

## Y Pwyllgor Menter a Busnes

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Lleoliad:

**Ystafell Bwyllgora 3 – y Senedd**

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Dyddiad:

**Dydd Mercher, 25 Chwefror 2015**

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Amser:

**09.15**

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Cynulliad  
Cenedlaethol  
Cymru

National  
Assembly for  
Wales



I gael rhagor o wybodaeth, cysylltwch a:

**Marc Wyn Jones**

Committee Clerk

0300 200 6565

[SeneddBusnes@Cynulliad.Cymru](mailto:SeneddBusnes@Cynulliad.Cymru)

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### Agenda

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#### **Rhag-gyfarfod (preifat) (09.15–09.30)**

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

Dogfennau atodol:

#### **2 Cyfleoedd Cyflogaeth i Bobl Dros 50 Oed – ColegauCymru ac WEA Cymru (09.30–10.15) (Tudalennau 1 – 35)**

Dr Greg Walker, Prif Weithredwr, ColegauCymru

Maggi Dawson MBE, Prif Weithredwr, WEA Cymru

Dogfennau atodol:

Briff Ymchwil

Briff Ymchiwl – Ystadegau

EBC(4)–05–15 (p.1) ColegauCymru

### **3 Cyfleoedd Cyflogaeth i Bobl Dros 50 Oed – Ffederasiwn Hyfforddiant Cenedlaethol Cymru (10.15–11.00) (Tudalennau 36 – 42)**

Jeff Protheroe, Rheolwr Gweithrediadau, Ffederasiwn Hyfforddiant Cenedlaethol

Dogfennau atodol:

EBC(4)–05–15 (p.2) Ffederasiwn Hyfforddiant Cenedlaethol Cymru

### **Egwyl (11.00–11.10)**

### **4 Cyfleoedd Cyflogaeth i Bobl Dros 50 Oed (11.10–12.10)**

(Tudalennau 43 – 51)

Julie James, y Dirprwy Weinidog Sgiliau a Thechnoleg

Huw Morris, Cyfarwyddwr y Grŵp SAUDGO

Nick Lee, Pennaeth Polisi a Chudd-wybodaeth

Dogfennau atodol:

EBC(4)–05–15 (p.3) Y Dirprwy Weinidog Sgiliau a Thechnoleg

### **5 Papurau i'w nodi**

Dogfennau atodol:

Cynnwys – Papurau i'w Nodi (Saesneg yn unig)

### **Llythyr oddi wrth Weinidog yr Economi, Gwyddoniaeth a Thrafnidiaeth i'r Cadeirydd ynghylch Ardaloedd Menter a Dinas-ranbarthau**

Dogfennau atodol:

EBC(4)–05–15 (p.4) Llythyr oddi wrth Weinidog yr Economi, Gwyddoniaeth a Thrafnidiaeth

### **Gwybodaeth ychwanegol oddi wrth y Gweinidog Cyllid a Busnes y Llywodraeth ynghylch diweddariad ar yr UE**

Dogfennau atodol:

EBC(4)–05–15 (p.5) Llythyr oddi wrth y Gweinidog Cyllid a Busnes y Llywodraeth

EBC(4)–05–15 (p.6) Llythyr oddi wrth Cecilia Malmström i'r Arglwydd Livingston ynghylch TTIP a'r GIG

## **Gwybodaeth ychwanegol oddi wrth y Ganolfan Byd Gwaith a Swyddfa'r Comisiynydd Pobl Hŷn**

Dogfennau atodol:

EBC(4)-05-15 (p.7) Y Ganolfan Byd Gwaith – nifer y bobl sy'n hawlio budd-daliadau (Saesneg yn unig)

EBC(4)-05-15 (p.8) Y Ganolfan Byd Gwaith – nifer y bobl sy'n peidio â bod yn hawlwr (Saesneg yn unig)

EBC(4)-05-15 (p.9) Y Ganolfan Byd Gwaith – Hawlwyr sy'n 50 oed ac yn hŷn sy'n hawlio am 6 mis neu ragor (Saesneg yn unig)

EBC(4)-05-15 (p.10) Y ganolfan Byd Gwaith – Lwfans Cyflogaeth a Chymorth (Saesneg yn unig)

EBC(4)-05-15 (p.11) Y Ganolfan Byd Gwaith – Crynodeb o'r sancsiynau (Saesneg yn unig)

EBC(4)-05-15 (p.12) Y Ganolfan Byd Gwaith – Gwybodaeth ychwanegol – cau busnes sy'n methu yn wirfoddol (Saesneg yn unig)

EBC(4)-05-15 (p.13) Y Ganolfan Byd Gwaith – Canllaw Arferion Da (Saesneg yn unig)

EBC(4)-05-15 (p.14) Swyddfa'r Comisiynydd Pobl Hŷn – gwybodaeth ychwanegol

## **Gwybodaeth ychwanegol oddi wrth Weinidog yr Economi, Gwyddoniaeth a Thrafnidiaeth ynghylch tocynnau integredig, cydymffurfedd â PRM-TSI a cherbydau**

Dogfennau atodol:

EBC(4)-05-15 (p.15) Llythyr oddi wrth Weinidog yr Economi, Gwyddoniaeth a Thrafnidiaeth (Saesneg yn unig)

EBC(4)-05-15 (p.16) Gwybodaeth ychwanegol oddi wrth Weinidog yr Economi, Gwyddoniaeth a Thrafnidiaeth (Saesneg yn unig)

## **Cyflwyniad Maes Awyr Heathrow**

Dogfennau atodol:

EBC(4)-05-15 (p.17) Cyflwyniad Maes Awyr Heathrow (Saesneg yn unig)

**6 Cynnig o dan Reol Sefydlog 17.42 i benderfynu gwahardd y cyhoedd o weddill y cyfarfod.**

**Ôl-drafodaeth (preifat) (12.10–12.20)**

**7 Adroddiad Drafft ar Helpu Pobl Ifanc i Gael Gwaith (12.20–12.30)**

(Tudalennau 52 – 117)

Dogfennau atodol:

EBC(4)–05–15 (p.18) Adroddiad Drafft ar Helpu Pobl Ifanc i Gael Gwaith

## Eitem 2

Mae cyfyngiadau ar y ddogfen hon

Mae cyfyngiadau ar y ddogfen hon

# Employment Opportunities for people over 50

A submission to the Enterprise and Business Committee

February 2015

Colegau Cymru  
Uned 7 Cae Gwyrdd  
Greenmeadow Springs  
Tongwynlais, Caerdydd CF15 7AB  
Ff: 029 2052 2500  
E: [helo@colegaucymru.ac.uk](mailto:helo@colegaucymru.ac.uk)  
W: [www.colegaucymru.ac.uk](http://www.colegaucymru.ac.uk)

Colleges Wales  
Unit 7 Cae Gwyrdd  
Greenmeadow Springs  
Tongwynlais, Cardiff CF15 7AB  
T: 029 2052 2500  
E: [hello@collegeswales.ac.uk](mailto:hello@collegeswales.ac.uk)  
W: [www.collegeswales.ac.uk](http://www.collegeswales.ac.uk)

## Introduction

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1. ColegauCymru welcomes the opportunity to contribute to the National Assembly Enterprise and Business Committee's Inquiry into Employment Opportunities for People over 50. ColegauCymru represents the 15<sup>1</sup> further education (FE) colleges and FE institutions in Wales.<sup>2</sup> In 2012/13, there were 174,925 individual students attending college and 184,110 enrolments undertaking a total of 656,285 learning activities.<sup>3</sup> We are happy for our paper to be placed in the public domain.
2. Colleges are major providers of general education provision in Wales, helping to produce some of the best learner outcomes. Colleges are the predominant providers of funded vocational and technical education in Wales, providing about 85% of the total provision. Colleges and FE Institutions work with people of all ages to ensure that their needs as students and learners are addressed. They are the key providers of education and skills training for people over 50, helping people gain employment and to advance their careers.
3. ColegauCymru believes that education investment priorities should include funding for education and skills for adults, including for those over 50. Such investment reaps both social and economic benefits for our country. This is a critical time for the lifelong learning agenda in Wales as key investment decisions will be made in the coming period which will affect learning and skills opportunities for the over 50s. This, in turn, will affect the ability of this age group to take up employment opportunities.
4. Despite the effect of the UK austerity agenda on public investment levels in Wales, we would ask that the National Assembly for Wales uses its annual budget to sustain investment in education and skills opportunities for adults of all ages.

## Colleges' role in upskilling and educating people over 50

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5. Helping people over 50 access employment opportunities is a key role of colleges through the education and training they conduct with people in this age group. Further Education providers are the main deliverers in Wales of educational opportunities for this age range. Colleges and FE Institutions do this through a mix of part-time and full-time learning, through their significant Work-Based Learning operations<sup>4</sup> as well as via Welsh for Adults courses.

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<sup>1</sup> The 15 include 10 FE corporations including St David's Catholic College; the two FE institutions - WEA Cymru and YMCA Community College; and The College Merthyr Tydfil, Coleg Sir Gâr and Coleg Ceredigion which are part of university groupings.

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

<sup>3</sup> [Further Education, Work-based Learning and Community Learning in Wales Statistics 2012/13](#), Welsh Government (June 2014).

<sup>4</sup> Data has been provided to the committee by NTfW in this regard.



6. Colleges deliver these courses as part of mainstream funded provision, or through specifically funded projects (such as *Bridges into Work* involving colleges and councils in the South Wales Valleys, or the *Engagement Gateway* project run by Pembrokeshire College in conjunction with the WCVA). These projects often have a European Social Fund element to them. These successful reengagement programmes are important in ensuring that those affected by long-term unemployment can re-enter the labour market.
7. The continued availability of non-apprenticeship based education and training for this age group is important as apprenticeship provision is generally full-time (when the employment and learning element of the apprenticeship programme is taken into account). Full-time programmes may not be suitable for people over 50 who may have childcare or elder care responsibilities. Some people over 50 with disabilities may also not wish to access full-time apprenticeship programmes.
8. The courses offered to the over 50s include everything from full level 3 programmes of learning in vocational areas to important life skills such as interview techniques and CV writing techniques. They include vocational or technical courses that can help individuals start their own business in the craft, tourism or hospitality sectors. These skills are particularly important for people who may have been made redundant, or who wish to change the direction of their careers.
9. Adult learning is, however, not only instrumentally valuable in the sense of gaining employment, important though this is. Lifelong learning has clear wider benefits in terms of social and personal development, both for the individuals concerned and for their communities. The evidence suggests that better educated people whatever their age are generally happier, healthier and more socially engaged than those with fewer skills or lower levels of education.<sup>5</sup>
10. The volume of work delivered by Further Education colleges and institutions with people over 50 is highly significant. Around **27,000 learners** are enrolled in colleges, most of who study part-time. This is represented in the table below.

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<sup>5</sup> See the Department for Business, Innovation and Skills publication: 'The economic and social benefits associated with Further Education and Skills: Learning for those not in employment' [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/231006/13-1135-economic-and-social-benefits-associated-with-further-education-and-skills-learning-for-those-not-in-employment.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/231006/13-1135-economic-and-social-benefits-associated-with-further-education-and-skills-learning-for-those-not-in-employment.pdf)

**Table 1: Number of enrolled FE learners over 50 by age, sex and mode of study (2013/14)**

		Male	Female	Total
Full-time	50 - 59	140	215	355
	60 - 64	25	30	55
	65 and over	20	10	30
Part-time	50 - 59	5,925	8,765	14,690
	60 - 64	1,715	2,905	4,625
	65 and over	2,545	4,590	7,135

Source: StatsWales

11. The amount of part-time study in recent years in FE has consistently declined in recent years, mainly as a result of funding changes. Overall, part-time learning in FE has dropped by over 40% since 2005/06.

## Challenges for the Future – retaining the lifelong learning agenda

12. The lifelong learning agenda that animated much of the Welsh Government's education policy during the first decade of its life now seems to be weakened. No doubt, this relates in part to the tighter constraints on public spending that have come to pass since 2010. The perceived underperformance in some aspects of pre-16 education has also meant that funding for adult learning has not been prioritised. It would, however, be deeply regrettable if a strategic focus on improving pre-16 education meant a *de facto* end to the lifelong learning agenda that was such a strong government emphasis not so long ago.

13. Wales has a proud past (and present) track record on community learning and adult learning. Cycles of social deprivation mean that many children and young people, for a variety of reasons, are unable to make the most of the education they receive before they become adults. Educational inequalities cannot only be addressed by delivering learning for those 18 and under. Opportunities to resume education or improve skills in adult life - including beyond the age of 50 - are crucial for Wales' prosperity and social inclusion.

14. Without a properly funded infrastructure for adult learning, including in FE, there is a danger that education may become a 'once-for-all' opportunity for the young. This would have consequences for those without the means to pay for their own learning privately later in life, or for those who cannot study on a full-time basis because of caring or other commitments. Once the infrastructure surrounding adult learning is gone, it would be very difficult and expensive to re-establish.

15. Investment decisions being taken in the next few months by the Welsh Government will determine if a learning and skills infrastructure will continue to be in place for people over 50 and adults generally. We may look back and say that decisions made in 2015 had clear consequences for lifelong learning opportunities in our communities over an extended period of time.

# Eitem 3



**Developing the Network to Deliver Excellence in Vocational Skills**  
Datblygu'r Rhwydwaith i Gyflawni Rhagoriaeth mewn Sgiliau Galwedigaethol

## **Submission to the Enterprise and Business Committee's Inquiry into Employment Opportunities for People over 50**

**Jeff Protheroe**  
**Operations Manager**  
30 January 2015

## **Introduction**

1. The National Training Federation for Wales (NTfW) is a membership organisation of over one hundred organisations involved in the delivery of learning in the workplace. It is a Wales wide representative body for all those organisations or individuals involved in the training industry. Members range from small specialist training providers to national and international organisations, as well as local authorities, further education institutions and third sector organisations.
2. The NTfW represents the interests of learners, employers and learning providers across Wales and aims to inform them about all aspects of the education and training agenda.
3. Members work across Wales in rural, urban, bilingual and Welsh medium settings, and have strong links with over 35,000 employers across Wales ranging from small enterprises through medium sized companies to large multi-nationals and public sector organisations.
4. The NTfW maintains close working relationships with Welsh Government Ministers, Welsh Assembly Members, the Department for Education and Skills, Careers Wales, Jobcentre Plus and Sector Skills Councils.

## **Aim**

5. The aim of this Submission Paper is to provide evidence to the Enterprise and Business Committee ahead of a planned meeting which will take place at the Sennedd on Wednesday 25 February 2015.

## **Background**

6. All providers who are commissioned by the Welsh Government to deliver work-based learning programmes in Wales are Members of the NTfW. Within the context of this submission the term 'work-based learning' covers the Welsh Government's Work Ready and Apprenticeships Programmes.
7. All elements of the work-based learning provision in Wales are part funded by the European Social Fund, through the Welsh Government.

## **Work-based learning Programmes in Wales**

8. It is worth noting that during 2012/13 some 4,310 individuals aged 50 and over undertook a work-based learning programme (representing 7% of the overall figure) in Wales. Of these learners, some 3,570 (83%) undertook an Apprenticeship programme. The remainder of the provision centres on Welsh Government's 'adult provision' most notably the Steps to Employment Programme. It is widely recognised the work-based learning offers an excellent return on investment for all involved, and this is supported by the fact that over the same period, 72% of leavers went into new or continued current employment.

9. There are two main work-based learning programmes delivered in Wales, within which many individuals aged 50 and over have access, these being:

### Work Ready

10. Work Ready is to support individuals' progress from non-employment into employment. The provision consists of two elements (i.e. Learning for Work and Routeways). Entry to the most appropriate programme to meet each learner's need(s) will be determined through the Provider's own assessment process. For the period 1 April 2014 to 31 March 2015 an additional element of the Learning for Work strand will operate to focus on Essential Skills delivery for learners who are mandated into provision through a formal Jobcentre Plus assessment and referral process. This will be referred to as Learning for Work (Skills Conditionality). Individuals who are 18 years of age or over, have left full time education and are ordinarily resident in Wales, are eligible for entry into this programmes (subject to additional eligibility criteria).

### Apprenticeships

11. Foundation Apprenticeship and Apprenticeship are employment based learning programmes for employed learners at QCF levels 2 and 3 which follow a framework developed by the relevant industry Sector Skills Council. Each framework specifies the learning activities including qualifications covering occupational competencies and the relevant technical knowledge, Essential Skills Wales and Employment Rights and Responsibilities (ERR).

12. Higher Apprenticeship is an employment based programme for employed learners, at QCF level 4 - 6, and follows a framework developed by the relevant Sector Skills Council. Each framework specifies learning activities, including qualifications covering occupational competencies and the relevant technical knowledge, Essential Skills Wales and Employment Rights and Responsibilities (ERR).

- The age profile of individuals aged 50 and over undertaking an Apprenticeship programme in 2012/13 was:

	Foundation Apprenticeship	Apprenticeship	Higher Apprenticeship	Totals
50-59	1,765 (90%)	1,190 (93%)	305 (94%)	3,260 (91%)
60-64	170 (9%)	85 (6%)	20 (6%)	275 (8%)
65+	25 (1%)	10 (1%)	-	35 (1%)
Total	1,960 (55%)	1,285 (36%)	325 (9%)	3,570

- The gender profile of individuals aged 50 and over undertaking an Apprenticeship programme in 2012/13 was:

	Foundation Apprenticeship	Apprenticeship	Higher Apprenticeship	Totals
Female	1,295 (66%)	980 (76%)	240 (74%)	2,515 (70%)
Male	665 (34%)	305 (24%)	85 (25%)	1,055 (30%)
Total	1,960 (55%)	1,285 (36%)	325 (9%)	3,570

\* Adjusted for rounding

13. The tables above shows that of those individuals aged 50 and over undertaking an Apprenticeship, 70% are female, who are, in the main, following a level 2 or level 3 Apprenticeship. Although we are unable to produce evidence at this stage, it is highly likely that these individuals are employed within the Health and Social Care sector, where there are a greater proportion of older females working within the workforce.

14. However, it is a stark fact that as we move forward within an era of continued budgetary restraint, and as Welsh Government attempts to focus its limited budget towards young (16-24) people to tackle the important issue of youth unemployment, individuals that fall outside of this priority area will find it increasingly difficult to access funding to develop their skills, especially at levels 2 and 3.

### **The barriers that face people over 50 trying to re-enter the labour market**

15. The main barriers faced by people 50 and over trying to (re-) enter the labour market are lack of confidence and relevant employability skills, including digital literacy, lack of employment opportunities, and a relatively complex system for them to navigate to identify the most appropriate route to employment.

### **Whether there are any disadvantages to people over 50 re-entering the labour market**

16. NTfW does not see any disadvantages with people 50 or over (re-) entering the labour market.

### **The effectiveness of the Welsh Government's Strategy for Older People in Wales 2013-23 in assisting people over 50 into work**

17. One of the key outcomes in the Welsh Government's Strategy is that "*older people who want to work are able to do so and can access help with re-skilling and re-training*" It is intended that this outcome is achieved by providing "*access to appropriate job and skills (re-) training*", and "*appropriate support programmes to help people over 50 into work or to find new roles*" However, due to current budgetary constraints, work-based learning Programmes in Wales focus the vast majority of funding towards those in the 16-24 year old age bracket.

18. The Welsh Government's Strategy for Older people in Wales states that "*workers aged 50-65 make up over a quarter of the workforce*" However, as the figures above indicate, only 7% of people accessing work-based learning programmes in Wales are aged 50 or over.

19. Furthermore, the NTfW welcomes the commitment made as part of the Ageing Well in Wales Programme whereby the theme of increasing employment opportunities for people aged 50 or over recognises that "*providing people who*

*are 50+ with the same chances as anyone else to gain employment and retrain will be vital is Wales is to remain competitive. By adopting more widespread practices for positive healthy ageing, people will have better prospects for remaining in work, giving employers a competitive advantage.”*

### **The support that is most effective for people over 50 trying to re-enter the labour market (particularly programmes and projects).**

20. The latest set of verified statistics on work-based learning programmes in Wales (2012/13) indicates that on a learner basis (taking only the final programme of the year) 72% of leavers who were aged 50 or over went into new or continued current employment.

21. NTfW believes that the key to the continued success of work-based learning programmes in Wales is that they are designed and delivered in a complimentary way that allows an individual ‘a ladder of progression’ through to, and on from, a ‘gold standard’ Apprenticeship.

22. NTfW is concerned about the issue of duplication between ‘backbone programmes’ such as the Welsh Government’s Work Ready and Apprenticeships Programmes, and the range of programmes commissioned and delivered by DWP (predominately developed by UK Government) which only serve to offer a layer of duplication.

23. NTfW strongly feels that having one coherent ‘skills offer’ for any individual looking to enter the workforce, regardless of point of entry and identified need, would go a long way to assisting people aged 50 and over into work. We would urge the Committee to make further investigations into this area, with a view to making a recommendation to the Welsh Government that they should call for the continued devolution of DWP ‘skills’ programmes to Wales.

24. Alongside Jobcentre Plus, NTfW would see an increased role for CareersWales, through the recently launched Skills Gateway for Adults, in becoming a significant key player in offering information, advice and guidance to those individuals aged 50 or over looking to (re-) enter the workforce.

### **The availability and suitability of local job opportunities**

25. NTfW is unable to access specific information to quantify the issue of the availability of local job opportunities, and the success of individuals aged 50 and over accessing them. There is a perception amongst providers that these individuals find it difficult in accessing the workforce, unless there is local demand for specific skills sets.

### **The need for relevant support and skills training**

26. Based on all the evidence provided so far, NTfW feels that there is the need for relevant (to the 50 and over age group) support and skills training. The



Work-based Learning sector in Wales is adept at providing skills based training to individuals of all ages, and with its approach to 'learning on the job' and meaningful 'in work support' this type of learning can be a little less daunting to those lacking confidence than other traditional forms of learning.

27. The Welsh Government already has a range of programmes aimed at supporting individuals into work, which provide all of the following:

- Short sharp support on confidence building and motivation
- Delivery of essential skills (inc. digital literacy) contextualised to the workplace
- Work experience and/or volunteering opportunities
- Ongoing and regular workplace support from mentors

### **Transport difficulties, including availability and cost (especially in rural areas)**

28. It is recognised that for some, lack of financial resource does have a direct impact on an individual's ability to secure work when there are significant distances to cover.

### **Lack of confidence (for example, following redundancy)**

29. As outlined previously, we do recognise that a lack of confidence (either following redundancy or long periods of unemployment) does impact on an individual's ability to secure employment. However, through work-based learning there are plenty of opportunities for this to be overcome, either through direct intervention or through periods of work placements or volunteering opportunities.

### **Assisting and supporting people with additional challenges (for example, those with a disability)**

30. It is not felt that discrimination is an issue within work-based learning, however, it is recognised that more could be done to encourage the take up of work-based learning programmes amongst groups with 'protected characteristics' NTfW (and its Members) will be looking to work hard with and in support of Welsh Government officials and other stakeholders to ensure that work-based learning in Wales is seen as a viable and inclusive offer.

### **The role of people over 50 in mentoring younger workers and passing on their skills and knowledge**

31. NTfW recognises that people aged 50 and over who are still in the workforce offer a significant amount towards developing the Welsh economy as they assist in the coaching and mentoring of the 'the next generation.' The role of people aged 50 and over in mentoring younger workers is invaluable.

## Summary

32. Due to our scope and remit, NTfW feels suitably placed to offer evidence in regards to how best to assist people aged 50 and over into work. During 2012/13, NTfW Members delivered work-based learning programmes (inc. Work Ready and Apprenticeships) to some 4,310 distinct individuals aged 50 and over. The latest set of verified statistics on work-based learning programmes in Wales (2012/13) indicates that on a learner basis (taking only the final programme of the year) 72% of leavers aged 50 and over went into new or continued current employment.

33. In an era of restricted budgets within the post-16 education and training sector, and the increased (and important) focus on tackling youth unemployment, it is difficult to see what more the work-based learning sector could do to assist people aged 50 and over into work if we continue to operate in Wales as we are currently. However, the Welsh Government has already got a range of programmes that they could use (inc. Jobs Growth Wales) should they wish to address the growing issue of unemployment for individuals aged 50 and over.

34. Taken as a whole, and with the above data in mind, NTfW believes that work-based learning programmes are (and could continue to be) a very effective way of assisting people aged 50 and over into work.

## Papur Tystiolaeth ar gyfer y Pwyllgor Menter a Busnes: Cyfleoedd Cyflogaeth i Bobl Hŷn (y rhai sy'n 50+ oed)

### Yr Adran Addysg a Sgiliau

#### Cefndir

1. Erbyn 2020 disgwylir i draean o'r gweithwyr yn y DU fod dros 50 oed<sup>1</sup> ac o fewn 20 mlynedd bydd bron chwarter gweithlu'r DU yn 65 oed neu'n hŷn.<sup>2</sup> Mae dyddiadau ymddeol ar gyfartaledd wedi codi'n raddol dros y degawd diwethaf ac, yn 2011, roedd yn 64.5 mlwydd oed ar gyfer dynion a 62 mlwydd oed ar gyfer merched. At hynny, mae pobl yn byw saith mlynedd yn hwy ar ôl iddynt ymddeol nag yr oeddent yn y 1970au. I lawer o bobl, bydd gweithio blynyddoedd ychwanegol yn dod yn anghenraid economaidd. Mae deddfwriaeth a basiwyd yn ddiweddar yn y DU yn sicrhau na all cyflogwyr ddiswyddo gweithwyr hŷn ar sail oedran a'i nod yw annog gweithwyr i aros yn hirach yn y farchnad lafur.
2. Er bod tua 60 y cant o weithwyr hŷn yn parhau yn ffit, yn iach ac yn awyddus i weithio, prif achosion anweithgarwch economaidd yn y grŵp oedran 50+ yw salwch neu anabledd, yn bennaf ymhlith dynion a'r rhai sydd ar gyflogau isel.

#### Datganiad Polisi ar Sgiliau a Chynllun Gweithredu Sgiliau

3. Ym mis Ionawr 2014, nododd y datganiad polisi ar sgiliau uchelgais hirdymor Llywodraeth Cymru ar gyfer polisi cyflogaeth a sgiliau yng Nghymru. Amlinellodd y datganiad yr heriau mawr sy'n wynebu ein gwlad dros y degawd nesaf a'r camau y gellid eu cymryd i ddatblygu system sgiliau gystadleuol a chynaliadwy i'r dyfodol.
4. O fewn y datganiad ymrwymodd Llywodraeth Cymru i lunio Cynllun Gweithredu Sgiliau sy'n nodi'r camau gweithredu polisi allweddol a'u hamserlen er mwyn cyflawni'r nodau uchelgeisiol ar gyfer Cymru.
5. Mae'r cynllun, a lansiwyd ar 15 Gorffennaf, yn canolbwyntio ar gamau gweithredu polisi hyd at 2016 gan weithio gyda chyflogwyr, undebau a phartneriaid cyflawni. Mae'r camau gweithredu hyn yn rhan o'r diwygiadau tymor hwy sydd eu hangen er mwyn cael system sgiliau gadarn a chynaliadwy i Gymru.
6. Mae Llywodraeth Cymru yn sicrhau, wrth ddatblygu unrhyw bolisiâu a rhaglenni cyflogadwyedd, y rhoddir sylw penodol i'r heriau arbennig sy'n wynebu pobl hŷn ac mae'n annog hyn ar draws y sector cyhoeddus a'r sector preifat.
7. Ni ddylai'r rhai sy'n darparu rhaglenni dysgu ar ran Llywodraeth Cymru wahaniaethu ar sail oedran; hil; ffydd neu gred; cyfeiriadedd rhywiol; rhyw; beichiogrwydd neu famolaeth; bod yn briod neu mewn partneriaeth sifil; bod yn berson anabl; bod yn drawsrywiol.

<sup>1</sup> Amcanestyniadau'r SYG ar gyfer y farchnad lafur 2006-2020.

<sup>2</sup> SYG, Bwletin ystadegol 2010.

8. Mae cynyddu cyfleoedd cyflogaeth i bobl ifanc ac oedolion yn parhau i fod yn flaenoriaeth allweddol i Lywodraeth Cymru. Dyna pam, fel y nodir yn ein Rhaglen Lywodraethu, ein bod yn gweithredu rhaglenni cyflogadwyedd: Hyfforddeiaethau i bobl ifanc 16-18 oed; a Barod am Waith i oedolion 18 oed a throsodd. Mae'r rhaglenni cyflogadwyedd hyn yn helpu pobl ifanc ac oedolion i feithrin hyder a chymhelliant, gwella eu sgiliau a chael profiad gwaith i'w galluogi i gael cyflogaeth barhaol.
9. Mae'r boblogaeth yn heneiddio ac o'r oherwydd mae nifer gynyddol o bobl yn y grŵp oedran 50+. Mae'r duedd hon i'w gweld ar yr un pryd ag y mae llawer o bobl hŷn yn ennill llai o incwm o daliadau pensiwn neu'n wynebu oedi cyn derbyn yr incwm. Mae hyn wedi gorfodi llawer o bobl i aros mewn gwaith am fwy o amser nag a ragwelwyd er mwyn cael deupen llinyn ynghyd. Erbyn hyn disgwylir i'r duedd i bobl aros mewn gwaith am fwy o amser barhau a chynyddu yn y dyfodol.
10. Dylid nodi hefyd bod llawer o gyflogwyr yn ystyried bod eu gweithwyr hŷn yn ased gwerthfawr: ymhlith y nodweddion cadarnhaol a briodolir iddynt mae etheg gwaith gref, dibynadwyedd, teyrngarwch, profiad ym myd busnes, cof sefydliadol a sgiliau arbenigol.
11. Yn erbyn y cefndir hwn ac ar adeg pan fo cyllid cyhoeddus yn lleihau, nododd y Datganiad Polisi ar Sgiliau fod angen ailgydbwyso'r cyfrifoldeb am fuddsoddi mewn sgiliau a datblygu polisi ar gyfer cydfuddsoddi gan weithio gyda chyflogwyr ac unigolion. Ailddatganodd Llywodraeth Cymru yr ymrwymiad i weithredu ar fater cydfuddsoddi fel rhan o'r Cynllun Gweithredu Sgiliau a gyhoeddwyd ym mis Gorffennaf.
12. Er mwyn helpu i ddatblygu polisi cydfuddsoddi, wedi'i anelu at y rhai sy'n 19 oed a throsodd ac mewn gwaith, cyhoeddwyd ymgynghoriad cyhoeddus ym mis Chwefror 2014 a oedd yn gofyn am sylwadau gan randdeiliaid ar sut i ateb yr her sy'n gysylltiedig â sicrhau system sgiliau sy'n ariannol gynaliadwy. Canolbwyntiodd yr ymgynghoriad ar sut y gall Cymru gau'r bwloch rhyngddi a gweddill y DU o ran faint y mae cyflogwyr yn ei fuddsoddi mewn sgiliau yn ogystal â'r angen i herio'r cyflogwyr hynny nad ydynt yn buddsoddi yn sgiliau eu gweithlu ar hyn o bryd.
13. Cyhoeddwyd y Fframwaith ar gyfer cydfuddsoddi mewn sgiliau ar 20 Tachwedd 2014. Mae'r Fframwaith yn cydnabod yr amrywiaeth ehangach o fuddsoddiadau sy'n cael eu gwneud mewn sgiliau ac felly yn canolbwyntio camau gweithredu ar dri maes, sef:

**Dylanwad** – nodi'r camau y gall y llywodraeth eu cymryd, gan weithio gyda chyflogwyr, darparwyr, undebau a rhanddeiliaid eraill, er mwyn dylanwadu ar y penderfyniadau buddsoddi a wneir gan gyflogwyr.

**Buddsoddi** – diffinio'r cydgyfrifoldeb am fuddsoddi mewn sgiliau (cydfuddsoddi) a'r egwyddorion buddsoddi a fydd yn llywio meysydd o ymyrraeth gan y llywodraeth a chyflogwyr.

**Effaith** – gwerthuso penderfyniadau buddsoddi gan ddefnyddio'r Mesurau Perfformiad Sgiliau a gyhoeddwyd gan Lywodraeth Cymru ym mis Medi 2014 a sicrhau bod atebolrwydd priodol am berfformiad wedi'i gynnwys mewn meysydd perthnasol o weithgarwch llunio polisïau a chyflwyno rhaglenni.

14. Nod y fframwaith cydfuddsoddi yw darparu sail gadarn ar gyfer symud y pwyslais o ddull o fuddsoddi mewn sgiliau a arweinir gan y llywodraeth i system y dylanwedir arni ac a arweinir gan gyflogwyr. O ran buddsoddiadau a arweinir gan y llywodraeth, mae'r rhain yn canolbwyntio ar yr angen i barhau i gefnogi prentisiaethau i'r rhai sy'n 25 oed neu'n iau, datblygu prentisiaethau lefel uwch i bob oedran, Sgiliau Hanfodol i oedolion a chymorth parhaus i Gymraeg i Oedolion.

### **Cyllid Ewropeaidd**

15. Mae sgiliau yn hanfodol i gael swydd a'i chadw. Felly, rydym wedi canolbwyntio cryn dipyn o gyllid Ewropeaidd ar gefnogi unigolion i wella eu sgiliau a helpu pobl i mewn i waith.

16. Ar ôl dysgu gwersi o'r cylch diwethaf o gyllid Ewropeaidd rydym wrthi'n gweithio ar sicrhau proses drosglwyddo effeithiol i Raglenni'r Gronfa Strwythurol ar gyfer 2014-2020. Ein nod fydd creu system cymorth fwy hyblyg sy'n nodi anghenion busnesau ac unigolion yn glir ac yn ymateb iddynt. Fel rhan o hyn datblygwyd Ôl-troed yr Adran Addysg a Sgiliau (AdAS) ar gyfer Cyflenwi Cronfa Gymdeithasol Ewrop (ESF). Mae dogfen Ôl-troed AdAS ar gyfer Cyflenwi ESF yn amlinellu'r modd y mae'r Adran yn ymdrin ag ESF ac yn cynnwys map o'r ddarpariaeth cyflogaeth a sgiliau i bobl ifanc ac oedolion ledled Cymru, gan nodi'r cysylltiadau perthnasol â Rhaglenni ESF ar gyfer 2014-2020.

Amcanion y ddogfen yw:

- llywio gweithgarwch datblygu prosiectau;
- annog cydweithio;
- lleihau dyblygu a chystadleuaeth;
- nodi bylchau yn y ddarpariaeth;
- annog y defnydd o Wybodaeth am y Farchnad Lafur wrth gynllunio a datblygu prosiectau.

17. Cyhoeddwyd y ddogfen Ôl-troed wreiddiol ym mis Mai 2014 mewn partneriaeth â Swyddfa Cyllid Ewropeaidd Cymru (WEFO) a gellir ei gweld ar wefan Llywodraeth Cymru yn [Ôl-troed AdAS ar gyfer Cyflenwi'r Gronfa Gymdeithasol Ewropeaidd \(ESF\) 2014 i 2020](#).

18. Mae'r ddogfen Ôl-troed yn ddogfen fyw a gaiff ei diweddarau bob chwarter, er mwyn cynnwys a chyflwyno'r wybodaeth ddiweddaraf am brosiectau. Cyhoeddwyd y diweddariad cyntaf ym mis Medi 2014 ac mae ar gael yn y ddolen uchod. Nid yw'r ddogfen na'r adroddiadau diweddarau yn disodli dogfennau canllaw a gyhoeddwyd gan WEFO ond bwriedir iddynt ychwanegu gwerth at y broses o ddatblygu prosiectau ar gyfer sefydliadau sy'n ceisio cael arian o ESF.

19. Mae'r tabl isod yn nodi nifer y cyfranogwyr 50 oed a throsodd a ddechreuodd ar raglenni sgiliau a ariannwyd gan ESF drwy Lywodraeth Cymru rhwng 1 Ionawr 2013 a 30 Tachwedd 2014. Cyfanswm y cyfranogwyr ar gyfer y cyfnod hwn oedd 19,995.

<b>Enw'r Prosiect</b>	<b>Nifer y Cyfranogwyr</b>
Sgiliau Hanfodol yn y Gweithle Cystadleurwydd	62
Sgiliau Hanfodol yn y Gweithle Cydgyfeirio	151
Sgiliau Hanfodol yn y Gweithle Nas Ariennir gan ESF	1
Arwain a Rheoli - Cystadleurwydd	144
Arwain a Rheoli - Cydgyfeirio	188
ReAct II Cystadleurwydd	613
ReAct II Cydgyfeirio	1138
Cynllun Peilot y Gronfa Blaenoriaethau Sector - Cydgyfeirio	15
Cynllun Peilot y Gronfa Blaenoriaethau Sector - Heb gynnwys Ardaloedd Cydgyfeirio	13
Sgiliau Twf Cymru Cystadleurwydd	909
Sgiliau Twf Cymru Cydgyfeirio	1569
<b>Cyfanswm</b>	<b>4803</b>
<b>Canran o'r cyfanswm o 19,995</b>	<b>24.1%</b>

### **Cymorth Cyflogaeth a Sgiliau**

20. Bydd y Porth Sgiliau newydd, a gaiff ei lansio ym mis Ionawr 2015, yn cynnig un system ymgysylltu, asesu ac atgyfeirio a fydd yn darparu gwasanaeth diddor i unigolion o bob oedran a busnesau sy'n awyddus i gael cymorth sgiliau.

21. Mae'r Llywodraeth o'r farn ei bod yn hanfodol sicrhau y bydd cymorth cyflogaeth a sgiliau ar gael i bobl o bob oedran a gallu yn y dyfodol ac yn cydfynd â'r Strategaeth ar gyfer Pobl Hŷn yng Nghymru.

### **Strategaeth ar gyfer Pobl Hŷn (Gwasanaethau Iechyd a Chymdeithasol)**

22. Bu pwysigrwydd cyflogaeth a dysgu gydol oes ar gyfer pobl hŷn yn ffocws i Lywodraeth Cymru ers y Strategaeth gyntaf ar gyfer Pobl Hŷn a gyhoeddwyd yn 2003. Mae'r Strategaeth ar gyfer Pobl Hŷn Cam 3, a lansiwyd ym mis Mai 2013, yn nodi bod cyflogaeth yn diogelu pobl rhag tlodi ac iechyd gwael ac yn hyrwyddo lles pobl hŷn.

23. Mae'r Comisiynydd Pobl Hŷn yn cynnal rhaglen 'Heneiddio'n Dda yng Nghymru' sy'n cael ei datblygu fel partneriaeth rhwng y sector cyhoeddus a'r trydydd sector yng Nghymru. Mae un o themâu allweddol y rhaglen hon hefyd yn canolbwyntio ar Gyflogaeth a Sgiliau ar gyfer pobl hŷn.

## Helpu a chefnogi pobl sy'n wynebu heriau ychwanegol (er enghraifft, y rhai ag anabledd) (Llywodraeth Leol a Chymunedau)

24. Wrth ddatblygu'r Fframwaith Gweithredu ar gyfer Byw'n Annibynnol, soniodd pobl anabl wrthym am y rhwystrau a wynebwr ganddynt o ran cael swydd a'i chadw, er enghraifft:
- Lefelau sgiliau a chymwysterau anghymesur o isel. Gall hyn ddiwydd am bob math o resymau, o fod yn absennol o'r ysgol yn ystod plentyndod, rhwystrau i fynediad i addysg brif ffrwd, diffyg cymorth arbenigol a disgwyliadau isel – weithiau gan rieni neu staff, ac weithiau gan bobl anabl eu hunain;
  - Rhwystrau ffisegol, megis mynediad i adeiladau a chludiant i'r gwaith;
  - Agweddau negyddol cyflogwyr neu aelodau eraill o staff;
  - Diffyg ymwybyddiaeth o'r cymorth sydd ar gael i helpu pobl i mewn i addysg a hyfforddiant sgiliau, ac i mewn i gyflogaeth.
25. Ein nod yw mynd i'r afael â lefelau sgiliau a chymwysterau is ymhlith pobl anabl drwy sicrhau bod holl bolisiau addysg a hyfforddiant Llywodraeth Cymru yn gwbl gynhwysol fel bod gan bobl anabl yr un cyfleoedd â'u cymheiriaid nad ydynt yn anabl.
26. Ymhlith y blaenoriaethau eraill yn y Fframwaith Gweithredu ar gyfer Byw'n Annibynnol, mae hygyrchedd trafniadaeth gyhoeddus a mynediad i adeiladau; bydd gwneud cynnydd yn y meysydd hyn hefyd yn helpu i greu cymdeithas alluogol sy'n rhoi'r cymorth cynhwysfawr sydd ei angen er mwyn helpu pobl anabl i gael swyddi da a'u cadw.
27. Mae Deddf Cydraddoldeb 2010 hefyd yn cefnogi pobl anabl yn y gweithle drwy osod dyletswydd ar gyflogwyr i wneud addasiadau rhesymol. Bwriedir i'r ddyletswydd i wneud addasiadau rhesymol sicrhau, i'r graddau y bo'n rhesymol, fod gan weithiwr anabl yr un mynediad at bopeth sy'n ymwneud â gwneud a chadw swydd ag unigolyn nad yw'n anabl.

### Ystadegau Perthnasol

28. Mae ffigurau swyddogol yn datgelu, am y tro cyntaf, bod dros filiwn<sup>3</sup> o weithwyr dros 65 oed ledled Prydain erbyn hyn.
29. Dengys ymchwil gan y banc buddsoddi, Citi, y gellir priodoli'r holl gynnydd net o ran cyflogaeth yn ystod y degawd diwethaf i'r grŵp oedran 50+.<sup>4</sup>
30. Mae cyflogwyr sy'n hyrwyddo amrywiaeth cenedliadol ac yn datblygu gweithlu aml-genhedlaeth yn fwy llwyddiannus ac yn gallu cadw sgiliau gweithwyr hŷn yn well, tra'n datblygu gweithlu iau ar gyfer y dyfodol.<sup>5</sup>

<sup>3</sup> SYG fe'i dyfynnir yn <http://www.dailymail.co.uk/news/article-2340119/Number-65s-work-doubles-decades-1million-time.html>

<sup>4</sup> <http://www.dailymail.co.uk/news/article-2272756/Greying-workforce-squeezing-younger-generation-jobs-50s-90-rise-employment.html>

<sup>5</sup> Ymchwil gan CIPD <http://www.cipd.co.uk/NR/rdonlyres/25DA52DE-F120-4579-AFE3-564C8801425D/0/genuphowfourgenerationswork.pdf>

31. Mae dysgu yn weithgaredd gydol oes ac yn 2012/13 cofrestrwyd tua 40,055 o bobl dros 50 oed gyda darparwyr addysg bellach, dysgu seiliedig ar waith neu ddysgu cymunedol yng Nghymru.<sup>6</sup> Roedd 26,625 o'r rhain yn ddysgwyr a oedd yn dilyn cyrsiau rhan-amser mewn colegau Addysg Bellach a'r rhan fwyaf o'r dysgwyr eraill yn yr ystod oedran yma wedi cofrestru gyda darparwyr dysgu cymunedol awdurdodau lleol.
32. Mae 24.2 y cant o'r holl ddysgwyr sydd wedi cofrestru ar gyrsiau rhan-amser yn y sector Addysg Bellach yn 50 oed neu'n hŷn.<sup>7</sup> Mae tua 6.5 y cant dros 65 oed.
33. Er bod tua 60 y cant o weithwyr hŷn yn parhau yn ffit, yn iach ac yn awyddus i weithio, prif achosion anweithgarwch economaidd yn y grŵp oedran 50+ yw salwch neu anabledd, yn bennaf ymhlith dynion a'r rhai sydd ar gyflogau isel.
34. Mae Age UK yn honni bod gweithwyr hŷn yn wynebu mwy o risg o gael eu diswyddo a'u bod yn ei chael hi'n anos dod o hyd i swydd arall na'u cydweithwyr iau.<sup>8</sup> Cynhaliodd Age UK ddadansoddiad o ddata swyddogol sy'n dangos, ar gyfer chwarter olaf 2012, bod 6.6 o bobl dros 50 oed wedi'u diswyddo am bob mil a oedd yn gweithio yn ystod y tri mis blaenorol. Mae hyn yn cymharu â 5.1 o weithwyr rhwng 35 a 49 oed a 5.2 rhwng 25 a 34 oed. Roedd gweithwyr rhwng 16 a 24 oed yn wynebu ychydig mwy o risg, gyda saith o bobl yn cael eu diswyddo am bob mil o weithwyr, ond roeddent hwy yn fwy tebygol o ddod o hyd i waith eto yn gyflym.<sup>9</sup>

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<sup>6</sup> Ffynhonnell: LLWR

<sup>7</sup> ibid

<sup>8</sup> <http://www.ageuk.org.uk/latest-press/archive/older-workers-at-high-redundancy-risk/>

<sup>9</sup> <http://www.ageuk.org.uk/latest-press/archive/older-workers-at-high-redundancy-risk/>



## **Atodiad 1 - Effaith a Gwerth am Arian Cyllid Ewropeaidd (Cyllid a Busnes y Llywodraeth)**

### **Cyflwyniad**

1. Diben y papur hwn yw nodi tystiolaeth ysgrifenedig ar effaith a gwerth am arian cyllid Ewropeaidd.
2. Yn gyntaf, mae'r papur yn cyflwyno dadansoddiad cryno o oblygiadau poblogaeth sy'n heneiddio a'r rhwystrau a wynebwr gan bobl hŷn. Mae'r dadansoddiad hwn wedi bwydo i mewn i gynllun Rhaglenni Ewropeaidd 2014-2020. Yn ail, mae'r papur yn disgrifio'r cymorth arfaethedig ar gyfer pobl hŷn yn Rhaglenni 2014-2020. Yn olaf, mae'r papur yn cyflwyno rhai canlyniadau ar gyfer pobl hŷn o Raglenni Cronfa Gymdeithasol Ewrop (ESF) 2007-2013.

### **Dadansoddiad o oblygiadau poblogaeth sy'n heneiddio a'r rhwystrau a wynebwr gan bobl hŷn**

3. Mae amcanestyniadau'r SYG yn awgrymu y bydd nifer y bobl 65 oed a throsodd yn codi 50% (mwy na 290,000 o bobl) yng Nghymru rhwng 2012 a 2037. Mae i'r newid demograffig amcanestynedig hwn oblygiadau ar draws nifer o barthau economaidd-gymdeithasol gan gynnwys iechyd, tlodi, cyflogaeth a thrafnidiaeth. Er enghraifft, fel arfer mae angen mwy o ofal iechyd ar bobl hŷn nag sydd ei angen ar bob iau; maent yn llai tebygol o fod mewn cyflogaeth ac maent yn tueddu i gael llai o opsiynau o ran cael gafael ar wasanaethau.
4. Mae poblogaeth sy'n heneiddio yn ei gwneud yn fwy tebygol y bydd mwy o bobl yn ymgymryd â'r rôl o helpu a rhoi cymorth i bobl hŷn. Bydd hyn yn effeithio'n benodol ar ferched sy'n parhau i fod yn brif ofalwyr. Yr her yw galluogi gofalwyr i gydbwysu gwaith a bywyd teuluol fel y gallant weithio i'w llawn potensial.
5. Gall effeithiau anabledau a/neu gyflwr iechyd sy'n cyfyngu ar y gallu i weithio hefyd fod yn rhwystr i gadw gwaith parhaol ac efallai y bydd problemau iechyd yn dod yn fwy cyffredin yn y gweithle wrth i bobl orfod gweithio'n hirach. Bydd angen gweithredu, gyda chyflogwyr ac unigolion, er mwyn mynd i'r afael â'r problemau hyn er mwyn eu hatal rhag datblygu'n ysgogydd bod heb waith neu'n rhwystr i gamu ymlaen mewn cyflogaeth.
6. Nodwyd y dystiolaeth ganlynol yn yr Aseidiadau o'r Effaith ar Gydraddoldeb ar gyfer y Rhaglenni yng Nghymru:
  - Mae pobl dros 50 oed yn ei chael hi'n anos dod o hyd i waith pan fyddant yn ddi-waith oherwydd nifer o rwystrau. Er enghraifft, efallai y bydd pobl hŷn yn ei chael hi'n anos defnyddio'r rhyngwyrdd i chwilio am waith / gwneud ceisiadau.
  - Gellir priodoli'r ffaith bod pobl rhwng 50 a 70 oed yn tynnu'n ôl o'r farchnad lafur yn rhannol i'r angen i ofalu am aelodau o'r teulu, yn arbennig ar gyfer merched a phroblemau iechyd.
  - Mae gweithwyr hŷn yn llawer llai tebygol o gael cynnig i gymryd rhan mewn hyfforddiant a ddarperir gan gyflogwyr na gweithwyr iau.

- Mae oedran a diffyg sgiliau sy'n gysylltiedig â thechnoleg yn rhwystrau mawr o ran chwilio am swyddi i oedolion dros 50 oed.
- Mae hawliad pensiwn merched yn aml yn is na hawliad pensiwn dynion ac maent yn wynebu mwy o risg o dlodi yn ddiweddarach mewn bywyd.

### **Cymorth i bobl hŷn o fewn Rhaglenni ESF 2014-2020**

7. Bydd rhaglenni ESF 2014 – 2020 yng Nghymru yn pwysleisio'r angen i gefnogi'r arfer o gyflogi pobl hŷn neu bobl ag anabledd, gan gynnwys cyflwr iechyd sy'n cyfyngu ar y gallu i weithio. Gwneir hyn fel rhan o becyn o gymorth wedi'i dargedu, yn seiliedig ar dystiolaeth glir o'r farchnad lafur a'r galw o du cyflogwyr i gyflawni canlyniadau economaidd a chymdeithasol cynaliadwy ar gyfer y tymor hwy. At hynny, nodir bod pobl economaidd anweithgar 55 oed a throsodd yn un o grwpiau targed penodol y Rhaglenni.
8. Mae rhaglenni ESF yn atgyfnerthu disgwyliad Llywodraeth Cymru y cymerir camau integredig er mwyn hyrwyddo cynhwysiant cymdeithasol a threchu tlodi, gan gyfrannu at dargedau Ewrop 2020 a Chynllun Gweithredu ar gyfer Trechu Tlodi Llywodraeth Cymru ar yr un pryd.
9. Mae unigolion dros 50 oed nad ydynt mewn cyflogaeth yn aml yn wynebu rhai o'r rhwystrau mwyaf cymhleth i ddychwelyd i gyflogaeth gynaliadwy, gan gynnwys sgiliau a chymwysterau, trafndiaeth, cyfrifoldebau gofalu, rhwystrau ariannol ac emosiynol yn ogystal ag agweddau at waith a dibyniaeth ar les.
10. Mae cyfnodau o ddirwasgiad ac ansicrwydd yn y farchnad lafur yn peri heriau ychwanegol i'r unigolion hyn wrth gystadlu am y cyfleoedd sydd ar gael. Bydd camau gweithredu o fewn rhaglenni ESF yn helpu unigolion i fynd i'r afael â'r rhwystrau lluosog a chymhleth hyn ac fe'u hategir gan gymorth er mwyn galluogi gweithwyr hŷn, a'r rhai â phroblemau iechyd, i aros mewn gwaith a pharhau i ddysgu sgiliau newydd sy'n eu helpu i addasu.

### **Canlyniadau Rhaglenni ESF 2007-2013**

11. Dengys y data monitro diweddaraf fod mwy na 30,000 o bobl dros 55 oed wedi cael cymorth gan Raglenni ESF 2007-2013 neu eu bod yn cael cymorth ar hyn o bryd.
12. O'r bobl hynny dros 50 oed sydd wedi cwblhau prosiect ESF a oedd wedi'i anelu at eu helpu i ddod o hyd i waith, roedd ychydig dros 15% mewn gwaith ar ôl gorffen eu prosiect. Enillodd ychydig dros chwarter gymhwyster ac aeth 6% ymlaen i ymgymryd â dysgu pellach.
13. O'r bobl hynny dros 50 oed sydd wedi cwblhau prosiect ESF sydd â'r nod o helpu pobl i gamu ymlaen mewn cyflogaeth mae bron 40% wedi ennill cymhwyster.
14. Er nad oes gennym ddata eraill wedi'u dadansoddi yn ôl oedran ar hyn o bryd, mae tystiolaeth o arolygon annibynnol o bobl sydd wedi gadael prosiect ESF yn awgrymu bod canran uchel o gyfranogwyr wedi meithrin sgiliau sy'n gysylltiedig â swydd o brosiect ESF. Er enghraifft, dywedodd bron 70% o'r bobl a adawodd brosiect ESF yn ystod 2012 eu bod wedi meithrin sgiliau swydd-benodol sy'n gysylltiedig â

galwedigaeth benodol. Bydd dadansoddiad o'r canfyddiadau hyn yn ôl grŵp oedran ar gael yn fuan.

# Eitem 7

Mae cyfyngiadau ar y ddogfen hon