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Tŷ Cambrian
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11 Mawrth / March 2022

Ymweliad monitro prentisiaethau dysgu yn y gwaith

Annwyl / Dear Arwyn

Rhwng 14 ac 17 Chwefror 2022, ymwelodd Sandra Barnard AEM a Mark Evans AEM â'r darparwr a'i is-gontractwyr i adolygu cyflwyno ei raglenni prentisiaeth yn ystod blwyddyn gyntaf eu contract gyda Llywodraeth Cymru. Mae'r llythyr hwn yn crynhoi'r adborth o'r ymweliad hwn.

Mae Cwmni Hyfforddiant Cambrian yn cyflwyno rhaglenni prentisiaeth ar draws 14 maes dysgu ar lefel 2, lefel 3, a phrentisiaethau uwch. Ar hyn o bryd, mae'r darparwr yn cyflwyno hyfforddiant i 1,714 o ddysgwyr. Y meysydd dysgu mwyaf yw lletygarwch ac arlwyo, gweithgynhyrchu bwyd, rheoli adnoddau cynaliadwy ac iechyd a gofal cymdeithasol. Trwy ei is-gontractwyr, mae Cwmni Hyfforddiant Cambrian hefyd yn cyflwyno hyfforddiant mewn meysydd dysgu fel gofal plant, chwaraeon a gweithgareddau hamdden egnïol a gofal anifeiliaid. Mae'r darparwr yn gweithio gyda saith is-gontractwr i gyflwyno rhaglenni prentisiaeth ar draws de ddwyrain, de orllewin, gogledd a chanolbarth Cymru. Gofynnodd Llywodraeth Cymru i'r darparwr gefnogi 426 o ddysgwyr oedd wedi'u dadleoli o ddarparwr hyfforddiant arall na ddyfarnwyd contract prentisiaeth iddo.

Cwmni Hyfforddiant Cambrian yw'r darparwr mwyaf yng Nghymru o ran prentisiaethau lletygarwch ac arlwyo. Ar hyn o bryd, mae 562 o ddysgwyr yn dilyn rhaglenni prentisiaeth ar draws pob lefel. Mae cyfarwyddwyr a rheolwyr yn defnyddio'r arbenigedd hwn i helpu gyrru cynllun adfer economaidd Llywodraeth Cymru ar gyfer twristiaeth, lletygarwch, ac arlwyo o ran datblygu'r medrau sydd eu hangen i gefnogi'r diwydiant a'r anghenion hyfforddi ar gyfer dysgwyr.

Mae Cwmni Hyfforddiant Cambrian yn dyrannu nifer o brentisiaid newydd i bob is-gontractwr ar sail eu perfformiad blaenorol a galw gan gyflogwyr. Mae staff wedi bod yn ddeallgar ac yn ystyriol i gynorthwyo dysgwyr yn ystod cyfnod pontio prentisiaid o'u darparwr hyfforddiant blaenorol o ganlyniad i'r trefniadau contractio newydd. Mae llawer o'r is-gontractwyr wedi gweithio gyda Chwmni Hyfforddiant Cambrian ers sawl blwyddyn ac wedi sefydlu perthnasoedd hirsefydledig.

Dywedant eu bod yn cael cymorth da gan y darparwr arweiniol gyda chyfathrebu rheolaidd, agored a thryloyw am agweddau allweddol ar y cyflwyno ar gyfer y rhaglenni prentisiaeth.

Dyrannwyd tri is-gontractwr newydd i Gwmni Hyfforddiant Cambrian gan Lywodraeth Cymru. Mae'r perthnasoedd, y prosesau, a'r arferion gyda'r is-gontractwyr newydd wrthi'n cael eu datblygu o hyd.

Mae'r darparwr yn codi ffi rheoli ar bob is-gontractwr er mwyn iddynt allu manteisio ar ystod o gymorth gweinyddol, yn cynnwys rheoli data, prosesau sicrhau ansawdd, systemau gwybodaeth reoli a mynediad at ddigwyddiadau datblygiad proffesiynol. Mae'r ffi rheoli wedi'i seilio ar risg o fewn graddfa lithro, gan nodi lefel y cymorth sydd ei angen, yn dibynnu ar brofiad a pherfformiad.

Mewn sectorau fel lletygarwch, gweithgynhyrchu bwyd ac iechyd a gofal cymdeithasol, mae wedi bod yn hynod anodd cynnal asesiadau yn y gweithle oherwydd cyfyngiadau COVID-19, ac ni chaniateir defnyddio tystiolaeth ffotograffig mewn rhai sectorau. Mae hyn yn dechrau gwella gan fod lleoliadau lletygarwch wedi ailagor, mae cartrefi gofal yn caniatáu ymwelwyr, ac mae safleoedd gweithgynhyrchu bwyd yn gwbl weithredol. Erbyn hyn, gall y rhan fwyaf o aseswyr arsylwi dysgwyr yn y gwaith a chynnal asesiadau galwedigaethol. Fodd bynnag, ar gyfer ychydig o feysydd dysgu a gyda rhai cyflogwyr, fel y rhai mewn lleoliadau iechyd a gofal cymdeithasol awdurdodau lleol, mae cyfyngiadau ar waith o hyd, ac ni all dysgwyr gwblhau eu hasesiadau a'u rhaglenni o hyd.

Dywed dysgwyr eu bod wedi cael lefelau uchel iawn o gymorth personol gan eu haseswyr a staff hyfforddi. Mae cyfathrebu rhwng aseswyr a dysgwyr wedi bod yn gryf iawn. Mae aseswyr a staff darparwyr wedi bod yn ddeallgar iawn am y pwysau a'r problemau y bu'n rhaid i ddysgwyr eu hwynebu, yn enwedig yn y sector gofal. Galluogodd y cymorth hwn i ddysgwyr barhau â'u rhaglen hyfforddi a symud ymlaen i ddilyn fframweithiau lefel uwch, lle bo'n briodol.

Mae'r holl ddysgwyr yn gwerthfawrogi'r ffyrdd y mae eu haseswyr wedi parhau i addasu ac arddel ffyrdd gwahanol o hyfforddi a dysgu. Mae hyn wedi helpu cynnal eu cymhelliant, gwneud cynnydd a pharhau â'u dysgu. Mae'n well gan ychydig o ddysgwyr ar raglenni lefel uwch ddysgu o bell gan ei fod yn fwy hyblyg ac yn cyd-fynd â'u gwaith a'u cyfrifoldebau teuluol. Mae'n well gan y rhan fwyaf o ddysgwyr ar raglenni lefel 2 a 3 gael hyfforddiant wyneb yn wyneb, ac maent yn ei weld yn fwy buddiol gydag elfen fach o ddysgu ar-lein, gan fod hyn yn arbed amser a chostau teithio iddynt.

Work-based learning apprenticeship monitoring visit

Between 14th and 17th February 2022, Sandra Barnard HMI and Mark Evans HMI visited the provider and its subcontractors to review the delivery of its apprenticeship programmes in the first year of their Welsh Government contract. This letter provides a summary of feedback from this visit.

Cambrian Training Company delivers apprenticeship programmes across 14 learning areas at level 2, level 3, and higher apprenticeships. The provider currently delivers training to 1,714 learners. The largest learning areas are hospitality and catering, food manufacturing, sustainable resource management and health and social care. Through its subcontractors,

Cambrian Training Company also delivers training in learning areas such as childcare, active sport and leisure and animal care. The provider works with seven subcontractors to deliver apprenticeship programmes across southeast, southwest, north, and mid Wales. The provider was asked by the Welsh Government to support 426 displaced learners from another training provider who was not awarded an apprenticeship contract.

Cambrian Training Company is the largest provider of hospitality and catering apprenticeships in Wales. Currently there are 562 learners on apprenticeship programmes across all levels. Directors and managers use this expertise to help drive the Welsh Government economic recovery plan for tourism, hospitality, and catering in developing the skills needed to support the industry and the training needs for learners.

Cambrian Training Company allocates the number of new apprenticeship starts to each subcontractor based on their previous performance and employer demand. Staff have been understanding and considerate to support learners during the transition of apprentices from their previous training provider due to the new contracting arrangements. Many of the subcontractors have worked with Cambrian Training Company for several years and have established long-standing relationships. They say that they are well supported by the lead provider with regular open, and transparent communications about key aspects of the delivery for the apprenticeship programmes.

Cambrian Training Company have been allocated three new subcontractors by Welsh Government. The relationships, processes, and practices with the new subcontractors are still being developed.

The provider charges each subcontractor a management fee for which they access a range of administrative support, including data management, quality assurance processes, management information systems and access to professional development events. The management fee is risk-based within a sliding scale identifying the level of support needed depending on experience and performance.

In sectors such as hospitality, food manufacturing and health and social care it has been particularly difficult to undertake assessments in the workplace due to COVID-19 restrictions and the use of photographic evidence is not permitted in some sectors. This is starting to improve as hospitality venues have re-opened, care homes are allowing visitors and food manufacturing plants are fully operational. Most assessors are now able to observe learners at work and carry out vocational assessments. However, for a few learning areas and with some employers, such as those in local authority health and social care settings restrictions remain in place and learners are still unable to complete their assessments and programmes.

Learners say they received very high levels of personal support from their assessors and training staff. Communication between assessors and learners has been very strong. Assessors and provider staff have been very understanding about the pressures and issues learners have had to face, particularly in the care sector. This support enabled learners to continue with their training programme and progress onto higher level frameworks where appropriate.

All learners appreciate the ways in which their assessors have continued to adapt and embrace different ways of training and learning. This has helped to keep them motivated, make progress and continue with their learning. A few learners on higher level programmes prefer to learn remotely as it is more flexible and fits in with their work and family responsibilities. Most learners on level 2 and 3 programmes prefer face-to-face training and find it to be more beneficial with a small element of online learning, as this saves on their travelling time and costs.

Yn gywir / Yours sincerely



Jackie Gapper
Cyfarwyddwr Cynorthwyol
Assistant Director