

# GWOBRAU PRENTISIAETHAU APPRENTICESHIP AWARDS CYMRU 2021

DATHLU'R RHAI SYDD YN Y ROWND DERFYNOL  
CELEBRATING THE FINALISTS

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# CYFLWYNIAD

Mae'r Gwobrau yn tynnu ynghyd y goreuon ymhlith dysgwyr, cyflogwyr a darparwyr hyfforddiant, sydd wedi dangos ymroddiad ac ymrwymiad llwyr i ddatblygu eu sgiliau a gwella eu busnes. Maent yn cynrychioli technoleg ddiweddaraf busnesau o safon fyd-eang. Rhaglenni Prentisiaethau sydd wedi'u teilwra yn unol ag anghenion diwydiant, a straeon am lwyddiant unigolion sy'n ysbrydoli.

Mae'r Gwobrau yn dathlu'r pethau aruthrol y mae dysgwyr, cyflogwyr a darparwyr wedi'u cyflawni drwy Raglenni Prentisiaethau a Hyfforddeiaethau o safon ledled Cymru, sy'n cael eu hariannu gan Lywodraeth Cymru drwy Gronfa Gymdeithasol Ewrop.

Roedd gan banel dethol o feirniaid dasg anodd wrth ddidoli ceisiadau o bob rhan o Gymru cyn dewis 35 o ymgeiswyr haeddiannol a fyddai'n cael mynd i'r rownd derfynol. P'un a fyddant yn cael gwobr ai peidio, mae gan bob un o'r rhain stori i'ch ysbrydoli, sy'n eu gwneud yn llysgenhadon gwirioneddol.

# INTRODUCTION

The Awards bring together the best of learners, employers and training providers, who have shown total dedication and commitment to skills development and business improvement. They represent cutting edge technology in world leading businesses, bespoke Apprenticeship Programmes designed to meet the needs of industry and inspiring individual success stories.

The Awards celebrate the outstanding achievements of learners, employers and providers involved in the delivery of quality Apprenticeship and Traineeship Programmes across Wales, which are funded by the Welsh Government through the European Social Fund.

A distinguished panel of judges had a difficult task filtering applications from all parts of Wales before selecting 35 worthy finalists. Irrespective of whether or not they collect an award, all the finalists have an inspiring story to tell, making them true ambassadors.

# RHAGAIR Y GWEINIDOG

## VAUGHAN GETHING AS

GWEINIDOG YR ECONOMI

Mae seremoni Gwobrau Prentisiaethau Cymru yn un o uchafbwyntiau blwyddyn byd dysgu seiliedig ar waith. Mae'n rhoi sylw i fusnesau ac unigolion sydd wedi rhagori yn Rhaglenni Prentisiaethau a Hyfforddeiaethau Llywodraeth Cymru ac wedi mynd yr ail filltir i lwyddo yn ystod y cyfnod anodd hwn. Bu cyfnod pandemig y coronafeirws yn eithriadol o anodd ond gwelsom bobl ar eu gorau hefyd, gyda hyfforddwyr ymroddedig yn dangos dawn, sgiliau a gwytnwch, nid yn unig er mwyn eu llwyddiant nhw eu hunain ond hefyd wrth gefnogi pobl eraill. Mae ein prentisiaid a'n hyfforddeion yn dangos sut mae eu hyfforddiant wedi newid eu bywydau, gan eu helpu i gyflawni eu uchelgais o ran gyrfa neu gael trefn ar eu bywydau. Rwyf wrth fy modd ein bod ni, diolch i gamau a gymerwyd gan Lywodraeth Cymru, yn cynnig profiadau ystyrlon i bobl o bob oed. Bydd cyflogwyr ym mhob rhan o'n cymuned fusnes yn elwa ar hyn hefyd, yn awr ac i'r dyfodol.

Mae prentisiaethau'n ffordd wych i unigolion, o bob oed, feithrin sgiliau gwerthfawr ac ennill cymwysterau, ac i gyflogwyr sicrhau bod y sgiliau angenrheidiol gan eu gweithlu i gryfhau eu busnes. Bydd ein cynlluniau uchelgeisiol ar gyfer ailgodi yn sicrhau nad oes cenhedlaeth goll yng Nghymru ac y bydd y wlad yn beiriant i greu twf cynaliadwy a chynhwysol. Rwy'n credu y bydd Prentisiaethau'n hollbwysig yn ein helpu i ddod dros effeithiau'r coronafeirws, a Brexit. Dyna pam y mae Llywodraeth newydd Cymru wedi ymrwymo ymhellach i greu 125,000 o lefydd ar Brentisiaethau dros y pum mlynedd nesaf. Rydym ni fel llywodraeth yn ymrwymo i ddatblygu diwylliant yng Nghymru lle mai recriwtio prentis yw'r norm i gyflogwyr, gan sicrhau bod cyfleoedd am swyddi a sgiliau o safon uchel ar gael i bobl. Hoffwn longyfarch pawb sydd yn y rownd derfynol eleni a dymuno'r gorau i bob un ohonoch ar gyfer y dyfodol.



# MINISTERIAL FOREWORD

## VAUGHAN GETHING MS

MINISTER FOR ECONOMY

A highlight of the work-based learning calendar, the Apprenticeship Awards Cymru showcases businesses and individuals who have excelled on the Welsh Government's Apprenticeship and Traineeship programmes and gone the extra mile to achieve success during these unprecedented times. The coronavirus pandemic has been incredibly difficult but we have seen the best in people too, with committed trainers showing talent, skills and resilience to not only succeed themselves but also support others. Our apprentices and trainees demonstrate the life-changing impact their training has had helping them achieve their career ambitions or in turning their lives around. I am delighted that, thanks to Welsh Government action, we are providing individuals of all ages with meaningful

experiences which will also benefit employers across all sectors of our business community now and in the future. Apprenticeships are a great way for individuals, at any stage of their lives, to gain valuable skills and qualifications, and for employers to ensure their workforce is equipped with the skills to strengthen their business. Our ambitious recovery plans will ensure there is no lost generation in a Wales that becomes an engine for sustainable, inclusive growth. I believe Apprenticeships will be vital in helping us recover from the impacts of coronavirus, and Brexit. That's why the new Welsh Government has made a further commitment to creating 125,000 Apprenticeship places over the next five years. As a government, we are committed to developing a culture in Wales where recruiting an apprentice becomes the norm for employers, giving individuals access to high quality job opportunities and skills. I'd like to congratulate all the finalists for this year's event, and to wish each and every one all the best for the future.



# CROESO I'R GWOBRAU

## JOHN NASH

CADEIRYDD  
FFEDERASIWN HYFFORDDIANT  
CENEDLAETHOL CYMRU

Croeso i seremoni Gwobrau Prentisiaethau Cymru 2021 – ein seremoni rithwir gyntaf. Hoffwn longyfarch pawb sydd yn y rownd derfynol – mae pob un ohonoch yn enillydd heno.

Mae'r gwobrau hyn yn mawrygu ac yn dathlu llwyddiant eithriadol dysgwyr, cyflogwyr ac ymarferwyr dysgu seiliedig ar waith ledled Cymru. Eleni, mae'n bwysicach nag erioed i ni gydnabod yr hyn y maent wedi'i gyflawni gan fod pandemig Covid-19 wedi dod â heriau enfawr i bawb sy'n ymwneud â Rhaglenni Prentisiaethau a Hyfforddeiaethau yng Nghymru.

Rwy'n falch iawn o'r ffordd y bu i ddarparwyr dysgu seiliedig ar waith addasu'n gyflym ac yn llwyddiannus i ddysgu o bell trwy fuddsoddi mewn staff ac offer. Trwy hyn, llwyddwyd i sicrhau bod y rhan fwyaf o'r prentisiaethau a'r hyfforddeiaethau wedi'u cwblhau er gwaetha'r cyfnodau clo.

Hoffwn ddiolch i Lywodraeth Cymru am gefnogi'r sector yn ystod y cyfnod anodd hwn ac i'r cyflogwyr am barhau i ddarparu cyfleoedd i brentisiaid.

Heno, a ninnau'n dathlu llwyddiant, mae'r NTfW yn cydnabod yr holl waith sydd i'w wneud i gefnogi economi Cymru dros y misoedd nesaf. Mae darparwyr dysgu seiliedig ar waith mewn sefyllfa unigryw i gefnogi cyflogwyr wrth iddynt dyfu allan o'r pandemig.



# WELCOME TO THE AWARDS

## JOHN NASH

CHAIR  
NATIONAL TRAINING FEDERATION  
FOR WALES

Welcome to the Apprenticeship Awards Cymru 2021 ceremony which is being held virtually for the first time. I extend my congratulations to all the finalists - you are all winners tonight.

These awards showcase and celebrate outstanding achievements by learners, employers and work-based learning practitioners across Wales. This year, it's more important than ever to acknowledge their achievements, following the huge challenges presented by the Covid-19 pandemic to all involved in Apprenticeship and Traineeship Programmes in Wales.

I am very proud of how quickly and successfully work-based learning providers have adapted to remote learning support by investing in staff and equipment to ensure that the majority of apprenticeships and traineeships have been completed despite the lockdowns.

I thank both the Welsh Government for supporting the sector during this difficult period and employers for continuing to provide apprenticeship opportunities.

Tonight, as we celebrate success, the NTfW acknowledges the huge amount of work to be done to support the Welsh economy in the coming months. Work-based learning providers are in a unique position to support employers as they grow out of the pandemic.





# Y CYFLWYNYDD

## WYNNE EVANS

Mae Wynne Evans yn un o brif denoriaid y DU. Mae ganddo gysylltiad agos ag Opera Cenedlaethol Cymru ble y bu'n un o'r prif denoriaid am flynyddoedd. Mae wedi perfformio ym mhob un o dai opera gorau'r byd.

Mae Wynne yn un o ddarlledwyr mwyaf poblogaidd Cymru. Mae'n cyflwyno rhaglen ddyddiol ar BBC Radio Wales ac mae'n cyflwyno cyfresi'n rheolaidd ar BBC Wales 1 a 2 ac S4C. Wynne sy'n cael y clod am lwyddiant y cwmni 'Go Compare' yn dilyn yr ymgyrch hysbysebu gwerth miliynau o bunnoedd y mae ynddo. Fe'i gwelir yn rheolaidd gan 75% o boblogaeth y DU ar unrhyw adeg benodol.

Mae Wynne yn fyd-enwog fel tenor gwyh ond mae yr un mor boblogaidd fel siaradwr neu gyflwynydd digwyddiadau erbyn hyn. Mae trefnwyr wrth eu bodd ag ef ac yn dod yn ôl ato dro ar ôl tro. Does neb gwell am gysylltu â'i gynulleidfa.

Mae Wynne yn rhedeg ymddiriedolaeth er cof am ei ddiweddar fam Elizabeth Evans MBE i noddi Cymry ifanc sy'n dymuno astudio am yrfa yn y celfyddydau perfformio. Mae Wynne yn llysgennad i Ambiwylans Sant Ioan Cymru, Ymddiriedolaeth Canser yr Arddgau a Sefydliad Prydeinig y Galon.



# HOST

## WYNNE EVANS

Wynne Evans is one of the UK's leading tenors. He enjoys a close association with Welsh National Opera where he has worked as a principal for many years. He has performed at all the top opera houses all over the world.

Wynne is one of the most popular broadcasters in Wales. He presents a daily programme on BBC Radio Wales and has regular series as presenter on BBC Wales 1 and 2 and S4C. Wynne is credited with the success of the 'Go Compare' company following the multi-million pound advertising campaign he fronts. He is regularly seen by 75% of the UK population at any given time.

Wynne is known throughout the world as an amazing tenor but his reputation as a speaker or host is now just as great. Event organisers love him and always come back to re-book. His interaction with his audience is second to none.

Wynne runs a trust in memory of his late mother Elizabeth Evans MBE which sponsors young Welsh people who wish to study for a career in the performing arts. Wynne is an ambassador for St. John Ambulance Wales, The Teenage Cancer Trust and the British Heart Foundation.



# Y BEIRNIAID

## DIOLCH YN ARBENNIG I'N HOLL FEIRNIAID

**CHRISTINE BISSEX**  
Y COLEG, MERTHYR TUDFUL  
THE COLLEGE, MERTHYR TYDFIL

**LOUISE BURNELL**  
GE AVIATION (WALES)

**NINA CHEESEMAN**  
BT

**CARMELA CARRUBBA**  
REAL SFX

**JOHN JONES**  
WARWICK CHEMICALS

**MARIA JONES**  
CYNGOR BWRDEISTREF SIROL  
RHONDDA CYNON TAF  
RHONDDA CYNON TAF  
COUNTY BOROUGH COUNCIL

# JUDGES

## OUR SPECIAL THANKS GO TO ALL OUR JUDGES

**WYN OWEN**  
WCO LTD.

**ANTHONY REES**  
CYFLE BUILDING SKILLS

**HANNAH WILLIAMS**  
BBC CYMRU

**LISA WINTER**  
ARTHUR J GALLAGHER

**SIAN WOOLSON**  
CYNGOR BWRDEISTREF SIROL  
RHONDDA CYNON TAF  
RHONDDA CYNON TAF  
COUNTY BOROUGH COUNCIL

**RACHEL MEESE-KENDALL**  
CRIMEWATCH ALARMS





## DYSGWR Y FLWYDDYN HYFFORDDEIAETHAU (YMGYSYLLTU)

Er mwyn ymgeisio am y wobwr hon mae'n rhaid bod y dysgwr wedi:

- cwblhau'r haen Ymgysylltu yn y Rhaglen Hyfforddeiaethau ac wedi symud ymlaen i'r cam nesaf yn eu datblygiad personol neu i waith.
- goresgyn rhwystr sylweddol neu nifer o rwystrau tra oedd ar y Rhaglen Hyfforddeiaethau er mwyn symud ymlaen i gam nesaf ei (d)datblygiad personol neu i waith.
- symud ymlaen o'r haen Ymgysylltu yn y Rhaglen Hyfforddeiaethau rhwng 1 Awst 2017 a 31 Rhagfyr 2020 (yn cynnwys y ddau ddyddiad hynny).

## TRAINEESHIPS LEARNER OF THE YEAR (ENGAGEMENT)

To apply for this award the learner must have:

- completed and progressed from the Engagement strand of the Traineeships Programme to the next stage in their personal development or into employment.
- overcome a significant barrier or multiple barriers while on the Traineeships Programme to allow progression to the next stage of their personal development or into employment.
- progressed from the Engagement strand of the Traineeships Programme no earlier than 1 August 2017 and no later than 31 December 2020.

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## JESSICA APPS

**Symudodd Jessica Apps o ben draw'r byd i gychwyn bywyd newydd ym Mlaenafon gyda'i mam a'i chwaer iau ym mis Tachwedd 2019 ac erbyn hyn fe'i disgrifiwyd fel "esiampwr ddisglair" wrth iddi anelu at yrfa fel athrawes.**

Roedd dilyn Rhaglen Ymgysylltu Creadigol ar Hyfforddeiaeth gyda Sgiliau Cyf yn fodd i Jessica ddatblygu ei diddordeb mewn ffotograffiaeth ac ysgrifennu creadigol. Yn awr mae'n astudio ar gyfer ei Lefelau A yng Ngholeg Gwent gyda'r nod o fynd yn athrawes.

Meddai Jessica: "Ymunio â Sgiliau i wneud yr Hyfforddeiaeth oedd y penderfyniad gorau a wnes i. Ar ôl dim ond pum mis, roeddwn i'n teimlo mor hapus a bodlon yn fy mywyd newydd ac ro'n i'n cymryd y camau nesaf tuag at swydd fy mreuddwydion."

**Jessica Apps moved half way around the world to begin a new life in Blaenavon with her mum and younger sister in November 2019. Now she has been described as a "superb role model" and is setting her sights on a teaching career.**

A Traineeship Creative Engagement Programme with Sgiliau Cyf developed Jessica's passion for photography and creative writing. She is now studying 'A' levels at Coleg Gwent with the ultimate goal of becoming a teacher.

Jessica said: "Joining Sgiliau to do the Traineeship was the best decision I've made. After just five months, I found myself so happy and content with my new life and taking the next steps towards my dream job."







## ROSS VINCENT

**Mae Ross Vincent yn paratoi am yrfa ym myd adeiladu, ar ôl cymryd diddordeb mewn gosod brics tra oedd yn gwneud Hyfforddeiaeth.**

Ar ôl yr Hyfforddeiaeth, mae Ross, 18, sy'n byw yn Noc Penfro, wedi mynd ymlaen i sicrhau prentisiaeth gydag Evan Pritchard Contractors yn Hwlfordd, lle mae ei dad, Carl, yn rheolwr safle.

Ac yntau wedi cwblhau Hyfforddeiaethau Ymgysylltu a Lefel 1 mewn Gwaith Brics, mae'n gweithio tuag at Ddiploma Lefel 2 mewn Gosod Brics a Phrentisiaeth Sylfaen mewn Gwaith Daear, y cyfan yng Ngholeg Sir Benfro.

Ar ôl wynebu heriau ar gwrs arall yn y coleg, dywedodd Ross ei fod yn benderfynol o lwyddo a dilyn gyrfa yn y maes. Roedd yr Hyfforddeiaethau yn ei siwtio'n well am fod mwy o waith ymarferol a'i fod cael dysgu oddi wrth weithwyr proffesiynol yn y maes.

**Ross Vincent is on course for a career in the building trade thanks to a Traineeship which sparked his interest in bricklaying.**

Ross, 18, who lives in Pembroke Dock, has gone from his Traineeship to secure an apprenticeship with Evan Pritchard Contractors in Haverfordwest, where his father, Carl, is a site manager.

After completing Engagement and Level 1 Traineeships in Brickwork, he is now working towards a Level 2 Diploma in Bricklaying as well as a Foundation Apprenticeship in Groundworks, all at Pembrokeshire College.

Having faced some challenges with a previous course at the college, Ross said he was determined to succeed and secure a career path. The Traineeships better suited him because there was more hands on, practical work, allowing him to learn from industry professionals.



## LEWIS O'NEILL

**Mae Lewis O'Neill, 17, o Garden City, Glannau Dyfrdwy wedi troi cornel yn ei fywyd ac mae'n edrych ymlaen at yrfa ym maes clustogwaith dodrefn diolch i Raglen Hyfforddeiaethau gan Lywodraeth Cymru.**

Mae Lewis wedi cwblhau Rhaglenni Hyfforddeiaethau Ymgysylltu a Lefel 1 a Dyfarniad Estynedig City & Guilds Lefel 1 mewn Cyflogadwyedd. Roedd wedi gadael yr ysgol heb gymwysterau a bu trwy'r system gyfiawnder cyn dechrau gweithio gyda Coleg Cambria.

"Erbyn hyn, mae gen i swydd dda a rhagolygon da ac rwy'n gobeithio y gall fy stori i ysbrydoli rhywun arall," meddai Lewis sy'n gweithio tuag at Brentisiaeth Sylfaen mewn Clustogwaith Dodrefn.

Hoffai Lewis gael gyrfa lle caiff weithio gyda'i ddwylo ac erbyn hyn mae'n brentis gyda Westbridge Furniture, ar ôl creu argraff yno ar leoliad gwaith.

**Lewis O'Neill, 17, from Garden City, Deeside has turned his life around and is looking forward to a career as a furniture upholsterer after being set on the right track by the Welsh Government's Traineeship Programme.**

Lewis has completed Traineeship Engagement and Level 1 Programmes, achieving a City & Guilds Level 1 Extended Award in Employability. Lewis had left school without any qualifications and ended up in the justice system before working with Coleg Cambria.

"I now have a good job with good prospects and hope that my story can inspire someone else," said Lewis who is working towards a Foundation Apprenticeship in Upholstery.

Keen on a career where he can work with his hands, Lewis is now an apprentice at Westbridge Furniture, having impressed on a work placement.



## DYSGWR Y FLWYDDYN HYFFORDDEIAETHAU (LEFEL 1)

Er mwyn ymgeisio am y wobwr hon mae'n rhaid bod y dysgwr wedi:

- cwblhau haen Lefel 1 yn y Rhaglen Hyfforddeiaethau ac wedi symud ymlaen i'r cam nesaf yn eu datblygiad personol neu i waith.
- goresgyn rhwystr sylweddol neu nifer o rwystrau tra oedd ar y Rhaglen Hyfforddeiaethau er mwyn symud ymlaen i gam nesaf ei (d)atblygiad personol neu i waith.
- symud ymlaen o haen Lefel 1 yn y Rhaglen Hyfforddeiaethau rhwng 1 Awst 2017 a 31 Rhagfyr 2020 (yn cynnwys y ddau ddyddiad hynny).

## TRAINEESHIPS LEARNER OF THE YEAR (LEVEL 1)

To apply for this award the learner must have:

- completed and progressed from the Level 1 strand of the Traineeships Programme to the next stage in their personal development or into employment.
- overcome a significant barrier or multiple barriers while on the Traineeships Programme to allow progression to the next stage of their personal development or into employment.
- progressed from the Level 1 strand of the Traineeships Programme no earlier than 01 August 2017 and no later than 31 December 2020.

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## THIBAUD GAILLIARD

**Ychydig o Saesneg oedd gan Thibaud Gailliard pan ddaeth i Gymru o Ffrainc yn fachgen ifanc swil 16 oed ar ôl i'w fam farw o ganser. Doedd ganddo ddim cymwysterau ffurfiol na phrofiad o weithio. Ers hynny, disgrifiwyd ei daith ddysgu fel un "anhygoel".**

Bu Thibaud, 21 oed, o Lynebwy, yn lwcus i ganfod Rhaglen Ymgysylltu yn y Cyfryngau Creadigol ar ffurf Hyfforddeiaeth gan y darparwr hyfforddiant Sgiliau Cyf o Risga. Yn fuan iawn, aeth ati i ddysgu Saesneg, gwella'i sgiliau mewn TG, dylunio a cherddoriaeth ac ennill nifer fawr o gymwysterau. Ar ôl yr Hyfforddeiaeth, aeth Thibaud ymlaen i wneud Dyfarniad Lefel 1 i Ddefnyddwyr TGCh gyda chwmni Sgiliau. Erbyn hyn, mae'n gweithio iddynt fel gweinyddwr arweiniol ac yn gwneud Prentisiaeth Sylfaen mewn TG.

Dywedodd Thibaud: "Rwy'n teimlo mod i'n perthyn yma ac mae Sgiliau wedi rhoi cyfle am yrfa wych i mi. Hebddyn nhw, dydw i ddim yn gwybod lle byddwn i ac alla i ddim diolch digon iddyn nhw am eu help a'u cefnogaeth."

**Thibaud Gailliard could speak little English and had no formal qualifications or previous work experience when he arrived in Wales as a shy 16-year-old, following the loss of his mother to cancer. His learning journey since though has been described as "incredible".**

Luckily, Thibaud, 21, from Ebbw Vale, discovered a Traineeship Engagement Programme in Creative Media delivered by Risca-based training provider Sgiliau Cyf and quickly set about learning English, improving his IT, design and music skills and going on to add a long list of qualifications to his name. Following the Traineeship, Thibaud progressed to an ICT Users Award Level 1 with Sgiliau who now employ him as lead administrator, as well as a Foundation Apprenticeship in IT.

Thibaud said: "I now feel like I belong somewhere and Sgiliau have given me an amazing career opportunity. If I didn't have them, I don't know where I would be, and I can't thank them enough for their help and support."







## JAMIE HOPKINS

**Cafodd Jamie Hopkins ei fwlio'n ddrwg yn yr ysgol a gadawodd heb gymwysterau. Cymerodd bedair blynedd iddo ailddarganfod ei gariad at ddysgu, a hynny diolch i Hyfforddeiaeth gydag Itec.**

Dywed Jamie, 20, o Beachley, ger Cas-gwent, mai'r gefnogaeth un-i-un a gafodd gan oruchwyliwr y gweithdy, John Smith yng Nghanolfan Itec, Casnewydd a newidiodd ei fywyd. Yno, cwblhaodd Hyfforddeiaeth Lefel 1 mewn Sgiliau Cyflogadwyedd.

Mae Jamie, sy'n gobeithio cael prentisiaeth gyda busnes lleol a gyrfa'n gwneud gwaith saer cywrain, yn gweithio tuag at Ddiploma Lefel 1 Gwaith Coed yng Ngholeg Gwent, Casnewydd.

Dywedodd John fod Jamie'n "ddysgwr ardderchog gyda dyfodol disglair o'i flaen."

**Jamie Hopkins was severely bullied at school, leaving without any qualifications. Four years later, he rediscovered his love of learning through a Traineeship with Itec.**

Jamie, 20, from Beachley, near Chepstow, credits his success to the life-changing one-to-one support provided by workshop supervisor John Smith at Itec's Newport Centre where he achieved a Traineeship Level 1 in Employability Skills.

Hoping to find an apprenticeship with a local business and focused on a career in fine carpentry, Jamie is now working towards a Carpentry Level 1 Diploma at Coleg Gwent, Newport.

John describes Jamie as an "outstanding learner with a bright future."



## CHLOE HARVEY

**Er ei bod yn eithriadol o swil pan adawodd yr ysgol, erbyn hyn, ar ôl cychwyn taith ddysgu ar Raglen Hyfforddeiaeth gan Lywodraeth Cymru, mae Chloe Harvey yn weithwraig hyderus.**

Ar ôl penderfynu nad oedd am fynd i'r chweched dosbarth yn yr ysgol, daeth Chloe, 19, o Gil-maen, ger Penfro, i gysylltiad â'r darparwr dysgu PRP Training Ltd.

Bu cwblhau Hyfforddeiaeth Lefel 1 mewn Gweinyddu Busnes yn ysbrydoliaeth i Chloe a chafodd leoliad gwaith gyda Genpower Ltd, Doc Penfro. Llwyddodd i greu'r fath argraff nes bod y cwmni wedi creu prentisiaeth newydd fel y gallent ei chyflogi. Ers hynny, mae wedi cwblhau Prentisiaeth Sylfaen mewn Gweinyddu Busnes ac wedi datblygu sgiliau ym maes trefnu, gwasanaethu cwsmeriaid a TG i'w galluogi i addasu'n hwylus i weithio gartref yn ystod pandemig Covid-19.

Erbyn hyn, mae Chloe yn helpu i hyfforddi aelodau newydd tîm Genpower.

**A shy school leaver has been transformed into a confident, self-assured employee after beginning her learning journey with the Welsh Government's Traineeship Programme.**

Chloe Harvey, 19, of Monkton, near Pembroke, linked up with learning provider PRP Training Ltd after deciding sixth form studies at school were not for her.

Inspired by achieving a Traineeship Level 1 in Business Administration, Chloe secured a placement with Genpower Ltd, Pembroke Dock where she impressed so much that the company created a new apprenticeship role so that they could employ her. She has since completed a Foundation Apprenticeship in Business Administration, developing organisational, customer service and IT skills which have enabled her to adapt smoothly to working from home during the Covid-19 pandemic.

Chloe is now helping to train Genpower's new recruits.





## PRENTIS SYLFAEN Y FLWYDDYN

Er mwyn ymgeisio am y wobwr hon mae'n rhaid:

- bod y dysgwr wedi cwblhau fframwaith Prentisiaeth Sylfaen yng Nghymru (bydd angen dangos tystiolaeth o'r dystysgrif cyn y gwneir penderfyniad gan y beirniaid).
- nad oedd wedi'i gwblhau cyn 1 Awst 2017 nac ar ôl 31 Rhagfyr 2020.

## FOUNDATION APPRENTICE OF THE YEAR

To apply for this award the learner must have:

- completed a Foundation Apprenticeship framework in Wales (evidence of certification will be required prior to any judging decision being made).
- completed it no earlier than 1 August 2017 and no later than 31 December 2020.

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## BETHANY MASON

**Mae parodrwydd i ddysgu sgiliau newydd ac i gymryd mwy o gyfrifoldeb o dan amgylchiadau anodd wedi helpu Bethany Mason i ragori yn ei gwaith fel swyddog gwasanaethau profedigaeth.**

Ers iddi ymuno â Chyngor Bwrdeistref Sirol Rhondda Cynon Taf fel prentis swil yn 2016, mae Bethany, 21, wedi llwyddo i oresgyn nifer o heriau anodd, gan wneud gwahaniaeth enfawr i staff Amlogfa Glyn-taf ger Pontypridd a'r teuluoedd galarus sy'n defnyddio'r amlogfa. Mae wedi cwblhau Prentisiaeth Sylfaen ac mae bron â chwblhau NVQ lefel 3 mewn Gweinyddu Busnes, y ddau gymhwyster wedi'u darparu gan Goleg y Cymoedd.

Yn ogystal, mae Bethany, o Lantrisant, wedi meithrin sgiliau arwain, wedi digideiddio a chanoli cofnodion claddu a chynlluniau mynwentydd Rhondda Cynon Taf ac wedi cyflwyno system ddigidol i deuluoedd ganfod cerddoriaeth ar gyfer gwasanaethau amlogi, ynghyd â gweddarllediadau a theyrngedau gweledol.

**A willingness to learn new skills and take on more responsibility in challenging circumstances has helped Bethany Mason to develop into an excellent bereavement services officer.**

Since joining Rhondda Cynon Taf County Borough Council as a shy apprentice in 2016, Bethany, 21, has risen to a series of difficult challenges, making a huge difference to the staff of Glyntaff Crematorium at Glyntaff, Pontypridd and the grieving families they work with. She has achieved a Foundation Apprenticeship and is now close to completing an NVQ level 3 in Business Administration, both delivered by Coleg y Cymoedd.

Bethany, from Lantrisant, has also developed leadership skills, digitised and centralised burial records and cemetery plans for RCT Cemeteries and introduced digital music for family cremation services, together with webcasts and visual tributes.







## JOEL MALLISON

**Mae Joel Mallison, prentis a cherddor, wedi taro'r nodyn ar ei ben wrth newid gyrfa gan ei fod yn gwneud yn ardderchog fel prentis gyda chwmni telathrebu Openreach.**

Ar ôl mynd i astudio cerddoriaeth a graddio gyda rhagoriaeth mewn Cynhyrchu ar gyfer y Radio, bu Joel, 30, o'r Fenni, yn gweithio ym musnes paentio ac addurno ei dad am chwe blynedd cyn penderfynu newid gyrfa.

Gan fod ganddo ddiddordeb mewn telathrebu, aeth Joel at Openreach a chwblhau Prentisiaeth Sylfaen ar gyfer Gweithwyr Proffesiynol mewn TG, Meddalwedd, y We a Thelathrebu fis Medi diwethaf. Darparwyd y brentisiaeth gan Openreach a'i chefnogi gan ALS Training, Caerdydd.

Dywedodd rheolwr bro Openreach yn ardal y Fenni, Matthew James: "Mae Joel yn gydwybodol iawn. Ar ôl gweithio gyda Joel, mae fy nisgwyladau ar gyfer fy mheirianwyr yn uchel iawn."

**Apprentice and musician Joel Mallison has struck the right note with a career change, excelling as an apprentice with telecommunications company Openreach.**

After initially studying music and graduating with a distinction in Radio Production, Joel, 30, from Abergavenny, worked in his father's painting and decorating business for six years before seeking a new career.

An interest in telecommunications led Joel to Openreach where he completed a Foundation Apprenticeship in IT Software Web and Telecoms Professionals last September. The apprenticeship was delivered by Openreach and supported by ALS Training, Cardiff.

Openreach Abergavenny patch manager, Matthew James said: "Joel's work ethic is very strong. He sets the bar extremely high in terms of my expectations for my engineers."



## STEVIE WILLIAMS

**Mae Stevie Williams wedi rhoi'r gorau i'w swydd ym myd gwasanaethau cwsmeriaid er mwyn gwneud prentisiaeth gan anelu at yrfa'i breuddwydion sef dysgu peirianeg.**

Cafodd Stevie, 36, o'r Goetre, Port Talbot, swydd fel technegydd a hyfforddwr peirianeg fecanyddol gyda Grwp Colegau NPTC ar ôl cwblhau Prentisiaeth Sylfaen Peirianeg Fecanyddol mewn Cyflawni Gweithrediadau Peirianeg (Lefel 2) a Chymhwyster Cysylltiedig â Galwedigaeth (VRO), Lefel 2, chwe mis yn gynnar. Erbyn hyn, mae'n gweithio tuag at Brentisiaeth a VRO Lefel 3 gan fwriadu symud ymlaen i wneud Tystysgrif Addysg i Raddedigion (TAR) a Phrentisiaeth Radd yn y dyfodol er mwyn gwredu ei huchelgais o fod yn ddarlithydd mewn peirianeg.

Dywedodd Stevie, sy'n gwneud ei phrentisiaeth gyda Pathways Training, "Erbyn hyn, rwy mewn swydd ddiogel, mewn gyrfa sydd â rhagolygon gwych. Fyddai hynny ddim yn bosib heb fy mhrentisiaeth."

**Apprentice Stevie Williams has swapped her job in customer services to pursue her dream career teaching engineering.**

Stevie, 36, from Goytre, Port Talbot, secured a job as a mechanical engineering technician and instructor at NPTC Group after completing a Performing Engineering Operations Level 2 Mechanical Engineering Foundation Apprenticeship and Vocationally-Related Qualification (VRO) Level 2 six months early. Now working towards an Apprenticeship and VRO Level 3, Stevie plans to progress to a Postgraduate Certificate in Education and Degree Apprenticeship to realise her ambition of becoming an engineering lecturer.

Stevie, who is completing her apprenticeships with Pathways Training, said: "I am now in a secure position in a career with amazing prospects, all of which would not have been possible without my apprenticeship."





## PRENTIS Y FLWYDDYN

Er mwyn ymgeisio am y wobwr hon mae'n rhaid:

- bod y dysgwr wedi cwblhau fframwaith Prentisiaeth yng Nghymru (bydd angen dangos tystiolaeth o'r dystysgrif cyn y gwneir penderfyniad gan y beirniaid).
- nad oedd wedi'i gwblhau cyn 1 Awst 2017 nac ar ôl 31 Rhagfyr 2020.

## APPRENTICE OF THE YEAR

To apply for this award the learner must have:

- completed an Apprenticeship framework in Wales (evidence of certification will be required prior to any judging decision being made).
- completed it no earlier than 1 August 2017 and no later than 31 December 2020.

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## OWAIN CARBIS

**Dychmygwch pa mor gyffrous fyddai cael cyfle i greu a helpu i reoli negeseuon ar y cyfryngau cymdeithasol i hyrwyddo cyfres deledu eiconig ar y BBC a chithau'n ddim ond 19 oed.**

Dyna'n union ddigwyddodd i Owain Carbis, bachgen dawnus o Ddraenen Pen-y-graig, Caerdydd, yn ystod ei brentisiaeth gydag adran ddigidol a marchnata BBC Cymru Wales.

Roedd fel gwireddu breuddwyd i Owain, sy'n weithiwr llawrydd erbyn hyn, gan ei fod wrth ei fodd â Doctor Who. Cafodd ei waith, a welwyd gan filiynau o bobl ym mhedwar ban byd, ganmoliaeth fawr gan rai o'i gydweithwyr profiadol yn y BBC.

Darparwyd Prentisiaeth Owain yn y Cyfryngau Creadigol a Digidol gan Sgil Cymru trwy gyfrwng y Gymraeg.

**Just imagine the buzz of being asked to create and help manage the social media content for an iconic BBC television series at the age of 19.**

That's exactly what happened to talented Owain Carbis, 19, of Thornhill, Cardiff, during his apprenticeship with the digital and marketing department at BBC Cymru Wales.

For Owain, who is now working freelance, it was a dream come true, as he's an avid Doctor Who fan. His work, which was seen by a worldwide audience of millions, was highly praised by senior colleagues at the BBC.

Owain's Apprenticeship in Creative and Digital Media was delivered through the medium of Welsh by Sgil Cymru.







## WILLIAM DAVIES

**Mae William Davies yn brentis sydd wedi arbed £20,000 y flwyddyn i'w gyflogwr trwy awtomeiddio system cydosod cynnyrch.**

Mae William, 20, o Llywdcoed, Aberdâr, yn gweithio i Kautex Textron CVS Ltd yn Hengoed, sef busnes rhyngwladol sy'n arbenigo mewn systemau gweld yn glir ar gyfer y diwydiant moduro. Yn ogystal, mae wedi rhoi argraffydd newydd 3D Rapid Prototyping ar waith er mwyn helpu i ddatblygu systemau cerbydau awtonomaidd ac mae wedi gwneud gwelliannau ym meysydd Iechyd a Diogelwch a chynhyrchiant. Cwblhaodd William Brentisiaeth mewn Gweithgynhyrchu Peirianeg (Cymorth Technegol ym maes Peirianeg) chwe mis yn gynt na'r disgwyl yng Ngholeg y Cymoedd lle'r enillodd ddwy wobwr. Ar hyn o bryd, mae'n gweithio tuag at HNC Lefel 4 mewn Peirianeg Fecanyddol yng Ngholeg Pen-y-bont.

Roedd Steve Mills, rheolwr gwaith technegol a gwelliant parhaus y cwmni, yn canmol William am ei allu mewn nifer o wahanol feysydd, gan ddweud ei fod eisoes yn gweithio ar lefel peiriannydd gweithgynhyrchu â gradd.

**Apprentice William Davies has saved his employer £20,000 a year by automating a product assembly system.**

William, 20, from Llywdcoed, Aberdare, works for Kautex Textron CVS Ltd in Hengoed, a multi-national business specialising in clear vision systems for the automotive industry. His other achievements to date include commissioning a new Rapid Prototyping 3D printer to assist in autonomous vehicle systems development and implementing Health and Safety and productivity improvements. William achieved an Apprenticeship in Engineering Manufacture (Engineering Technical Support) six months ahead of schedule at Coleg y Cymoedd, receiving two awards. He is now working towards a Level 4 HNC in Mechanical Engineering at Bridgend College.

Steve Mills, continuous improvement and technical manager, praised William's all-round ability, saying he is already working to the level of a graduate manufacturing engineer.



## OWEN LLOYD

**Mae Owen Lloyd yn brentis sy'n ymdrechu i ddatrys y problemau llifogydd sy'n poeni pobl Rhondda Cynon Taf a'i uchelgais yw rhagori fel peiriannydd sifil.**

Mae Owen, 23, o Goed y Cwm, Pontypridd, yn gweithio i'r Tîm Rheoli Perygl Llifogydd yng Nghyngor Bwrdeistref Sirol Rhondda Cynon Taf.

Enillodd ragoriaeth yn ei gwrs BTEC Lefel 3 mewn Adeiladu a'r Amgylchedd Adeiledig (Peirianeg Sifil) yng Ngholeg Pen-y-bont, a'i nod yn y pen draw yw bod yn Beiriannydd Sifil Siartredig.

Enillodd Owen Ysgoloriaeth ICE Quest a dyfarnwyd ef yn Brentis y Flwyddyn gan y Gymdeithas Rhagoriaeth mewn Gwasanaeth Cyhoeddus ym maes Priffyrdd a Goleuo Strydoedd fis Hydref diwethaf.

Dywedodd Owen: "Rwy'n gweithio i'r safon uchaf er mwyn cynnig y gwasanaeth gorau posibl i fy nghyflogwr ac i'r cyhoedd sy'n dibynnu ar fy ngwaith i i'w cadw nhw a'u teuluoedd yn ddiogel mewn stormydd."

**Apprentice Owen Lloyd's mission is to become the best civil engineer possible, working to provide flooding solutions for the people of Rhondda Cynon Taf.**

Owen, 23, from Coed y Cwm, Pontypridd, works for the Flood Risk Management Team at Rhondda Cynon Taf County Borough Council.

He completed a Level 3 BTEC in Construction and the Built Environment (Civil Engineering) course with distinction at Bridgend College, ultimately aiming to qualify as a Chartered Civil Engineer.

Owen was awarded an ICE Quest Scholarship, winning the Association for Public Service Excellence Highways and Street Lighting Apprentice of the Year Award last October.

Owen said: "I carry out my work to the highest standard to provide the best service possible not only to my employer but also to members of the public who rely on my work to keep them and their families safe during storms."





## PRENTIS UWCH Y FLWYDDYN

Er mwyn ymgeisio am y wobwr hon mae'n rhaid:

- bod y dysgwr wedi cwblhau fframwaith Prentisiaeth Uwch yng Nghymru (bydd angen dangos tystiolaeth o'r dystysgrif cyn y gwneir penderfyniad gan y beirniaid).
- nad oedd wedi'i gwblhau cyn 1 Awst 2017 nac ar ôl 31 Rhagfyr 2020.

## HIGHER APPRENTICE OF THE YEAR

To apply for this award the learner must have:

- completed a Higher Apprenticeship framework in Wales (evidence of certification will be required prior to any judging decision being made).
- completed it no earlier than 1 August 2017 and no later than 31 December 2020.

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## NATALIE MORGAN

Ar ôl bod yn gweithio yn sector y celfyddydau perffornio yn Llundain am sawl blwyddyn, daeth Natalie Morgan yn ôl i Gymru i ddilyn gyrfa ym maes chwaraeon, ac fe gafodd swydd gyda Gymnasteg Cymru.

Aeth ymlaen i gwblhau Prentisiaeth Uwch (Lefel 4) mewn Arweinyddiaeth a Rheolaeth gyda Portal Training o Gaerdydd ac yn awr mae wedi symud ymlaen i Lefel 5. Diolch i'r sgiliau a ddysgodd yn ystod ei phrentisiaeth, roedd modd i Natalie, 33, o Benarth, arwain prosiect llwyddiannus i gael merched ifanc a menywod o'r gymuned pobl dduon, Asiaidd a lleiafrifoedd ethnig yng Nghaerdydd i gymryd rhan mewn gymnasteg. Lansiwyd y clwb gymnasteg gydag 11 o ferched, ond tyfodd i dros 130, gyda chynnydd o 98% yn nifer yr aelodau mewn dim ond 18 mis.

Dywedodd Carys Kizito, rheolwr cydymffurfio gyda Gymnasteg Cymru: "Mae Natalie wedi defnyddio ei hangerdd a'i hymroddiad i ddysgu er mwyn rhoi cyfleoedd da i bobl eraill."

After working within the performing arts sector for several years in London, Natalie Morgan returned to Wales to pursue a career in sport, securing a job with Welsh Gymnastics.

She went on to successfully complete a Higher Apprenticeship (Level 4) in Leadership and Management with Cardiff-based Portal Training and has now progressed to Level 5. Using the skills she learnt during her apprenticeship, Natalie, 33, from Penarth, was able to lead a successful outreach project to engage young girls and women from the Black, Asian and Minority Ethnic community in gymnastics. Launched with 11 girls, the Cardiff club grew to more than 130, increasing numbers by 98% in just 18 months.

Carys Kizito, Welsh Gymnastics' compliance manager, said: "Natalie has used her passion and commitment to learning to provide quality opportunities for others."







## RHYANNE ROWLANDS

**Mae Prentisiaethau Uwch wedi helpu Rhyanne Rowlands i ddatblygu o fod yn wirfoddolwraig i fod yn swyddog llawn amser gyda Chymorth i Fenywod RhCT, gan arwain prosiectau llwyddiannus i gefnogi rhai sydd wedi dioddef cam-drin domestig.**

Roedd Rhyanne, 38, o Aberdâr, wedi dioddef cam-drin domestig ei hunan yn y gorffennol ac, ar ôl dechrau gwirfoddoli gyda Chymorth i Fenywod yn 2016, erbyn hyn hi yw swyddog datblygu Safer Rhondda. I ddechrau, dewisodd Rhyanne wneud prentisiaeth gyda'r darparwr dysgu, Educ8, er mwyn cael mwy o wybodaeth a hunanhyder.

Erbyn hyn, mae wedi cwblhau Prentisiaethau Uwch Lefel 4 mewn Cyngor ac Arweiniad yn ogystal ag Arweinyddiaeth a Rheolaeth ac mae wedi cymhwyso fel arbenigwraig mewn cam-drin domestig a symud ymlaen i Arweinyddiaeth a Rheolaeth ar Lefel 5. Rhyanne oedd yn gyfrifol am sefydlu a rhedeg prosiect Athena i helpu menywod dros 50 oed. Enillodd y prosiect wobwr Tlws Crisial Cwm Taf yn 2018.

**Higher Apprenticeships have helped Rhyanne Rowlands develop her role with Women's Aid RCT from volunteer to a full-time officer leading award-winning projects to support victims of domestic abuse.**

A domestic abuse victim herself earlier in her life, Rhyanne, 38, from Aberdare, started as a volunteer for Women's Aid in 2016 and is now the Safer Rhondda development officer. Rhyanne initially chose to do an apprenticeship with learning provider Educ8 to improve her knowledge and self-confidence.

She has now achieved Level 4 Higher Apprenticeships in Advice and Guidance and Leadership and Management, qualified as a domestic abuse specialist and progressed to Leadership and Management Apprenticeship at Level 5. Rhyanne set up and ran the Athena project to support women over the age of 50, which won the Cwm Taf Crystal Trophy Award in 2018.



## CIARA LYNCH

**Mae Ciara Lynch, sy'n Brentis Uwch, yn gwneud ei marc ym maes adeiladu a pheirianeg sifil, diolch i'w gwaith ardderchog fel technegydd cynorthwyol gyda Chyngor Abertawe.**

Eisoës, enillodd Ciara, 22, o Dreforys, HNC mewn Adeiladu a'r Amgylchedd Adeiledig a Phrentisiaeth Uwch Lefel 4 mewn Goruchwyllo Safleoedd Adeiladu yng Ngholeg Pen-y-bont. A hithau wedi cael Ysgoloriaeth Quest gan Sefydliad y Peirianwyr Sifil (ICE), ei nod yn y pen draw yw bod yn Beiriannydd Sifil Siartredig ac mae wedi dechrau ar radd mewn Peirianeg Sifil. Mae Ciara, sy'n llysgennad gwyddoniaeth, technoleg, peirianeg a mathemateg (STEM), yn awyddus i hyrwyddo manteision prentisiaethau, gan dynnu sylw at gyfleoedd i fenywod mewn diwydiant sy'n hybu amrywiaeth.

Dywed Ciara bod prentisiaethau'n wych am eu bod yn cyfuno profiad a sgiliau'r gweithle gyda gwybodaeth academiaidd.

**Higher Apprentice Ciara Lynch is making a name for herself in the construction and civil engineering sector, thanks to her outstanding work as an assistant technician with Swansea Council.**

Ciara, 22, from Morriston, has achieved a HNC in Construction and the Built Environment and a Higher Apprenticeship Level 4 in Construction Site Supervision at Bridgend College. Having received an Institution of Civil Engineers (ICE) Quest Scholarship, her ultimate aim is to become a Chartered Civil Engineer, having recently started a Degree in Civil Engineering. A science, technology, engineering, and mathematics (STEM) ambassador, Ciara is keen to promote the benefits of an apprenticeship, highlighting opportunities for women in an industry that actively encourages diversity.

Ciara says apprenticeships are brilliant because they combine workplace experience and skills with the academic knowledge.





## DONIAU'R DYFODOL

### Dylai'r ceisiadau ddangos:

- ymroddiad gan brentis i ddatblygiad personol parhaus.
- prentis sydd wedi cyfrannu'n sylweddol at y busnes gan gynnig gwerth ychwanegol.
- prentis sydd wedi dangos sgiliau lefel uchel a/neu wedi cyfrannu'n sylweddol at y sector y mae'n gweithio ynddo.
- y "pellter a deithiwyd" gan y prentis er mwyn llwyddo yn y maes a ddewiswyd ganddo/ganddi.

Er mwyn bod yn gymwys ar gyfer Gwobr Doniau'r Dyfodol, rhaid i'r prentis sy'n cael ei enwebu fod yn rhan o gynllun prentisiaeth ar hyn o bryd a ariennir gan Lywodraeth Cymru ar unrhyw lefel

## TOMORROW'S TALENT

### Entries should demonstrate:

- proven commitment by an apprentice to continued personal development.
- an apprentice who has contributed significantly to the business and provided added value.
- an apprentice who has demonstrated a high level of skills and/or has contributed significantly to the sector within which they work.
- the "distance travelled" by the apprentice to succeed in their chosen field.

To be eligible for the Tomorrow's Talent Award, the nominated apprentice must be currently undertaking a Welsh Government funded apprenticeship at any level.

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## SOPHIE WILLIAMS

**Ar ôl graddio, bwriad Sophie Williams oedd mynd yn athrawes. Yna, gwelodd y lles y mae maethu'n gallu ei wneud i fywydau plant a'u rhieni biolegol, sy'n cael cyfle i roi trefn ar eu bywydau.**

Cafodd Sophie brofiad o werth maethu pan ddechreuodd ei mam, Lesley, gymryd plant maeth a gwnaeth hynny iddi benderfynu ceisio bod yn weithiwr cymdeithasol.

Ar ôl cwblhau Prentisiaeth mewn Gweinyddu Busnes yn adran Faethu Cyngor Rhondda Cynon Taf, cafodd Sophie ei dyrchafu'n swyddog recriwtio rhanbarthol yn ddiweddar. Ei nod yw gwneud Gradd Meistr mewn Gwaith Cymdeithasol. Darparwyd ei phrentisiaeth gan Goleg y Cymoedd.

Dywedodd Sophie: "Mae fy mhrentisiaeth wedi rhoi cyfle i mi gael swydd lawn amser, ennill cymwysterau a gweld y llu o wahanol agweddau ar waith cymdeithasol."

**Graduate Sophie Williams was destined for a teaching career until she witnessed the positive impact that fostering has on children and their biological parents, who are given a chance to get their lives back on track.**

After experiencing fostering first hand when her mum, Lesley, became a foster parent, Sophie decided to strive to become a qualified social worker.

Having completed an Apprenticeship in Business Administration with Fostering RCT, Sophie has recently been promoted to regional recruitment officer, aiming for a Master's Degree in Social Work in the future. Her apprenticeship provider was Coleg y Cymoedd.

Sophie said: "My apprenticeship has given me the chance to gain full-time employment, get qualified and to see the many different aspects of social work."







## CONNOR PASKELL

**Mae gyrfya Connor Paskell wedi codi'n uchel ers iddo gychwyn prentisiaeth gyda British Airways Avionic Engineering (BAAE) yn Llantrisant.**

Roedd Connor, 21, sy'n byw yn Llantrisant, yn benderfynol o gychwyn gyrfya mewn peirianeg ac aeth ar gwrw peirianeg llawn-amser yng Ngholeg y Cymoedd tra oedd yn gweithio rhan-amser mewn meithrinfa. Talodd ei ymroddiad ar ei ganfed iddo, gan iddo ennill cymhwyster Peirianeg Uwch BTEC â rhagoriaeth ac ennill gwobr Prentis Peirianeg y Flwyddyn yn y Coleg. Ymunodd Connor â BAAE yn 2018 a disgwylir iddo gwblhau ei brentisiaeth fel peiriannydd awyrennau ym mis Awst. Mae'n gobeithio symud ymlaen i wneud HNC.

Dywedodd Martine Roles, rheolwr adnoddau dynol gyda BAAE yn Llantrisant: "Mae Connor wedi dod yn rhan bwysig o'r busnes yn ystod ei brentisiaeth ac ef yw'r dewis cyntaf i weithio ar nifer o brosiectau. Mae'n anelu at berffeithrwydd ac yn ei gyrraedd."

**Apprentice Connor Paskell's career has taken off since joining British Airways Avionic Engineering (BAAE) in Llantrisant.**

Connor, 21, who lives in Llantrisant, was determined to pursue a career in engineering, enrolling on a full-time engineering course at Coleg y Cymoedd whilst continuing to work part-time at a nursery. His commitment paid off, completing a BTEC Enhanced Engineering qualification with a distinction and winning the college's Engineering Apprentice of the Year Award. Connor joined BAAE in 2018 and is due to complete his apprenticeship as an avionic engineer this August, hoping to progress to a HNC.

Martine Roles, human resources manager for BAAE in Llantrisant, said: "Connor has become an integral part of the business throughout his apprenticeship and the sought-after person for project work. He consistently strives for perfection and achieves it."



## RYAN HARRIS

**Beth bynnag y mae'n ei wneud – ysbrydoli peirianwyr y dyfodol neu helpu ei gyflogwr i fod yn fwy effeithlon a chanfod a thrwsio diffygion, mae Ryan Harris yn brentis sydd wedi creu argraff ar bawb.**

Mae Ryan, 21, o'r Ddraenen Wen, Pontypridd, yn brentis technegydd datblygu prosesau gyda chwmni byd-eang Renishaw sy'n gweithio ym maes peirianeg fanwl ar eu safle ym Meisgyn, ger Pontyclun. Yn ystod ei brentisiaeth, mae Ryan wedi arbed miloedd o bunnau i'r cwmni wrth addasu peiriannau i arbed ynni a gwella prosesau archebu a storio nwyddau.

Ar ôl ennill cyfres o gymwysterau peiranyddol trwy Goleg y Cymoedd, yn cynnwys Prentisiaeth mewn Gosod a Chomisiynu, mae Ryan yn gweithio tuag at HNC Mecanyddol Pearson a drefnir gan Goleg Pen-y-bont.

Ei uchelgais yw ennill gradd er mwyn dod yn beiriannydd datblygu prosesau.

**Whether it's inspiring future engineers or helping his employer to improve efficiency and diagnose and fix faults, Ryan Harris has proved to be an "impressive" apprentice.**

Ryan, 21, from Hawthorn, Pontypridd, is a process development technician improver based at global precision engineering company Renishaw's Miskin site, near Pontyclun. During his apprenticeship, Ryan has saved the company thousands of pounds, modifying machines to save energy and improving the ordering and storing processes for low volume production.

Having achieved a series of engineering qualifications through Coleg y Cymoedd, including an Apprenticeship in Installation and Commissioning, Ryan is now working towards a Pearson Mechanical HNC delivered by Bridgend College.

His ambition is to obtain a degree to become a process development engineer.





## CYFLOGWR BACH Y FLWYDDYN

I wneud cais am y wobwr hon rhaid i'r cyflogwr:

- fod â'i ganolfan neu bresenoldeb sylweddol yng Nghymru.
- ymrwymo i gyflogi a hyfforddi pobl trwy Raglenni Prentisiaethau.
- bod ag o leiaf un person wedi cwblhau fframwaith prentisiaeth tra oedd yn dilyn Rhaglen Prentisiaethau'ch sefydliad chi.
- dangos cyfraniad neu ymrwymiad mawr i'r Rhaglen Prentisiaethau.
- dangos agwedd ddyfeisgar neu ddeinamig at ddarparu Prentisiaethau.
- trefnu bod prentisiaethau wedi'u hymgorffori a/ neu eu hintegreiddio yng nghynllun hyfforddi ac ethos y sefydliad

## SMALL EMPLOYER OF THE YEAR

To apply for this award the employer must:

- be based, or have a substantial presence, in Wales.
- be committed to employing and training individuals through the Apprenticeship Programmes.
- have had a least one individual complete their apprenticeship framework whilst following your organisation's Apprenticeship Programme.
- demonstrate a significant contribution or commitment to the Apprenticeship Programme.
- show an innovative or dynamic approach to the delivery of apprenticeships.
- have apprenticeships embedded and/or integrated into the training plan and ethos of the organisation.



## WALES ENGLAND CARE LTD

**Dywed cwmni gofal cartref Wales England Care Ltd fod ei Raglen Prentisiaethau'n hanfodol i'w gynlluniau i dyfu a'i bod eisoes wedi hybu ei berfformiad ac ansawdd ei waith, gan sicrhau bod staff yn aros yn hirach.**

Yn y flwyddyn ddiwethaf, dywed y cwmni o Gasnewydd fod ei Raglen Prentisiaethau wedi cyfrannu at gynnydd o 57% mewn gwerthiant a sgôr cymderadwyaeth o 98% gan gleientiaid. Gwnaed hyn trwy wella sgiliau, hyder ac effeithlonrwydd ei staff a lleihau costau, gan arwain at gynnydd o 177% mewn incwm net. Mae cryn dipyn yn llai o fynd a dod ymhlith y staff ers i'r prentisiaethau gael eu cyflwyno ac mae'r oriau gofal a ddarperir bob wythnos wedi cynyddu o 200 i 1,000 ers 2017.

Mae Wales England Care yn ymroi i gynnig gofal o'r safon uchaf. Mae ganddynt weithlu o 42, yn cynnwys 13 o brentisiaid sy'n gweithio tuag at Brentisiaethau mewn Iechyd a Gofal Cymdeithasol, Lefelau 2 i 5. Darperir yr hyfforddiant gan ei chwaer gwmni, Wales England Care Training.

**Domiciliary care provider Wales England Care Ltd. says its Apprenticeship Programme is integral to its growth plans after successfully improving performance and quality and reducing staff turnover.**

In the past year, the Newport-based company says the programme has contributed to a 57% increase in sales and a 98% client approval rating by improving the skills, confidence and efficiency of its staff and reducing costs, resulting in a 177% rise in net income. Staff turnover has fallen dramatically since apprenticeships were introduced while care hours delivered weekly have increased from 200 to 1,000 hours since 2017.

Focused on delivering high quality care, Wales England Care has a workforce of 42, including 13 apprentices working towards Apprenticeships in Health and Social Care at Levels 2 to 5. Training is delivered by sister company, Wales England Care Training.





## COMPACT ORBITAL GEARS LTD

**Bu datblygu gweithlu hyblyg â sgiliau amrywiol yn help i sicrhau bod Compact Orbital Gears yn enw blaenllaw yn y diwydiant gêrs arbenigol ers dros hanner canrif.**

Mae'r cwmni, sy'n cyflogi 43 yn Rhaeadr Gwy, yn dylunio, yn cynhyrchu ac yn datblygu gêrs pwrpasol ar gyfer cwsmeriaid yn y byd awyrofod, moduron ac ynni glân. Y gallu hwn i gynnig cynnyrch wedi'i gynllunio'n arbennig yw'r allwedd i lwyddiant y cwmni. Sefydlwyd Compact Orbital Gears yn yr 1960au ac mae'n ymfalchïo yn ei weithlu medrus, ei ysbryd teuluol a'i hanes maith o gyflogi prentisiaid o'r Canolbarth. Mae gan y cwmni dri phrentis a phump o weithwyr ifanc eraill yn gweithio tuag at gymwysterau Addysg Bellach a ddarperir gan Myrick Training a Grwp Colegau NPTC, Campws y Drenewydd.

Mae'r penderfyniad i ganolbwyntio ar ddatblygu ei gronfa ei hunan o beirianwyr medrus yn talu'r ffordd i Compact Orbital Gears mewn cyfnod o brinder ledled Prydain.

**Developing a multi-skilled and flexible workforce has helped Compact Orbital Gears become a leading name in specialist gear transmissions for more than 50 years.**

The company, which has 43 employees based in Rhayader, designs, manufactures and develops bespoke gear solutions for aerospace, automotive and clean energy customers. This ability to offer bespoke solutions is key to the company's success. Established in the 1960s, Compact Orbital Gears is proud of its highly skilled workforce, family ethos and long history of recruiting apprentices from within Mid Wales. The company has three apprentices and five other young employees working towards Further Education qualifications, delivered by Myrick Training and NPTC Newtown Campus.

A focus on growing its own pool of skilled engineers is paying off for Compact Orbital Gears when there is a UK shortage.



## THOMAS PLANT AND SKIP HIRE LTD

**Mae prentisiaethau dwyieithog yn allweddol i dwf Thomas Skip and Plant Hire, cwmni annibynnol llwyddiannus ym maes sgipiau a rheoli gwastraff yn y gogledd.**

Cwmni o Gaernarfon ydyw a, gan fod cynifer o bobl yr ardal yn siarad Cymraeg, mae'r cwmni o'r farn ei bod yn bwysig i'r staff ddysgu trwy gyfrwng yr iaith.

Mae prentisiaethau, a ddarperir gan Hyfforddiant Cambrian, yn helpu'r cwmni i gadw staff yn hirach, cynnig gwell gwasanaeth i gwsmeriaid a dysgu mwy am y diwydiant gwastraff.

Mae Thomas Skip and Plant Hire, sydd â thri phrentis mewn gweithlu o 10, yn ymroi i warchod yr amgylchedd trwy gadw cymaint o wastraff ag y bo modd rhag mynd i safleoedd tirlenwi.

"Credwn y bydd gweithwyr hapus, sydd wedi'u hyfforddi'n dda ac yn gallu gweithio'n ddiogel, yn ein helpu i gadarnhau ein henw da a pharhau i dyfu," meddai Natasha Thomas, sy'n rhedeg Thomas Skip and Plant Hire gyda'i phartner Iestyn Thomas.

**Bilingual apprenticeships have been key to the growth of Thomas Skip and Plant Hire, a successful North Wales independent skip and waste management company.**

Because it is located in Caernarfon, a predominantly Welsh speaking region, the company says it's important that staff learn through the medium of Welsh.

Apprenticeships, delivered by Cambrian Training, are helping the company to retain staff and improve their customer service and waste industry knowledge.

Thomas Skip and Plant Hire, which has three apprentices in a workforce of 10, is committed to protecting the environment by diverting as much waste from landfill as possible.

"We believe that a happy, trained and safe workforce will help us develop our excellent reputation and continue our company's growth," said Natasha Thomas, who runs Thomas Skip and Plant Hire with partner Iestyn Thomas.





## CYFLOGWR CANOLIG Y FLWYDDYN

I wneud cais am y wobwr hon rhaid i'r cyflogwr:

- fod â'i ganolfan neu bresenoldeb sylweddol yng Nghymru.
- ymrwymo i gyflogi a hyfforddi pobl trwy Raglenni Prentisiaethau.
- bod ag o leiaf un person wedi cwblhau fframwaith prentisiaeth tra oedd yn dilyn Rhaglen Brentisiaethau'ch sefydliad chi.
- dangos cyfraniad neu ymrwymiad mawr i'r Rhaglen Brentisiaethau.
- dangos agwedd ddyfeisgar neu ddeinamig at ddarparu Prentisiaethau.
- trefnu bod prentisiaethau wedi'u hymgorffori a/ neu eu hintegreiddio yng nghynllun hyfforddi ac ethos y sefydliad

## MEDIUM EMPLOYER OF THE YEAR

To apply for this award the employer must:

- be based, or have a substantial presence, in Wales.
- be committed to employing and training individuals through the Apprenticeship Programmes.
- have had a least one individual complete their apprenticeship framework whilst following your organisation's Apprenticeship Programme.
- demonstrate a significant contribution or commitment to the Apprenticeship Programme.
- show an innovative or dynamic approach to the delivery of apprenticeships.
- have apprenticeships embedded and/or integrated into the training plan and ethos of the organisation.

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## ANDREW SCOTT LTD

**Mae cwmni Andrew Scott Ltd, a oedd yn dathlu ei ben blwydd yn 150 oed yn 2020, yn dal i fuddsoddi yn y genhedlaeth nesaf o weithwyr medrus.**

Dechreuodd nifer o'r uwch-reolwyr presennol eu gyrfa fel prentisiaid gyda'r cwmni – y cwmni adeiladu hynaf yng Nghymru sy'n dal i fynd ac un sy'n benderfynol o wneud y defnydd gorau o'r 'bunt Gymreig' trwy recriwtio prentisiaid lleol a'u hyfforddi ar gyfer gyrfaedd maith.

Yn ogystal â Rhaglen Brentisiaethau uniongyrchol y cwmni o Fargam, mae Andrew Scott Ltd yn defnyddio Cynllun Rhannu Prentisiaethau Cyfle ac mae wedi cefnogi dros 50 o bobl trwy'r cynllun. Mae CITB Cymru yn lleoli prentisiaid ar gyrsiau Gosod Brics, Gwaith Saer a Gweithredydd Adeiladu Peirianeg Sifil yng Ngholeg Sir Gâr a Choleg Castell-nedd Port Talbot. Cynhelir cyfarfodydd rheolaidd gyda'r darparwyr hyfforddiant i gadw golwg ar ddatblygiad y prentisiaid ac i benderfynu ar brentisiaethau newydd ac i rannu ymateb adeiladol am ansawdd yr hyfforddiant a roddir.

**Andrew Scott Ltd celebrated its 150th anniversary in 2020 by continuing to invest in the next generation of skilled employees.**

With several senior management positions now occupied by former apprentices, the longest established Welsh construction company is maximising the 'Welsh pound' by recruiting locally and training them for long-term careers.

Alongside the Margam-based firm's direct Apprenticeship Programme, Andrew Scott Ltd uses the Cyfle Shared Apprenticeship Scheme, having supported more than 50 recruits through the scheme. Apprentices are placed through CITB Wales at Coleg Sir Gar and Neath Port Talbot College on Bricklaying, Carpentry and Civil Engineering Construction Operative courses. Progress is monitored through regular meetings with training providers to identify and profile new apprenticeships and share constructive feedback to the quality of the training provided.







## CONVEY LAW

**Mae gan Convey Law gynlluniau uchelgeisiol i dyfu hyd at 50% yn 2021 trwy Raglen Brentisiaethau fewnol ddyfeisgar a ddisgrifir gan y rheolwr gyfarwyddwr fel un drawsnewidiol.**

Datblygodd y cwmni o Gasnewydd y dull hwn o weithredu ar ôl cael anhawster i recriwtio trawsgludwyr. Gwelodd ei bod yn well hyfforddi prentisiaid yn y dulliau diweddaraf a'u helpu i ddysgu mewn ffordd sy'n adlewyrchu gwerthoedd a dulliau gweithredu'r cwmni. Trwy bartneriaeth gyllido â Choleg Caerdydd a'r Fro, aeth Convey Law ati i greu The Conveyancing Academy yn 2014 a bu hynny'n help i'r cwmni gyrraedd ei dargedau recriwtio, gyda nifer y trawsgludwyr yn codi o 25 yn 2019 i 55 yn 2020. Dyblwyd nifer y prentisiaid o 15 i 30 mewn blwyddyn.

"Mae ein Rhaglen Brentisiaethau yn arwain at yrfa broffesiynol sy'n rhoi boddhad. Gall newid bywydau trwy gynnig rhagolygon am yrfa well dros gyfnod maith," meddai Lloyd Davies, rheolwr gyfarwyddwr.

**Convey Law's 50% growth plans in 2021 will be fuelled by an innovative in-house Apprenticeship Programme that its managing director describes as "life-changing".**

The Newport-based firm developed its pathway after struggling to recruit conveyancers, finding it more beneficial to train up apprentices in the latest client-service protocols, whilst supporting them with their learning in a way that reflects the company's value and work ethic. Through a funding partnership with Cardiff and Vale College, Convey Law created The Conveyancing Academy in 2014 which has helped to meet recruitment targets, with conveyancers increasing from 25 in 2019 to 55 in 2020. Apprentices have doubled from 15 to 30 in a year.

"Our Apprenticeship Programme provides a professional and rewarding career, which can be life changing through enhanced and sustainable career prospects," said Lloyd Davies, managing director.



## CAMBRIA MAINTENANCE SERVICES LIMITED

**Bu buddsoddi yn natblygiad y gweithlu a chynllunio ar gyfer olyniaeth yn hanfodol i lwyddiant Cambria Maintenance Services sy'n gwneud gwaith cynnal a chadw ar dros 12,000 o dai ledled Cymru.**

Mae gan y cwmni swyddfeydd yng Nghaerdydd ac yn Ewlo, Glannau Dyfrdwy, a dros 160 o staff, yn cynnwys 16 o brentisiaid sy'n allweddol i lwyddiant y busnes. Mae Cambria, sy'n rhan o Grwp Tai Wales & West, wedi cyflogi 37 o brentisiaid dros y 10 mlynedd diwethaf a'r bwriad yw cyflogi rhagor fel rhan o gynllun treigl pum mlynedd.

Mae'r cynnydd yn nifer y prentisiaid yn cydredeg â thwf yn y busnes ei hunan, gyda'r trosiant yn cynyddu o £2.7 miliwn yn ei flwyddyn gyntaf i £12.07m yn 2019.

Mae Coleg Cambria a Choleg Caerdydd a'r Fro yn cynnig Prentisiaeth Sylfaen mewn Gweithrediadau Cynnal a Chadw ynghyd â Phrentisiaethau mewn Gosod Systemau ac Offer Electronegol a Gwaith Plymwr a Gwresogi ar gyfer cwmni Cambria.

**Investing in the development of its workforce and succession planning have been essential to the continued success of Cambria Maintenance Services which maintains more than 12,000 properties across Wales.**

The company, which has offices in Cardiff and Ewloe, Deeside, employs more than 160 staff, including 16 apprentices who are considered key to the business' future success. Part of the Wales & West Housing Group, Cambria has employed 37 apprentices over the past 10 years and has a rolling, five-year plan which will see more employed.

The number of apprentices recruited has grown with the business itself, with turnover increasing from £2.7 million in its first year to £12.07m in 2019.

Coleg Cambria and Cardiff and Vale College deliver a Foundation Apprenticeship in Maintenance Operations and Apprenticeships in Electrotechnical and Plumbing/ Heating for Cambria.





## CYFLOGWR MAWR Y FLWYDDYN

I wneud cais am y wobwr hon rhaid i'r cyflogwr:

- fod â'i ganolfan neu bresenoldeb sylweddol yng Nghymru.
- ymrwymo i gyflogi a hyfforddi pobl trwy Raglenni Prentisiaethau.
- bod ag o leiaf un person wedi cwblhau fframwaith prentisiaeth tra oedd yn dilyn Rhaglen Brentisiaethau'ch sefydliad chi.
- dangos cyfraniad neu ymrwymiad mawr i'r Rhaglen Brentisiaethau.
- dangos agwedd ddyfeisgar neu ddeinamig at ddarparu Prentisiaethau.
- trefnu bod prentisiaethau wedi'u hymgorffori a/ neu eu hintegreiddio yng nghynllun hyfforddi ac ethos y sefydliad

## LARGE EMPLOYER OF THE YEAR

To apply for this award the employer must:

- be based, or have a substantial presence, in Wales.
- be committed to employing and training individuals through the Apprenticeship Programmes.
- have had a least one individual complete their apprenticeship framework whilst following your organisation's Apprenticeship Programme.
- demonstrate a significant contribution or commitment to the Apprenticeship Programme.
- show an innovative or dynamic approach to the delivery of apprenticeships.
- have apprenticeships embedded and/or integrated into the training plan and ethos of the organisation.

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## ASPIRE BLAENAU GWENT AND MERTHYR TYDFIL

**Mae lefelau diweithdra uchel a lefelau sgiliau cymharol isel yn y diwydiant gweithgynhyrchu yn ardaloedd dau o awdurdodau lleol y de wedi arwain at greu Rhaglen Brentisiaethau arloesol.**

Mae Rhaglen Rhannu Prentisiaethau Anelu'n Uchel Blaenau Gwent a Merthyr Tudful o fudd i gwmnïau sydd wedi mabwysiadu ei dulliau gweithredu arloesol lle caiff dysgwyr eu cylchdroi o gwmpas nifer o gyflogwyr gan gwblhau unedau tuag at eu prentisiaeth. Yn 2015, sylwodd Bwrdd Ardal Fenter Glyn Ebwy bod prinder gweithwyr â sgiliau Lefel 3 ac uwch ym Mlaenau Gwent ac, ar ôl dwy flynedd, ymunodd Merthyr Tudful â nhw.

Erbyn hyn, mae Anelu'n Uchel yn cydweithio â Choleg y Cymoedd, sy'n gysylltiedig â Choleg Gwent, a Choleg Merthyr Tudful i feithrin y genhedlaeth nesaf o weithwyr medrus. Gwnânt hyn trwy gynnig prentisiaethau mewn Peirianeg Drydanol, Peirianeg Fecanyddol, TGCh, Gwyddoniaeth Gymhwysol, Peirianeg Ansawdd ynghyd â Gweinyddu Busnesau, Gweinyddu Masnachol, a Chyllid.

**Plugging the manufacturing industry's skills gap whilst tackling high unemployment across two local authorities has led to the creation of a pioneering Apprenticeship Programme.**

Aspire Blaenau Gwent & Merthyr Tydfil's Shared Apprenticeship Programme benefits companies that have adopted its innovative approach where learners are rotated around host employers to achieve units towards their apprenticeship. In 2015, the Ebbw Vale Enterprise Zone Board identified the significant lack of employees with Level 3 and above skills in Blaenau Gwent, and two years later, Merthyr Tydfil also came online.

Aspire is now working with both Coleg y Cymoedd, who link with Coleg Gwent, and Coleg Merthyr Tydfil to foster the next generation of skilled workers through apprenticeships covering Electrical Engineering, Mechanical Engineering, ICT, Applied Science, Quality Engineering as well as Business/ Commercial Administration and Finance.







## HEDDLU DYFED-POWYS POLICE

**Llwyddodd y llu heddlu sydd â'r dasg o ofalu am yr ardal fwyaf o ran maint yng Nghymru i drawsnewid eu proses recriwtio ar ôl i'w rhaglenni dysgu seiliedig ar waith dalu ar eu canfed iddynt.**

Mae Heddliu Dyfed-Powys wedi llwyddo i gyflogi 200 o brentisiaid dros y pum mlynedd diwethaf. Mae dros 150 ohonynt yn dal i weithio i'r sefydliad gan ddilyn un o'r deg cwrs a ddarperir gan hyd at naw darparwr dysgu.

Gall y llu addasu eu Rhaglenni Prentisiaethau i sicrhau bod yr hyn y mae pob un yn ei ddysgu yn berthnasol i'r gwasanaeth y mae'n ei ddarparu i'r cyhoedd.

Yn ogystal ag agor y drws i bobl newydd, mae ffeiriau gyrfaoedd mewnol yn annog aelodau'r staff i ddatblygu eu gyrfa a symud ymlaen, gan lenwi bylchau sgiliau â phobl fedrus, wybodus a brwd.

**The police force tasked with safeguarding the largest land area in Wales has transformed its recruitment process after reaping the rewards from its work-based learning programmes.**

Dyfed-Powys Police has recruited an impressive 200 apprentices over the past five years, with more than 150 currently employed across the organisation and undertaking any one of 10 courses provided by up to nine learning providers.

The force is able to tailor its Apprenticeship Programmes to specific needs to ensure that the learning is applicable for the service that they provide to the public.

As well as opening the door to new recruits, internal careers fairs encourage staff members to involve themselves in their own development and progression, leading to plugging the skills gaps with highly skilled, knowledgeable and motivated individuals.



## DOW SILICONES UK LIMITED

**Erbyn hyn mae Dow Silicones UK Limited yn llwyddo i feithrin llawer o'i weithwyr arbenigol ei hunan gan ddefnyddio prentisiaethau.**

Ac yntau'n un o'r cwmnïau mwyaf yn y byd ym maes gwyddoniaeth mater, bu Dow yn cynhyrchu nwyddau rhyngol silicon yn y Barri ers 1952. Mae'r cwmni'n cydweithio'n agos â nifer o ddarparwr dysgu, yn cynnwys Coleg Caerdydd a'r Fro (CAVC), gan gynnig pum llwybr dysgu ar Lefelau 2 a 3, a thri llwybr arall ar ffurf Prentisiaethau Uwch. Ar hyn o bryd, mae tîm prentisiaid cynnal a chadw Dow yn cynllunio, yn adeiladu ac yn darparu proses ar gyfer offer gweithiol y gall y coleg eu defnyddio wrth ddysgu ar y campws.

Dros y 10 mlynedd diwethaf, mae llawer o brentisiaid wedi symud ymlaen i swyddi uchel gyda'r cwmni sydd hefyd yn cynnig Prentisiaethau Gradd mewn partneriaeth â Phrifysgol y Drindod Dewi Sant a Phrifysgol De Cymru i bobl sy'n awyddus i ganfod cyfleoedd newydd ar gyfer eu gyrfa.

**Dow Silicones UK Limited has successfully turned to apprenticeships as the main pipeline for supplying its specialist workforce.**

As one of the largest material science companies in the world, Dow has produced silicone intermediate products at its Barry facility since 1952. The company is working closely with several learning providers, including Cardiff and the Vale College, to offer five pathways at Levels 2 and 3 and a further three pathways as Higher Apprenticeships. Currently, Dow's maintenance apprentice team is designing, building and delivering a working equipment process for the college to use as a learning aid on campus.

Many apprentices have moved into senior positions over the past 10 years, with Degree Apprenticeships also available in partnership with Trinity St David's University and University of South Wales for those wishing to discover new career opportunities.





## MACRO-GYFLOGWR Y FLWYDDYN

I wneud cais am y wobwr hon rhaid i'r cyflogwr:

- fod â'i ganolfan neu bresenoldeb sylweddol yng Nghymru.
- ymrwymo i gyflogi a hyfforddi pobl trwy Raglenni Prentisiaethau.
- bod ag o leiaf un person wedi cwblhau fframwaith prentisiaeth tra oedd yn dilyn Rhaglen Brentisiaethau'ch sefydliad chi.
- dangos cyfraniad neu ymrwymiad mawr i'r Rhaglen Brentisiaethau.
- dangos agwedd ddyfeisgar neu ddeinamig at ddarparu Prentisiaethau.
- trefnu bod prentisiaethau wedi'u hymgorffori a/ neu eu hintegreiddio yng nghynllun hyfforddi ac ethos y sefydliad

## MACRO EMPLOYER OF THE YEAR

To apply for this award the employer must:

- be based, or have a substantial presence, in Wales.
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- have had a least one individual complete their apprenticeship framework whilst following your organisation's Apprenticeship Programme.
- demonstrate a significant contribution or commitment to the Apprenticeship Programme.
- show an innovative or dynamic approach to the delivery of apprenticeships.
- have apprenticeships embedded and/or integrated into the training plan and ethos of the organisation.

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## RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

**Bu hyblygrwydd yn allweddol i lwyddiant Rhaglen Brentisiaethau Cyngor Rhondda Cynon Taf sydd wedi dal i ffynnu er gwaethaf heriau pandemig byd-eang a Storm Dennis.**

Trefnwyd i'r 80 o brentisiaid weithio gartref a dysgu o bell a chynigiwyd estyniadau i gyrsiau a dyddiadau cau. Bu prentisiaid yn cefnogi gwasanaethau hanfodol yn y gymuned – bu rhai'n cydweithio â'r GIG ar ddata am bobl oedd yn gorfod eu gwarchod eu hunain rhag y coronafeirws, ac mae rhai wedi bod yn dosbarthu parseli bwyd.

Mewn ymateb i Storm Dennis, a achosodd ddifrod i ffyrdd, pontydd a chanol trefi yn yr ardal fis Chwefror diwethaf, mae'r cyngor wedi recriwtio pedwar prentis ychwanegol mewn peirianeg sifil.

Gyda'r fath ymrwymiad i hyfforddiant, roedd cyfradd cwblhau prentisiaethau gyda'r cyngor yn 94%, gydag wyth o bob deg prentis yn mynd ymlaen i weithio gyda'r cyngor.

**Versatility has been the key to the success of Rhondda Cynon Taf Council's established Apprenticeship Programme, which has continued to thrive despite the challenges caused by a global pandemic and Storm Dennis.**

The council's 80 apprentices were set up at home while virtual learning and extensions to courses and deadlines were implemented. Apprentices have been deployed to support essential community services, have worked with the NHS on coronavirus shielding data and have distributed food parcels.

The council responded to last February's storm, which damaged highways, bridges and town centres, by recruiting an additional four civil engineering apprentices.

This commitment to training has seen an apprenticeship completion rate of 94% with eight out of 10 apprentices going on to be employed by the council.







## SWANSEA BAY UNIVERSITY HEALTH BOARD

**Cymru iachach a mwy cyfartal yw'r nod i Raglen Brentisiaethau Bwrdd Iechyd Prifysgol Bae Abertawe sydd â 29 o brentisiaid a 18 arall yn disgwyl dechrau ar 17 o Fframweithiau Prentisiaethau.**

Mae Academi Prentisiaid y Bwrdd Iechyd yn cydweithio â'r darparwyr hyfforddiant Grwp Colegau NPTC a Choleg Gwyr Abertawe ac yn cynnig cyfle i 'brofi cyn prynu' sy'n golygu y caiff dysgwyr newid eu llwybr dysgu i ddilyn cwrs mwy addas.

Dywedodd y cydlynnydd datblygiad staff a phrentisiaid Abbie Finch: "Mae'n nod gennym gynnig rhagor o gyfleoedd am brentisiaethau i rai sydd ag anabledd a phobl dduon ac Asiaidd a lleiafrifoedd ethnig, yn ogystal â mynd i'r afael ag anghydraddoldeb rhwng dynion a menywod ymhlith ein staff o 12,500."

**A healthier and more equal Wales are at the heart of Swansea Bay University Health Board's Apprenticeship Programme, which currently has 29 apprentices and a further 18 awaiting starts across 17 Apprenticeship Frameworks.**

Working with training providers NPTC Group of Colleges and Gower College Swansea, the Health Board's Apprentice Academy offers a 'try before you buy' opportunity whereby a learner can change pathway to a more suited course.

Apprentice and staff development co-ordinator Abbie Finch said: "One of our aims is to increase apprenticeship opportunities for those with a disability and those within the Black Asian Minority Ethnic community whilst addressing gender inequality within our 12,500 staff."



## ASESYDD Y FLWYDDYN DYSGU SEILIEDIG AR WAITH

I wneud cais am y wobwr hon rhaid i'r unigolyn:

- fod yn diwtor mewn canolfan neu'n asesydd yn y gweithle, a gyflogir gan Ddarparwr Dysgu Seiliedig ar Waith (DSW) (yn cynnwys Partneriaid Cyflenwi) sy'n cael cyllid gan Lywodraeth Cymru i gyflenwi un neu fwy o'u rhaglenni cyflogadwydd a/neu Raglenni Prentisiaethau yng Nghymru.

## WORK-BASED LEARNING ASSESSOR OF THE YEAR

To apply for this award the individual must:

- be a centre-based tutor or workplace assessor, employed by a Work-based Learning (WBL) Provider (inc. 'Delivery Partners') in receipt of Welsh Government funding to deliver any of their employability and/or Apprenticeship Programmes within Wales.

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## LYDIA HARRIS

**A hithau wedi gweithio i JGR Training, Pen-y-bont ar Ogwr ers degawd, mae Lydia Harris o'r farn mai hyblygrwydd, y gallu i dalu sylw i fanylion a sgiliau trefnu da sy'n gyfrifol am ei llwyddiant yn hyfforddi rheolwyr.**

Ymhlith yr heriau mae Lydia wedi'u hwynebu'n ddiweddar mae dod yn gyfrifol am waith Sgiliau Hanfodol JGR, ymrwmo i ddysgu Cymraeg a gweithio tuag at Ddiploma Lefel 4 y Sefydliad Arweinyddiaeth a Rheolaeth (ILM).

Dywedodd Lydia, sy'n 37: "Roedd fy enwebiad yn dipyn o sioc ond mae'n braf cael eich cydnabod ac rwy'n credu fy mod i wir yn mynd yr ail filltir yn fy ngwaith."

Dywedodd Delyth Lewis, un o'r dysgwyr: "Heb amynedd ac arbenigedd Lydia, fyddwn i ddim wedi cael y fath flas ar ddysgu nac wedi bod mor frwd."

**Having worked for Bridgend-based JGR Training for the past decade, Lydia Harris believes flexibility, attention to detail and strong organisational skills are what drives her success in management training.**

Challenges recently undertaken by Lydia include taking charge of JGR's Essential Skills delivery, a commitment to learn Welsh and working towards her Institute of Leadership and Management Level 4 Diploma.

The 37-year-old said: "My nomination came as a surprise but it is nice to be recognised and I do believe that I go above and beyond in my role."

Learner Delyth Lewis said: "Without Lydia's patience and expertise, I would not have enjoyed the learning as much or been so motivated."







## MATT REDD

**Ar ôl treulio dros 20 mlynedd yn gweithio ar flaen y gad ym myd y diwydiannau creadigol, mae Matt Redd yn deall yn iawn beth yw anghenion hyfforddi pobl sy'n cychwyn ar yrfa yn y busnes.**

Ac yntau'n awdur ac yn gynhyrchydd ym myd ffilm a theledu, mae Matt yn hyfforddwr llawrydd ar Brentisiaethau Lefel 3 yn y Cyfryngau Creadigol a Digidol gyda'r darparwr hyfforddiant Sgil Cymru yng Nghaerdydd.

Dywedodd Matt, sy'n rhedeg ei gwmni cynhyrchu ei hunan, Standoff Pictures Ltd: "Mae prentisiaethau'n fan cychwyn ar gyfer datblygu doniau mewn diwydiant heriol sy'n gallu bod yn eithriadol o gystadleuol."

Dywedodd Lewis Stephens, cyn-brentis: "Doedd gen i ddim profiad o gwbl ar y dechrau a nawr mae gen i swydd gyda'r BBC. Matt wnaeth hyn yn bosibl."

**More than 20 years of experience working at the cutting edge of the creative industry has given Matt Redd great insight into the training needs of those starting out in the business.**

As a writer and producer for both film and TV, Matt is a freelance trainer on Level 3 Apprenticeships in Creative and Digital media for Cardiff-based training provider Sgil Cymru.

Matt, who runs his own production company, Standoff Pictures Ltd, said: "Apprenticeships are a platform for talent to start out in a challenging and sometimes cut-throat industry."

Former apprentice Lewis Stephens said: "I have gone from someone with no experience to a job with the BBC. Matt made this possible."



## REBECCA STRANGE

**O feddwl am ei hangerdd dros ofal plant a'i holl brofiad fel rheolwr meithrinfa, dydi hi ddim yn syndod i neb, heblaw hi ei hunan, bod Rebecca Strange ar y rhestr fer.**

Mae Rebecca sy'n 37 oed ac yn byw yng Nghaerdydd yn ferch ddiymhongar ac meddai: "Roeddwn i wedi gwirioni – roedd yn hollol annisgwyl. Mae fy rheolwr yn dweud yn aml fy mod i'n gwneud mwy na'r disgwyl ond rwy'n ei weld fel rhan o 'ngwaith o ddydd i ddydd. Rwy mor falch o fy nysgwyr pan fydda i'n eu gweld nhw'n datblygu."

Mae Rebecca'n asesydd prentisiaid Gofal Plant, Lefelau 2 i 5, gyda'r darparwr hyfforddiant Educ8 ac mae'n ymweld â gwahanol feithrinfeydd, gwarchodwyr plant a sefydliadau cyn-ysgol. Bu ganddi ran allweddol yn sefydlu platfform dysgu Moodle ar gyfer y cwmni ac erbyn hyn mae'n cael ei ddefnyddio ym mhob rhan o'r busnes.

**A passion for childcare and a wealth of experience as a former nursery manager is what makes Rebecca Strange's shortlisting no surprise. Other than to herself that is.**

This unassuming 37-year-old from Cardiff, said: "I was over the moon, but completely surprised. My manager tells me that I go over and above what is expected, but I see that as part of what I should be doing every day. It makes me proud to see my learners develop."

Rebecca works for training provider Educ8 as an apprenticeship assessor in childcare across Levels 2 to 5, moving between nurseries, childminders and pre-school settings. Rebecca was instrumental in setting up the learning platform Moodle, now used across the company.



## TIWTOR Y FLWYDDYN DYSGU SEILIEDIG AR WAITH

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## WORK-BASED LEARNING TUTOR OF THE YEAR

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## STEPHANIE FRY

**Mae llawer o bobl yn gweld dyslecsia fel rhwystr. Fodd bynnag, mae Stephanie Fry, sy'n diwtor, yn canolbwyntio ar y cyfle y mae'n ei roi iddi i helpu ei dysgwyr i wireddu eu potensial.**

A hithau'n rheolwr sgiliau gyda Wales England Care, mae Stephanie, 29, o Gasnewydd, yn rheoli tîm bach o anogwyr sgiliau gan arbenigo mewn cefnogi dysgwyr â dyslecsia, a defnyddio'i phrofiad ei hunan o'r cyflwr i wneud hynny.

Cafodd Stephanie ddiagnosis o ddyslecsia tra oedd yn y coleg, ac aeth ymlaen i ennill gradd mewn Gwasanaethau Cyhoeddus. Mae'n sôn am ei thaith ddysgu ei hunan er mwyn helpu dysgwyr i ddod dros eu hofn o Fathemateg a Saesneg.

Ymunodd Stephanie â Wales England Care yn 2017 ac mae'n frwd o blaid dysgu. Mae wedi cwblhau cyfres o gymwysterau ac erbyn hyn mae'n gweithio ar Brentisiaeth mewn Arwain a Rheoli.

**Many people see dyslexia as a barrier. Tutor Stephanie Fry however focuses on the opportunity it provides to successfully support her learners to achieve their full potential.**

As skills manager for Wales England Care, Stephanie, 29, from Newport, manages a small team of skills coaches and specialises in supporting dyslexic learners, using her own experience of the learning disorder to do so.

Stephanie was diagnosed with dyslexia whilst at college, going on to achieve a Degree in Public Services. She reflects on her own learning journey to help learners overcome their fear of Maths and English.

Joining Wales England Care in 2017, Stephanie is passionate about continuous learning. She has completed a series of qualifications and is now working towards an Apprenticeship in Leadership and Management.







## HANNAH KANE-ROBERTS

**Un o'r pethau sy'n rhoi'r boddhad mwyaf i Hannah Kane-Roberts yw cefnogi dysgwyr ar eu taith a'u gweld yn ffynnu ac yn llwyddo.**

Tiwtor ieuenctid yng nghanolfan y darparwr dysgu seiliedig ar waith Itec yng Nghaerdydd yw Hannah, 27, o Sblot, Caerdydd. Yno, mae'n gweithio gyda dysgwyr sy'n cael trafferth ymgodymu ag addysg ac sy'n wynebu nifer o rwystrau ym maes addysg a gwaith.

Gall Hannah ymfalchïo bod 80% o'i dysgwyr yn llwyddo i symud ymlaen i waith, prentisiaeth neu ddysgu pellach a'i bod wedi sicrhau cyfradd llwyddiant o 100% yn y cymhwyster cyflogadwydd y mae'n ei ddarparu ar gyfer ei dysgwyr.

A hithau'n frwd o blaid datblygiad proffesiynol parhaus (DPP), mae wedi ennill cymhwyster Lefel 4 Anogwr Dysgu, gradd BSc (Anrhydedd) mewn Chwaraeon ac Addysg Gorfforol a Thystysgrif Addysg Broffesiynol i Raddedigion.

**One of the biggest rewards of Hannah Kane-Roberts' job is supporting learners through their journey and watching them flourish and succeed.**

Hannah, 27, from Splott, Cardiff, is a youth tutor at work-based learning provider Itec's Cardiff Centre where she works with learners who struggle to engage with education and who have multiple barriers to employment and learning.

An impressive 80% of her learners achieve a positive progression to employment, an apprenticeship or further learning and Hannah has achieved a 100% activity success rate in the employability qualification she delivers to her learners.

Passionate about continuous professional development (CPD), she has achieved a Level 4 Learner Coach qualification, BSc (Hons) degree in Sport and Physical Education and a Professional Graduate Certificate In Education.



## KAREN RICHARDS

**Mae Karen Richards, sy'n diwtor cyfrifeg, yn cyrraedd ei nod o ysbrydoli a chefnogi dysgwyr i gyflawni eu potensial. Mae cyfradd basio o 86% yn golygu bod ei dysgwyr yn ACT, Caerdydd yn gwneud dipyn yn well na'r cyfartaledd cenedlaethol.**

Mae gan Karen bob amser dros 60 o ddysgwyr ar wahanol gamau o'u hyfforddiant AAT (Association of Accounting Technicians) ac mae'n dysgu mewn gweithdai dydd a rhai gyda'r nos, a hynny ar-lein yn ystod y pandemig. Karen, 54, o'r Coed-duon, yw tiwtor a chydlynnydd cyfrifeg ACT ers 2016 ac mae'n defnyddio'r cyfoeth o brofiad sydd ganddi i ddysgu Diploma Uwch a Diploma Proffesiynol mewn Cyfrifeg mewn ffordd ddifyr a hwyliog.

Yn ogystal â hyfforddi ei dysgwyr Lefel 4 hi ei hunan yn ACT, mae Karen yn cynnig cefnogaeth i ddarparwyr dysgu eraill pan fydd eu dysgwyr yn ei chael yn anodd gan addasu ei dull o ddysgu a'i hadnoddau yn ôl yr angen.

**Accountancy tutor Karen Richards is achieving her mission of inspiring and supporting learners to be the best they can be. With a pass rate of 86%, her learners at ACT in Cardiff are well above the national average.**

At any one time, Karen has more than 60 learners at various stages of their AAT (Association of Accounting Technicians) qualifications, also teaching day and evening workshops that have been delivered online during the pandemic. Karen, 54, from Blackwood, has been the accounting tutor and co-ordinator with ACT since 2016 and uses her experience to teach Advanced Diploma and Professional Diplomas in Accounting in an engaging and fun way.

In addition to teaching her own Level 4 learners at ACT, Karen also provides coaching support to other learning providers when their learners are struggling, adapting her teaching style and resources accordingly.





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I gael gwybodaeth am Wobrau Prentisiaethau Cymru, cliciwch **yma**.

I gael gwybod sut i recriwtio prentis, sut i ddod yn brentis neu i chwilio am brentisiaeth, cliciwch **yma**.

For information about the Apprenticeship Awards Cymru, click **here**.

For information about how to recruit an apprentice, become an apprentice or for apprenticeship vacancies, click **here**.



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