



Llywodraeth Cymru  
Welsh Government



## Rhaglen Cymhelliant i Gyflogwyr i Gynnal Prentisiaethau

Bydd y Rhaglen Cymhelliant i Gyflogwyr i Gynnal Prentisiaethau ar gael o **1 Awst 2017**.

Bydd yn rhoi cymorth i fusnesau bach a chanolig eu maint i recriwtio prentisiaid 16-19 oed, ac yn helpu unigolion a chyflogwyr i gael y sgiliau sydd eu hangen arnynt ar gyfer y **tymor hir** er mwyn **atal** prinder sgiliau.

### Meini Prawf

- Dim ond ar gyfer busnesau bach a chanolig eu maint sydd yn newydd i fydd prentisiaethau neu nad ydynt wedi recriwtio prentis ers 30 mis y mae'r cymhelliant hwn ar gael
- Cynigir cymorth ar gyfer hyd at tri prentis i bob cyflogwr
- Cynigir y cymorth beth bynnag fo lefel y brentisiaeth
- Cynigir taliad o **£3,500** ar gyfer pob prentis sy'n cael ei recriwtio yn ystod y cyfnod Gorffennaf-Medi ac Ionawr-Mawrth a thaliad o **£2,500** (ar gyfer pob prentis) sy'n cael ei recriwtio ar adegau eraill o'r flwyddyn
- Caiff y taliad olaf ei wneud ar ôl i'r prentis fod mewn cyflogaeth ers 8 mis

## Apprenticeship Employer Incentive Programme

The Apprenticeship Employer Incentive Programme will be available from **1 August 2017**.

It will provide support for SMEs to recruit apprentices aged 16-19, help provide individuals and employers with the skills needed over the **long-term** and **prevent** skills shortages.

### Criteria

- The incentive will only be available to SMEs who are new to apprenticeships or have not recruited an apprentice in the last 30 months
- Support will be offered to a maximum of **three** apprentices per employer
- Support will be available irrespective of the level of the apprenticeship
- To offer a payment of **£3,500** (per learner) for apprentices recruited during the periods of July-September and January-March and a payment of **£2,500** (per learner) for apprentices recruited at all other times of the year
- The full payment will be made after the apprentice has been employed for 8 months



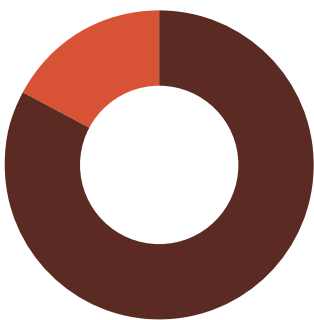
“Dros y blynyddoedd diwethaf, amcangyfrifwn fod o leiaf pump y cant o drosiant y cwmni o flwyddyn i flwyddyn wedi'i gyfeirio at hyfforddi a datblygu ein gweithlu er mwyn sicrhau bod ganddynt y sgiliau datblygedig sydd ei hangen - mae hyn yn ein gwneud yn eithaf unigryw yn ein maes.”

**Rachel Meese-Kendall, Crimewatch Alarms Ltd.**

“In the last few years, we estimate that year-on-year at least five per cent of the company's turnover has been channeled into the training and development of our highly, multi-skilled workforce, making us quite a unique entity in our field of work.”

**Rachel Meese-Kendall, Crimewatch Alarms Ltd.**

## Wyddoch chi?

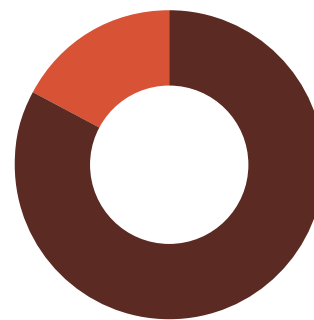


Mae **24%** o swyddi gwag yn deillio o ddiffyg sgiliau, cymwysterau neu brofiad.

Ar hyn o bryd mae **14%** o gyflogwyr yn dweud bod ganddynt fylchau o ran sgiliau.

**Arolwg Sgiliau Cyflogwyr 2015**

## Did you know?



**24%** of vacancies are caused by a lack of skills, qualifications or experience.

Skills gaps currently reported by **14%** of employers

**Employer Skills Survey 2015**

**I gofrestru eich diddordeb a dysgu sut gall eich busnes fanteisio ar brentisiaethau, ewch i**  
[businesswales.gov.wales/skillsgateway/cy/prentisiaethau-0](http://businesswales.gov.wales/skillsgateway/cy/prentisiaethau-0)

**Am ragor o wybodaeth ar brentisiaethau, ewch i**  
[businesswales.gov.wales/skillsgateway/cy/prentisiaethau](http://businesswales.gov.wales/skillsgateway/cy/prentisiaethau)

**To register your interest and find out how your business can benefit from apprenticeships, visit**  
[businesswales.gov.wales/skillsgateway/apprenticeships-0](http://businesswales.gov.wales/skillsgateway/apprenticeships-0)

**For more information on apprenticeships, visit**  
[businesswales.gov.wales/skillsgateway/apprenticeships](http://businesswales.gov.wales/skillsgateway/apprenticeships)

