

## Agenda – Y Pwyllgor Menter a Busnes

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Lleoliad:	I gael rhagor o wybodaeth cysylltwch â:
Ystafell Bwyllgora 1 – Y Senedd	Gareth Price
Dyddiad: Dydd Mercher, 7 Hydref 2015	Clerc y Pwyllgor
Amser: 09.10	0300 200 6565
	<a href="mailto:SeneddBusnes@Cynulliad.Cymru">SeneddBusnes@Cynulliad.Cymru</a>

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### Rhag-gyfarfod preifat

(09.10–09.20)

- 1 Cyflwyniad, ymddiheuriadau a dirprwyon
- 2 Cyfleoedd Cyflogaeth i Bobl dros 50 Oed – Ystyriaeth o Ymateb Llywodraeth Cymru i Adroddiad y Pwyllgor

(09.20–10.00)

(Tudalennau 1 – 37)

Victoria Lloyd, Cyfarwyddwr Dylanwadu, Age Cymru  
David Pugh, Prif Weithredwr, Prime Cymru

Dogfennau atodol:

Y Briff Ymchwil

EBC(4)–22–15 (p.1) Tystiolaeth gan Age Cymru (Saesneg yn unig)

### Egwyl

(10.00–10.10)

- 3 Cyfleoedd Cyflogaeth i Bobl dros 50 Oed – Ystyriaeth o Ymateb Llywodraeth Cymru i Adroddiad y Pwyllgor

(10.10–10.50)

Jeff Protheroe, Rheolwr Gweithrediadau, Ffederasiwn Hyfforddiant Cenedlaethol Cymru

Iestyn Davies, ColegauCymru

Greg Walker, ColegauCymru



## **4 Cyfleoedd Cyflogaeth i Bobl dros 50 Oed – Ystyriaeth o Ymateb Llywodraeth Cymru i Adroddiad y Pwyllgor**

(10.50–11.30)

(Tudalennau 38 – 48)

Sarah Rochira, Comisiynydd Pobl Hŷn Cymru

Terry Mills, Cadeirydd, Grŵp Cyngori Arbenigol Cyfleoedd Dysgu a Chyflogaeth, Heneiddio'n Dda yng Nghymru, Swyddfa Comisiynydd Pobl Hŷn Cymru

Dogfennau atodol:

EBC(4)–22–15 (p.2) Tystiolaeth gan Gomisiynydd Pobl Hŷn Cymru

## **5 Cyfleoedd Cyflogaeth i Bobl dros 50 Oed – Ystyriaeth o Ymateb Llywodraeth Cymru i Adroddiad y Pwyllgor**

(11.30–12.15)

(Tudalennau 49 – 50)

Julie James AC, y Dirprwy Weinidog Sgiliau a Thechnoleg

Huw Morris, Cyfarwyddwr Sgiliau, Addysg Uwch a Dysgu Gydol Oes

Rachel Garside-Jones, Pennaeth Ymgysylltu Polisi Sgiliau

Dogfennau atodol:

EBC(4)–22–15 (p.3) Tystiolaeth gan y Dirprwy Weinidog Sgiliau a Thechnoleg

## **6 Papurau i'w nodi**

### **6.1 Llythyron dilynol i'r sesiwn graffu ar seilwaith rheilffyrdd ar 17 Medi 2015**

(Tudalennau 51 – 55)

Dogfennau atodol:

EBC(4)–22–15 (p.4) Llythyr oddi wrth William Graham i'r Ysgrifennydd Gwladol dros Drafnidiaeth (Saesneg yn unig)

EBC(4)–22–15 (p.5) Llythyr oddi wrth William Graham i Weinidog yr Economi, Gwyddoniaeth a Thrafnidiaeth (Saesneg yn unig)

## **6.2 Adroddiad Annibynnol ar Deithio Llesol**

(Tudalen 56)

Dogfennau atodol:

EBC(4)-22-15 (p.6) Adroddiad Annibynnol ar Deithio Llesol a gomisiynwyd gan Weinidog yr Economi, Gwyddoniaeth a Thrafnidiaeth

### **Ôl-drafodaeth breifat**

(12.15-12.30)

## Eitem 2

Mae cyfyngiadau ar y ddogfen hon

## Evidence paper

### **Inquiry into employment opportunities for older people - Scrutiny of Welsh Government response**

#### **Enterprise and Business Committee National Assembly for Wales**

**September 2015**

## **1. Introduction**

1.1 Age Cymru is the leading national charity working to improve the lives of all older people in Wales. We believe older people should be able to lead healthy and fulfilled lives, have adequate income, access to high quality services and the opportunity to shape their own future. We seek to provide a strong voice for all older people in Wales and to raise awareness of the issues of importance to them.

## **2. Context**

2.1 We are pleased to provide supplementary evidence to the Enterprise and Business Committee's inquiry into employment opportunities for older people. Following our initial written and oral evidence at the beginning of 2015 we welcome the opportunity to scrutinise the Welsh Government's response to the Committee's recommendations.

2.2 Employment opportunities for people aged 50 and over remain an important topic with major implications for the financial wellbeing of older people and future pensioner poverty levels.

2.3 More people are working for longer than ever before. For some this is through choice, while for others a combination of economic factors and policies such as the raising of the State Pension Age mean that continuing to work is a financial imperative. Following the abolition of the default retirement age in 2011, employees can no longer be forced to retire just because they turn 65.

2.4 Nevertheless, remaining in work or finding new employment once considered 'older' is still a significant challenge for many people. Despite being illegal under the Equality Act 2010, we believe age discrimination still exists and older workers – typically those aged 50 and over – can still face barriers in accessing work and training.

2.5 An ageing population may bring challenges but it is also a notable success and a significant opportunity. To fully grasp this opportunity we must put aside outdated assumptions and recognise the skills and value that older people bring as employees and contributors to wider society and to the economy.

### **3. Comments on Welsh Government responses to recommendations**

**Recommendation 1 - The Welsh Government should take the lead, and work with the Older People's Commissioner for Wales and other key stakeholders to commission research in respect of people aged 50 and over for each of the following:**

- **Employment opportunities;**
- **Tackling long-term unemployment;**
- **Self-employment; and**
- **Levels of older-age poverty.**

**The work should be an urgent and high priority and there should be a much more accurate assessment of the economic issues and position of people over 50.**

- 3.1 There are substantial gaps in the published knowledge base for employment, unemployment, self-employment and poverty amongst older people in Wales. Almost all the data sources are UK-wide or England and Wales and originate from the Office for National Statistics (ONS) and Department for Work and Pensions (DWP). As such, detailed assessment of issues as they specifically impact upon Wales is problematic or impossible and this can be seen to hinder the development of targeted policy responses.
- 3.2 Therefore we welcome the Welsh Government's response that it will consider how to use existing research programmes to produce research in respect to people aged 50 and over. However, we note that this stops short of a definitive commitment and appears to rule out research specifically brought conducted into the experiences of older people in the labour market in Wales. We believe something along this line would be required to meet the Committee's recommendation in full.
- 3.3 Understanding any issues, barriers and opportunities present in Wales specifically, and in different parts of Wales, is extremely important. We also believe that research focused on older people, or with a discrete section related to older people, is vital given that it is often stated that there are specific challenges facing this group, including responding and adapting to new industries, new skills requirements and age discrimination.

**Recommendation 2 - The different barriers faced by men and women and their different experiences of the workplace should be considered in the development of any support to help people over 50 into employment; and the Welsh Government should complete separate impact assessments for men and women aged 50 and over for all their skills and training programmes.**

- 3.4 It is important that the Welsh Government understands the different issues and barriers faced by older men and women, as well as the specific barriers faced by older people with other protected characteristics. It is possible that the current equality proofing undertaken on the skills policy would not identify the barriers faced by older women (or older men) because it considers age and gender characteristics separately.

3.5 Nevertheless, our overriding concern, covered in more detail below when discussing the Welsh Government's responses to recommendations 5, 8 and 9, is the current absence of any skills and training programmes which seek to take account of the needs of older workers.

**Recommendation 3 - The Welsh Government should commission research to identify the extent of perceived or actual age discrimination in skills, training and employment matters.**

- 3.6 As noted in our previous evidence to the Committee, there is a dearth of empirical evidence in relation to the existence of age discrimination in employment in general, and even more so in relation to the situation in Wales.
- 3.7 However responses from older people indicate that age discrimination is perceived to be widespread. 40% of workers aged 50 and over in the UK believe they have been disadvantaged at work for appearing too old.<sup>1</sup> Polling by Age Cymru in 2010 found that 71% of people in Wales believed older people were discriminated against on the grounds of their age in employment, while 1 in 5 people (21%) between the ages of 50 and 64 believed they had personally experienced discrimination in employment because of their age.<sup>2</sup> A number of other pieces of research indicate that people perceive that older people are discriminated against by recruitment practices in particular.
- 3.8 Therefore we are disappointed that the Welsh Government's response to this recommendation simply repeats the one they provided in relation to recommendation 1. Again, this response stops short of making any firm commitment to rectify the current evidence gap. We do not believe this demonstrates that the Government is placing sufficient importance on a problem our own research shows is regarded as particularly endemic and significant by people in Wales. We would like to see the Welsh Government take this issue far more seriously in keeping with their stated commitment to equality.

**Recommendation 4 - The Welsh Government should work with the Older People's Commissioner, the Department for Work and Pensions, major Welsh employers, employer-representative bodies and trade unions to do more to try to challenge age discrimination.**

- 3.9 As above, given the perceived scale of age discrimination in employment practices, we believe that this is a crucial recommendation. Therefore, while we welcome the Government's acceptance in principle of this recommendation, we are slightly disappointed that it has not accepted the full scale of it.
- 3.10 Whilst the work of both the National Partnership Forum (NPF) and the Older People's Commissioner's Ageing Well Programme are extremely welcome and positive, they are both operated at arms length from the Welsh Government and, as noted by the Commissioner herself, neither receive specific government funding.

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<sup>1</sup> CIPD/CMI (2010), Managing an ageing workforce.

<sup>2</sup> ICM Opinion poll for Age Cymru, February 2010.

3.11 We would like to see the Welsh Government undertake more direct work on this issue, along the line of that recommended by the Committee.

**Recommendation 5 - The Welsh Government should consider designing a scheme similar to Jobs Growth Wales for those over 50 seeking to re-enter the labour market.**

3.12 We note the Welsh Government's position that the structure and purpose of Jobs Growth Wales means that it may not address the specific needs of older people. We understand the reasoning behind this but believe that greater opportunity to gain confidence, work experience in new sectors, or to demonstrate a wider range of skills might benefit some of the large numbers of older people currently out of employment.

3.13 In addition the Government's response does not address the general point that very little specific support or programmes are available for people in this age group. This is especially the case in relation to Welsh Government programmes and we believe that the Government should consider developing an appropriate programme to support the large number of jobless people over 50 in Wales.

3.14 As outlined in our previous evidence, the Work Programme operated by the UK Government has been shown to be failing older job-seekers who have significantly poorer outcomes than other age groups. We support the intentions of the Welsh Government in striving to engage with the DWP over how the Work Programme will be delivered in Wales in the future. We urge the Welsh Government to include the needs of older people and an ageing workforce in these discussions and their representations.

3.15 We welcome the Government's intention to introduce a new adult employability programme from April 2016 and in particular its focus on core essential skills such as digital literacy. We await further details over what this programme will look like. In designing this programme it will be important to ensure that the 'all-ages' nature of the programme does not prevent it from meeting the specific needs that some groups will have. As discussed in our previous evidence, it is also extremely important to note that digital skills are not the only specific requirement of older job-seekers but that confidence, application and interview skills, and basic literacy and numeracy can also be barriers for some people. The design of this programme should present an ideal opportunity for the Welsh Government to consider the needs of this (and other) age groups specifically.

**Recommendation 6 - Either on their own, or with the Department for Work and Pensions, the Welsh Government should run an Age Positive campaign which is well publicised to every employer in Wales to promote the benefits of employing and retaining workers aged 50 and over.**

3.16 The Communication Plan referred to in the Welsh Government's response would appear to provide a good opportunity to engage with employers in Wales about age equality. However, this only refers to 2015-16 and therefore time is extremely short for it to have any kind of significant impact.



3.17 We sympathise with the point that reaching every employer in Wales is extremely ambitious, but this should not distract from the value of an 'age positive' campaign of this nature to employers. Given the major knock-on impact of perceived or actual age discrimination on individuals, the Welsh economy and, ultimately, the budgets of Welsh public services, we believe that there would be substantial value in the Welsh Government communicating this type of positive message.

**Recommendation 7 - The Welsh Government, in conjunction with the office of the Older People's Commissioner for Wales, should:**

- **commission research into "self-employment and people over 50" to provide a robust platform for evidence-based policy making; and**
- **assess whether there is reasonable financial support for people over 50 who want to start their own business and update either this Committee, or its successor, on their findings.**

3.18 Our comments in relation to this recommendation are the same as those in relation to recommendation 1 and 3 above.

**Recommendation 8 - The Welsh Government should publish a skills strategy specifically for people over 50. This should complement the Welsh Government's all-age skills strategies. It should have some very clear and specific outcomes and set out the ways that these outcomes will be monitored.**

**Recommendation 9 - The Welsh Government should produce specific outcomes promoting the economic activity of people over 50 (in addition to the skills strategy) as part of their Strategy for Older People in Wales 2013- 23 and set out what resources they are allocating to ensure that these outcomes are achieved.**

3.19 We are extremely concerned by the response of the Welsh Government to these two recommendations. We believed that the commitment to the publication of an Older People's Skills Strategy was one of the most positive elements of the Strategy for Older People 2013-2023 and we are extremely disappointed that the Welsh Government has changed its position, especially as we understood that there was a significant commitment to its development at the time.

3.20 This adds to a growing concern we have that the Strategy for Older People in Wales is being marginalised; it currently lacks any substantial commitment or resourcing, financial or otherwise. As it was, the third phase of the Strategy contained few substantive new commitments and it should be considered a real blow to its ongoing credibility that this one has now been dropped.

3.21 The Welsh Government's response states that the planned Older People's Skills Strategy has been superseded by the publication of the Policy Statement on Skills and supporting Skills Implementation Plan. However these documents make very few references to the specific needs of older workers and job seekers, the barriers that they might face, or the skill sets they need in today's job market. We do note the positive mentions of improving literacy and numeracy, however.

- 3.22 Unfortunately, when taken as a whole, this response from the Welsh Government only adds to our perception that the Welsh Government does not consider supporting older workers to be a priority. This is due to several factors: the absence of an Older People's Skills Strategy; the lack of references to specific needs of older employees or job seekers in the all age Skills Implementation Plan; and the focusing of specific support programmes towards the 18 – 24 age group.
- 3.23 Nevertheless, we do welcome the Welsh Government's statement that *"the measures focussing on jobs and growth, financial stability (i.e. increasing employer investment in employee skills) and raising skills levels will directly support the economic activity of people aged 50 and over."* It will be important for the future financial security, health and well-being of Wales' ageing population that this is the case.

**Recommendation 10 - The Welsh Government should:**

- **call for the continued devolution of the DWP skills programmes to Wales;**
- **continue to work closely with the DWP to minimise duplication between Welsh and UK funded skills and employability programmes.**

- 3.24 Given our previous statements about the Work Programme struggling to appropriately support older job seekers, we believe there is merit in exploring whether more skills programmes should be designed and delivered in Wales. This should also help to target resources most appropriately and to minimise duplication.
- 3.25 As a result, we welcome the Welsh Government's discussions with the UK Government, though, in light of our criticisms above, we believe that further devolution in this area would necessitate a broadening of the Welsh Government's current focus and priorities.

**Recommendation 11 - The Committee understands their reasons for prioritising funding for apprenticeships (level 3 and below) for 16-24 year olds. However the Welsh Government should actively monitor the impact of this on the training opportunities, skills and qualifications of employees aged over 25, and specifically employees aged over 50.**

- 3.26 We strongly support the Committee in this recommendation and note the Welsh Government's statements about skills programmes being available on an all-age basis. We restate, however, that the withdrawal of funding for some apprenticeships for people over the age of 24 introduces a disincentive for employers to employ some older people and will make it more difficult for older workers to retrain and learn new skills. Whilst this may not be the Welsh Government's intention it is likely to be the reality on the ground.
- 3.27 We welcome the Government's response elsewhere that they will monitor changes in the demographics of those individuals who access our employment and skills programmes, including on age grounds.

**4. Conclusion**

- 4.1 Our initial evidence to the Committee stated that we did not believe that enough focus was placed on the employment and skills needs of people aged 50 and over – an important point given that people are being required to work for longer and the fact that Wales has an ageing population. As such we welcomed the Committee’s report and recommendations for how this could be remedied.
- 4.2 Whilst the Welsh Government has accepted some of the Committee’s recommendations in principle, on the whole we are disappointed by the response. When taken as a whole, this response from the Welsh Government only adds to our perception that older workers are not considered to be a priority.
- 4.3 We would support the Committee in raising these issues with the Welsh Government and hope that this could lead to a gradual change of approach.

# Eitem 4



**Older People's Commissioner for Wales**  
**Comisiynydd Pobl Hŷn Cymru**

## **Ymateb gan Gomisiynydd Pobl Hŷn Cymru i**

### **Ymateb Llywodraeth Cymru i**

### **Adroddiad Pwyllgor Menter a Busnes y Cynulliad ar Gyfleoedd Cyflogaeth ar gyfer Pobl Dros 50**

**Medi 2015**

I gael rhagor o wybodaeth am yr ymateb hwn cysylltwch â:

Comisiynydd Pobl Hŷn Cymru,  
Adeiladau Cambrian,  
Sgwâr Mount Stuart,  
Caerdydd, CF10 5FL  
08442 640670

## **Gair am y Comisiynydd**

Mae Comisiynydd Pobl Hŷn Cymru yn llais ac yn eiriolwr annibynnol ar gyfer pobl hŷn ledled Cymru, gan sefyll i fyny a siarad ar eu rhan. Mae'n gweithio i sicrhau bod y rheini sy'n fregus ac mewn perygl yn cael eu diogelu ac yn sicrhau bod gan bobl hŷn lais sy'n cael ei glywed, eu bod yn cael dewis a bod ganddynt reolaeth, nad ydynt yn teimlo'n unig nac yn dioddef gwahaniaethu a'u bod yn derbyn y cymorth a'r gwasanaethau sydd eu hangen arnynt. Yr hyn mae pobl hŷn yn ei ddweud sydd fwyaf pwysig iddyn nhw sy'n llywio gwaith y Comisiynydd ac mae eu llais wrth galon popeth y mae'n ei wneud. Mae'r Comisiynydd yn gweithio i wneud Cymru'n lle da i heneiddio ynddo - nid i rai pobl yn unig ond i bawb.

Mae'r Comisiynydd Pobl Hŷn:

- Yn hyrwyddo ymwybyddiaeth o hawliau a buddiannau pobl hŷn yng Nghymru.
- Yn herio gwahaniaethu yn erbyn pobl hŷn yng Nghymru.
- Yn annog yr arferion gorau wrth drin pobl hŷn yng Nghymru.
- Yn adolygu'r deddfau sy'n effeithio ar fuddiannau pobl hŷn yng Nghymru.

## **Ymateb Llywodraeth Cymru: Adroddiad y Cynulliad ar Gyfleoedd Cyflogaeth ar gyfer Pobl Dros 50**

1. Fel Comisiynydd Pobl Hŷn Cymru rwy'n croesawu'r cyfle i ymateb i ymateb Llywodraeth Cymru i Adroddiad y Pwyllgor Menter a Busnes ar Gyfleoedd Cyflogaeth ar gyfer Pobl Dros 50<sup>1</sup>. Mae'r ymateb hwn yn adeiladu ar fy nhystiolaeth ysgrifenedig<sup>2</sup>, fy nhystiolaeth lafar ym mis Ionawr 2015, a'm llythyr at Gadeirydd y Pwyllgor ym mis Awst 2015<sup>3</sup>. Rwy'n falch o gyfrannu i Ymchwiliad y Pwyllgor unwaith eto a thynnu sylw at y mater hollbwysig hwn.
2. Er bod llawer i'w groesawu yn yr ymateb, mae yna feysydd lle mae'n rhaid i Lywodraeth Cymru fynd ymhellach i wella cyfleoedd cyflogaeth ar gyfer pobl dros 50.

### **Argymhellion 1, 3 a 7**

3. Mae'r argymhellion hyn yn ymwneud â Llywodraeth Cymru yn gwneud ymchwil er mwyn deall y sefyllfa bresennol yn well a nodi'r rhwystrau allweddol sy'n atal pobl hŷn rhag cael gwaith. Mae gwir angen hyn oherwydd y mae prinder tystiolaeth ac, fel y pwysleisiwyd yn yr adroddiad, mae angen am ddadansoddi diweddar a manwl gywir ar frys er mwyn gwneud penderfyniadau polisi ar sail tystiolaeth. Croesewir felly'r ffaith bod y Dirprwy Weinidog yn derbyn yr argymhellion hyn mewn egwyddor.
4. Fel y pwysleisiais yn fy llythyr at Gadeirydd y Pwyllgor, er bod llawer o'm gwaith yn digwydd ar y cyd rwy'n disgwyl y bydd Llywodraeth Cymru yn arwain ar y gwaith ymchwil hwn ac yn llwyr gefnogi gwaith elfen 'Cyfleoedd ar gyfer Dysgu a Chyflogaeth'

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<sup>1</sup> <http://www.senedd.cynulliad.cymru/documents/s43365/%20Llywodraeth%20Cymru%20-%20Medi%202015.pdf>

<sup>2</sup> <http://www.senedd.assembly.wales/documents/s35635/EBC4-03-15%20p.1%20Older%20Peoples%20Commissioner%20for%20Wales.pdf>

<sup>3</sup> <http://www.senedd.assembly.wales/documents/s43306/Letter%20from%20the%20Older%20Peoples%20Commissioner%20for%20Wales%20-%202014%20August%202015.pdf>

Heneiddio'n Dda yng Nghymru, gan gynnwys annog partneriaid eraill e.e. Gyrfa Cymru i gymryd rhan.

5. Gyda chymorth digonol gan Lywodraeth Cymru, gallai'r Ganolfan Ymchwil Heneiddio a Dementia, sydd hefyd yn bartner yn Heneiddio'n Dda, wneud yr ymchwil hwn. At hynny, gan ddefnyddio arbenigedd y Grŵp Cynghori Arbenigol Cyfleoedd ar gyfer Dysgu a Chyflogaeth, mae llwyfan sefydledig sy'n dwyn ynghyd y partneriaid hynny sy'n gallu gwneud gwahaniaeth go iawn i wella rhagolygon cyflogaeth ar gyfer pobl dros 50, yn hanfodol er mwyn darparu cyngor a lledaenu gwybodaeth ymysg rhwydweithiau partner. Drwy Heneiddio'n Dda yng Nghymru, rwy'n barod i weithio gyda Llywodraeth Cymru i ddatblygu'r cynigion ymchwil hyn.

#### **Argymhellion 4 a 6**

6. O ran yr argymhelliad ynglŷn â chynllun dan arweiniad Llywodraeth Cymru i wneud mwy i herio gwahaniaethu ar sail oedran, rwy'n croesawu'n fawr y ffaith bod y Dirprwy Weinidog yn derbyn yr argymhelliad mewn egwyddor. Mae rhagfarn a gwahaniaethu ar sail oedran yn rhwystrau allweddol rhag cyflogaeth i lawer o bobl hŷn, ac mae angen gwneud llawer mwy i fynd i'r afael â hyn.
7. Mae'r Dirprwy Weinidog yn cyfeirio at weithgarwch presennol gennyf fi drwy'r Rhaglen Heneiddio'n Dda yng Nghymru a'r Fforwm Partneriaeth Cenedlaethol, ac at y ffaith nad oes unrhyw oblygiadau ariannol ychwanegol. Rhaid i mi bwysleisio nad yw Heneiddio'n Dda na'r Fforwm Partneriaeth Cenedlaethol yn derbyn arian penodol gan y Llywodraeth ac, felly, fod cymorth pellach yn ofynnol i symud ymlaen gyda'r gwaith a wnaed gan y Rhaglen a'r Fforwm.
8. Mae sicrhau bod Llywodraeth Cymru yn arwain ar waith i herio gwahaniaethu ar sail oedran yn anfon neges gadarnhaol gref bod Cymru yn wlad sy'n cydnabod manteision cyflogi pobl hŷn ac yn

hyrwyddo diwylliant o gyflogwyr cyfeillgar i oedran. Dylai ymdrechion Llywodraeth Cymru ategu fy ymgyrch codi ymwybyddiaeth a gaiff ei lansio ym mis Hydref 2015, Dweud Na wrth Ragfarn ar Sail Oedran.

9. At hynny, gallai cefnogaeth Llywodraeth Cymru i ategu ymgyrch Llywodraeth y DU Positif am Oed<sup>4</sup> a chysylltu â chyflogwyr yng Nghymru, yn enwedig BBaChau, gael effaith aruthrol. Rwy'n croesawu derbyn yr argymhelliad hwn mewn egwyddor a datblygiad Cynllun Cyfathrebu i ymgysylltu â chyflogwyr a buddsoddi mewn sgiliau. Mae gwaith partneriaeth rhwng Llywodraeth Cymru a'r Adran Gwaith a Phensiynau (DWP) yn hanfodol er mwyn cydlynu ymdrechion i hyrwyddo gweithleoedd cyfeillgar i oedran ac annog cyflogwyr i fynd i'r afael â rhagfarn a gwahaniaethu ar sail oedran, a drwy Heneiddio'n Dda yng Nghymru a'm hymgyrch codi ymwybyddiaeth i, Dweud Na wrth Ragfarn ar Sail Oedran, byddaf yn cefnogi'r gwaith o gyflwyno'r Cynllun Cyfathrebu a'r ymgysylltu â chyflogwyr.

## **Argymhelliad 5**

10. Mae'r ffaith bod y Dirprwy Weinidog yn gwrthod yr argymhelliad hwn, sef dylunio cynllun tebyg i Twf Swyddi Cymru ar gyfer rhai dros 50 oed sy'n ceisio ail-ymuno â'r farchnad lafur, yn peri gofid. Roedd fy nhystiolaeth ysgrifenedig, a'r adroddiad ei hun, yn ei gwneud yn glir bod pobl hŷn mewn cyd-destun cyflogaeth yn grŵp angof, i raddau helaeth, ac yn aml iawn yn ôl-ystyriaeth mewn cynlluniau a rhaglenni cyflogaeth.
11. Mae yna bedair gwaith yn fwy o bobl dros 50 nad ydynt mewn addysg, cyflogaeth na hyfforddiant (NEET) na sydd yna o rai dan 25 oed, ac eto ychydig o gefnogaeth a sylw i ail-ymuno â'r farchnad lafur maent yn ei chael. O ran y cyfeiriad at y duedd hirdymor mewn cyfraddau cyflogaeth ac anweithgarwch ar gyfer y garfan oedran benodol hon, er bod anweithgarwch economaidd ar gyfer pobl 50-64 oed wedi gostwng unwaith eto ar lefel y DU yn

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<sup>4</sup> <https://www.gov.uk/government/collections/age-positive>



2014/15 i 28.5%, yng Nghymru mae'r ffigur wedi codi i 33.2%<sup>5</sup>. Mae hyn wedi arwain at 10,000 arall o bobl hŷn ddi-waith yng Nghymru a gellid priodoli'r cynnydd hwn i'r lefelau anghyfartal o gymorth sgiliau gwaith sydd ar gael.

12. Gyda phoblogaeth sy'n heneiddio a dim digon o bobl ifanc yn gadael addysg (7 miliwn) i lenwi'r amcangyfrif o 13.5 miliwn o swyddi gwag ar lefel y DU yn y degawd nesaf<sup>6</sup>, rhaid gwneud mwy i ymgysylltu â'r 'miliwn coll' h.y. rhai dros 50 a wnaed 'yn ddi-waith yn anfwriadol'<sup>7</sup>, gan helpu unigolion ac economïau unigol a lleol ar yr un pryd.
13. Nid wyf yn cytuno nad oes achos busnes cyflawn wedi cael ei gyflwyno ar gyfer cynllun tebyg i Twf Swyddi Cymru. Ychydig iawn o gynlluniau sydd yna i helpu pobl hŷn i ddechrau i gyflogaeth neu i sicrhau bod ganddynt y sgiliau iawn i aros yn y farchnad lafur. Er fy mod yn croesawu'r gydnabyddiaeth bod pobl hŷn yn wynebu rhwystrau rhag cyflogaeth gwahanol iawn i rai mewn grwpiau oedran eraill, rwy'n siomedig nad yw Llywodraeth Cymru yn barod i drafod a datblygu rhaglen briodol a theg ar gyfer y nifer fawr o bobl ddi-waith dros 50 oed a geir yng Nghymru. Drwy gyfrwng Heneiddio'n Dda yng Nghymru byddwn yn barod i weithio gyda Llywodraeth Cymru i ddatblygu model cost-effeithiol ond priodol sy'n rhoi sylw i'r rhwystrau penodol hyn, ac adeiladu ar y cynigion a gyflwynwyd i'r Pwyllgor ym mis Chwefror 2015<sup>8</sup>.
14. At hynny, gallai rhaglen sy'n darparu profiad gwaith i bobl dros 50 oed fod yn hynod fuddiol a gweithredu fel 'porth' i gyflogaeth amser llawn neu ran-amser. Gallai profiad gwaith ddarparu'r ysgogiad i ddatblygu sgiliau newydd, magu hyder ac addasu i amgylcheddau gwaith newydd. Mae Twf Swyddi Cymru

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<sup>5</sup> <https://stats.wales.gov.uk/Catalogue/Business-Economy-and-Labour-Market/People-and-Work/Economic-Inactivity/economicinactivityratesexcludingstudents-by-welshlocalarea-year>

<sup>6</sup> <https://www.niace.org.uk/sites/default/files/resources/Manifesto%20General%20Election%202015%20Skills%20for%20Prosperity.pdf>

<sup>7</sup> [http://www.ilcuk.org.uk/images/uploads/publication-pdfs/The\\_missing\\_millions\\_web.pdf](http://www.ilcuk.org.uk/images/uploads/publication-pdfs/The_missing_millions_web.pdf)

<sup>8</sup> <http://www.senedd.assembly.wales/documents/s36927/EBC4-05-15%20p.14%20Older%20Peoples%20Commissioner%20-%20additional%20information.pdf>

wedi gwneud gwahaniaeth go iawn i gefnogi pobl ifanc a gallai cynllun tebyg ar gyfer pobl hŷn wella eu rhagolygon cyflogaeth.

15. Yn absenoldeb cynllun tebyg i Twf Swyddi Cymru, mae'r Dirprwy Weinidog yn cyfeirio at Sgiliau ar gyfer Cyflogaeth Cymru, sef rhaglen gyflogadwyedd newydd i oedolion o fis Ebrill 2016 ymlaen. Bydd y rhaglen hon yn canolbwyntio ar Sgiliau Hanfodol craidd, ac rwy'n croesawu hyn yn fawr iawn. Rwyf wedi cefnogi'r syniad am Becyn Sgiliau Hanfodol ar gyfer pobl hŷn, gan gynnwys sgiliau ariannol a digidol, i wella eu rhagolygon cyflogaeth a chynyddu eu gwydnwch yn ddiweddarach mewn bywyd. Rwy'n disgwyl y bydd y rhaglen newydd yn rhoi sylw i anghenion sgiliau penodol pobl dros 50.

## Argymhelliad 8

16. Mae penderfyniad y Dirprwy Weinidog i wrthod yr argymhelliad i gyhoeddi strategaeth sgiliau yn benodol ar gyfer pobl dros 50 yn peri gofid. Y rhesymeg yw bod y cynnig hwn, a gynhwysir yn Strategaeth ar gyfer Pobl Hŷn 2013-23, wedi cael ei disodli gan Ddatganiad Polisi Llywodraeth Cymru ar Sgiliau a'i Chynllun Gweithredu Sgiliau. Fodd bynnag, nid oes unrhyw gyfeiriadau yn y dogfennau hyn at y setiau sgiliau penodol y mae gofyn i bobl dros 50 eu cael, nac ystyriaeth ddigonol i'r rhwystrau allweddol rhag aros yn y farchnad lafur neu ail-ymuno â hi sy'n wynebu pobl dros 50 oed, ee cyfrifoldebau gofalu, cymwysterau sydd angen eu diweddarau, gwella hyder a'r angen am batrymau gwaith hyblyg.
17. Mae'r Dirprwy Weinidog hefyd yn cyfeirio at Fframwaith Llywodraeth Cymru ar gyfer Buddsoddi ar y cyd mewn sgiliau. Yn fy ymateb i'r ymgynghoriad ar y Fframwaith soniais am bwysigrwydd annog cyflogwyr i fuddsoddi mewn sgiliau ar gyfer pobl o bob oed o'r cychwyn cyntaf<sup>9</sup>. Rhaid i gyflogwyr yng Nghymru gydnabod manteision cyflogi gweithlu amrywiol, aml-

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<sup>9</sup> <http://www.senedd.assembly.wales/documents/s41213/CIS%2007%20-%20Older%20Peoples%20Commissioner%20for%20Wales.pdf>

genhedlaeth a buddsoddi mewn sgiliau i gadw neu ailgysylltu â gweithwyr hŷn. Ni roddir digon o sylw ar hyn o bryd i anghenion sgiliau pobl dros 50 oed a gallai Strategaeth Sgiliau Llywodraeth Cymru ar gyfer Pobl Hŷn, wedi'i hategu gan gynllun tebyg i Twf Swyddi Cymru, wneud gwahaniaeth go iawn drwy roi i rai dros 50 y sgiliau iawn i ddychwelyd i gyflogaeth.

## Argymhelliad 9

18. Mae gwrthod yr argymhelliad i gynhyrchu canlyniadau penodol sy'n hyrwyddo gweithgarwch economaidd pobl dros 50 oed fel rhan o'r Strategaeth ar gyfer Pobl Hŷn yng Nghymru yn peri gofid. Rwy'n gwbl gefnogol i ddull sy'n canolbwyntio ar ganlyniadau ac mae cael pobl dros 50 yn ôl i gyflogaeth yn gallu arwain at ystod o ganlyniadau cadarnhaol, gan gynnwys mwy o wytnwch ariannol a bod yn llai agored i dlodi ac ynysu cymdeithasol, cyfraniadau cadarnhaol i iechyd a lles corfforol a meddyliol yr unigolyn, ynghyd â gwelliannau mewn sgiliau, hyder a'r gallu i addasu i newidiadau yn ddiweddarach mewn bywyd. Fel y soniwyd eisoes, nid oes llawer o dystiolaeth o'r problemau cyflogaeth sy'n wynebu pobl dros 50 oed, a phrin yw'r data ar faint o bobl hŷn, yn enwedig rhwng 50 ac oedran Pensiwn y Wladwriaeth, sy'n 'NEETs' ac sy'n ceisio ail-ymuno â'r farchnad lafur.
19. Mae'r Dirprwy Weinidog yn cyfeirio at y Mesurau Perfformiad Sgiliau, a gyhoeddwyd ym Medi 2014<sup>10</sup>. Er bod gwell dealltwriaeth o sut mae'r mesurau hyn yn monitro polisïau sgiliau a rhaglenni i gefnogi swyddi a thwf, cynaliadwyedd ariannol a chydaddoldeb a thegwch i'w groesawu, nid oes unrhyw gyfeiriadau penodol at y materion sgiliau penodol sy'n wynebu rhai dros 50. Mae'r Mesurau yn cyfeirio at ddata ar y mynediad cyfartal i raglenni cyflogaeth a sgiliau. Er bod Llywodraeth Cymru yn haeru bod y mwyafrif helaeth o raglenni cyflogaeth a sgiliau yn niwtral o ran oedran, mewn gwirionedd mae'r rhaglenni hyn yn cael eu hanelu at rai o

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<sup>10</sup> <http://gov.wales/docs/dcells/publications/140930-skills-performance-measures-cy.pdf>

dan 25 oed. At hynny, mewn rhai sectorau e.e. y diwydiant gofal, rhaid i rai dros 25 ariannu eu hyfforddiant eu hunain ac nid oes dim cymhelliant yn aml i gyflogwyr gyflogi neu gynnig prentisiaethau i rai dros 50<sup>11</sup>.

20. Nid yw pobl dros 50 sy'n chwilio am gyflogaeth yn cael chwarae teg a rhaid i Lywodraeth Cymru fynd y tu hwnt i'r Cynllun Gweithredu Sgiliau a'r Mesurau Perfformiad Sgiliau i gefnogi gweithgarwch economaidd rhai 50 oed a throsodd. Er enghraifft, gallai Llywodraeth Cymru ystyried y cynigion gan Niace Dysgu Cymru yn ei gyhoeddiad 'Sgiliau ar gyfer Ffyniant' i sicrhau bod adolygiadau personol canol-gyrfa ar gael i bob oedolyn, gan ddwyn ynghyd wybodaeth am addysg a sgiliau i helpu pobl i benderfynu pa ddatblygiadau sgiliau pellach mae arnynt angen, yn ogystal â gwneud mwy i sicrhau bod rhai dros 50 yn elwa o brentisiaethau, sy'n 'agoriad' effeithiol yn ôl i gyflogaeth<sup>12</sup>.

## Argymhelliad 10

21. Rwy'n croesawu derbyn yr argymhelliad i ddatganoli rhaglenni sgiliau'r Adran Gwaith a Phensiynau i Gymru mewn egwyddor. Rwy'n gefnogol iawn i ddatganiad y Dirprwy Weinidog y ceir mantais sylweddol o ysgwyddo'r cyfrifoldeb dros y Rhaglen Waith. Mae dull o'r fath yn golygu y gall Llywodraeth Cymru ddarparu cymorth wedi'i deilwra i helpu pobl o bob oed yn ôl i gyflogaeth a rhoi sylw i faterion sy'n benodol i Gymru.
22. Fel rwyf wedi'i grybwyll o'r blaen, mae perthynas gweithio mewn partneriaeth gadarn rhwng Llywodraeth Cymru a'r Adran Gwaith a Phensiynau yn hanfodol er mwyn cydlynu ymdrechion a lleihau dyblygu, gan arwain at ymyriadau gwell, mwy trawiadol sy'n cefnogi pobl dros 50 ar lawr gwlad. Cynigiodd Llywodraeth flaenorol y DU rai diwygiadau cadarnhaol i frwydro yn erbyn rhagfarn ar sail oedran yn y gweithle, gan gynnwys cynnig i

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<sup>11</sup> <http://www.senedd.assembly.wales/documents/s41213/CIS%2007%20-%20Older%20Peoples%20Commissioner%20for%20Wales.pdf>

<sup>12</sup> <http://www.niacecymru.org.uk/sites/default/files/resources/Final%20Manifesto%20Welsh%20version.pdf>

gyflwyno hyrwyddwyr gweithwyr hŷn ar draws y DU<sup>13</sup>. Byddai'n hynod fuddiol pe byddai'r Llywodraeth bresennol yn bwrw ymlaen â'r cynigion hyn, ac mae hyrwyddwr gweithwyr hŷn i Gymru, yn gweithio'n agos gyda Llywodraeth Cymru, yn un enghraifft o gydweithredu effeithiol rhwng Llywodraethau.

## Argymhelliad 11

23. Rwyf yn croesawu'n fawr benderfyniad y Dirprwy Weinidog i dderbyn yr argymhelliad hwn. Fel rwyf wedi pwysleisio o'r blaen, er eu bod yn niwtral o ran oedran yn y rethreg, mae'r rhan fwyaf o raglenni cyflogaeth a sgiliau yn canolbwyntio ar rai dan 25 oed yn ymarferol. Mae gan Gymru 'weithlu angof' ynghyd â chyfoeth o wybodaeth a phrofiad nad ydynt yn cael eu defnyddio na'u gwerthfawrogi'n ddigonol ar hyn o bryd. Mae gwell cefnogaeth i rai dros 50 o fudd i unigolion, cyflogwyr ac economïau lleol a chenedlaethol; mae adroddiad diweddar gan Hyrwyddwr Busnes y DU ar gyfer Gweithwyr Hŷn yn awgrymu bod ymestyn bywydau gwaith a chadw, ailhyfforddi a recriwtio gweithwyr hŷn yn gallu ychwanegu £55bn arall i gynnyrch domestig gros y DU<sup>14</sup>.

24. Mae'n hanfodol bod pobl iau yn cael y dechrau gorau mewn bywyd ac yn cael eu cefnogi i mewn i addysg, cyflogaeth a hyfforddiant, fodd bynnag, mae hefyd yn hanfodol bod rhai dros 50 oed, sydd eisïau ac angen aros mewn gwaith neu ddychwelyd i waith, yn cael yr un gefnogaeth. Byddai llawer o'r 205k o bobl ddi-waith yn y grŵp oedran 50-64 yng Nghymru yn hoffi gweithio<sup>15</sup>. Mae'r diffyg cyfle a mynediad i gefnogaeth yn fater cydraddoldeb y mae angen rhoi sylw iddo ar frys. Mae cydnabyddiaeth y Dirprwy Weinidog bod angen i Lywodraeth Cymru fonitro'r effaith y mae blaenoriaethu ymgysylltiad a chyflogaeth pobl ifanc yn ei chael ar

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<sup>13</sup> <https://www.gov.uk/government/news/fundamental-reform-to-fight-ageism-in-the-workplace-older-workers-scheme-to-tackle-age-discrimination>

<sup>14</sup> [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/411420/a-new-vision-for-older-workers.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/411420/a-new-vision-for-older-workers.pdf)

<sup>15</sup> <https://stats.wales.gov.uk/Catalogue/Business-Economy-and-Labour-Market/People-and-Work/Economic-Inactivity/economicinactivityratesexcludingstudents-by-welshlocalarea-year> (Anweithredol yn economaidd 196k, hawlio Lwfans Ceisio Gwaith 9k)

bobl hŷn i'w groesawu, ac rwy'n disgwyl y bydd y Rhaglen Sgiliau ar gyfer Cyflogaeth Cymru a gaiff ei lansio maes o law yn rhoi sylw gwell i anghenion rhai dros 50, wedi'i chefnogi'n llwyr gan y Mesurau Perfformiad Sgiliau sy'n bodoli eisoes.

## Casgliadau

25. Rwy'n falch bod cyfleoedd cyflogaeth ar gyfer pobl dros 50 oed yng Nghymru, mater sydd heb gael llawer o sylw ers gormod o amser o lawer, yn awr ar yr agenda. Croesewir adroddiad y Pwyllgor yn fawr gyda rhai argymhellion cadarnhaol y gallent, o'u gweithredu, wneud llawer i wella rhagolygon cyflogaeth pobl dros 50 oed ar draws Cymru.
26. Mae llawer i'w groesawu yn ymateb Llywodraeth Cymru, fodd bynnag, mae'r ffaith iddi wrthod rhai argymhellion allweddol yn anffodus ac yn gyfle wedi'i golli i ddarparu gwell cymorth i bobl hŷn sydd eisiau neu angen aros yn y farchnad lafur neu ail-ymuno â hi. Byddaf yn trafod y materion hyn ymhellach gyda'r Dirprwy Weinidog yn ein cyfarfod nesaf ac edrychaf ymlaen at roi'r diweddaraf i'r Pwyllgor yn ein cyfarfod ar 7 Hydref.

## **Papur i'r Pwyllgor Menter a Busnes: adroddiad dilynol ar Ymateb Ysgrifenedig Llywodraeth Cymru i adroddiad y Pwyllgor ar gyfleoedd cyflogaeth ar gyfer pobl dros 50 oed**

Mae ymateb ysgrifenedig Llywodraeth Cymru i Adroddiad y Pwyllgor Menter a Busnes ar gyfleoedd cyflogaeth ar gyfer pobl dros 50 oed bellach wedi'i gyhoeddi. Rwy'n gobeithio bod aelodau'r Pwyllgor wedi cael cyfle i ystyried y pwyntiau a godwyd yn yr ymateb hwnnw, gan gynnwys y sail resymegol dros pam nad oedd rhai argymhellion wedi'u derbyn ar hyn o bryd.

Cyn imi ddod i'r Pwyllgor ar 7 Hydref hoffwn achub ar y cyfle hwn i grynhoi'r pwyntiau a godwyd gennyf yn flaenorol a rhoi sylwadau ar yr hyn sydd, yn fy marn i, yn themâu sylfaenol sy'n ymddangos yn ganolog i'r 11 o argymhellion a gyflwynwyd gan y Pwyllgor.

### **Datblygu'r sail dystiolaeth ac asesu effaith**

Canolbwyntiodd nifer o'r argymhellion ar ddatblygu sail dystiolaeth i edrych yn benodol ar yr unigolion hynny dros 50 oed. Rwy'n cydnabod yn llawn fanteision cynnal gwaith o'r fath. Fel y nodwyd yn ymateb ysgrifenedig Llywodraeth Cymru, ceir ymrwymiad i ddatblygu nifer o'r gweithgareddau a gynigir yn amodol ar adnoddau a chydabod y wybodaeth ymchwil ac ystadegol sydd eisoes ar gael inni.

Yn dilyn cyhoeddi'r Datganiad Polisi ar Sgiliau ym mis Ionawr 2014 rydym wedi gwneud nifer o newidiadau polisi a rhaglenni gyda'r nod o sicrhau ein bod yn gallu bodloni'r uchelgais hirdymor o system sgiliau gynaliadwy a chystadleuol i Gymru. Rwy'n ymrwymedig i sicrhau y gall y camau gweithredu sy'n cael eu cymryd gael eu hasesu'n briodol o ran eu heffaith ar yr economi, cyflogwyr ac unigolion yng Nghymru. Am y rheswm hwn gwnaethom gyhoeddi Mesurau Perfformiad Sgiliau ym mis Medi 2014 ac mae'r rhain yn parhau i gael eu mireinio a'u hintegreiddio o fewn cyflawni polisi a rhaglenni Llywodraeth Cymru.

Bydd y Mesur Perfformiad Sgiliau ar gyfer *Cydraddoldeb a Thegwch* yn darparu mwy o graffu ar gymorth i'r grwpiau hynny â nodweddion gwarchoddedig, gan gynnwys gweithwyr hŷn. Bydd hyn yn darparu sail dystiolaeth gref ar gyfer mesur effaith polisiau ac yn ein galluogi i ailgyfeirio adnoddau, lle y bo'n briodol.

### **Cyfathrebu ac ymgysylltu**

Mae'r Pwyllgor wedi tynnu sylw at nifer o feysydd lle dylai ymgysylltu ddigwydd rhwng Llywodraeth Cymru a rhanddeiliaid eraill. Rwyf hefyd yn ymwybodol o'r cynnig gan y Comisiynydd Pobl Hŷn sy'n awgrymu y dylai arweinydd gweinidogol dynodedig gael ei roi yn ei le yn gysylltiedig â'r Strategaeth Pobl Hŷn. Rwyf i fod i gyfarfod â'r Comisiynydd Pobl Hŷn yn fuan ac felly byddaf mewn sefyllfa well i roi sylwadau ar y cynnig hwn pan fyddaf yn dod i'r Pwyllgor ym mis Hydref.

## **Cymorth cyflogaeth**

Fel y nodwyd yn ymateb ysgrifenedig Llywodraeth Cymru i'r Pwyllgor, mae datganoli rhaglenni cyflogaeth yr Adran Gwaith a Phensiynau (DWP) wedi bod yn ystyriaeth allweddol dros y misoedd diwethaf yn dilyn cyhoeddi papur gorchymyn Dydd Gŵyl Dewi ar ddiwedd mis Chwefror. Rwy'n gobeithio y bydd aelodau'r pwyllgor yn gwerthfawrogi bod yr ystyriaethau hyn yn gymhleth ac o bosibl yn hirfaith. Fodd bynnag, hoffwn roi sicrwydd i aelodau hefyd bod trafodaethau â'r Adran Gwaith a Phensiynau yn mynd rhagddynt ac rwy'n ymrwymedig i sicrhau ein bod, beth bynnag fydd y canlyniad, yn cael cynnig cyflogaeth cyson ac ymatebol i Gymru sydd o fudd uniongyrchol i unigolion o bob oedran.

Wrth i'r trafodaethau â Llywodraeth y DU fynd rhagddynt rydym yn parhau i sicrhau bod amrywiaeth o raglenni ar gael i gyflogwyr ac unigolion a fydd o fudd uniongyrchol i'r bobl hynny dros 50 oed. Rwyf wedi rhoi dadansoddiad o'r rhain yn fy mhapur cynharach i'r Pwyllgor, gan gynnwys cymorth gan raglenni llwyddiannus fel ReAct. Rwy'n gwerthfawrogi y byddai'r Pwyllgor, wedi'i gefnogi gan y mewnbwn a gafwyd gan randdeiliaid, yn dymuno i Lywodraeth Cymru ddatblygu cynllun Twf Swyddi Cymru i'r rhai dros 50 oed. Fodd bynnag, fel y nodwyd yn ymateb Llywodraeth Cymru, y sail resymegol dros Twf Swyddi Cymru yw cynorthwyo pobl ifanc i gael y profiad gwaith gwerthfawr sydd ei angen arnynt i symud ymlaen yn y farchnad lafur ac i liniaru effeithiau economaidd niweidiol hirdymor diweithdra ymhlith ieuencid. Erys hyn yn flaenoriaeth i Lywodraeth Cymru.

## **Polisi a strategaeth sgiliau parhaus**

Rwyf wedi amlygu'n flaenrol bod canolbwynt newidiadau diweddar i bolisi a rhaglenni wedi bod mewn ymateb i'r heriau a nodwyd yn y Datganiad Polisi ar Sgiliau a'r angen i ddatblygu system sgiliau gynaliadwy a chystadleuol i Gymru. Hyd yma rydym wedi datblygu gwaith mewn amrywiaeth o feysydd gan gynnwys ymgynghoriad a gwaith polisi helaeth ar brentisiaethau, cyhoeddi'r Fframwaith ar gyfer buddsoddi ar y cyd mewn sgiliau, y pwyslais ar effaith a ategir gan y Mesurau Perfformiad Sgiliau, cymorth i bolisi sgiliau rhanbarthol y mae gwaith y tair Partneriaeth Sgiliau Rhanbarthol yn sail iddo a'r ymgysylltu parhaus â'r Adran Gwaith a Phensiynau ar ddyfodol cymorth cyflogaeth yng Nghymru.

Ar yr adeg hon, ac o ystyried y rhaglen newid sydd eisoes yn mynd rhagddi i fynd i'r afael â'r heriau cymdeithasol ac economaidd sy'n wynebu economi Cymru, ni allaf ymrwymo i baratoi polisi neu strategaethau ychwanegol sy'n canolbwyntio'n benodol ar bobl hyn yng Nghymru. Fodd bynnag rwyf wedi derbyn nifer o argymhellion y Pwyllgor sy'n canolbwyntio ar ddatblygu sail dystiolaeth i edrych yn benodol ar yr unigolion hynny dros 50 oed a byddaf yn ystyried y sail dystiolaeth hon yn ofalus wrth inni symud ein rhaglen newid ymlaen.

Edrychaf ymlaen at drafod y pwyntiau uchod gydag aelodau'r Pwyllgor pan fyddaf yn dod i'r sesiwn graffu ar 7 Hydref.

**Julie James AC**  
**Y Dirprwy Weinidog Sgiliau a Thechnoleg**



Rt Hon Patrick McLoughlin MP  
Secretary of State for Transport  
Department for Transport  
Great Minster House  
33 Horseferry Road  
London, SW1P 4DR

30 September 2015

Dear Patrick,

### **Enterprise and Business Committee request for further information**

As you know your officials gave evidence to the National Assembly for Wales' Enterprise and Business Committee on 17<sup>th</sup> September. The session was extremely helpful. I and the other committee members are very grateful both to you for making your officials available, and to them for providing such useful evidence. I would ask you to pass on our thanks for their evidence.

Following the meeting the Committee agreed to write to you to request some further information.

While the St David's Day Command Paper stated that there was "no consensus" on taking forward the Silk Commission proposal that funding Network Rail should be devolved, the Welsh Government's position remains that these powers should be devolved. The Enterprise and Business Committee is planning to undertake an inquiry into the future of Welsh rail infrastructure in the spring where the question of infrastructure powers will inevitably arise.

It would therefore be very helpful if you could, as far as possible:

- Clarify what is meant by the statement that there is "no consensus" on devolution of funding for rail infrastructure, and in particular the issues raised by those parties who do not believe devolution to be appropriate; and
- Set out your current position on how investment in Welsh infrastructure would be funded if responsibility for Welsh infrastructure were ultimately



devolved. Specifically the likelihood that any transfer of powers would be accompanied by an increase in the Welsh Block Grant, and how Network Rail's liabilities might be apportioned.

I appreciate that the second point is currently hypothetical. However, given that the Welsh Government is continuing to press for these powers, and the fact that this Committee will be considering these issues in the spring, it would be helpful for us to understand your position before discussing these issues with the Welsh Government and making any recommendations in this area.

Kind regards,

A handwritten signature in black ink that reads "William Graham". The signature is written in a cursive style with a large, sweeping initial 'W'.

William Graham

Chair, Enterprise and Business Committee



Edwina Hart AM  
Minister for Economy, Science and Transport  
Welsh Government  
Cardiff Bay  
CF99 1NA

30 September 2015

Dear Edwina,

### **Request for information on the funding of rail services in Wales**

As you may be aware, the Enterprise and Business Committee took evidence from Department for Transport (DfT) officials on 17 September 2015 and discussed a range of issues, including devolution of rail franchising powers. Following this session we agreed to write to you to request some information on the funding of rail services in Wales.

### **Funding for the current Wales and Borders Rail Franchise.**

During budget scrutiny in October 2014 you and your official told us that the failure to index the funding transferred into the Block Grant from 2006–07, when the Welsh Government became responsible for funding and managing the franchise, will have added “about £60 million to £70 million to the cost” by 2018 so that the funding of the franchise was a long-term concern.

To help us understand the financial implications, I would be grateful if you could provide the following information on the funding of the current franchise:

- Details of the total annual payments made by the Welsh Government to Arriva Trains Wales for each year from 2006–07 until the end of the franchise in October 2018 (including forecast payments);



- Details of the element of each annual payment which is provided by the Department for Transport to meet its liabilities for services entirely in England;
- Details of the element of each annual payment which is met by the Welsh Government.

For those payments which are the responsibility of the Welsh Government (bullet point 3 above), we would be grateful if you could also break these down into the following items for each year:

- The element met from the original transfer into the Block Grant which is not index linked;
- The element which represents an additional cost to the Welsh Government in meeting its contractual obligations and which results from the failure to index the Block Grant transfer; and
- The element of the payments which are in addition to franchise contractual obligations (i.e. additional investment to meet Welsh Government priorities).

### **Funding for the next Welsh rail franchise.**

DfT also outlined the key elements of the financial package which accompanied the November 2014 agreement on electrification and franchise devolution. We were told that: the block grant would be “unaffected”; that the Welsh Government would be no better and no worse off as a result of the planned remapping exercise; that “reasonable protection” would be offered against reviews of track and station access charges; that DfT would contribute £125m to Valleys electrification; and DfT would fund electrification between Bridgend and Cardiff.

In the light of your concerns about the impact of the failure to index the Block Grant transfer from 2006–07, I would be grateful if you could set out your views on the implications of this settlement for the funding of the next franchise particularly:

- How this settlement will support the investment necessary to improve the next franchise, given wider pressure on Welsh Government budgets; and



- The implications of the remapping exercise referred to in the St David's Day Command Paper for the next franchise, particularly any financial implications and its impact on passengers.

Your response will be extremely helpful to the Committee in its continuing work on preparations for the next franchise.

Kind regards,

A handwritten signature in black ink that reads "William Graham". The signature is written in a cursive style with a large initial 'W'.

William Graham AM

Chair of the Enterprise and Business Committee



## Eitem 6.2

Mae'n bosibl yr hoffai Aelodau nodi'r Adroddiad Annibynnol ar Deithio Llesol gan yr Athro Stuart Cole a gomisiynwyd gan Weinidog yr Economi, Gwyddoniaeth a Thrafnidiaeth:

<http://gov.wales/docs/det/publications/transport/150916-professor-cole-active-travel-report-en.pdf> (Saesneg yn unig)