

Grant Santos
Educ8 Training Group
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13 Ionawr / January 2022

Annwyl / Dear Grant Santos

Ymweliad monitro prentisiaethau dysgu yn y gwaith

Rhwng 2 a 4 Tachwedd 2021, ymwelodd Mark Evans AEM a Sandra Barnard AEM â'r darparwr a'i isgontractwyr i adolygu'r ffordd y cafodd ei raglenni prentisiaeth eu darparu yn ystod blwyddyn gyntaf y contract. Mae'r llythyr hwn yn darparu crynodeb o'r adborth o'r ymweliad hwn.

Mae Educ8 Training Group yn darparu rhaglenni prentisiaeth ar draws 15 maes dysgu ar lefel 2, lefel 3 a phrentisiaethau uwch. Ar hyn o bryd, mae'r darparwr yn darparu hyfforddiant i 2145 o ddysgwyr. Y maes dysgu mwyaf yw iechyd a gofal cymdeithasol. Trwy ei isgontractwyr, mae Educ8 Training Group hefyd yn cynnig hyfforddiant arbenigol mewn meysydd dysgu fel nyrsio milfeddygol, cyfryngau cymdeithasol a barbro. Mae'r darparwr yn gweithio â chwe is-gontractwr i ddarparu prentisiaethau ar draws de-orllewin a gogledd Cymru. Gofynnodd Llywodraeth Cymru i'r darparwr gefnogi 418 o ddysgwyr a ddadleolwyd o ddarparwr hyfforddiant lleol na ddyfarniad contract iddo ar gyfer prentisiaethau.

Mae Educ8 Training Group wedi dyrannu nifer y prentisiaid newydd sy'n dechrau â phob is-gontractwr ar sail eu perfformiad blaenorol a'r galw gan gyflogwyr. Bu'n sensitif ac yn ystyriol wrth i brentisiaid bontio o'u darparwr hyfforddiant blaenorol oherwydd y trefniadau contractio newydd. Dywed isgontractwyr eu bod yn cael cymorth da gan y darparwr arweiniol, a'i fod yn cyfathrebu'n rheolaidd ac yn gynhwysfawr am agweddau allweddol ar ddarparu'r rhaglen brentisiaethau.

Mae'r darparwr yn codi tâl rheoli ar bob is-gontractwr i fanteisio ar ystod o gymorth gweinyddol, gan gynnwys olrhain perfformiad a deilliannau dysgwyr. Mae'r tâl rheoli wedi'i seilio ar risg ar raddfa symudol, ac mae'n dibynnu ar brofiad blaenorol yr is-gontractwr o ran darparu rhaglenni prentisiaeth a lefel y cymorth sydd ei hangen arno. Mae Educ8 Training Group yn cydweithio'n agored â'i isgontractwyr. Mae cyfathrebu rheolaidd, manwl a buddiol o ran rhannu ystod eang o wybodaeth yn ymwneud â chynnydd a pherfformiad dysgwyr ac ansawdd hyfforddiant prentisiaeth.

Dywed y darparwr y bu'n arbennig o anodd cynnal asesiadau dysgwyr yn y gweithle mewn sectorau fel iechyd a gofal cymdeithasol. Mae'r sector hwn yn faes dysgu sydd â chyfyngiadau sylweddol o ran ymweliadau o hyd ac, o ganlyniad, mae dysgwyr yn dibynnu'n gyffredinol ar sicrhau tystiolaeth a thystiolaeth ffotograffig gan

gyflogwyr i gynnal eu cynnydd. Elwodd y darparwr ar y gwaith a wnaed ganddo cyn y pandemig i symud adnoddau addysgu a dysgu ar-lein. Arweiniodd hyn at ddysgwyr yn gallu manteisio ar ddeunyddiau dysgu er mwyn iddynt barhau i ymgysylltu â'u dysgu.

Dywed dysgwyr eu bod yn cael lefelau arbennig o dda o gymorth personol gan eu haseswyr wrth ymgymryd â dysgu ac asesu o bell. Roedd dysgwyr yn croesawu'r cymorth hwn i'w helpu i aros ar y rhaglen ar adegau pan allai dysgwyr fod ar ffyrlo neu pan nad oedd aseswyr yn cael mynd i'r gweithle. O ganlyniad, mae llawer o ddysgwyr wedi aros ar y rhaglen ac wedi gallu parhau â'u hyfforddiant. Mae dysgwyr yn gwerthfawrogi'r ffyrdd mae eu haseswyr wedi parhau i addasu ac arddel ffyrdd gwahanol o gynnal eu cymhelliant a chynnig cymorth iddynt er mwyn iddynt wneud cynnydd. Yn gyffredinol, gwnaed hyn drwy weithgareddau un-i-in ac mewn grwpiau bach. At ei gilydd, mae'n cymryd yn hirach i ddysgwyr gwblhau eu prentisiaethau oherwydd y cyfyngiadau ar ymweliadau â gweithleoedd i gynnal asesiadau ymarferol. Wrth gyfateb yr estyniadau amser rhaglenni sydd ar gael i ddysgwyr, mae'r darparwr yn rhoi ystyriaeth glir i ba asesiadau a gwaith sydd eu hangen ar ddysgwyr i gwblhau eu prentisiaethau.

Work-based learning apprenticeship monitoring visit

Between 2nd and 4th November 2021, Mark Evans HMI and Sandra Barnard HMI visited the provider and its subcontractors to review the delivery of its apprenticeship programmes in the first year of the contract. This letter provides a summary of feedback from this visit.

Educ8 Training Group delivers apprenticeship programmes across 15 learning areas at level 2, level 3 and higher apprenticeships. The provider currently delivers training to 2145 learners. The largest learning area is health and social care. Through its subcontractors, Educ8 Training Group also delivers specialist training in learning areas such as veterinary nursing, social media and barbering. The provider works with six subcontractors to deliver apprenticeships across southwest and north Wales. The provider was asked by the Welsh Government to support 418 displaced learners from a local training provider who was not awarded an apprenticeship contract.

Educ8 Training Group has allocated the number of new apprentice starts to each subcontractor based on their previous performance and employer demand. They have been sensitive and considerate during the transition of apprentices from their previous training provider due to new contracting arrangements. Subcontractors report that they are well supported by the lead provider with regular and comprehensive communication about key aspects of the delivery of the apprenticeship programme.

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The provider charges each subcontractor a management fee for which they access a range of administrative support, including learner performance tracking and outcome claims. The management fee is risk-based within a sliding scale and is dependent on the subcontractor's previous experience in delivering apprenticeship programmes and the level of support they require. Educ8 Training Group is working openly with its subcontractors. Communication is regular, detailed and beneficial in sharing a wide range of information relating to learner progress and performance and the quality of apprenticeship training.

The provider reports that in sectors such as health and social care it has been particularly difficult to undertake workplace learner assessment. This sector remains a learning area with significant visiting restrictions and, as a result, learners generally rely on securing employer witness testimony and photographic evidence to maintain progress. The provider benefitted from the work it had done before the pandemic in moving teaching and learning resources online. This resulted in learners having access to learning materials to keep them engaged in their learning.

Learners report that they receive particularly good levels of personal support from their assessors when undertaking remote learning and assessment. This support was welcomed by learners to help them to remain on programme at times when learners may have been furloughed or assessors not allowed in the workplace. As a result, many learners have remained on programme and able to continue with their training. Learners appreciate the ways in which their assessors have continued to adapt and embrace different ways of keeping them motivated and providing support for them to make progress. This has generally been done through one-to-one and small group activities. Overall it is taking learners longer to complete their apprenticeships due to the restrictions and limitations on workplace visits for undertaking their practical assessments. When matching available programme time extensions to learners, the provider takes clear account of what assessment and work is required for learners to complete their apprenticeships.

Yn gywir / Yours sincerely



Jackie Gapper
Cyfarwyddwr Cynorthwyol /
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