



Llywodraeth Cymru
Welsh Government



Gwasanaeth Carchardai a
Phrawf EM yng Nghymru

HM Prison & Probation
Service in Wales

Busnes
Cymru

Business
Wales

Manteision Recriwtio

Cyn-droseddwy'r

#1 Mynediad at gronfa dalent i fynd i'r afael â phrinder yn y gweithlu

Gallwch chi gyflogi cyn-droseddwy'r sydd wedi'u hyfforddi mewn sgiliau amrywiol fel sgaffaldio, toi, gyrru, manwerthu a thechnolegau digidol, i helpu i lenwi'r bylchau sydd gennych.

#2 Hyfforddiant pwrpasol

Mewn llawer o achosion, gallwch chi gael budd o hyfforddiant sydd eisoes yn cael ei gynnal mewn amrywiaeth o feysydd – fel adeiladu, lletygarwch a hamdden neu sgiliau digidol a gwyrdd. Gallwch chi hefyd weithio'n uniongyrchol gyda Gwasanaeth Carchardai a Phrawf EF, i drefnu hyfforddiant i ddiwallu eich anghenion penodol chi, heb unrhyw gost i chi eich hun.

#3 Gweithwyr brwdfrydig

Os ydych chi'n cyflogi cyn-droseddwy'r, mae'n debyg y byddwch chi'n gweld eu bod yn weithwyr brwdfrydig, dibynadwy a theyrngar. Mae GOV.UK yn nodi bod dros 80% o gyflogwyr cyn-droseddwy'r wedi graddio eu dibynadwyedd, eu cymhelliant, eu presenoldeb a'u perfformiad yn gadarnhaol.*

#4 Lefel uwch o amrywiaeth, cynhwysiant a chyfrifoldeb cymdeithasol

Mae cyflogi cyn-droseddwy'r yn gallu gwneud eich gweithlu'n fwy amrywiol a chynhwysol. Mae dros 40% o gyflogwyr yn dweud eu bod yn cael mwy o amrywiaeth drwy gyflogi cyn-droseddwy'r, sy'n gallu gwella enw da eich cwmni a helpu i leihau aildroseddu. Mae cwmnïau sy'n cyflogi cyn-droseddwy'r yn aml yn cael eu gweld yn ffaithiol gan y cyhoedd, ac mae 81% o bobl yn credu bod busnesau sy'n cyflogi cyn-droseddwy'r yn gwneud cyfraniad cadarnhaol i gymdeithas.*

Anwybyddwch eu gorffennol.

Am ragor o wybodaeth, chwiliwch **Cyflogi Cyn-droseddwy'r - Busnes Cymru**.



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Benefits of recruiting

ex-offenders

#1 Access to a talent pool to address workforce shortages

You can hire ex-offenders, trained in diverse skills such as scaffolding, roofing, driving, retail, and digital technologies, to help fill the gaps you're experiencing.

#2 Bespoke training

You can work with HMPPS to identify talent and get individuals trained to meet your requirements, at no cost to yourself. In many instances, HMPPS can offer or arrange training in a range of diverse skills – from construction, hospitality and barbering to digital and green skills. You can get in touch and work with them to identify and train talent to meet your specific needs.

#3 Motivated employees

If you hire ex-offenders, you will likely find they are highly motivated, reliable, and loyal employees. GOV.UK reports over 80% of employers of ex-offenders have positively rated their reliability, motivation, attendance, and performance.*

#4 Enhanced diversity, inclusion, and social responsibility

Employing ex-offenders can make your workforce more diverse and inclusive. Over 40% of employers report increased diversity through hiring ex-offenders, which can improve your company's reputation and help reduce reoffending. Companies that hire an ex-offender are often viewed favourably by the public, 81% of people believe that businesses employing ex-offenders are making a positive societal contribution.*

See past their past.

For more information, search **Offender Employability - Business Wales**.