

**COLEGGAU AB
FE COLLEGES**

**Grŵp Trawsbleidiol – AB a Sgiliau
Dyfodol**

**Cross Party Group – FE and Future
Skills**

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**Pennaeth a Prif Weithredwr, Grŵp Colegau
NPTC**

**Principal and CEO, NPTC Group of
Colleges**



Grŵp Trawsbleidiol Cross Party Group

Addysg Bellach a Sgiliau Dyfodol / Further
Education and Future Skills

Mark Dacey Pennaeth/Prif Weithredwr
Principal/CEO

Grŵp Colegau NPTC Group of Colleges



Beth yw fy nghefnidir a pam ydw i'n siarad am sgiliau adeiladwaith dyfodol?

- Briciwr Prentis diwedd y 70au a'r 80au cynnar
- ONC/HNC/HND Adeiladwaith
- Gradd mewn Peirianeg Adeiladu ac Arolygon Adeiladu
- Meistr mewn Rheolaeth Cyfleusterau
- Ôl-radd yn y Gyfraith a hefyd Ôl-radd mewn Addysg
- Aelod cysylltiol Sefydliad Siartredig y Cyflafareddwyr
- Aelod o'r Sefydliad Siartredig Adeiladu
- Cymrawd o'r Gymdeithas Siartredig Peirianwyr Adeiladu
- Cymrawd o'r Sefydliad Rheolaeth Siartredig
- Cymrawd o'r Sefydliad Brenhinol y Syferwyr Siartredig
- Cyn – HMI dros Addysg Adeiladu yng Nghymru

What is my background and why am I talking about future construction skills?

- Apprentice Bricklayer in the late 70s early 80s
- ONC/HNC/HND Construction
- Degree in Building Engineering and Building Surveying
- Masters in Facilities Management
- Post Grad in Law and also Post Grad in Education
- Associate of the Chartered Institute of Arbitrators
- Member of the Chartered Institute of Building
- Fellow of Chartered Association of Building Engineers
- Fellow of Chartered Management Institute
- Fellow of the Royal Institution of Chartered Surveyors
- Ex – HMI for Construction Education in Wales



Y Daith Addysg – ble mae dysgwyr yn dechrau?

- Mynediad academaidd safonol i'r Brifysgol
- Llwybrau addysg 14 – 19
- Plant 16 oed mewn i addysg bellach llawn amser neu brentisiaeth
- Ail cyflwyno pobl i addysg a sgiliau
- Prentisiaethau pob oedran
- Ail-sgilio yn ddiweddarach yn eu gyrfa
- Diweddariad o ganlyniad i newid deddfwriaeth ac arferion safle, gan gynnwys DPP

The Learning Journey – Where do learners start?

- Traditional standard academic entry to University
- 14 – 19 learning pathways
- 16 year olds into FT further education or apprenticeship
- Re-introducing people to learning and skills
- All age apprenticeships
- Re-skilling at a later stage in their career
- Updating as a result of changing legislation and site practice, including CPD



Beth mae hyn yn ei olygu i ddiwydiant, addysg a sgiliau dyfodol?

- Ar gyfer diwydiant mae angen cefnogaeth ar gyfer hyfforddiant hirdymor, hyd yn oed pan fo adegau'n anodd yn y diwydiant, mae prentisiaid a llefydd hyfforddi eraill yn lleihau, ond yn achosi problemau nes ymlaen
- Rhaid i addysg fod yn well wrth sefydlu'n union beth mae cyflogwyr ei eisiau o gymwysterau
- Dywedir wrthym fod cymwysterau'n cael eu harwain gan gyflogwyr - ond a ydynt mewn gwirionedd?

What does this mean for industry, education and future skills?

- For industry there needs to be support for long-term training, even when times are tough in the industry, apprentices and other training places reduce during this period, but causes problems later
- Education must be better at establishing exactly what employers want from qualifications
- We are told that qualifications are employer led – but are they really?



Ydyn ni'n gwybod pa sgiliau sydd eu hangen arnom yn y dyfodol?

- Nid oedd y deg swydd uchaf sy'n bodoli heddiw yn bodoli deng mlynedd yn ôl - mae technoleg yn datblygu'n gyflym
- Fel grŵp o golegau mae gennym fyfyrwyr 1000 o fyfyrwyr llawn amser sy'n ailefyll TGAU Saesneg a Mathemateg a 500 arall ar gyn mynediad - ar ôl 13 mlynedd o addysg orfodol
- Mae 'na sgysiau i leihau nifer y cymwysterau lefel 1 a 2 - ond ble mae dysgwyr yn dechrau? Mae 'na budd cymdeithasol - yn ogystal â lles economaidd!
- Y ffordd orau o gael pobl i mewn i'n diwydiant yw drwy flwyddyn gyflwyniadol aml-sgilio, gydag arbenigedd ar ôl hynny, heb leihau mynediad i ddiwydiant sydd â phrinder sgiliau mawr
- Dylai AB gallu rhedeg eu cymwysterau HNC/D eu hunain – diwydiant a gydnabyddir – mae'r rhain yn datblygu'r Sgiliau lefel uwch sydd eu hangen!
- Bydd gan gyflogwyr ddiddordeb mewn pa sgiliau sydd eu hangen arnynt, nid pa sgiliau sydd eu hangen ar rannau eraill o'r sector – gallai hyn fod yn wahanol.

Do we know what skills we need in the future?

- The top ten jobs that exist today did not exist ten years ago – technology is advancing rapidly
- As a group of colleges we have 1000 FT students resitting GCSE English and Maths and a further 500 at pre-entry – after 13 years of compulsory education
- There are talks to reduce the number of level 1 and 2 qualifications - but where do learners start? There is social good – as well as economic good!
- The best way of getting people into our industry is by a multi-skilling type FT introductory year, with specialisation after that, not reducing entry into an industry with a major skills shortage
- FE should be able to run their own HNC/D qualifications – industry recognised – these develop the higher level skills needed!
- Employers will rightly be interested in what skills they require, not what skills other parts of the sector require – and this could be different!



Pa mor gywir yw gwybodaeth am y farchnad llafur ar gyfer cynllunio?

How accurate is LMI for planning?

- Mae'r Partneriaethau Dysgu a Sgiliau Rhanbarthol yn cynhyrchu'r Cynllun Cyflogaeth a Sgiliau Rhanbarthol blynyddol – cyhoeddiad defnyddiol, ond-
 - *“Mae'r cynllun dim ond yn gwneud argymhellion ar ddarpariaeth alwedigaethol amser llawn ac elfennau o ddysgu yn y gwaith”*
 - felly mae'r dadansoddiad yn anghyflawn
 - *“Mae'r data a ddarperir gan Lywodraeth Cymru wedi'i grynhoi ar lefel ranbarthol felly mae'n amhosib nodi'r cynnig gan sefydliadau unigol”*
 - felly mae cynllunio gan ddefnyddio'r data yma yn amhosib
 - Nid yw darpariaeth ysgolion, Lefelau A, Addysg Uwch a Dysgu Oedolion a Chymunedol wedi'u cynnwys eto
 - Mae rhan fwyaf o golegau yn defnyddio “EMSI” sef rhaglen fanwl iawn a all newid cwricwlwm.
- The Regional Learning and Skills Partnerships produce the annual Regional Employment and Skills Plan – a useful publication, but-
 - *“The plan only serves to make recommendations on full-time vocational provision and elements of work-based learning”* – so the analysis is incomplete
 - *“Data provided by WG is aggregated on a regional level and it is therefore impossible to identify the offer of individual institutions”* – so planning using this data is not possible
 - School provision, A Levels, Higher Education and Adult and Community Learning are **not yet** included
 - Most colleges use “EMSI” which is a very detailed programme which can drive curriculum change



Grŵp Colegau NPTC

- Y darparwr Adeiladwaith mwyaf yng Nghymru sy'n cwmpasu'r Drenewydd ac Aberhonddu ym Mhowys, Castell-nedd a Margam yng Nghastell-nedd Port Talbot, Campws Llansamlet yn Abertawe a Chanolfan Hyfforddi Maesteg ym Mhen-y-Bont – mae dros draean y tir yng Nghymru yn darparu addysg Adeiladwaith.
- Mae Academi Sgiliau Cymru – ein consortiwm Dysgu yn y Gweithle – yn darparu prentisiaethau mewn 20 o'r 22 ardal Awdurdod Lleol
- Ydyn ni'n cymryd mewn i ystyriaeth LMI, barn y cyflogwr, y galw lleol - wrth gwrs - ond

NPTC Group of Colleges

- Largest Construction provider in Wales covering Newtown and Brecon in Powys, Neath and Margam in Neath Port Talbot, Llansamlet Campus in Swansea and Maesteg Training Centre in Bridgend – well over one third the landmass of Wales delivering Construction education.
- Skills Academy Wales - our Work-Based Learning consortium - delivers apprenticeships in 20 of the 22 Local Authority areas
- Do we take account of LMI, Employer views, local demand etc etc etc – of course – But



OND!

BUT!

- Rydym yn cadw lan gyda newidiadau yn y diwydiant – lefelau proffesiynol, technegydd, a masnachol
- Rydym yn gweithio gyda chyrff masnachol a proffesiynol sy'n cynrychioli miloedd o fusnesau adeiladwaith bach, canolig a mawr
- Rydym yn ymateb i beth mae'r cyflogwr angen
- Rydym yn ymateb i ddeddfwriaeth
- Rydym yn 'sganio'r gorwel' ar gyfer beth yw'r peth newydd nesaf!

- We keep up to date with changes in the industry – professional, technician and trade levels
- We work with trade bodies and professional bodies who represent literally thousands of small, medium and large construction companies
- We respond to what employers need
- We respond to legislation
- We “horizon-scan” for what is the next new thing!



Pa lwyddiant ydy'r strategaeth hon wedi cael?

What success has this strategy had?

- Cynhaliaeth Adeiladu L3 gydag Agored Cymru ac ystod o ddarparwyr tai cymdeithasol gan gynnwys Tai Tarian a Swansea Bay Construction Support Group – y cyntaf yng Nghymru – rydym eisoes wedi sefydlu Lefel 2
- Cyfrannwr mwyaf at y cynllun Rhannu Prentisiaethau (a gydnabyddir gyda Gwobr y Frenhines am arloesedd)
- Peilot o Brentisiaeth Dechnegol a Phroffesiynol newydd sy'n darparu dilyniant i fyfyrwyr crefft yn AU.
- Datblygu adran OSAT arwahanol sy'n gallu cynnal asesiadau a hyfforddiant mewn nifer o feysydd crefft yn y gweithle.
- L3 Building Maintenance developed with Agored Cymru and a range of social housing providers including Tai Tarian and Swansea Bay Construction Support Group- first in Wales – we had already set up Level 2
- Largest contributor to the Shared Apprenticeship scheme (recognised with the Queens Award for innovation)
- Pilot of new Technical and Professional Shared Apprenticeship which provides progression for craft students into HE.
- Development of a discrete OSAT department that can carry out assessment and training in a number of craft areas at the employees place of work.

Pa lwyddiant ydy'r strategaeth hon wedi cael?

- Adnoddau UAS, gan gysylltu â phartner i ddarparu cydymffurfiaeth drôn a chysiau cymhwysedd gydag Agored Cymru.
- Un o'r darparwyr i gynnig Gwaith Saer Mainc o lefel 1 i 3.
- Diploma BTEC yn Adeiladwaith/Peirianeg Sifil yn Drenewydd, galw cyflogwr e.e. Doug Hughes Architects, Evabuild.
- Dim ond cyrsiau achrededig "British Automatic Fire Sprinkler Association (Bafsa)" yn Ne Cymru (1 o 4 yn y DU).
- Canolfan Ragoriaeth Ffederasiwn Gwaith Coed Prydain BFW/Coed Strwythurol, Canolfan Hyfforddi Drysau Tân gyntaf y DU (1 o 4 yn y DU)
- Partneriaeth i hyfforddi myfyrwyr amser llawn ar gyfer gwaith llawn amser gyda Persimmon Homes (darparu dilyniant rhagorol i fyfyrwyr)

What success has this strategy had!

- Resources UAS, linking with industry partner to deliver drone compliance and competence courses with Agored Cymru.
- One of the few providers to offer Bench Joinery from level 1 to 3.
- BTEC diploma in Construction/Civil Engineering in Newtown, employer demand i.e. Doug Hughes Architects, Evabuild.
- Only accredited British Automatic Fire Sprinkler Association (Bafsa) Fire Sprinkler courses in South Wales (one of 4 in UK).
- Centre of Excellence British Woodworking Federation BWF/Structural timber, UK first Fire Door Training Centre and timber frame construction (one of 4 in UK).
- Partnership to specifically train full times students for full time employment with Persimmon Homes (provides excellent progression for students)



Pa lwyddiant ydy'r strategaeth hon wedi cael?

- Cwricwlwm sy'n darparu dilyniant a cyn lefel1 (14-16) hyd at BSc Hons mewn Rheolaeth Adeiladwaith
- Rydym wedi ennill y Tlws Collino o'r Urdd Plastrwr yn Llundain nifer o weithiau - y gyfradd llwyddiant uchaf o fyfyrwyr mewn unrhyw Adran Plastro yn y DU
- Allforio Sgiliau a gwybodaeth Gymraeg i lywodraethau a chyflogwyr yn y Dwyrain Canol ac Asia
- Ysgol cadwyn gyflenwi —partner cyntaf coleg AB ochr yn ochr â 64 o gwmnïau diwydiant y DU
- Canolfan Ragoriaeth gyda Sgiliau Sector “Finishes & Interiors (FIS)” e.e Sgiliau sychu a gorffen, gan ganolbwyntio ar Adolygiad Hackett o ganlyniad i ddiwyddiad Grenville Tower.

What success has this strategy had!

- A curriculum that provides progression from pre level 1 (14-16) up to BSc Hons Degree in Construction Management
- We have won the Collino Trophy on numerous occasions from the Plasterers Guild in London - the highest success rates of students in any UK plastering Department.
- Exporting Welsh skills and knowledge to governments and employers in Middle East and Asia.
- Supply chain School—first FE College partner alongside 64 UK industry companies.
- Centre of Excellence with Finishes and Interiors (FIS) Sector Skills re dry lining and finishing skills, with a particular focus on Hackett Review, as a result of the Grenville Tower incident.



Pa lwyddiant ydy'r strategaeth hon wedi cael?

- Masnachfaint Sefydliad Peirianwyr Sifil gyntaf yng Nghymru i ddarparu cyrsiau hyfforddi ICE
- Schools programme and delivery pilot with ISG plc and WJEC-proposed Wales Centre for construction fit out.
- Gweithio gyda Cholegau ac SAUau yn Lloegr a'r Unol Daleithiau – atebion ac ymagweddau Sgiliau arbenigol.
- Rydym yn darparu arweinydd AB Cymru a Chadeirydd fforwm Sgiliau ynni Adnewyddadwy Cymru, gan gysylltu ag adran Ynni Busnes a Strategaeth Ddiwydiannol y DU (BEIS) hyrwyddo agweddau Sgiliau Cymru ac sydd eisoes wedi cyflwyno i BEIS ar waith Cymru.
- Yn olaf, rydym wedi sefydlu'r grŵp arweinyddiaeth adeiladu!

What success has this strategy had!

- First Institution of Civil Engineers franchise in Wales to deliver ICE approved training courses
- Schools programme and delivery pilot with ISG plc and WJEC-proposed Wales Centre for construction fit out.
- Working with Partner Colleges/HEIs in England and United States - re specialist skills solutions and approaches.
- We provide the Wales FE lead and Chair of the Wales Renewable energy skills forum, linking with the UK Department for Business Energy and Industrial Strategy (BEIS) led group, promoting Wales skills approaches and have already presented to BEIS on the Wales work.
- Lastly, we have established the construction leadership group!

CONSTRUCTION LEADERSHIP GROUP



GRŴP NPTC GROUP
Grŵp Arweinyddiaeth Adeiladu
Construction Leadership Group





Beth nesaf!

- Mae dulliau a phartneriaethau yn gweithio, ond mae'r dirwedd yn newid.
- Cyfle i ddatblygu dulliau a rhaglenni newydd, gan weithio gyda diwydiant a phartneriaid. Gall Cymru fod yn ganolbwynt hyfforddiant arloesol.
- Ffocws allweddol ar brentisiaethau, gyda'r angen i ddatblygu modelau uwch, gyda'r angen i gynnwys Sgiliau newydd a thraws-sector. Mae modelau ymgysylltu ac ymgynghori yn hanfodol
- Mae ymgysylltu gynnar gyda PHAWB yn hanfodol gyda brys i roi'r modelau ar waith. Mae cyfathrebu, partneriaeth a chydweithio yn allweddol i bawb

What next!

- Approaches and partnerships are working, but the landscape is changing
- An opportunity to develop new approaches and programmes, working together with industry and partners. Wales can be the hub of innovative training
- Key focus on apprenticeships, with a need to develop higher models, with a need to cover emerging and cross sector skills. Engagement and consultation models are essential
- Early engagement of ALL is essential with an urgency to put the models in place, when needed. Communication, partnership and collaboration are key from all involved



- Cwestiynau

- Questions

Eluned Morgan AC/AM

Gweinidog y Gymraeg a Dysgu Gydol Oes
Minister for Welsh Language and Lifelong
Learning

Cwestiynau a thrafodaeth

Questions and discussion

Diolch

Thank you

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