Siapio gweithlu'r dyfodol gyda'n gilydd: Ymgysylltu â chyflogwyr wrth ddatblygu cymwysterau

Shaping the future workforce together: Engaging employers in qualification development

Leanne Hallett and Dean Seabrook

Cynnwys cyflogwyr yn y system gymwysterau

Cymwysterau galwedigaethol yw’r mwyafrif o gymwysterau rheoleiddiedig yng Nghymru

Dylai'r cymwysterau hyn adlewyrchu'r sgiliau sydd eu hangen ar gyflogwyr

Mae sawl ffordd y mae cyflogwyr yn ymwneud â' r system gymwysterau ar hyn o bryd

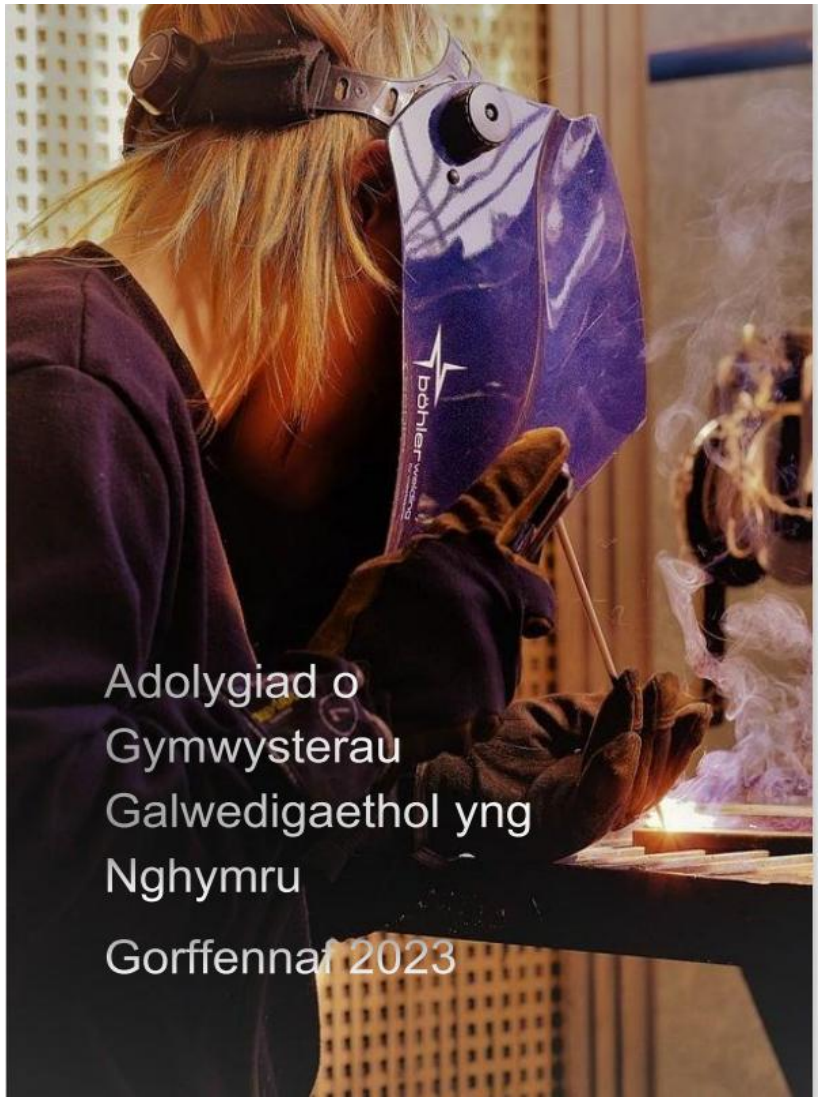
Involving employers in the qualification system

Vocational qualifications make up the majority of regulated qualifications in Wales

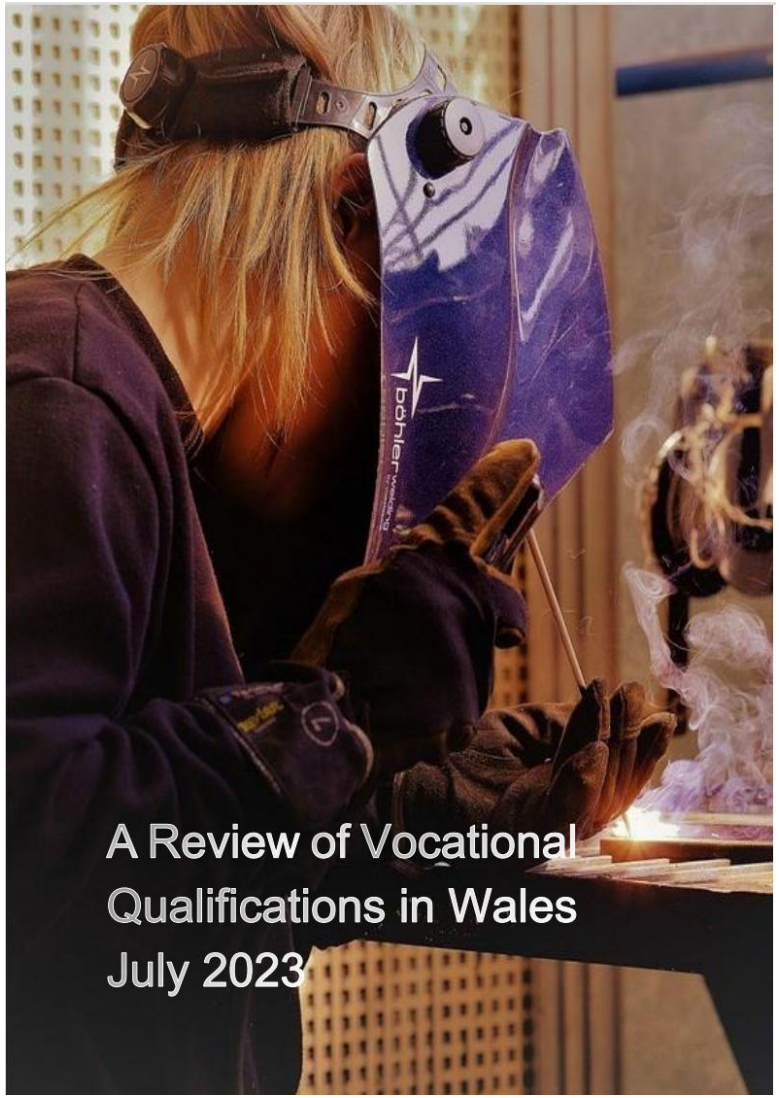
These qualifications should reflect the skills employers need

There are several ways employers are currently involved in the qualification system

Cyd-destun Cymru - Adolygiad o Gymwysterau Galwedigaethol



The Welsh Context – Review of Vocational Qualifications



Cyd-destun Cymru – Llywodraeth Cymru

The Welsh Context – Welsh Government

Strategaeth Addysg a Hyfforddiant Galwedigaethol (VET) Genedlaethol

Gweithio gyda chyflogwyr a rhanddeiliaid

Cyd-fynd ag anghenion y farchnad lafur

Ymateb cyflym i anghenion y diwydiant

National VET strategy

Work with Employers and Stakeholders

Align to labour market needs

Rapid Response to industry needs

Cyd-destun Cymru – Adroddiad Baromedr Busnes y Brifysgol Agored 2025

The Welsh Context – Open University Business Barometer 2025 Report

Wales key findings

58%

of organisations have a skills shortage

38%

believe the shortage will worsen over the next five years

60%

of those experiencing skills shortages say the impact will be increased workload on other staff

45%

blame a lack of work readiness in younger generations for exacerbating skills shortages

47%

have hired fewer staff over the last 12 months compared with previous years

32%

offer specific recruitment, retention or training initiatives for those changing career or sector

45%

believe that employers should be primarily responsible for funding employees' work-related training

Adolygiad o'r Sector Teithio a Thrwistiaeth a Lletygarwch ac Arlwyo

Travel and Tourism and Hospitality and Catering Sector Review

Cysylltwyd â 225 o gyflogwyr
71 wedi ymgysylltu â ni

225 employers contacted
71 engaged with us

Cynrychiolaeth o fusnesau meicro a bach

Representation of micro and small businesses

Cysylltwyd â 28 o gyrff sector
23 wedi ymgysylltu â ni

28 sector bodies contacted
23 engaged with us

Yr heriau sy'n ein hwynebu

Challenges we face

Amrywioldeb(BBa Chau) – Microfusnesau ac annibynnol

Gallu ac adnoddau

Sectorau heb rwydwaith ffurfiol

Diffyg budd canfyddedig

Beth sy'n rhwystro cyflogwyr rhag ymgysylltu â chi a'r system addysg ehangach?

SME's variability – Micro business & independents

Capacity and resource

Sectors without a formal network

Perceived lack of benefit

What blocks employers from engaging with you and the wider education system?

Cynnwys cyflogwyr yn y system gymwysterau

Involving employers in the qualification system

1 Cofrestrwch ar gyfer *Dweud Eich Dweud* ac ymateb i gyfleodd ar gyfer ymgysylltu ac ymgynghori
Register for Have Your Say *and respond to engagement and consultation openings*

2 Ymunwch â mynychu Grŵp Cymwysterau Sector (ar gael mewn 12 sector)
Join and attend a Sector Qualification Group (available in 12 sectors)

3 Ddrychwch ar gronfa ddata Cymwysterau yng Nghymru a'i chwilio, a thrafod y ddarpariaeth gyda darparwyr dysgu lleol
View and search the Qualifications in Wales database, and discuss provision with local learning providers

4 Cofrestrwch ar gyfer cylchlythyr Cymwysterau Cymru – sy'n cael ei anfon bob mis
Sign up for the Qualifications Wales newsletter – sent monthly

Gweithdy

Allwch chi rannu enghreifftiau o pryd mae adborth gan gyflogwyr wedi siapio, gwella, neu ailgyfeirio?

Yn eich profiad fel darparwyr, pryd mae cyfranogiad cyflogwyr yn cael y dylanwad mwyaf sylweddol?

Sut allwn ni gydweithio i ddeall ac ymateb i adborth cyflogwyr?

A yw cyflogwyr yn tynnu sylw at unrhyw fylchau sgiliau/cymwysterau?

Sut ydych chi'n defnyddio adborth cyflogwyr?

Pa gamau y gallem eu cymryd i annog ymgysylltiad agosach gan gyflogwyr?

Workshop

Can you share examples of when employer feedback has shaped, improved, or redirected?

In your experience as providers, when does employer involvement have the most significant influence?

How can we collaborate to understand and respond to employer feedback?

Are employers highlighting any skills/qualifications gaps?

How do you gather employers feedback?

What steps could we take to encourage closer engagement from employers?