



Gyrfa Cymru
Careers Wales

Effaith Cyfarwddyd Gyrfaoedd Impact of Careers Guidance

**DYFODOL | BRIGHTER
DISGLAIR | FUTURES**

Creu dyfodol disglair i bobl Cymru
Creating brighter futures for the people of Wales

Gadewch i ni feddwl am Yrfaoedd...

- 1) Mae'r gweithiwr cyffredin ym Mhrydain yn newid swyddi bob ? o flynyddoedd
✓ 5
- 2) Yn y DU, disgwylir i'r person cyffredin gael ? i o yrfaoedd gwahanol yn ystod ei oes
✓ 3 to 5
- 3) Mae ? o Brydeinwyr wedi newid gyrfa ers y pandemig
✓ 4 miliwn
- 4) ? yw'r oedran mwyaf cyffredin i newid gyrfa
✓ 31
- 5) Canfu Sefydliad Dysgu a Gwaith y DU fod ?% o'r bobl sy'n awyddus i newid gyrfa yn teimlo nad oes ganddyn nhw'r sgiliau angenrheidiol i wneud hynny.
✓ 69%
- 6) Erbyn 2030, efallai y bydd rhaid i ? % o weithwyr newid gyrfa oherwydd datblygiadau Deallusrwydd Artiffisial (AI)
✓ 14%

Let's think about Careers...

- 1) The average British worker changes jobs every ? years?
✓ 5
- 2) In the UK, the average person is expected to have ? distinct careers in their lifetime
✓ 3 to 5
- 3) ? Brits have changed careers since the pandemic
✓ 4 million
- 4) The most common age to make a career change is ?
✓ 31
- 5) UK Learning & Work Institute found that ?% of people looking for a career change felt they did not have the necessary skills to do so.
✓ 69%
- 6) By 2030, ? % of employees could need to change careers due to AI advancements
✓ 14%



Gyrfa:

“y rhyngweithio rhwng gwaith a rolau eraill gydol oes pobl, gan gynnwys sut y mae person yn cydbwysu gwaith cyflogedig a di-dâl, dysgu ac addysg”

Y Gweithgor Rhyngasiantaeth ar Gyrfawyddyd Gyrfaoedd

Career:

“the interaction of work and other roles throughout people’s lives, including how a person balances paid and unpaid work, learning and education”

Interagency Working Group on Career Guidance



Effaith Cyfarwyddyd Gyrfaoedd

“Mae cyfarwyddyd gyrfaoedd effeithiol yn helpu unigolion i gyflawni eu potensial, economïau i ddod yn fwy effeithlon a chymdeithasau i ddod yn decach...

... Wrth i'r byd gwaith ddod yn fwyfwy cymhleth, mae cyfarwyddyd gyrfaoedd yn bwysicach nag erioed i unigolion, i gyflogwyr ac i gymdeithas.”

**Tristram Hooley, Athro Addysg Gyrfaoedd,
Prifysgol Derby**

Mae ymchwil gyrfaoedd byd-eang yn awgrymu ei fod yn cyfrannu at:

- Ostyngiad mewn cyfraddau NEET/diweithdra
- Gwell cyrhaeddiad
- Gwell symudedd cymdeithasol
- Enillion cyfartalog uwch

Impact of Careers Guidance

“Effective career guidance helps individuals to reach their potential, economies to become more efficient and societies to become fairer...

...As the working world becomes increasingly complex, career guidance is becoming ever more important to individuals, employers and to society.”

**Tristram Hooley, Professor of Career Education,
University of Derby**

Global careers research suggests it contributes to:

- A decline in NEET/unemployment rates
- Increased attainment
- Enhanced social mobility
- Higher average earnings



Mae ansawdd a chysondeb yn bwysig...

- Mae pob Cyngorydd Gyrfa wedi cymhwyso'n broffesiynol i Lefel 6 mewn Cyfarwyddyd a Datblygu Gyrfaoedd
- Mae pob un yn aelod o Sefydliad Datblygu Gyrfaoedd y DU
- Mae pob Hyfforddwr Cyflogadwyedd yn aelodau o Sefydliad y Gweithwyr Proffesiynol Cyflogadwyedd.

Quality and consistency matters...

- All Careers Advisers professionally qualified to Level 6 in Careers Guidance & Development
- All Advisers are members of the UK Career Development Institute.
- All Employability Coaches are members of the Institute of Employability Professionals.



Ein Gwaith ym myd Addysg

- Cynigir cyfweiliad cyfarwyddyd gyrfaedd i **bob person ifanc cyn iddyn nhw adael Blwyddyn 11**
 - ✓ **86%** yn cael o leiaf un cyfweiliad gyrfaedd
 - ✓ **97%** wedi nodi canlyniad cadarnhaol
 - ✓ **94%** â rhwystrau yn nodi canlyniad cadarnhaol
- Hefyd yn cael mynediad at gymorth 1-2-1:
 - ✓ 4500 o bobl ifanc yn y 6ed Dosbarth ac mewn AB
 - ✓ Dros 500 o ddisgyblion yn CA3
- ✓ 98% yn fodlon â'r gwasanaeth

Our work in Education

- A careers guidance interview is offered to **all young people before they leave Year 11**
 - ✓ **86%** at least one careers interview
 - ✓ **97%** entered a positive outcome
 - ✓ **94%** with barriers entered a positive outcome
- Also accessing 1-2-1 support:
 - ✓ 4500 people in 6th form and FE
 - ✓ Over 500 pupils in KS3
- ✓ 98% satisfied with the service



Ein Gwaith ym myd Addysg

- ✓ 1027 o weithdai entrepreneuriaeth wedi'u cyflwyno i dros 32,000 o ddysgwyr trwy fodelau rôl
- ✓ 471 wedi bod ar Brofiad Gwaith wedi'i Deilwra ers ei lansio yn 2023
 - ✓ 88% yn nodi canlyniad cadarnhaol ar ôl Bl. 11
- ✓ Mynychodd 118,400 ddigwyddiadau a gefnogwyd gan 1000 o gyflogwyr gwahanol
- ✓ Heriau Gwaith mewn Ffocws
 - ✓ 90% wedi'u hysbysu am yrfaoedd
 - ✓ 70% wedi'u hysgogi a'u hysbrydoli ar gyfer gyrfaoedd yn y dyfodol



Our work in Education

- ✓ 1027 workshops with 32,000 learners delivered by entrepreneurship role models
- ✓ 471 on Tailored Work Experience since launch in 2023
 - ✓ 88% entered a positive outcome after Yr 11.
- ✓ 118,400 attended events supported by 1000 different employers
- ✓ Work in Focus Challenges
 - ✓ 90% informed about careers
 - ✓ 70% motivated & inspired for future careers

Ers mis Ebrill 2025:

- Mynychodd dros 33,000 o bobl ifanc sesiynau ar
 - ✓ Opsiynau pan fyddan nhw'n 16/18 oed
 - ✓ Gwneud penderfyniadau gyrfa
 - ✓ Deall y farchnad swyddi
 - ✓ Herio stereoteipiau rhywedd
- Mynychodd dros 16,000 Opsiynau yn 16/18 sy'n rhoi manylion am brentisiaethau, hyfforddiant a TSC+
- Bron i 900 o ddigwyddiadau dan arweiniad cyflogwyr yn hyrwyddo Prentisiaethau

Since April 2025:

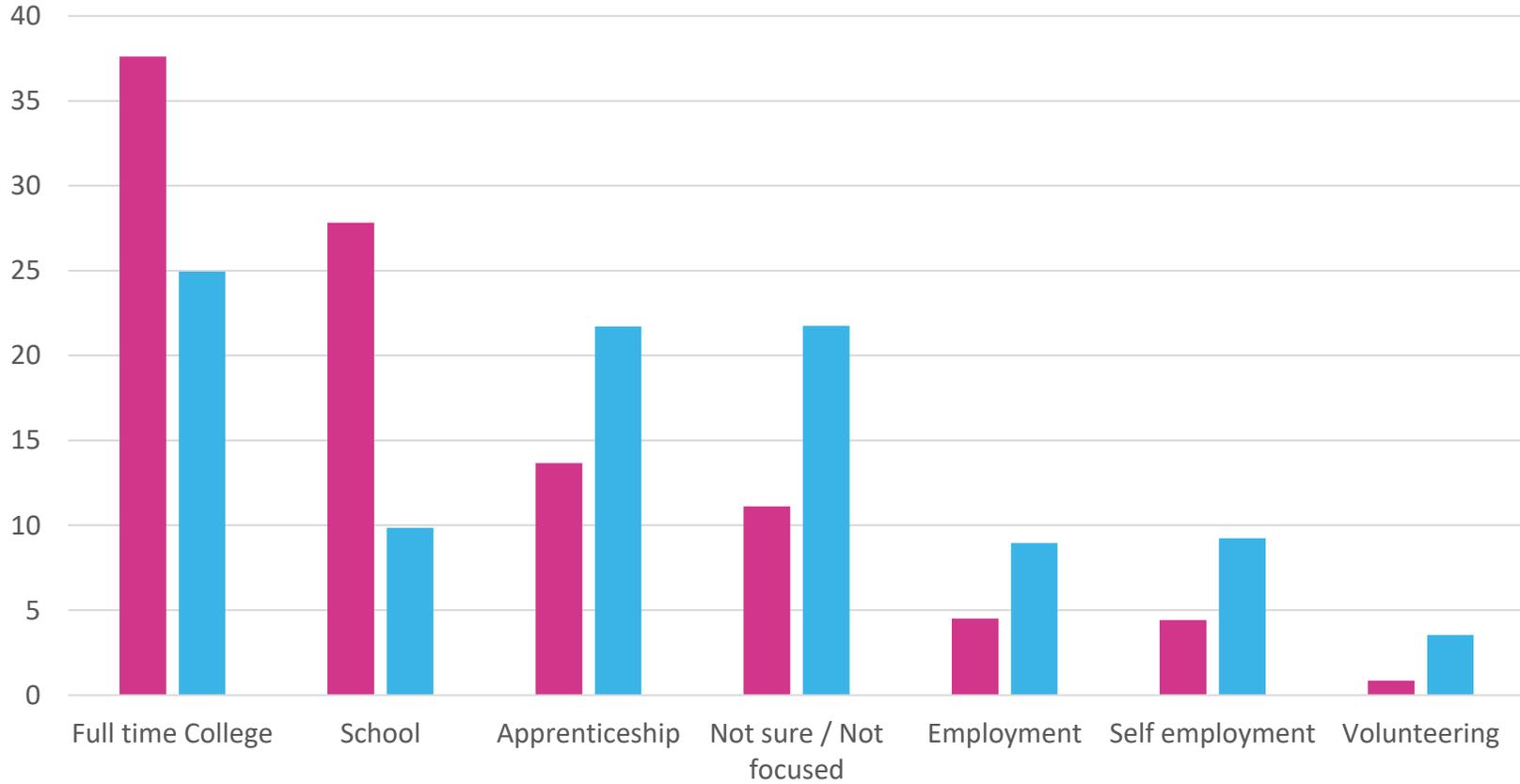
- Over 33,000 young people attended sessions on
 - ✓ Options at 16/18
 - ✓ Career decision making
 - ✓ Understanding the job market
 - ✓ Challenging gender stereotypes
- Over 16,000 attended Options at 16/18 which provides detail on apprenticeships, training and JGW+
- Nearly 900 employer led events promoting Apprenticeships



Ymatebion cohort ymadawyr ysgol 2025

2025 school leaver cohort responses

1st and 2nd choice Intended Destinations



■ Total first choice destination % ■ Total second choice destination %





CrefftGyrfaoedd / CareersCraft

<https://vimeo.com/careerswales/careerscraft-showcase-2023>

Ers mis Ebrill 2025

- Cefnogwyd **bron i 30,000** o gwsmeriaid
 - ✓ 98% yn fodlon iawn â'r gwasanaeth a gawsant
 - ✓ Byddai 98% yn argymhell i deulu a ffrindiau

Cwsmeriaid sy'n cysylltu â Cymru'n Gweithio:

- 53% yn ddi-waith
 - 27% mewn cyflogaeth
 - 6% addysg bellach
 - 4% yn economaidd anweithredol
-
- ✓ Cyfeiriodd 74% bobl ifanc at gymorth pellach
 - ✓ Cyfeiriodd 63% oedolion at gymorth pellach

189 o ddigwyddiadau gan gynnwys:

- Digwyddiad prentisiaeth EE
- Noson prentisiaeth Trafnidiaeth Cymru
- Ffair Yrfaoedd ar gyfer cwsmeriaid niwroamrywiol

Since April 2025

- Supported **nearly 30,000** customers
 - ✓ 98% very satisfied with the service they received
 - ✓ 98% would recommend to family and friends

Customers contacting Working Wales:

- 53% unemployed
 - 27% Employed
 - 6% Further Education
 - 4% Economically inactive
-
- ✓ 74% young people referred to further support
 - ✓ 63% adults referred to further support

189 events including:

- EE apprenticeship event
- Transport for Wales apprenticeship evening
- Careers Fair for neurodivergent customers



✓ Mae'r elw ar fuddsoddiad i'r economi wedi cynyddu **3 gwaith**

Ar gyfer pobl ifanc:

- Cymhelliant i lwyddo >40%
- Cynllunio gyrfa >bron i 30%
- Addasu i newid >dros 30%
- Hyder mewn cynlluniau >10%

I oedolion:

- 90% yn fwy hyderus ynghylch eu llwybr gyrfa
- 93% yn fwy brwdfrydig
- 99% yn well eu cyfarparu i ddod o hyd i swyddi/ymgeisio amdanynt
- Ymchwil Llesiant yng Nghanada, Cymru a'r Alban:
 - ✓ Mae canllawiau gyrfaoedd da ar yr amser iawn yn cael effaith gadarnhaol ar lesiant cyffredinol.

✓ **3 times** return on investment to the economy

For young people:

- Motivation to succeed >40%
- Career planning > 30%
- Adapting to change > 30%
- Confidence in plans >10%

For adults:

- 90% more confident about their career path
- 93% more motivated
- 99 % better equipped to find/apply for jobs
- Wellbeing research in Canada, Wales and Scotland:
 - ✓ Good careers guidance at the right time has a positive impact on overall wellbeing



- Beth oedd eich nod gyrfa yn 15/16 oed?
- Beth newidiodd / gefnogodd eich llwybr?
- Pa Sgiliau Rheoli Gyrfa oeddech chi eu hangen fwyaf i'ch cynorthwyo bryd hynny?
- Beth yw'r penderfyniad gyrfa anoddaf rydych chi wedi gorfod ei wneud?
- Pa gyngor fydddech chi'n ei roi i'r chi 16 oed nawr?

Career Management Skills
Motivation
Decision making
Self awareness
Awareness of options
Application
Resilience

- What was your career goal at 15/16?
- What changed /supported your path?
- Which of the Career Management Skills do you feel you needed most support with then?
- What was the hardest career decision you've had to make?
- What advice would you give to someone in your 16 yr old shoes now?





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Diolch / Thank you

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Interim Director of Service Delivery

Emily Jones

Pennaeth Dros Dro Gwasanaethau argyfer Pobl Ifanc
Interim Head of Services for Young People

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