterau lefel mynediad ac ar sgiliau sylfaenol llythrennedd, rhifedd a digidol. Bydd y rhain yn parhau i fod yn sylfeini ar gyfer cynnydd ac ar gyfer mynd i'r afael ag anghydraddoldeb a dylent fod yn flaenoriaeth ar gyfer y dyfodol.

Eitem 7

Mae cyfyngiadau ar y ddogfen hon

Eitem 8

Mae cyfngiadau ar y ddogfen hon