

Issue 11 Summer 2003 | Rhif 11 Haf 2003

# ymlaen

the magazine for youth workers in Wales | cylchgrawn i weithwyr ieuenctid Cymru

- **Dysgu anffurfiol - y sector gwirfoddol ar y blaen**

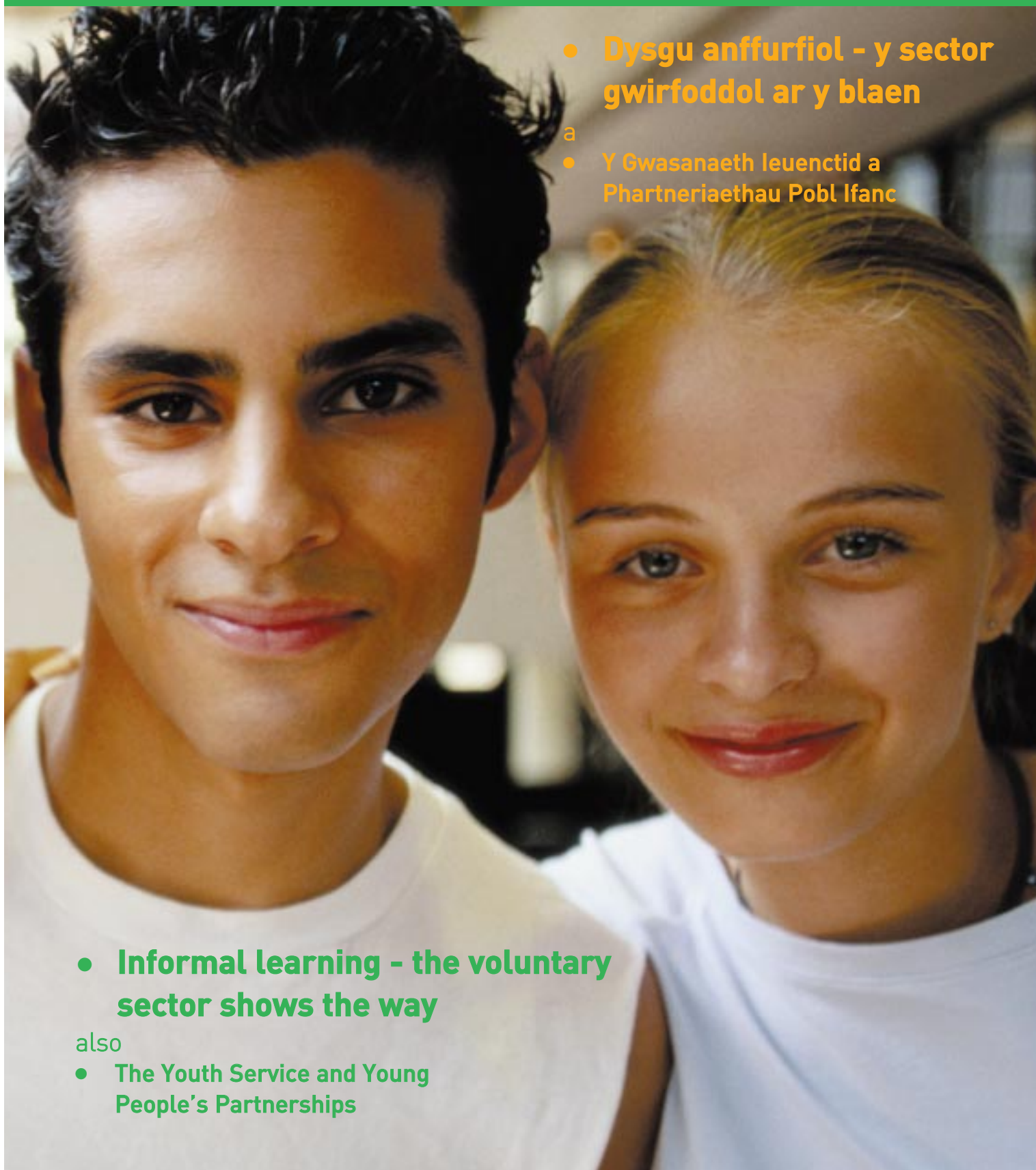
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- **Y Gwasanaeth Ieuenctid a Phartneriaethau Pobl Ifanc**

- **Informal learning - the voluntary sector shows the way**

also

- **The Youth Service and Young People's Partnerships**



## Advertise with the Wales Youth Agency

From this issue, Ymlaen will be carrying inserts and advertising for anyone wishing to promote themselves to our network. This provides a great opportunity to many organisations both in and outside Wales to advertise resources, training, events, venues, and new initiatives to all our readers.

All advertising in Ymlaen is looked after by Mark Chadwick at BC Publications. Mark has been working with many other voluntary organisations for several years, so if you have any questions, please give him a call - he'll be only too pleased to help.

Loose inserts can be included from as little as £85 per thousand and display advertising costs from just £175 +VAT.

**For further information telephone Mark on 01986 834250.**

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Gan gychwyn gyda'r rhifyn yma, bydd Ymlaen yn cynnwys taflenni a cholofnau hysbysebion gan unrhyw un sydd am ennill cyhoeddusrwydd drwy ein rhwydwaith. Dyma gyfle gwych i lawer o fudiadau yng Nghymru a'r tu allan hysbysebu adnoddau, hyfforddiant, digwyddiadau, canolfannau a mentrau newydd i'n darllenwyr.

Mae'r hysbysebion yn Ymlaen dan ofal Mark Chadwick, BC Publications. Mae Mark wedi gweithio gyda llawer o fudiadau gwirfoddol ers blyneddoddd, felly os hoffech ofyn cwestiwn, codwch y ffôn - bydd yn fwy na pharod i helpu.

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**I wybod rhagor ffoniwch Mark ar 01986 834250.**

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**WALES' OLDEST YOUTH ORGANISATION  
CHANGES ITS NAME - AND CELEBRATES  
WITH A £161,000 AWARD FROM THE  
COMMUNITY FUND**

One of the oldest organisations working with young people in Wales, the Welsh Association of Youth Clubs re-launched itself on **Saturday, 7th June as 'Youth Cymru'**

**In a dual celebration Youth Cymru also received a cheque for £161,000 from Jeff Carroll, the Chair of the Wales Community Fund, to further its work with Youth Achievement Awards.**

The award is further evidence of Youth Cymru's contribution to supporting young people in Wales. From its inception in 1934 it has been at the forefront of supporting volunteers by developing innovative approaches to youth work.

Recognition of the value of the work has been received by substantial support from the Community Fund, partnership agreements with Local Authorities and the Welsh Assembly Government.

Current flagship initiatives include 'Who cares I'm a parent', Youth Forum training for young people and the Youth Achievement Awards scheme.

The new name, along with the logo, has received the support of young people and youth workers across Wales as being reflective of continued progress, whilst recognising the 'Welsh' heritage and the context of the work.

**The Launch took place on Saturday, 7th June at the Youth Cymru office, Sachville Avenue, Heath, Cardiff CF14 3NY.**

A commemorative plaque was unveiled by former President Mr H P Williams MBE.

**For further information contact: Keith Thomas, Youth Cymru,  
Sachville Avenue, Heath, Cardiff Tel: 029 20 616123**

# ymlaen

## The magazine for youth workers in Wales.

Ymlaen is published three times a year by the Wales Youth Agency. It is delivered free of charge to 3,000 full and part time youth workers, managers and officers in Wales.

The Wales Youth Agency is an independent grant-aided body, funded by the Welsh Assembly Government to support the youth service in Wales.

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### Contacts:

#### Editorial/enquiries

Liz Sharp, Wales Youth Agency

#### Advertising/Production

BCPublications, 27 Norwich Road,

Halesworth, Suffolk IP19 8BX

Tel 01986 834250

Email [bcsales@micropress.co.uk](mailto:bcsales@micropress.co.uk)

Advertising Manager: Mark Chadwick

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Leslie Court, Lôn y Llyn,

Caerphilly CF83 1BQ.

Tel 029 20 855700

Fax 029 20 855701

Email [wya@wya.org.uk](mailto:wya@wya.org.uk)

Web [www.wya.org.uk](http://www.wya.org.uk)

## Y cylchgrawn i weithwyr ieuenctid yng Nghymru.

Cyhoeddir Ymlaen deirgwaith y flwyddyn gan Gyngor Ieuenctid Cymru. Fe'i dosberthir yn rhad ac am ddim i 3,000 o weithwyr ieuenctid amser-llawn a rhan-amser, rheolwyr a swyddogion yng Nghymru.

Corff annibynnol sy'n derbyn cymorth grantiau yw Cyngor Ieuenctid Cymru, a gyllidir gan Lywodraeth Cynulliad Cymru i gynorthwyo'r gwasanaeth ieuenctid yng Nghymru.

Cedwir pob hawl. Ni cheir copïo nac atgynhyrchu unrhyw ran o'r cyhoeddiad hwn heb ganiatid y cyhoeddwr ymlaen llaw. Nid yw'r safbwyntiau a fynegir yn Ymlaen o reidrwydd yn eiddo i Gyngor Ieuenctid Cymru.

Er eu bod yn cymryd pob gofal wrth grynhoi cynnwys y cyhoeddiad hwn, ni all y cyhoeddwr dderbyn cyfrifoldeb am unrhyw wallau na newidiadau ers mynd i'r wasg. Nid yw derbyn hysbysebion yn dynodi fod Cyngor Ieuenctid Cymru yn eu cymeradwyo.

### Cysylltiadau:

#### Golygyddol/ymholiadau

Liz Sharp, Cyngor Ieuenctid Cymru

#### Hysbysebu/Cynhyrchu

BCPublications, 27 Norwich Road,

Halesworth, Suffolk IP19 8BX

Ffôn 01986 834250

E-bost [bcsales@micropress.co.uk](mailto:bcsales@micropress.co.uk)

Rheolwr Hysbysebu: Mark Chadwick

Argraffwyd gan Micropress Cyf

(c) Cyngor Ieuenctid Cymru

Llys Leslie, Lôn y Llyn, Caerffili CF83 1BQ.

Ffôn 029 20 855700

Ffacs 029 20 855701

E-bost [wya@wya.org.uk](mailto:wya@wya.org.uk)

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Welcome to the new-look Ymlaen, the magazine for youth workers in Wales. With the ongoing development of the Young People's Partnerships it is a time of change and hopefully growth for the Youth Service in Wales. The Wales Youth Agency therefore considered it important to have a national journal in which to share practice, inform thinking and promote youth work to as wide an audience as possible. Ymlaen will be published three times a year and, as you can see, for the first time contains advertisements.

We hope you enjoy reading this edition, which contains articles from Wales Youth Agency staff and from other workers throughout Wales. If you would like to contribute an article, or require any further information on Ymlaen, please contact Liz Sharp

Croeso i Ymlaen, y cylchgrawn i weithwyr ieuenctid yng Nghymru, ar ei newydd wedd. Wrth i'r Partneriaethau Pobl Ifanc ddatblygu, mae newidiadau (a thwf, gobeithiwn) ar droed i'r Gwasanaeth Ieuenctid yng Nghymru. Barnai Cyngor Ieuenctid Cymru, felly, ei bod yn bwysig cyhoeddi cylchgrawn cenedlaethol i ranni arfer, hybu'r meddwl a hyrwyddo gwaith ieuenctid i gynifer o bobl â phosibl. Cyhoeddir Ymlaen deirgwaith y flwyddyn ac, fel y gwelwch, mae'n cynnwys hysbysebion am y tro cyntaf.

Gobeithiwn y byddwch yn cael blas ar y rhifyn hwn, sy'n cynnwys erthyglau gan staff Cyngor Ieuenctid Cymru a gweithwyr eraill o bob rhan o Gymru. Os hoffech gyfrannu erthygl, neu am wybod rhagor am Ymlaen, cysylltwch â Liz Sharp.

## CONTENTS | CYNNWYS

- |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>4</b> News<br/><b>Newyddion</b></p> <p><b>8</b> The role of the Youth Service in Extending Entitlement<br/><b>Rôl y Gwasanaeth Ieuenctid yn Ymestyn Hawliau</b></p> <p><b>12</b> Sexual health clinic for Wrexham Infoshop<br/><b>Siop wybodaeth iechyd rhywiol i Wrecsam</b></p> <p><b>14</b> Opportunities for international work plus project management training<br/><b>Cyfleoedd i wneud gwaith rhyngwladol a hyfforddiant mewn rheoli prosiectau</b></p> <p><b>16</b> Supervision in action<br/><b>Goruchwylio ar waith</b></p> <p><b>20</b> Caerphilly Youth Forum<br/><b>Fforwm Ieuenctid Caerffili</b></p> | <p><b>22</b> Learning Pathways 14-19 - the voluntary sector contribution<br/><b>Llwybrau Dysgu 14-19 oed - cyfraniad y sector gwirfoddol</b></p> <p><b>24</b> European experience for Welsh youth workers<br/><b>Profiad o Ewrop i weithwyr ieuenctid o Gymru</b></p> <p><b>26</b> Staff College and the new QCA Level 4 programme<br/><b>Y Coleg Staff a'r rhaglen QCA Lefel 4 newydd</b></p> <p><b>28</b> Tooled up - toolkit for curriculum planning<br/><b>Yn barod - offer i gynllunio cwricwlwm</b></p> <p><b>29</b> Dafydd Baker of Chequers<br/><b>Dafydd Baker o Chequers</b></p> |
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## Torfaen launches Senior Member Training Course

**T**orfaen Youth Service has recently launched a Senior Member Training course for young people aged 16 plus. The course is designed to empower young people to take responsibility for helping to organise activities within their youth centres and covers topics such as administration, health and safety, communication skills, organising activities and equal opportunities.

The course is held on a residential basis over a weekend and leads to an OCN level 2 qualification. Groups of up to 12 young people and youth workers

from individual youth centres attend in an effort to strengthen relationships between the staff and young people. A number of courses have already been held at Bryn Bach Park in Tredegar with further planned for the coming months.

The Senior Member Training Course is designed as a first step into youth work training and is one of a number of OCN and other accredited courses offered by Torfaen Youth Service.

For further information contact Ruth Saunders 01495 758868.



## Torfaen yn lansio Cwrs Hyfforddi i Aelodau Hyn

**L**ansiodd Gwasanaeth Ieuenctid Torfaen Gwrs Hyfforddi i Aelodau Hyn i bobl ifanc dros 16 oed yn ddiweddar. Nod y cwrs yw grymuso pobl ifanc i fod yn gyfrifol am drefnu gweithgareddau yn eu canolfannau ieuenctid ac mae'n cwmpasu pynciau megis gweinyddu, iechyd a diogelwch, sgiliau cyfathrebu, trefnu gweithgareddau a chyfle cyfartal.

Cynhelir y cwrs fel cwrs preswyl dros y Sul ac mae'n arwain at gymhwyster RhCA Lefel 2. Bydd grwpiau o hyd at 12 o bobl ifanc a gweithwyr ieuenctid o ganolfannau gwahanol yn mynychu er mwyn atgyfnerthu'r berthynas rhwng staff a phobl ifanc. Cynhaliwyd nifer o gyrsiau ym Mharc Bryn Bach yn Nhrefdegar yn barod a bydd rhagor yn dilyn dros y misoedd

nesaf.

Bwriedir i'r Cwrs Hyfforddi i Aelodau Hyn fod yn gam cyntaf tuag at hyfforddiant mewn gwaith ieuenctid ac mae'n un o nifer o gyrsiau RhCA achrededig a gynigir gan Wasanaeth Ieuenctid Torfaen.

I wybod rhagor ffoniwch Ruth Saunders ar 01495 758868.

## Group plans Model Policy for Lone Working

The Lone Working Group was formed following a Staff College training day in 2002 that focused on personal safety issues for lone workers. The group has met twice to develop practice guidelines and a model policy and for youth workers who work in detached or 1:1 situations with young people. This working situation is often not officially recognised, but does take place in reality.

The purpose of this policy is to acknowledge that lone working is an essential part of the job for certain

workers and to ensure that all necessary measures are put in place to minimise any risk to them.

The group will be having a further meeting at the Wales Youth Agency to finalise the policy and practice guidelines, prior to a wider consultation procedure. Future training opportunities will also be examined at this meeting. If anyone is interested in contributing to the group's work or would like further information, they should contact Mary Nicholls at the Wales Youth Agency (address on p3).

## Grwp yn Llunio Model Polisi ar gyfer Gweithio Unigol

Sefydlwyd y Grwp Gweithio Unigol yn dilyn diwrnod hyfforddi dan ofal y Coleg Staff yn 2002 yn canolbwyntio ar ddiogelwch personol i weithwyr ar eu pennau eu hunain. Mae'r grwp wedi cwrdd ddwywaith i ddatblygu canllawiau arfer a model polisi ar gyfer gweithwyr ieuenctid sy'n gweithio y tu allan i'w canolfannau neu'n unigol. Ni roddir cydnabyddiaeth swyddogol i'r math hwn o waith yn aml, ond mae'n digwydd.

Pwrpas y polisi hwn yw cydnabod bod gweithio unigol yn rhan hanfodol o'r gwaith i rai gweithwyr ieuenctid a

sicrhau bod yr holl fesurau angenrheidiol yn eu lle i leihau'r risg iddynt.

Bydd y grwp yn cwrdd eto yn swyddfeydd Cyngor Ieuenctid Cymru er mwyn pennu'r polisi a'r canllawiau yn derfynol, cyn cynnal proses ymgynghori ehangach. Byddwn yn edrych ar gyfleoedd hyfforddi at y dyfodol yn y cyfarfod hwn hefyd. Os oes diddordeb gennych mewn cyfrannu at waith y grwp neu os hoffech wybod rhagor, cysylltwch â Mary Nicholls, Cyngor Ieuenctid Cymru (cyfeiriad ar dudalen 3).

## Disability Conference

**O**ver the past 50 years the disability movement has achieved great advances in promoting the rights of disabled people. The movement has worked for the acceptance of the Social Model of disability, which recognises that the way society is organised, together with inappropriate values and negative attitudes, has frequently disabled people and limited their lives far more than any physical, mental or sensory impairment.

The pressure for the civil rights and social inclusion of disabled people has led to the enactment of the Disability Discrimination Act and the establishment of the Disability Rights Commission. Nevertheless, there is still some way to go before disabled people are fully included within society and achieve complete equality of opportunity.

How has the youth service in Wales responded to this changing situation?

The Disability Conference on the 3rd April at Llandrindod Wells gave representatives from youth organisations throughout Wales the

opportunity to meet with facilitators from the Disability Rights Commission, Disability Wales and organisations working with disabled young people, to examine both the present situation and positive ways forward.

Participants considered whether their organisations were including disabled young people and offering them the services to which they are entitled. Were they being proactive in reaching these young people and providing any necessary resources to encourage their participation? What exciting and innovative work is happening in this area? What about disabled youth workers and training opportunities? What are the implications of the Disability Discrimination Act for youth organisations? What future plans are there to promote inclusion?

The day was positive, with plenty of information, discussion and participants producing action plans. The work associated with the Conference will be ongoing with the production of a Conference Report, training courses and networking opportunities.

For any further information contact Mary Nicholls at the Wales Youth Agency (address on page3).



## Youth Work Week in Wales 2003 and the Excellence Awards

The eleventh annual Youth Work Week will take place between 1 - 9 November 2003. No theme has been selected for the celebration of Youth Work Week in Wales, but the theme adopted by the National Youth Agency in England is 'Your Roots, Your Community'.

Youth Work Week in Wales was established by the Wales Youth

Agency in 1993 and aims to increase public awareness of youth work as well as celebrating the achievements of young people in Wales through youth work intervention. The week-long celebration also highlights the value for money service that youth work provides.

Tying in with the annual Youth Work Week celebrations will be the tenth annual Youth Work in Wales

Excellence Awards. The Awards, sponsored by the Welsh Assembly Government, reward past or current work with young people, which highlights their talents, and the efforts of individuals and organisations that work with young people throughout Wales.

Entry forms for the Youth Work in Wales Excellence Awards are currently being distributed via

Pigion or can be obtained from the Wales Youth Agency on 029 2085 5700. They can also be downloaded from the Agency's website at [www.wya.org.uk](http://www.wya.org.uk)



## Wythnos Gwaith Ieuenctid yng Nghymru 2003 a'r Gwobrau Rhagoriaeth

Cynhelir yr unfed Wythnos Gwaith Ieuenctid ar ddeg rhwng 1 - 9 Tachwedd 2003. Ni ddewiswyd thema i ddathliadau'r Wythnos Gwaith Ieuenctid yng Nghymru, ond y thema a fabwysiadwyd gan y Cyngor Ieuenctid yn Lloegr yw 'Eich Gwreiddiau, Eich Cymuned'.

Sefydlwyd yr Wythnos Gwaith

Ieuenctid yng Nghymru gan Gyngor Ieuenctid Cymru yn 1993 a'i nod yw hybu ymwybyddiaeth y cyhoedd o waith ieuenctid yn ogystal â dathlu cyflawniadau pobl ifanc yng Nghymru drwy gyfrwng gwaith ieuenctid. Mae'r wythnos o ddathliadau'n tynnu sylw hefyd at y gwerth am arian a geir drwy waith ieuenctid.

Rhan o'r dathliadau i'r Wythnos Gwaith Ieuenctid eleni fydd y degfed Gwobrau Rhagoriaeth Gwaith Ieuenctid yng Nghymru. Mae'r Gwobrau, a gyllidir gan Lywodraeth Cynulliad Cymru, yn gwobrwyo gwaith cyfredol neu yn y gorffennol gyda phobl ifanc sy'n tynnu sylw at eu doniau ac at ymdrechion y mudiadau a'r bobl

sy'n gweithio gyda phobl ifanc ledled Cymru.

Mae ffurflenni cais ar gyfer y Gwobrau Rhagoriaeth Gwaith Ieuenctid yng Nghymru yn cael eu dosbarthu drwy Pigion ar hyn o bryd neu gellir eu harchebu gan Gyngor Ieuenctid Cymru ar 029 2085 5700. Gellir eu histwytho o safle CIC ar y we ar [www.wya.org.uk](http://www.wya.org.uk)

## Anti-Social Behaviour Bill causes concern

A number of young people's organisations have criticised the Anti-Social Behaviour Bill, currently before parliament, which sets out a series of proposals to address anti-social behaviour, giving new powers to police and local authorities to deal with noisy neighbours, crack houses, graffiti, airguns and truanting children.

### Proposals include:

- Giving the police power to disperse groups of young people and take home unaccompanied young children out late at night.
- Dealing with parents who do not control their disorderly children, through offering support and if

needed, through compulsion.

- Extending fixed penalty notices to disorderly 16 and 17 year olds.
- Removing newspaper reporting restrictions on young people on anti-social behaviour orders.

Aspects of the bill, particularly the new powers and provisions outlined in section 4 on the dispersal of groups, are seen as excessive and could undermine the right to free assembly enshrined in Article 2 of the Human Rights Act 1998.

Critics say that an alternative strategy, centred on devoting additional resources to young people and youth projects, would have more effect.

The Bill can be viewed at [www.publications.parliament.uk/pa/cm200203/cmbills/083/2003083.htm](http://www.publications.parliament.uk/pa/cm200203/cmbills/083/2003083.htm)

## Mesur Ymddygiad Gwrthgymdeithasol yn peri pryder

Mae nifer o fudiadau i bobl ifanc wedi beirniadu'r Mesur Ymddygiad Gwrthgymdeithasol â sydd gerbron y senedd ar hyn o bryd â sy'n amlinellu sawl cynnig i fynd i'r afael ag ymddygiad gwrthgymdeithasol, gan roi pwerau newydd i'r heddlu ac awdurdodau lleol ymdrin â chymdgogion swmlyd, tai crac, graffiti, gynnu aer a phlant absennol o'r ysgol.

### Mae'r cynigion yn cynnwys:

- Rhoi pwerau i'r heddlu chwlu grwpiau o bobl ifanc a mynd â phlant ifanc ar eu pennau eu hunain adref yn hwyr y nos.
- Ymdrin â rhieni nad ydynt yn cadw trefn ar eu plant afreolus, drwy

gynnig cymorth a thrwy orfodaeth lle bo angen.

- Pennu cosbau ariannol gosodedig ar bobl ifanc 16 a 17 oed afreolus.
- Codi gwaharddiadau ar adroddiadau ar bobl ifanc gyda gorchmynion ymddygiad gwrthgymdeithasol mewn papurau newydd.

Bernir bod rhai agweddau ar y mesur, yn enwedig y pwerau a'r darpariaethau newydd a geir yn adran 4 am chwlu grwpiau, yn ormodol a gallent danseilio'r hawl i ymgynnull yn rhydd a geir yn Erthygl 2 o Ddeddf Iawnderau Dynol 1998.

Dywed rhai beirniad y byddai strategaeth arall, yn canolbwyntio ar neilltuo adnoddau ychwanegol i bobl ifanc a phrosiectau ieuenctid, yn cael mwy o effaith.

Gellir gweld y Mesur ar [www.publications.parliament.uk/pa/cm200203/cmbills/083/2003083.htm](http://www.publications.parliament.uk/pa/cm200203/cmbills/083/2003083.htm)



## Cynhadledd ar Anabledd

Yn ystod yr 50 mlynedd diwethaf mae'r mudiad anabledd wedi cyflawni llawer o ran hyrwyddo hawliau pobl anabl. Mae'r mudiad wedi gweithio dros dderbyn y Model Cymdeithasol o anabledd, sy'n cydnabod bod trefn cymdeithas, ynghyd â gwerthoedd amhriodol a meddylfryd negyddol, wedi arwain at fwy o anabledd a chyfyngiadau ar fywydau pobl nag unrhyw nam corfforol, meddyliol neu synhwyraidd.

Mae pwysau o blaid hawliau sifil a chynhwysiant cymdeithasol pobl anabl wedi arwain at weithredu'r Ddeddf Camwahaniaethu ar Sail Anabledd a sefydlu'r Comisiwn Hawliau Anabledd. Er hynny, mae cryn lawer i'w wneud eto cyn y bydd pobl ifanc yn rhan gyflawn o'r gymdeithas ac yn mwynhau cyfle cyfartal cyflawn.

Sut mae'r gwasanaeth ieuenctid yng Nghymru wedi ymateb i'r newidiadau hyn?

Yn y Gynhadledd ar Anabledd ar 3 Ebrill yn Llandrindod cafodd cynrychiolwyr mudiadau ieuenctid o bob rhan o Gymru

gyfle i grwrdd â gweithwyr o'r Comisiwn Hawliau Anabledd, Anabledd Cymru a chyrrff sy'n gweithio gyda phobl ifanc anabl, i ystyried y sefyllfa bresennol a sut i wneud cynnydd.

Ystyriai'r cynadleddwyr a oedd eu mudiadau'n cynnwys pobl ifanc anabl ac yn cynnig y gwasanaethau iddynt y mae ganddynt hawl i'w disgwyl. A oeddynt yn weithredol o ran cyrraedd y bobl ifanc hyn a darparu unrhyw adnoddau angenrheidiol i'w hannog i gymryd rhan? Pa waith cyffrous a newydd oedd yn digwydd yn y maes hwn? Beth am weithwyr ieuenctid anabl a chyfleoedd hyfforddi? Beth yw goblygiadau'r Ddeddf Camwahaniaethu ar Sail Anabledd i fudiadau ieuenctid? Pa gynlluniau sydd i hyrwyddo cynhwysiant yn y dyfodol?

Yr oedd yn ddiwrnod cadarnhaol, gyda digonedd o wybodaeth a thrafod, a chyfle i gynadleddwyr lunio cynlluniau gweithredu. Bydd y gwaith yn deillio o'r gynhadledd yn parhau, gydag adroddiad, cyrsiau hyfforddi a chyfleoedd i rwydweithio.

I wybod rhagor cysylltwch â Mary Nicholls, Cyngor Ieuenctid Cymru (cyfeiriad ar dudalen 3).

## Early Days for Young People's Partnerships say Principal Youth Officers

Around half of all PYOs believe that Young People's Partnerships are not yet delivering on the expectations of Extending Entitlement, according to a recent survey of their YPP experiences.

Around 31% believed that it was still too early to say, emphasising that the YPP was still settling into its role and that partnership working took time to develop. However, one respondent commented: "The Partnership, with a few exceptions, is working well, positive elements

clearly outweigh the negative, enabling steady progress to be made..."

Concern that the structure had taken too much time to establish was reported, along with the notion that teamwork development within the organisation had been ignored. Some of the partners were unsure how to proceed further and decisions made were not always based on members' shared expertise.

Of the 16 PYOs responding to the survey, 75% were full members of their local YPP, and

25% were represented by officers outside the youth service.

Opinion was divided equally on the influence of YPP arrangements on service delivery, but when asked how the influence manifested itself, the majority view was that this had yet to happen, "the YPP is still 'getting up steam'" was one comment.

The survey was conducted by the Principal Officers Group. For further information please contact the Chair of the group, Jane Williams (Conwy Youth Service) on 01492 575051

## Dyddiau cynnar ar y Partneriaethau Pobl Ifanc, medd y Prif Swyddogion Ieuenctid

Mae tua hanner y Prif Swyddogion Ieuenctid yn credu nad yw'r Partneriaethau Pobl Ifanc yn gwireddu disgwyliadau Ymestyn Hawliau, yn ôl arolwg diweddar o'u profiad o'r Partneriaethau.

Credai rhyw 31% ohonynt ei bod yn rhy gynnar i ddweud, gan ychwanegu bod y Partneriaethau'n dal i ddatblygu a bod gweithio mewn partneriaeth yn cymryd amser. Fodd bynnag, sylw un oedd: "Mae'r Partneriaeth, gydag ambell eithriad, yn gweithio'n dda. Mae'r agweddau cadarnhaol yn drech na'r elfennau

negyddol, ac mae cynnydd sicr wedi bod ..."

Bu rhai'n sôn bod y strwythur wedi cymryd gormod o amser i ddatblygu, a bod y cynllun wedi anwybyddu'r angen i ddatblygu gweithio mewn timau. Yr oedd rhai o'r partneriaid yn ansicr sut i fynd ymlaen ac nid oedd y penderfyniadau bob amser yn gwneud y gorau o arbenigedd yr aelodau.

O'r 16 o brif Swyddogion a atebodd gwestiynau i'r arolwg, yr oedd 75% yn aelodau cyflawn o'u Partneriaeth leol, a chynrychioliod 25% gan swyddogion o'r tu

allan i'r Gwasanaeth Ieuenctid.

Yr oedd gwahaniaeth barn go gyfartal ar ddylanwad trefniadau'r Partneriaethau ar ddarparu gwasanaethau, ond pan ofynnwyd i bobl sut yr oedd y dylanwad hwnnw yn cael ei weld, barn y mwyafrif oedd nad oedd hyn wedi digwydd eto. "Mae'r Partneriaethau'n dal i "godi stêm", meddai un.

Cynhaliwyd yr arolwg gan y Grwp Prif Swyddogion. I wybod rhagor cysylltwch â Chadeirydd y Grwp, Jane Williams (Gwasanaeth Ieuenctid Conwy) ar 01492 575051

## Disclosure check role for the WCVA

Voluntary sector access to criminal record checks will be simplified in future following a National Assembly grant of £219,000 to the Wales Council for Voluntary Action. This will allow the WCVA to become a registered umbrella body, able to process and countersign disclosure applications on behalf of a range of voluntary groups in Wales.

The development follows concerns raised about the difficulty and expense voluntary groups faced in submitting disclosure applications. At a Voluntary Sector Partnership Council (VSPC) meeting last year, it was reported that few of the organisations registered with the Criminal Records Bureau provided the service to the voluntary sector in Wales, and that charges among those that did varied from £17.50 to £70.00 per check. The situation led to some organisations being

unable to obtain checks on volunteers and staff.

Commenting on the importance of this new development, WCVA Chair Tom Jones said: "Voluntary organisations provide services at the cutting edge of social care, working with children, older people and disabled adults, often on behalf of the statutory sector through contracts and service level agreements."

Mr Jones went on to state that the service would be delivered for the benefit of voluntary groups as quickly and efficiently as possible. It is expected that following Welsh Assembly Government approval and the recruitment/ training of staff, the new unit will be on target to commence operations in October 2003.

For further information contact the WCVA Helpdesk on 0870 607 1666 or visit [www.wcva.org.uk](http://www.wcva.org.uk)

## Rôl i CGGC yn gwirio datgeliadau

Bydd mynediad i wirio cofnodion troseddau yn symlach i'r sector gwirfoddol yn y dyfodol yn sgil dyfarnu grant o £219,000 gan y Cynulliad Cenedlaethol i Gyngor Gweithredu Gwirfoddol Cymru. Bydd hyn yn caniatáu i CGGC ddod yn gorff ambarél cofrestredig, a all brosesu ac adlofnodi ceisiadau am ddatgeliadau ar ran ystod o grwpiau gwirfoddol yng Nghymru.

Daw'r datblygiad yn sgil pryderon a fynegwyd am yr anawsterau a'r costau sy'n wynebu rhai grwpiau gwirfoddol wrth wneud ceisiadau am ddatgeliadau. Mewn cyfarfod o Gyngor Partneriaeth y Sector Gwirfoddol (CPSG) y llynedd, nodwyd mai ychydig iawn o'r mudiadau a gofrestrwyd gyda'r Swyddfa Gofnodion Troseddau oedd yn darparu'r gwasanaeth yng Nghymru, a bod y ffioedd ymhlith y rheini a oedd yn darparu gwasanaeth yn amrywio o £17.50 i £70.00 y pen.

Golygai hyn fod rhai mudiadau'n methu fforddio gwirio gwirfoddolwyr a staff

Wrth sôn am bwysigrwydd y datblygiad newydd hwn, dywedodd Cadeirydd CGGC, Tom Jones: "Mae mudiadau gwirfoddol yn darparu gwasanaethau ym mlaen y gad mewn gofal cymdeithasol, gweithio gyda phlant, yr henoed ac oedolion anabl, ar ran y sector statudol yn aml drwy gcontractau a chytundebau lefel gwasanaeth."

Aeth Mr Jones rhagddo i ddweud y byddai'r gwasanaeth yn cael ei ddarparu er budd grwpiau gwirfoddol mewn ffordd mor gyflym a ceffeithlon, phosibl. Yn dilyn cymeradwyaeth gan Lywodraeth Cynulliad Cymru a recriwtio/hyfforddi staff, y disgwyf yw y bydd yr uned newydd yn barod i ddechrau cynnig y gwasanaeth ym mis Hydref 2003.

Gellir dysgu rhagor drwy gysylltu â Helpddesg CGGC ar 0870 607 1666 neu drwy [www.wcva.org.uk](http://www.wcva.org.uk)

## Research on Youth Service workforce published

**R**ecent research carried out on the maintained youth service in Wales suggests that the workforce - particularly those working part-time and face-to-face with young people - lack both experience and suitable qualification.

John Rose, Assistant Chief Executive of the Wales Youth Agency, conducted the research as part of a PhD study. He received 608 responses to questionnaires distributed to a wide range of workers in the maintained youth service. John described some of the findings as challenging, saying that results indicate that the vast majority of workers have been employed for less than four years. Other findings show that the number of part-time workers qualified to Foundation level is almost matched by the number of unqualified workers. Furthermore, it is this group that is carrying out the majority of face-to-face work with young people.

The full report, published by the Wales Youth Agency, is available as a Newline document and can be ordered from the WYA office (address on p3) or downloaded from the website at [www.wya.org.uk](http://www.wya.org.uk).

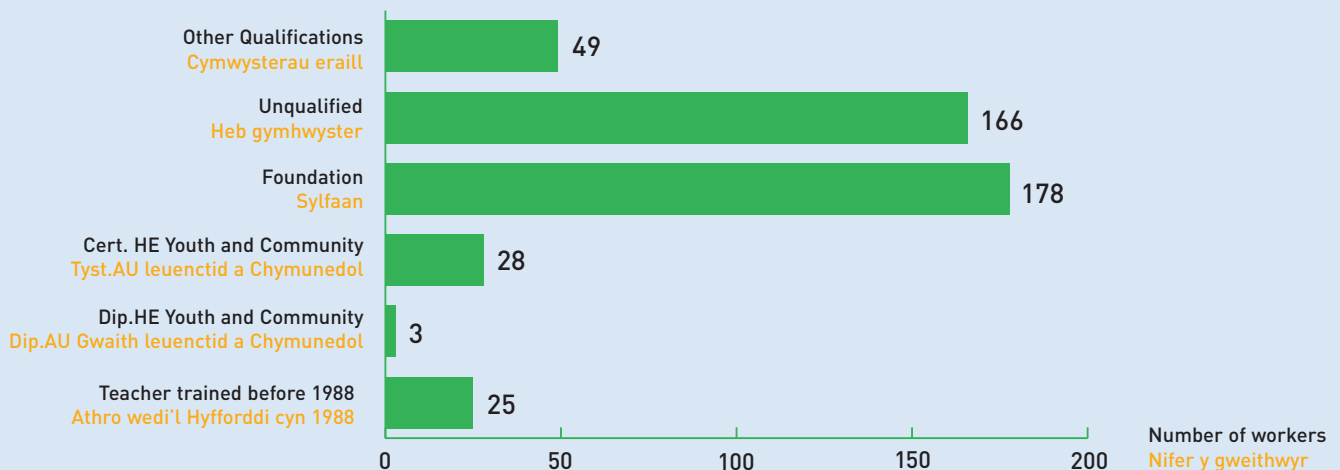
## Cyhoeddi ymchwil ar weithlu'r Gwasanaeth Ieuenctid

**M**ae ymchwil a gynhaliwyd yn ddiweddar ar y gwasanaeth ieuenctid cynaleddig yng Nghymru'n awgrymu bod y gweithlu - ac yn enwedig rhai sy'n gweithio'n rhan-amser a wyneb yn wyneb â phobl ifanc - heb brofiad a chymwysterau addas.

Gwnaed yr ymchwil gan John Rose, Prif Weithredwr Cynorthwyol Cyngor Ieuenctid Cymru, fel rhan o astudiaeth PhD. Derbyniodd 608 o atebion i holiaduron a ddosbarthwyd i ystod eang o weithwyr yn y gwasanaeth ieuenctid cynaleddig. Dywedodd John fod rhai o'r canlyniadau'n sialens, am eu bod yn dangos bod y mwyafrif llethol o weithwyr yn eu swyddi ers llai na phedair blynedd. Mae canlyniadau eraill yn dangos bod bron cynifer o weithwyr heb gymwysterau hyd lefel Sylfaen ag sydd o rai cymwysedig. Ar ben hyn, dyma'r grwp sy'n gwneud y rhan fwyaf o'r gwaith wyneb yn wyneb gyda phobl ifanc.

Ceir gweld yr adroddiad llawn, a gyhoeddwyd gan Gyngor Ieuenctid Cymru, ar ffurf dogfen Newyddion CIC a gellir ei archebu o swyddfa CIC (cyfeiriad ar dudalen 3) neu ei lwytho o'r wefan ar [www.wya.org.uk](http://www.wya.org.uk).

**Qualifications of Part Time Workers**  
**Cymwysterau Gweithwyr Rhan-Amser**



## Personal Record of Achievement (PRA) in International Youth Work

These training days will take place on Thursday, 10 July 2003 in South Wales, and on Friday 11 July 2003 in North Wales (venues to be confirmed). This will be a four-hour intensive training event funded through Connect Cymru by the European Youth Programme introducing the PRA as a tool to recognise the learning that takes place for young people during participation in a Youth Exchange,

Youth / Group Initiative Project or European Voluntary Service. Details of the OCN Nationally Accredited Scheme will also be available. Further details will be available nearer the time from Katie Antippos at the Wales Youth Agency. Information on organising a youth exchange will also be available. This event will be of value to young people, youth workers and senior officers. There will be no charge for attendance.

## Cofnod Cyrhaeddiad Personol (CCP) mewn Gwaith Ieuenctid Rhyngwladol

Cynhelir y dyddiau hyfforddi hyn ddydd Iau, 10 Gorffennaf 2003 yn y De, a dydd Gwener 11 Gorffennaf 2003, yn y Gogledd (lleoliadau i'w cadarnhau). Sesiwn hyfforddi dwys o bedair awr fydd hwn a gyllidir drwy Gyswllt Cymru gan y Rhaglen Ieuenctid Ewropeaidd. Cyflwynir yr CCP fel dull o gydnabod y dysgu sy'n digwydd i bobl ifanc wrth iddynt gymryd rhan mewn prosiectau Cyfnewid Ieuenctid, Mentrau Ieuenctid / Grwpiau neu'r

Gwasanaeth Gwirfoddol Ewropeaidd. Bydd manylion ar gael hefyd am y Cynllun Achrededig Cenedlaethol y Rhwydwaith Coleg Agored. Gellir dysgu rhagor yn nes ymlaen gan Katie Antippos yng Nghyngor Ieuenctid Cymru. Bydd gwybodaeth ar gael hefyd am drefnu taith gyfnewid ieuenctid. Bydd y digwyddiad hwn o werth i bobl ifanc, gweithwyr ieuenctid ac uwch swyddogion. Ni chodir tâl amdano.

# Extending Entitlement - The Role of the Youth Service

**John Rose reflects on contemporary challenges to the Youth Service both before and after the implementation of Extending Entitlement.**

There is a tendency for us all to forget the past, even the recent past, as we concentrate on the new initiatives and developments that cross our paths on a daily basis. As a consequence many of us have already started to forget the state of the Youth Service prior to the setting up of the Welsh Assembly in 1999. It is generally recognised that the Youth Service in Wales had been in decline since Local Government Reorganisation in 1974 and had, as a result, been weakened to a point where it was unable to provide little collective resistance to the social and economic policies of the Conservative Party who were in power between 1979-1997. Both Alun Michael, as the First Secretary to the National Assembly for Wales, and the writers of 'Extending Entitlement' recognised this when they stated that the core Youth Service had been reduced significantly in real terms over the past decade. The result they concluded was a 'patchy service with great variation across Wales in both quality and coverage'.

What then do we remember about the Youth Service pre National Assembly? There was a

shortage of suitably qualified full-time staff with most face-to-face work with young people being carried out by part-time workers. Management structures were often weak with too many managers of the Youth Service also being responsible for other areas of work such as adult education, community development, leisure and play. There was an over-dependence on short-term funding, related to specific policy objectives. Too many youth centres were run down both in terms of fabric and in terms of décor and equipment and were inappropriately placed as a result of the Youth Service taking over redundant local authority buildings. The Youth Service was also too often characterised by low aspirations, uncertainty, disillusionment and apprehensive of becoming involved in the political process, which was seen to be unfriendly towards the very existence of a Youth Service struggling to maintain its young-people-first approach.

Looking back over the last three years what has changed for the Youth Service? How have the ideals of Extending Entitlement - unanimously agreed by the National Assembly for Wales in 2000

and welcomed by the Youth Service - been implemented?

Most significantly the Youth Service has become embedded in legislation albeit as a component part of a wider 'Youth Support Services'. Its specific role has also been enhanced by the comments in the Directions and Guidance for Extending Entitlement, which requires each local authority to:

**"provide and/or secure a high-quality Youth Service which adheres to the ethos and principles within the Youth Work Curriculum Statement for Wales"**

The document also confirmed the role of youth work as being concerned with young people's personal and social development through informal learning, which can be both accredited and non-accredited. This would be achieved through an approach underpinned by a voluntary relationship between young people and youth worker

In addition Chief Executives of local authorities are required under the new legislation

## Ymestyn Hawliau - Rôl y Gwasanaeth Ieuencid

**Dyma John Rose yn ystyried yr heriadau cyfoes i'r Gwasanaeth Ieuencid cyn ac ar ôl gweithredu Ymestyn Hawliau.**

Ceir tuedd ynom i gyd i anghofio'r gorffennol, hyd yn oed y gorffennol agos, wrth inni ganolbwyntio ar y mentrau a'r datblygiadau newydd sy'n dod i'n rhan bob dydd. O ganlyniad mae llawer ohonom eisoes wedi dechrau anghofio am gyflwr y Gwasanaeth Ieuencid cyn sefydlu'r Cynulliad Cenedlaethol yn 1999. Cydnabyddir yn gyffredinol bod y Gwasanaeth Ieuencid yng Nghymru wedi bod yn dirywio ers Ad-drefnu Llywodraeth Leol yn 1974 a'i fod, oherwydd hynny, wedi cael ei wanhau i'r fath raddau fel na allai wneud fawr ar y cyd i wrthsefyll polisiâu cymdeithasol ac economaidd y Blaid Geidwadol a oedd mewn grym rhwng 1979-1997. Cydnabuwyd hyn gan Alun Michael, fel Prif Ysgrifennydd cyntaf y Cynulliad Cenedlaethol Cymru, a chan awduron 'Ymestyn Hawliau' pan ddywedasant fod y Gwasanaeth Ieuencid craidd wedi cael ei erydu'n sylweddol

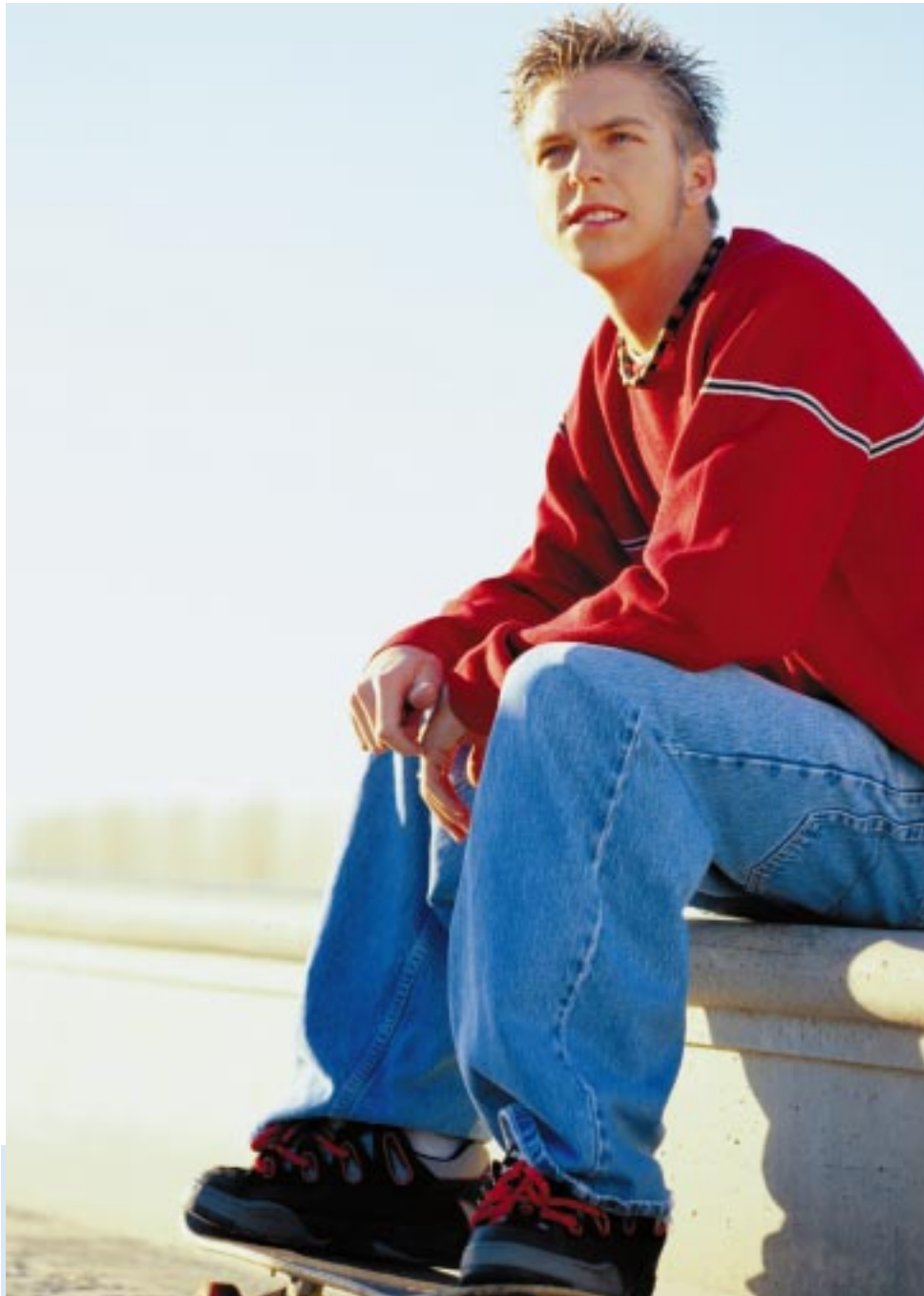
mewn termau real yn ystod y degawd blaenorol. Y canlyniad, meddent, oedd 'gwasanaeth anghyson gydag amrywiaeth fawr ar draws Cymru o ran ansawdd a chwmpas'.

Beth a gofynnwyd felly am y Gwasanaeth Ieuencid cyn y Cynulliad Cenedlaethol? Yr oedd prinder staff amser llawn gyda chymwysterau addas a gwneid y rhan fwyaf o waith wyneb yn wyneb gyda gweithwyr rhan-amser. Roedd y strwythurau rheoli'n aml yn wan gyda gormod o reolwyr yn y Gwasanaeth Ieuencid yn gyfrifol hefyd am fathau eraill o waith megis addysg oedolion, datblygiad cymunedol, hamdden a chwarae. Yr oedd gorddibyniaeth ar ariannu byrdymor, mewn perthynas ag amcanion polisi penodol. Yr oedd gormod o ganolfannau ieuencid yn dreuliedig o ran adeiladwaith a dodrefn ac adnoddau ac yr oeddynt mewn mannau amhriodol am fod y Gwasanaeth Ieuencid wedi cymryd drosodd

adeiladau segur awdurdodau lleol. Yn aml iawn hefyd nodweddiad y Gwasanaeth Ieuencid hefyd gan ddyheadau isel, ansicrwydd, dadrithiad ac yr oedd yn ofni cymryd rhan yn y broses wleidyddol, a oedd i'w gweld yn elyniaethus tuag at fodolaeth y Gwasanaeth Ieuencid hyd yn oed. Câi drafferth i gynnal ei ddull gweithredu o roi pobl ifanc yn flaenaf.

Wrth edrych yn ôl dros y tair blynedd diwethaf, beth a newidiodd i'r Gwasanaeth Ieuencid? Sut mae delfrydau Ymestyn Hawliau - y cytunwyd arnynt yn unfrydol gan Gynulliad Cenedlaethol Cymru yn 2000 ac a groesawyd gan y Gwasanaeth Ieuencid - wedi cael eu gwreiddio?

Y peth mwyaf arwyddocaol yw fod y Gwasanaeth Ieuencid wedi cael ei ymgorffori mewn deddfwriaeth, boed fel cydran o 'Wasanaethau Cefnogi Ieuencid' ehangach. Mae ei rôl benodol wedi gwella hefyd oherwydd y



to create a Young People's Partnerships whose responsibilities include:

- carrying out a local audit of need
- undertaking a local skills audit of those who work with young people
- identifying existing resources
- consulting with young people
- developing a strategic plan
- prioritising
- producing an annual delivery plan

A new Youth Policy Team of civil servants has also been created within the Welsh Assembly Government as the mechanism to:

- co-ordinate its policy for young people
- promote new ways of working
- share and disseminate effective practice
- monitor progress

Even a superficial analysis would recognise the achievements of the Youth Service during the last three years. There has been a significant increase in the numbers of full-time workers in post. Opportunities for training have been enhanced through a threefold increase in the number of Youth and Community Work training programmes now being offered through NEWI, UWIC, and UWCN. The introduction of the Staff College funded by the Welsh Assembly Government has also brought new opportunities for locally delivered training as part of the 'Coherent Route for Training' which links programmes from OCN Level 1 to Postgraduate level. Many local authorities have used additional resources from the Welsh Assembly Government to both review and

*continued on page 10*

sylwadau yn y Cyfarwyddiadau ac Arweiniad ar gyfer Ymestyn Hawliau, sy'n ei gwneud yn ofynnol i bob awdurdod lleol wneud y canlynol: **“darparu a/neu sicrhau Gwasanaeth Ieuenctid o ansawdd sy'n glynu at ysbryd ac egwyddorion y Datganiad Cwricwlwm Gwaith Ieuenctid i Gymru”**

Cadarnhaodd y ddogfen hefyd rôl gwaith ieuenctid fel rhywbeth sy'n ymwneud â datblygiad personol a chymdeithasol pobl ifanc drwy ddysgu anffurfiol, a all fod yn achrededig neu'n ddiachrediad. Câi hyn ei gyflawni drwy ddull yn seiliedig ar berthynas wirfoddol rhwng pobl ifanc a gweithwyr ieuenctid.

Yn ogystal, mae'n ofynnol i Brif Weithredwyr awdurdodau lleol o dan y ddeddfwriaeth newydd greu Partneriaethau Pobl Ifanc y mae eu dyletswyddau'n cynnwys:

- cynnal archwiliad o angen lleol
- cynnal archwiliad o sgiliau rhai sy'n gweithio gyda phobl ifanc yn lleol
- adnabod adnoddau cyfredol

- ymgynghori â phobl ifanc
- datblygu cynllun strategol
- pennu blaenoriaethau
- cynhyrchu cynllun darparu blynyddol

Crëwyd Tîm Polisi Ieuenctid newydd o weision sifil o fewn Llywodraeth Cynulliad Cymru hefyd fel peirianwaith i wneud y canlynol:

- cydlynu ei bolisi i bobl ifanc o
- hybu dulliau gwaith newydd
- rhannu a lledaenu arfer da
- monitro cynnydd

Byddai hyd yn oed dadansoddiad arwynebol yn cydnabod cyflawniadau'r Gwasanaeth Ieuenctid yn ystod y tair blynedd diwethaf. Bu cynnydd sylweddol yn nifer y gweithwyr amser llawn mewn swyddi. Bu gwelliant yn y cyfleoedd i dderbyn hyfforddiant drwy gynydd triphlyg yn nifer y rhaglenni hyfforddiant mewn Gwaith Ieuenctid a Chymuned a gynigir drwy AGDdC, APCC a CPCC. Mae dyfodiad y Coleg Staff a gyllidir gan Lywodraeth Cynulliad Cymru wedi

creu cyfleoedd newydd i ddarparu hyfforddiant yn lleol fel rhan o'r 'Llwybr Hyfforddi Cydlynol' sy'n cydlynu rhaglenni o RhCA Lefel 1 i lefel uwchraddedig. Mae llawer o awdurdodau lleol wedi defnyddio adnoddau ychwanegol gan Lywodraeth Cynulliad Cymru i arolygu ac adolygu strwythurau rheoli eu Gwasanaeth Ieuenctid er mwyn sicrhau gwasanaeth mwy effeithiol i bobl ifanc. Mae eraill wedi llwyddo i godi cyfraddau cyflog gweithwyr ac ymarferwyr ieuenctid uwch fel eu bod yn adlewyrchu cyfrifoldebau newydd yn well. Cyflwynwyd trefniadau gweithio newydd hefyd yn cynnwys dull gweithredu mwy cydweithredol gydag ystod eang o fudiadau'n gweithio dros bobl ifanc. O ganlyniad i'r datblygiadau hyn ac eraill mae gweithlu'r Gwasanaeth Ieuenctid fel rheol wedi profi egni a chymhelliad newydd.

Gellir honni yn ddigon cyfiawn fod y Gwasanaeth Ieuenctid wedi cychwyn yn gadarnhaol ar ddarparu agenda Llywodraeth Cynulliad Cymru i bobl ifanc. Fodd bynnag, er

*parhad ar dudalen 10*

*continued from page 9*

revise their Youth Service management structures to ensure a more effective service to young people. Others have been able to re-grade senior youth workers and practitioners salaries to more appropriately reflect new responsibilities. New working arrangements have also been introduced involving a more co-operative approach with a wide range of organisations working with young people. As a consequence of these and other developments the Youth Service workforce has in most instances become re-energised and re-motivated.

It can be claimed with some justification that a generally positive start has been made by the Youth Service in the delivery of the Welsh Assembly Government's agenda for young people. However, in order to maintain this progress and move forward at an even quicker pace, a number of potential obstacles, both general to the creation of positive Young People's Partnerships and specific to the Youth Service, need to be identified and acted upon.

We must all strive to ensure that Young People's Partnerships do not become more important than

their constituent parts. We must not forget that it is the constituent parts that actually deliver services to young people. To achieve this we must find the time to develop a culture of trust between ourselves as the Youth Service, the Youth Policy Team, Young People's Partnerships Co-ordinators and other organisations working with young people. Differences of opinion should be seen to be that, and not a declaration of enmity. Professional experience and expertise should be respected, as should the protection of organisational identity. All those involved in Young People's Partnerships have a passionate commitment to their area of work with young people. Their articulation of that commitment should not be misconstrued as criticisms of other ways of working. Young People's Partnerships should be a celebration of the synergy possible as a result of strong clearly identified organisations working together for a common purpose. Time and effort should be given to make sure that this happens.

The challenge for us in the Youth Service is to ensure that we are able to speak in a collective way about what the Youth Service is about and in

doing so articulate in an unambiguous way what it is able to contribute to the vision of Extending Entitlement. From this position of greater organisational security we will also be able to articulate in a positive way what we are unable or unprepared to do. There are, however two obvious obstacles to be overcome before we are in this powerful position. First the expansion of the Youth Service has resulted in the employment of significant numbers of inappropriately qualified full-time workers. There is in most instances little doubt about either their commitment or their enthusiasm for their work with young people. However too many have had neither the opportunity to examine the philosophical position of the Youth Service through professional training or to have been introduced to the purpose and values of youth work as a result of appropriate Induction Training. We have to address this issue with some urgency. If we do not, Youth Service identity (as it is described through purpose and values) will diminish as it becomes drawn into a type of work with young people that is not youth work. In too many instances parts of the Youth Service are being seduced by a perception of

*parhad o dudalen 9*

mwyn parhau i wneud cynnydd a symud ymlaen yn gyflymach fyth, rhaid adnabod a goresgyn sawl rhwystr potensial ar greu Partneriaethau Pobl Ifanc yn gyffredinol ac ar y Gwasanaeth Ieuenctid yn benodol.

Rhaid i bawb ymdrechu i sicrhau nad yw Partneriaethau Pobl Ifanc yn dod yn bwysicach na'u cydrannau. Rhaid inni gofio mai'r cydrannau hyn sy'n darparu gwasanaethau i bobl ifanc mewn gwirionedd. I gyflawni hyn rhaid inni neilltuo amser i ddatblygu ymddiriedaeth rhyngom ni'n hunain fel y Gwasanaeth Ieuenctid, y Tim Polisi Ieuenctid, Cydlynwyr Partneriaethau Pobl Ifanc a mudiadau eraill sy'n gweithio gyda phobl ifanc. Dylid ystyried gwahaniaethau barn fel dim mwy na hynny, ac yn sicr nid fel mater gelyniaeth. Dylid parchu profiad ac arbenigedd proffesiynol, ac felly hefyd yr awydd i ddiogelu hunaniaeth mudiadau. Dylai pawb sy'n cymryd rhan mewn Partneriaethau Pobl Ifanc fod yn angerddol o blaid eu maes gwaith gyda phobl ifanc. Ni ddylid camddehongli'r ymrwymiad hwnnw fel petai'n feirniadol o ddulliau eraill o weithio. Dylai'r Partneriaethau Pobl Ifanc ddathlu'r cywaith sy'n bosibl os bydd mudiadau'n cydweithio tuag at yr un nod. Dylid neilltuo amser ac ymdrech i sicrhau bod hyn yn digwydd.

Yr her i ni yn y Gwasanaeth Ieuenctid yw sicrhau y gallwn ni siarad gyda'r un llais am ystyr ac arwyddocâd y Gwasanaeth Ieuenctid a lleisio'n ddiamwys drwy hynny yr hyn y gall ei gyfrannu at weledigaeth Ymestyn Hawliau. O'r safbwynt sicr hwn gallwn fynegi mewn ffordd bositif yr hyn na allwn neu nad ydym yn barod i'w wneud. Mae rhwystrau eraill i'w goresgyn, er hynny, cyn inni gyrraedd y cadernid hwnnw. Y rhwystr cyntaf yw fod ehangu'r Gwasanaeth Ieuenctid wedi arwain at gyflogi niferoedd sylweddol o weithwyr amser-llawn sydd heb gymwysterau priodol. Ar y cyfan nid oes amau eu hymroddiad na'u brwdfrydedd dros eu gwaith gyda phobl ifanc. Fodd bynnag,



greater organisational security through an enhanced involvement in government-determined agendas driven by the attainment of measurable targets. To engage with these new, more specific funding streams, significant numbers of 'youth workers' have abandoned the philosophical position of youth work to become, for example, school assistants 'cooling out' disruptive pupils or a form of Education Welfare Officer collecting young people from home and delivering them to school.

Secondly there is pressure from within the Youth Service to change its identity to more adequately meet the requirements of government. Howard Williamson (Vice Chair Wales Youth Agency) recently suggested the abandonment of the voluntary relationship between youth worker and young people. Doug Nicholls (CYWU) claims that the Youth Service needs to be more pragmatic in dealing with the requirements being placed on it by government and Tom Wylie (Chief Executive National Youth Agency) brands those defending the traditional Youth Service position as Utopians.

These issues need to be addressed with some

haste. The first through appropriate training and by the development of a full-time qualified Youth Service with all workers being trained to JNC Level 2 National qualification. The second through a collective resistance to those who want the Youth Service to abandon its unique identity in favour of a position more closely aligned to the economic and social agenda of a particular political party. We should all remember in that debate that the next elected government of the UK may want to take us even further down the road in controlling and measuring young people.

Extending Entitlement is still a new document; the role of the Youth Service is still evolving within it. It is a document that has the support of the Youth Service, which is committed to its delivery in a way that recognises the specific role it is capable of making. Within this positive environment we should however recognise some frailties. The Youth Service will no longer be inspected by ESTYN but as part of the wider 'Youth Support Services'. The New Burdens money allocated from the Welsh Assembly Government to regenerate the Youth Service ends in March 2004 with no indication yet of

its continuance. The same position applies to the Staff College. This provides some challenges for us and for the Welsh Assembly Government as it enters its second 4-year term of office. Can we obtain an unambiguous interpretation of what our statutory base means in practice? Can we use this to ensure the development of a National Youth Service delivered locally to the same standard with the same resources in every locality quality controlled by an independent ESTYN inspection? Can the New Burdens money be secured and increased. We should not forget that when asked to 'dream the dream' the New Burdens Working Party arrived at a figure in excess of £100 million pounds as being necessary to ensure a vibrant service. Will the resources be secured to build on the positive impact the Staff College has had on youth work training in Wales? Will the recommendations made in Extending Entitlement for an enhanced role for the Wales Youth Agency be realised? These are new challenges for all of us but their attainment will be built on a significantly stronger position than the one facing the Youth Service in 1999.



mae gormod ohonynt naill ai heb gael cyfle i ystyried athrawiaeth y Gwasanaeth Ieuenctid drwy dderbyn hyfforddiant proffesiynol na chyflwyniad i bwrpas a gwerthoedd gwaith ieuenctid drwy Hyfforddiant Sefydlu priodol. Rhaid inni fynd i'r afael â'r mater hwn ar fyrder. Os na wnawn, bydd hunaniaeth y Gwasanaeth Ieuenctid (fel y'i disgrifir yn ei bwrpas a'i werthoedd) yn dirywio wrth iddo gael ei dynnu tuag at waith gyda phobl ifanc sydd heb fod yn waith ieuenctid o gwbl. Yn rhy aml mae rhannau o'r Gwasanaeth Ieuenctid yn cael eu hudo gan y syniad o sicrwydd iddynt eu hunain i chwarae mwy o ran mewn agenda a bennwyd gan y llywodraeth gyda thargedau mesuradwy. Er mwyn derbyn cyllid o'r ffynonellau hyn â mae nifer mawr o 'weithwyr ieuenctid' wedi cefnu ar athrawiaeth gwaith ieuenctid er mwyn bod, er enghraifft, yn gynorthwyyr gyda phlant afreolus mewn ysgolion neu'n fath o swyddogion lles addysg yn casglu disgyblion o'u cartrefi i'w cludo i'r ysgol.

Yn yr ail le, mae pwysau o'r tu mewn i'r Gwasanaeth Ieuenctid i newid ei hunaniaeth er mwyn ateb gofynion y llywodraeth yn well. Awgrymodd Howard Williamson (Is-gadeirydd Cyngor Ieuenctid Cymru) yn ddiweddar roi'r gorau i'r berthynas wirfoddol rhwng gweithwyr ieuenctid a phobl ifanc. Deil Doug Nicholls (CYWU) fod angen i'r Gwasanaeth Ieuenctid fod yn fwy pragmataidd wrth ymateb i'r gofynion a osodir arno gan y llywodraeth ac mae Tom Wylie (Prif Weithredwr y Cyngor Ieuenctid Cenedlaethol) yn dweud bod y rhai sy'n amddiffyn y Gwasanaeth Ieuenctid traddodiadol yn Iwtopaidd.

Rhaid mynd i'r afael â'r pethau hyn ar fyrder. Dylid ymdrin â'r cyntaf drwy hyfforddiant priodol a thrwy ddatblygu Gwasanaeth Ieuenctid amser llawn a chymwysedig lle mae gweithwyr wedi'u hyfforddi hyd gymhwyster JNC Lefel 2. Dylid ymdrin â'r ail drwy wrthsefyll rhai sydd am i'r Gwasanaeth Ieuenctid ildio'i hunaniaeth

unigryw er mwyn dilyn agenda economaidd a chymdeithasol plaidd wleidyddol neilltuoel. Dylem gofio yn y ddatl hon y bydd y llywodraeth nesaf i gael ei hethol efallai am fynd â ni ymhellach fyth o ran rheoli a mesur pobl ifanc.

Dogfen newydd yw Ymestyn Hawliau o hyd; mae rôl y Gwasanaeth Ieuenctid yn dal i esblygu o ganlyniad iddi. Dogfen yw hi sy'n derbyn cefnogaeth y Gwasanaeth Ieuenctid, sydd wedi ymrwymo i'w gweithredu mewn ffordd sy'n cydnabod y rôl benodol a all fod ganddi. Yn yr hinsawdd bositif hon, er hynny, dylem gydnabod bod mannau gwan. Ni fydd y Gwasanaeth Ieuenctid yn cael ei arolygu gan ESTYN bellach ond fel rhan o'r 'Gwasanaethau Cynorthwyo Ieuenctid' ehangach. Daw'r arian Beichiau Newydd a ddyfarnwyd gan Lywodraeth Cynulliad Cymru i adfywio'r Gwasanaeth Ieuenctid, i ben ym Mawrth 2004 ac nid oes argoel eto y bydd yn parhau. Mae'r un peth yn wir am y Coleg Staff. Dyma her i ni ac i Lywodraeth Cynulliad Cymru wrth iddi gychwyn ar ei hail dymor o bedair blynedd wrth y llyw. Oes modd cael dehongliad diamwys o ystyr sylfaen statudol yn ymarferol? A ellir defnyddio'r sylfaen honno i sicrhau datblygu Gwasanaeth Ieuenctid Cenedlaethol sy'n cael ei ddarparu'n lleol gyda'r un safonau a'r un adnoddau ym mhob ardal, gyda rheolaeth dros ei ansawdd drwy arolygu annibynnol gan ESTYN? A ellir sicrhau ac estyn yr arian Beichiau Newydd? Rhaid cofio mai er mwyn gwireddu breuddwyd y penderfynodd Gweithgor Beichiau Newydd ar ffigur o ragor na £100 miliwn i ddarparu gwasanaeth bywiog. A fydd yr adnoddau ar gael i ategu effaith bositif y Coleg Staff ar hyfforddiant gwaith ieuenctid yng Nghymru? A fydd yr argymhellion yn Ymestyn Hawliau ar gyfer rôl ehangach i Gyngor Ieuenctid Cymru yn cael eu gwireddu? Dyma'r her i bob un ohonom. Byddwn wynebu'r her honno ar dir sicrach nag oedd dan draed y Gwasanaeth Ieuenctid yn 1999.

# “It’s the only place in Wrexham where I found what I needed!”



**Ann Humphreys and Martine Vout describe the successful development of a specialist sexual health clinic within the Wrexham town centre Infoshop.**

## Background

It has long been recognised that young people’s needs for information and advice and their advice-seeking behaviour may not conform to established patterns and young people remain an enigma to the mainstream info and advice sector.

This was addressed in the nineties with the development of Information Shops for Young People across the UK, initially supported by a small amount of central government funding and the National Youth Agency.

The network of Information Shops that was envisaged in every town never materialised, and although there are many successful ‘info shops’ there has been little central support for such a network. Info/advice provision for young people was patchy and solely dependent on committed info/advice advocates.

Luckily, in Wales, young people are now ‘entitled’ to such services and with the support of the Welsh Assembly and Canllaw-Online we are seeing the development of info/advice services at all different levels along with more opportunities for partnership working.

## Developing the Wrexham Infoshop

During 2001-2002 the Wrexham Health Alliance made a grant to the Youth Service to contribute towards the refurbishment of a shop in the town centre. The grant was supported by funds from the Children and Youth Partnership and Youth Service core budget to provide, in addition to general information services, a specialist young people’s sexual health service.

The Local Health Group grant-aided the Youth Service a total of £40,000 for a two year

programme to fund a family planning doctor, two nurses plus products, for three sessions per week. The young people’s clinic opened in October 2002.

Prior to the launch of this service joint training took place for information workers and health service staff to ensure consistency of approach and out of hours accessibility for pregnancy testing, condoms and sexual health education.

It has been clear that the more ‘traditional’ approaches to sexual health have often alienated young people and evidence suggests that many young people lack the information they need to make informed choices about their sexual health. The service is young person-centred and youth workers have a full role in running the clinic sessions. This has considerably demedicalised the service, encouraging accessibility, which is crucial

# “Dyma’r unig le yn Wreccsam lle rydw i wedi cael yr union beth!”



**Ann Humphreys a Martine Vout yn disgrifio datblygu clinig iechyd rhywiol arbenigol fel rhan o’r Siop Wybodaeth yng nghanol tref Wreccsam.**

## Cefndir

Mae’n hysbys ers amser nad yw anghenion pobl ifanc am wybodaeth a chyngor a’u dulliau o geisio cyngor bob amser yn cydymffurfio â’r patrymau arferol a bod pobl ifanc yn dal yn ddigwylwch i’r sector gwybodaeth a chyngor yn y brif ffrwd.

Ceisiwyd datrys hyn yn y naw degau drwy ddatblygu Siopau Gwybodaeth i Bobl Ifanc ar draws y DU, gyda rhywfaint o arian gan lywodraeth ganolog a’r Cyngor Ieuenctid Cenedlaethol i gychwyn.

Ni ddaeth y gadwyn arfaethedig o Siopau Gwybodaeth ym mhob tref erioed yn realiti, ac er bod yna bob math o ‘siopau gwybodaeth’ nid oes fawr o gefnogaeth ganolog i rwydwaith fel y cyfryw. Roedd y wybodaeth a’r cyngor oedd ar gael i bobl ifanc yn anghyson ac yn dibynnu’n gyfan gwbl ar eiriolwyr ymroddedig.

Yn ffodus, mae gan bobl ifanc ‘hawliau’ i wasanaethau o’r fath yng Nghymru ac rydym yn cydweithio â’r Cynulliad a Chanllaw-Online i geisio datblygu gwasanaethau gwybodaeth a chyngor ar bob lefel ynghyd â chyfleoedd ychwanegol i weithio mewnartneriaethau.

## Datblygu Siop Wybodaeth Wreccsam

Yn ystod 2001-2002 dyfarnodd Cynghrair Iechyd

Wreccsam grant i’r Gwasanaeth Ieuenctid tuag at gostau agor siop yng nghanol y dref. Yn ogystal â’r grant cafwyd arian gan y bartneriaeth Plant ac Ieuenctid ac o gyllideb graidd y Gwasanaeth Ieuenctid i ddarparu gwasanaethau gwybodaeth cyffredinol a gwasanaeth iechyd rhywiol arbenigol i bobl ifanc.

Dyfarnodd y Grŵp Iechyd Lleol grant o £40,000 i’r Gwasanaeth Ieuenctid ar gyfer rhaglen am ddwy flynedd i dalu am feddyg cynllunio teuluoedd, dwy nyrs ac adnoddau, am dri sesiwn yfyrthnos. Agorodd y clinig i bobl ifanc yn Hydref 2002.

Cyn i’r gwasanaeth hwn gael ei lansio cynhaliwyd hyfforddiant ar y cyd i weithwyr gwybodaeth a staff y gwasanaeth iechyd er mwyn sicrhau dulliau gwaith cyson a chyfle i ddefnyddio profion beichiogi y tu allan i’r oriau gwaith, condomau ac addysg mewn iechyd rhywiol.

Mae’n amlwg fod y dulliau mwy ‘traddodiadol’ o ymdrin ag iechyd rhywiol wedi dieithrio pobl ifanc yn aml ac mae’r dystiolaeth yn awgrymu bod llawer o bobl ifanc heb y wybodaeth sydd ei hangen arnynt i wneud dewisiadau gwybodus am eu hiechyd rhywiol. Mae’r gwasanaeth wedi ei ganoli ar bobl ifanc ac mae gan weithwyr ieuenctid ran lawn i’w chwarae yn y sesiynau yn y clinig.

Mae hyn wedi cwtogi cryn lawer ar agweddau meddygol y gwasanaeth, gan ei wneud yn fwy hygyrch, sy’n hollbwysig yn y byd sydd ohoni, yn enwedig am fod cysylltiad amlwg rhwng iechyd rhywiol, tlodi a dieithrwrch cymdeithasol.

Mae’r siop a’r clinig rhyngddynt yn cynnig gwasanaethau hygyrch, anffurfiol a chyfrinachol i bobl ifanc 11 i 25 oed. Mae’r siop yn cynnig gwasanaeth agored i bobl sy’n galw heibio, heb systemau apwyntiadau ffurfiol. Mae ystafelloedd cwnsela ar gael rhag ofn bod pobl ifanc am siarad yn gyfrinachol. Mae gwybodaeth, cyngor a chymorth amhleidiol, cyfredol a phenodol i bobl ifanc ar gael yma am unrhyw fater a allai fod o bwys iddynt. Mae’r cynllun hamddenol a chroesawgar yn gwneud i bobl ifanc deimlo’n gyfforddus yn chwilita ac yn dod i adnabod y lle cyn holi aelod o staff.

Mae’r staff yn gwneud gwaith wyneb yn wyneb, yn cyfeirio pobl ifanc ymlaen i asiantaethau perthnasol neu’n eirioli ar eu rhan. Gallant nodi ystod o opsiynau a chanlyniadau posibl, ond yn y pen draw y bobl ifanc biau benderfynu.

## Ffeithiau am y Siop Wybodaeth

Ers i’r clinig agor, mae’r ymholiadau wedi treblu ac

in our current climate, particularly as there is a clear link between sexual health, poverty and social exclusion.

Both the shop and clinic provide accessible, informal and confidential services for young people aged 11 to 25. The shop is run as an open door drop in service, away from the formality of appointment systems. There are counselling rooms should young people need privacy. Here impartial, up to date, age specific info, advice and support is available on any issue that may concern a young person. The relaxed and welcoming layout encourages young people to feel comfortable in browsing and 'sussing' the place out before approaching a staff member.

The staff undertake face to face work, refer or signpost to relevant agencies or act as advocates on behalf of the young person. They may identify a range of options and possible outcomes, but decisions are ultimately left to the young person.

### Infoshop facts

Since the opening of the clinic, enquiries have trebled and the shop is on target for an annual enquiry rate in excess of 5,000. The clinic has had a quicker start than was envisaged with near 400 young people registered as regular users. The first six months of operation has seen 492 visits, 51% by girls/young women and 49% from boys/young men. These statistics are for clinic sessions only and are supplemented by a further 250 visits since January from young people, out of clinic times, for

sex education, condoms and pregnancy testing.

There are a number of features and lessons emerging that are worth noting.

■ The number of boys/young men accessing the service is more than was anticipated. Many enquiries are from boys wanting to talk through issues and concerns around sex in a very open way

■ many requests for emergency contraception are linked to excessive alcohol consumption

■ whilst young people are happy to access town centre provision for contraceptive and safe sex advice and products, there is a reluctance for many to take up referrals to G.U.M. clinics for S.T.I. testing. (There are plans for chlamydia screening in the near future)

■ Young people are unanimous in their approval of the service and its setting in the INFO Shop, saying:

- "It's a brill shop and you get the information you need"
- "Great advice, I felt more confident about my questions after, it was good to speak to someone who'd been in our position"
- "It's the only place in Wrexham where I found what I needed"

### Conclusion

The ethos of our service is one of trust, mutual respect, confidentiality and control as we believe this to be a prerequisite to carrying out effective work with young people. We believe that such an approach provides young people with the opportunity to not only make informed choices,

but also creates opportunities for personal development and help with the often difficult and complex transition to adulthood. By giving young people a range of options, they in turn feel more confident and in control of their situation, and better able to make decisions about courses of action to take. This kind of provision, in addition to enabling young people to change or cope with practical or personal issues, attempts to tackle the growing problem of social exclusion which so many face.

For more information on the Wrexham Infoshop please contact Ann Humphreys or Martine Vout on 01978 358900

Canllaw-Online can be contacted on 029 20 887868 [www.canllaw-online.com](http://www.canllaw-online.com)



mae'r siop yn disgwyl derbyn dros 5,000 o ymholiadau'r flwyddyn. Mae'r clinig wedi datblygu'n gynt na'r disgwyl ac mae bron i 400 o bobl ifanc wedi cofrestru yno fel defnyddwyr. Yn ystod ei chwe mis cyntaf mae 492 o ymweliadau wedi bod, 51% gan ferched a menywod ifanc a 49% gan fechgyn a dynion ifanc. Ystadegau am y sesiynau yn y clinig eri hun yw'r rhain ac ar ben y rheini mae 250 o ymweliadau ychwanegol wedi bod ers mis Ionawr gan bobl ifanc, y tu allan i oriau'r clinig, i dderbyn addysg rywiol, condomau a phroffion beichiogi.

Mae nifer o nodweddion a gwersi'n dod i'r amlwg sy'n haeddu sylw.

■ mae nifer y gan bechgyn a dynion ifanc yn defnyddio'r gwasanaeth yn uwch na'r disgwyl. Mae llawer o ymholiadau'n dod gan fechgyn sydd am drafod pryderon am ryw mewn ffordd benagored iawn

■ mae sawl cais am atal cenhedlu brys yn gysylltiedig ag yfed gormod o alcohol

■ er bod pobl ifanc yn hapus yn defnyddio darpariaeth yng nghanol y dref i gael offer atal cenhedlu a chynghor ar ryw ddiogel, maent yn anfodlon cael eu cyfeirio i glinigau clefydau rhywiol. (Mae cynlluniau ar droed i sgrinio am chlamydia yn y dyfodol agos).

■ Mae'r bobl ifanc yn unfrydol o balis y gwasanaeth a'r Siop Wybodaeth:

- "Mae'n wych o siop ac rwy'ti'n cael y wybodaeth rwy'ti'n chwilio amdani"
- "Cynghor da. Roeddwn i'n teimlo'n fwy hyderus am bethau ar ôl ei gael, ac roedd yn dda cael siarad gyda rhywun oedd wedi bod yn yr un sefyllfa"
- "Dyma'r unig le yn Wrexham lle rydw i wedi cael yr union beth"

### Casgliad

Ysbryd y gwasanaeth yw ymddiriedolaeth, parch pawb at ei gilydd, cyfrinachedd a rheolaeth. Rydym yn credu fod hyn yn gwbl ofynnol wrth wneud gwaith effeithiol gyda phobl ifanc.

Rydym yn credu fod dull felly yn rhoi cyfle i bobl ifanc wneud dewisiadau ar sail gwybodaeth ac yn creu cyfleoedd iddynt ddatblygu fel pobl a chymryd y camau anodd hynny tuag at ddod yn oedolion. Drwy gynnig amrywiaeth o opsiynau i bobl ifanc, rydych yn gwneud iddynt deimlo'n fwy hyderus am eu sefyllfa, ac mewn lle gwel i wneud penderfyniadau am eu dyfodol. Yn ogystal â galluogi pobl ifanc i newid neu ymdopi â phroblemau personol, mae'r ddarpariaeth hon yn ceisio mynd i'r afael â'r dieithrwch cymdeithasol cynyddol sy'n wynebu cynifer ohonynt.

**I wybod rhagor am Siop Wybodaeth Wrecsam cysylltwch ag Ann Humphreys neu Martine Vout ar 01978 358900**

**Gellir cysylltu â Chanllaw-Online ar 029 20 887868 [www.canllaw-online.com](http://www.canllaw-online.com)**



# Opportunities for international youth work

Word on international youth work within Wales is spreading. In addition to the current Youth For Europe programmes, which include Youth Exchanges and all the opportunities listed, this year the Wales Youth Agency and the Connect Cymru Committee have a very ambitious training plan. This will be advertised fully in the next issue of Pigion, and will include a course aimed at supporting young people and part time workers to undertake youth exchanges. An International module for trainee youth workers is also planned, along with structures to support work with some of the pre-accession countries. There will also be some one-day training opportunities and a celebration of European Youth Work in Wales. The Personal Records of Achievement (PRA) for International Work are already established and will be launched in Wales with the delivery of two training days.

If you would like to keep in touch with international developments, opportunities and meet new partners, E-mail the term 'international opportunities' to [katie.antippas@wya.org.uk](mailto:katie.antippas@wya.org.uk) - Nathan Evans, a part time youth worker from Cardiff Black Network did, and found himself on a Project Management Training Course in Egypt! This is his report.

## Cyfleoedd i Waith Ieuenctid Rhyngwladol

Mae gwaith ar waith ieuenctid rhyngwladol yng Nghymru yn lledu. Yn ogystal â'r rhaglenni cyfredol Ieuenctid Dros Ewrop, sy'n cynnwys Prosiectau Cyfnewid Ieuenctid a'r holl gyfleoedd cysylltiedig, mae Cyngor Ieuenctid Cymru a Phwyllgor Cyswllt Cymru yn lansio cynllun hyfforddi uchelgeisiol iawn eleni. Bydd hwn yn cael ei hysbysebu'n llawn yn y rhifyn nesaf o Pigion, a bydd yn cynnwys cwrs i gefnogi pobl ifanc a gweithwyr rhan-amser i gymryd rhan mewn prosiectau cyfnewid ieuenctid. Bwriedir cynnig modiwl rhyngwladol i weithwyr ieuenctid dan hyfforddiant hefyd ynghyd â'r strwythurau i gynorthwyo gwaith gyda rhai o'r gwledydd sydd ar fin cael eu derbyn i'r UE. Bydd cyfleoedd hefyd i gymryd rhan mewn cyrsiau hyfforddi undydd a dathliadau Gwaith Ieuenctid Ewropeaidd yng Nghymru. Sefydlwyd y Cofnodion Cyrhaeddiant Personol (PRA) ar gyfer Gwaith Ieuenctid Rhyngwladol yn barod a byddant yn cael eu lansio yng Nghymru drwy gyfrwng dau ddiwrnod hyfforddi.

Os hoffech gadw mewn cysylltiad â datblygiadau a chyfleoedd rhyngwladol a chysylltu â phartneriaid newydd, anfonwch y geiriau 'cyfleoedd rhyngwladol' at [katie.antippas@wya.org.uk](mailto:katie.antippas@wya.org.uk). Dyna a wnaeth Nathan Evans, gweithiwr ieuenctid rhan-amser o Rwydwaith Pobl Ddu Caerdydd, a'i gael ei hun ar Gwrs Hyfforddi mewn Rheoli prosiectau yn yr Aifft! Dyna'i adroddiad.

### Opportunities...

#### Action 1 - Youth For Europe

Supports short-term group exchanges of young people aged 15 to 25

- Advanced Planning Visits
- Youth Exchanges - Sending and Hosting

#### Action 2 - European Voluntary Service

Supports voluntary service for individuals aged 18 to 25.

#### Action 3 - Youth Initiatives

Assists initiatives that are led by young people themselves.

- Group Initiatives
- Future Capital

#### Action 5 - Support measures

A package of possibilities for support measures to develop new YOUTH projects and to improve their quality.

- Practical training experience
- Feasibility visits
- Contact making seminars
- Study visits
- Seminars
- Training Courses
- Youth Information
- Transnational partnerships and networks

### Cyfleoedd...

#### Gweithredu 1 - Ieuenctid Dros Ewrop

Yn cynorthwyo gyda phrosiectau cyfnewid byrdymor i grwpiau o bobl ifanc 15 i 25 oed

- Ymweliadau Cynllunio Ymlaen Llaw
- Prosiectau Cyfnewid Ieuenctid - Anfon a Derbyn

#### Gweithredu 2 - Y Gwasanaeth Gwirfoddol Ewropeaidd

Yn cynorthwyo gyda gwasanaeth gwirfoddol i unigolion 18 i 25 oed.

#### Gweithredu 3 - Mentrau Ieuenctid

Yn cynorthwyo gyda mentrau sydd dan arweiniad pobl ifanc eu hunain.

- Mentrau Grwpiau
- Cyfalaf y Dyfodol

#### Gweithredu 5 - Mesurau cymorth

Pecyn o fesurau cymorth posibl i ddatblygu prosiectau ieuenctid NEWYDD ac i wella eu hansawdd.

- Hyfforddiant ymarferol
- Ymweliadau dichonoldeb
- Seminarau i feithrin cysylltiadau
- Ymweliadau astudio
- Seminarau
- Cyrsiau Hyfforddi
- Gwybodaeth Ieuenctid
- Partneriaethau a rhydwethiaith rhwng gwledydd

This course took place in Alexandria, Egypt in February 2003 with representatives from Sweden, Egypt, Jordan, Denmark, Turkey and UK. The four UK participants were from Birmingham, London, Reading and Cardiff

I was selected to represent the UK/Wales as part of the British Council's delegation, to learn and develop skills in facilitating and planning youth exchanges within the Euro-Med youth programme.

The first day we had a relaxed session getting to know the other participants and exhibiting our projects/organisations. That evening we had a presentation by the Youth Employment Summit (YES) members in Egypt. We looked at the issues surrounding the 10,000,000 young people who are currently unemployed in the world, a very interesting start to the training.

As the week rolled out we spent time in outdoor challenges, encouraging teamwork, problem solving and leadership. One example that really stood out for me concerned religious and cultural difference. We were in mixed gender groups of 8-10 and our task was to make our way through the spider's web of ropes tied between two trees. The holes were

Cynhaliwyd y cwrs hwn yn Alexandria, yn yr Aifft ym mis Chwefror 2003 gyda chynrychiolwyr o Sweden, yr Aifft, Iorddonen, Denmarc, Twrci a'r DU. Daeth y pedwar cynrychiolydd o'r DU o Birmingham, Llundain, Reading a Chaerdydd

Fe'm dewiswyd i gynrychioli'r DU/Cymru fel rhan o ddirprwyath y Cyngor Prydeinig, er mwyn dysgu a datblygu sgiliau hwyluso a threfnu prosiectau cyfnewid ieuenctid fel rhan o'r rhaglen ieuenctid Euro-Med.

Fe gawson ni sesiwn hamddenol ar y diwrnod cyntaf, yn dod i adnabod ein gilydd ac yn arddangos ein prosiectau a'n mudiadau. Y noson honno, fe gawson ni gyflwyniad gan aelodau'r Prosiect Cyflogi Ieuenctid yn yr Aifft. Fe gawson ni ryw syniad am y problemau sy'n wynebu'r 10,000,000 o bobl ifanc drwy'r byd sy'n ddi-waith ar hyn o bryd. Dechrau diddorol ar yr hyfforddiant.

Wrth i'r wythnos fynd yn ei blaen fe fuon ni'n cymryd rhan mewn tasgau dan do, yn dysgu gwaith tîm, datrys problemau ac arweiniad. Un enghraifft amlwg iawn i mi oedd gwahaniaethau diwylliannol a chrefyddol. Roedden ni'n gweithio mewn grwpiau cymysg ran rhyw o 8-10 o bobl a'n tasg oedd ymlwybro drwy we o raffau a glymwyd rhwng dwy goeden. Roedd y bylchau'n amrywio o ran maint a siâp ac roedd yn rhaid i bawb gyrraedd yr ochr

## Project management training in Egypt

### Project Management Training Course and Contact Meeting for Youth Workers - a report from Nathan Evans, Youth Development Worker with Cardiff Black Youth Network.

various shapes and sizes and we had to get everybody to the other side without touching the web or using a hole twice. We planned in terms of size, weight, height and strength and had half the group over when we came to a dilemma. We had a Muslim sister in our group and Culturally/Religiously there were issues around women being touched by men who were not family or her husband. We were running out of time so the group, through discussion, found out it would be acceptable for females to have this kind of contact. We approached another group in their task, explained the situation and negotiated the exchange of Male for Female participants for this part of our task and just managed to get every body over in time.

Despite cultural and religious differences, we found through discussion and sharing knowledge that where there's a will there is always a way.

The participants gelled well together and we did a lot of workshops around leadership, fundraising, marketing, project management, quality projects, monitoring and evaluation and risk assessment.

We spent one day doing a "Mission Impossible" simulation activity. We split into national groups and had to plan a multilateral youth exchange from start to finish in 8 hours. We started by identifying partner countries and established feasibility studies, but we had to feed into the 'information centre' which was run by the staff, who kept throwing spanners into the works. Difficulties booking flights, computers crashing and ideas and themes changing, it was by far the most difficult 8 hours ever. As an outcome 4 of us had our applications funded.

The highlight of the course was travelling to Cairo as part of a real life risk assessment. Cairo is home to some 20 Million people and it is congested, we

travelled four hours on a bus that had no seatbelts, which leaked rain and was basically condemned by EU standards. So in terms of risk assessment you can never be totally prepared, you can only assess each situation and work to minimise risks and have staff and young people who are informed.

My time spent in Egypt was fruitful. We have set up a potential feasibility visit to Jordan with Sweden, Egypt and the UK for March 2004 with the theme Identity and Citizenship in the 21st Century. In all, a wonderful experience, so much learned and to be practised in the future.



Nathan Evans



Egyptian hospitality/Lletygarwch Eifftaidd

## Hyfforddiant Prosiect Rheoli yn ar Aifft

### Cwrs Hyfforddi mewn Rheoli Prosiectau a Chyfarfod Cyswllt i Weithwyr Ieuenctid - adroddiad gan Nathan Evans, Gweithiwr Datblygu Ieuenctid gyda Rhwydwaith Ieuenctid Du Caerdydd

draw heb gyffwrdd y we na defnyddio'r un bwlch fwy nag unwaith. Roedden ni wedi dilyn cynllun o ran maint, pwysau, taldra a chryfder ac roedd hanner y grwp wedi croesi pan gawson ni broblem.

Roedd gennym ni chwarae o Foslem yn ein grwp ac roedd problemau diwylliannol/crefyddol ynglŷn â dynion oedd heb fod yn rhan o'r teulu yn ei chyffwrdd. Roedd amser yn brin felly yn

y diwedd fe gafodd y grwp drafodaeth a chael ei bod yn dderbyniol i fenywod gael y math yma o gyswllt. Fe aethon ni at grwp arall wrth eu tasg, egluro'r sefyllfa a negodi cyfnewid aelodau benyw am rai gwryw, a llwyddo - o drwch blewyn - i gael pawb drwodd mewn pryd.

Er gwaetha'r gwahaniaethau diwylliannol a chrefyddol, fe gawson ni drwy drafod y peth a rhannu gwybodaeth, fod modd lle bo ewyllys.

Fe dynnodd y cynadleddwyr ymlaen yn dda iawn a gwneud llawer o weithdai ar themâu arweiniad, codi arian, marchnata, rheoli prosiectau, monitro a gwerthuso ac asesu risg.

Fe dreulion ni un diwrnod yn gwneud gweithgaredd efelychu "Mission Impossible". Fe aeth pawb i grwpiau cenedlaethol ac roedd yn rhaid inni drefnu prosiect cyfnewid ieuenctid amlochrog o'r dechrau i'r diwedd mewn 8 awr. Fe gychwynnon ni drwy adnabod gwledydd partner a chynnal astudiaethau dichonoldeb, ond roedd yn rhaid inni roi gwybod i 'ganolfan wybodaeth' hefyd dan ofal y staff, a oedd yn ceisio drysu pethau i ni: anawsterau yn trefnu teithiau hedfan, problemau cyfrifiadurol a newidiadau i themâu ac amserau. Dyma'r 8 awr fwyaf anodd erioed. O ganlyniad, fe gafodd pedwar ohonon ni gyllid i'n prosiectau.

Uchafbwynt y cwrs oedd teithio i Cairo i gynnal asesiad risg go iawn. I gychwyn, mae Cairo yn gartref i ryw 20 miliwn o bobl ac mae yna dagfeydd ym mhobman. Fe fuon ni'n teithio am bedair awr ar fws heb wregysau diogelwch, yn gollwng glaw ac yn anffit yn ôl safonau Ewrop. Felly, o ran asesu risg, mae'n amhosibl bod yn gwbl barod byth; y cyfan y gallwch chi ei wneud ydy asesu pob sefyllfa a gwneud eich gorau i leihau risgiau drwy roi gwybod i staff a phobl ifanc.

Roedd fy nghyfnod yn yr Aifft yn ffrwythlon. Rydyn ni wedi sefydlu ymweliad dichonoldeb posibl â Iorddonen gyda Sweden, yr Aifft a'r DU erbyn Mawrth 2004 a thema Hunaniaeth a Dinasyddiaeth yn yr 21ain Ganrif. At ei gilydd, profiad gwyb, lle dysgais i lawer i'w roi ar waith yn y dyfodol.

# Supervision in Youth and Community Work

**Dave Massey, Youth and Community Work Lecturer, outlines the processes involved with supervision and describes its importance to both workers and organisations.**

## The Need for Supervision

'The ability of practitioners to plan, reflect, analyse manage and develop requires them to have a critical understanding of what they are doing and where it fits into the overall aims of their work.' Mculloch K. & Tett L. 1999.

'Most full time staff are well qualified, but do not have access to appropriate on-going staff development to improve their skills.'

'Many authorities continue to lack staff with non-contact time who can engage in the development of strategy, establish partnerships, manage quality and develop curriculum and other areas of work' Estyn 1999.

Given the messages implicit in these statements, and the context of change that has characterised recent and contemporary Youth Work practice, the changing emphasis on aspects of welfare provision, dictated by government policies and targeted funding, it is important that practitioners have a vehicle to reflect on the changes, and contradictions, that they are experiencing and the implications these have for their practice. Sarah Banks highlights 'The contradictory roles played by welfare state professionals in caring for, socialising, controlling, helping and educating the people with whom they work'. (Banks 1999). These contradictions, and the professional dilemmas they generate, are of increasing relevance to youth workers as they become more involved with policies associated with the government's strategies related to social exclusion, youth offending, education and training, as well as attempting to hold on to some of the core values of open access youth work. These contradictions are also being brought to the fore by the development of partnership working in programmes like the 'Schools and Youth Work Partnership'; 'Youth Access'; and 'Youth Offending Teams'. Youth Work is an essentially humanistic enterprise, client focused, needs led and aimed at empowerment, and yet 'Youth workers may sometimes find that their main goals seem to be veering towards containment, conversion or control' (Banks 1999).

Such contradictions as outlined above are not new to Youth Work, but in the current climate of change, and new policy directives, they assume considerable significance for many workers, and cause real personal and professional dilemmas which if left unresolved can only lead to a demoralised and less effective workforce.

There appear to be two issues emerging, one is related to professional values and ethics, and the other to the management of change. The former can only be addressed through professional dialogue that develops a process of on-going reflection and analysis, the latter may be helped by some reference to management theory and in particular the concept of 'The Learning Organisation' (Stewart J. 1996). Stewart argues that a key feature of a learning organisation is its ability to manage change; this is brought about by several core characteristics:

- An organisation populated by individuals who are both committed to, and have the ability to manage their own development.
- The existence of processes and methods which encourage and support mutual learning.

- Methods and processes which facilitate dissemination and sharing of learning more widely in the organisation.
- A culture and management style, which is supportive of experimentation, risk taking, involvement and independence on the part of employees at all levels. (Stewart J. 1996)

These features should rest comfortably with organisations that are committed to personal empowerment and lifelong learning, Youth and Community work, as suggested earlier, is essentially about empowerment, and personal development, this should apply as

*continued on page 18*



# Goruchwyllo mewn Gwaith Ieuenctid a Chymuned

**Dave Massey, Darlithydd mewn Gwaith Ieuenctid a Chymuned, yn amlinellu prosesau goruchwyllo gan ddisgrifio ei bwysigrwydd i weithwyr a mudiadau fel ei gilydd.**

## Yr Angen am Oruchwyllo

'Mae gallu ymarferwyr i gynllunio, myfrio, dadansoddi, rheoli a datblygu'n gofyn iddynt fod â dealltwriaeth feirniadol o'r hyn maent yn ei wneud a'i le o fewn nodau cyffredinol eu gwaith.' Mculloch K. & Tett L. 1999.

'Mae gan y rhan fwyaf o staff amser llawn cymwysterau da, ond ni allant ddefnyddio adnoddau datblygu priodol i wella eu sgiliau.'

'Mae llawer o awdurdodau'n dal heb staff gydag oriau heb fod yn oriau cyswllt a all gyfrannu tuag at ddatblygu strategaeth, sefydlu partneriaethau, rheoli ansawdd a datblygu cwrwclwm a meysydd gwaith eraill.' Estyn 1999.

O ystyried y negeseuon ymhlyg yn y gosodiadau hyn, a'r newidiadau sydd wedi nodweddu ymarfer gwaith ieuenctid yn awr ac yn y gorffennol agos, y pwyslais newydd ar agweddau ar ddarparu lles a fynnir oherwydd polisïau'r llywodraeth a thargedu cyllid, mae'n bwysig i ymarferwyr feddu ar gyfrwng i fyfrio am y newidiadau, a'r anghysonderau, hyn sy'n eu hwynebu ac ar oblygiadau'r rhain o safbwynt eu hymarfer. Mae Sarah Banks yn tynnu sylw at 'Y rholiau anghyson sydd gan weithwyr proffesiynol yn y wladwriaeth les wrth ofalu am y bobl maent yn gweithio iddynt, eu cymharu â chymdeithas, eu rheoli, eu helpu a'u haddysgu'. (Banks 1999). Mae'r anghysonderau hyn, a'r anawsterau proffesiynol sy'n deillio ohonynt, yn fwyfwy perthnasol i weithwyr ieuenctid wrth iddynt ymwneud i raddau mwyfwy â pholisïau sy'n gysylltiedig â strategaethau'r llywodraeth mewn perthynas â dieithrwch, troseddau ieuenctid, addysg a hyfforddiant, yn ogystal â cheisio dal gafael ar rai o werthoedd craidd gwaith ieuenctid gyda mynediad agored. Mae'r anghysonderau hyn yn dod i'r amlwg hefyd drwy ddatblygu gweithio mewn partneriaeth mewn rhaglenni megis y 'Bartneriaeth Gwaith Ieuenctid ac Ysgolion', 'Mynediad Ieuenctid' a 'Thimau Troseddau Ieuenctid'. Gwaith hanfodol dyngarol yw gwaith ieuenctid, gyda'r ffocws ar y cleient, gan ymateb i anghenion ac yn ceisio grymuso. Eto i gyd, 'Gall gweithwyr ieuenctid deimlo weithiau mai eu prif nod yw cadw, troi neu reoli pobl ifanc.' (Banks 1999).

Nid yw'r anghysonderau uchod yn bethau newydd mewn gwaith ieuenctid, ond yn yr hinsawdd o newid sydd ohoni, lle mae polisïau newydd o hyd, maent yn arwyddocaol iawn i lawer o weithwyr, ac yn arwain at broblemau personol a phroffesiynol gwirioneddol a all ddigalonni'r gweithlu a'i wneud yn llai effeithiol os na fydd ymdrech i'w datrys.

Ymddengys fod dau brif beth yn dod i'r golwg.

Mae'r naill yn ymwneud â gwerthoedd a moeseg broffesiynol, ac mae a wnelo'r llall â rheoli newid. Ni ellir gwneud y cyntaf ond drwy ddialog proffesiynol sy'n esgor ar broses o fyfrio a dadansoddi parhaus. Gellir gwneud yr ail drwy gyfeirio at theori rheoli, ac yn enwedig at gysyniad 'The Learning Organisation' (Stewart J. 1996). Dadl Stewart yw mai un o briodoleddau sefydliad sy'n dysgu yw ei allu i reoli newid. Gwneir hyn drwy roi sylw i'r nodweddion yma:

- Sefydliad gyda phobl sydd wedi ymrwymo i'w datblygu eu hunain ac sydd â'r gallu i reoli hynny.
- Prosesau a dulliau sydd o gymorth i bobl ddysgu gan ei

gilydd.

- Dulliau a phrosesau sy'n ei gwneud yn haws lledaeni a rhannu gwybodaeth o fewn y sefydliad.
- Diwylliant a dull o reoli sy'n gefnogol i arbrofi, mentro, cyfranogi ac annibyniaeth gan weithwyr ar bob lefel. (Stewart J. 1996)

Dylai'r nodweddion hyn fod yn ail natur i sefydliadau sydd wedi ymrwymo i rymuso unigolion ac i ddysgu hyd oes. Fel y dywedwyd, hanfod gwaith Ieuenctid a Chymuned yw grymuso a datblygiad personol. Dylai hyn fod yr un mor wir am staff a chleientiaid. Rhaid cael arfer cyfatebol rhwng y ddau grwp os yw ei werthoedd proffesiynol i fod yn gyson.

Os felly, byddai hon yn adeg briodol i aildatgan pa mor bwysig, a chanolog, yw'r broses o oruchwyllo. Yn benodol, fel ffordd i weithwyr proffesiynol fyfrio am eu harfer a'i werthuso; fel rhan o'u datblygiad proffesiynol parhaus, ac er mwyn datblygu diwylliant o fewn y sefydliad sy'n adlewyrchu'r egwyddorion uchod.

## Natur Goruchwyllo

I rai sy'n gweithio gyda phrosesau datblygiad personol a phroffesiynol, nid yw goruchwyllo'n cyfeirio at reoli na gwirio bod gwaith wedi cael ei wneud neu beidio. Mae elfennau cyffredin mewn goruchwyllo a mentora a chwnsela sy'n canolbwyntio ar anghenion, problemau a datblygiad unigolion, yn ogystal ag elfennau o arfarnu perfformiad megis pennu roliau a gosod nodau drwy ddeialog. Pwrpas sylfaenol goruchwyllo yw meithrin datblygiad proffesiynol drwy alluogi a grymuso pobl sy'n cael eu goruchwyllo i fod yn hunanddibynnol, drwy eu hannog a rhoi cymorth iddynt fynegi'r pethau sy'n achosi pryder iddynt, gan adnabod dulliau a strategaethau i'w datrys. Mae hyn yn rhagdybio dull sy'n gwbl gyson ag athrawiaeth ac arfer Gwaith Ieuenctid a Chymuned ac oherwydd hynny dylai fod yn rhan annatod o'n hymarfer proffesiynol rheolaidd.

Yn yr un modd, o safbwynt y sefydliad, bydd datblygu proffesiynol gweithwyr unigol yn arwain at ddatblygu gwasanaeth deinamig a pharod i ymateb lle bydd gweithwyr yn cael eu cymell gan nodau ac amcanion y gwasanaeth ac wedi ymrwymo iddynt.

Yn draddodiadol, tybid bod goruchwyllo yn cyflawni tair swyddogaeth greiddiol, a elwir normadol, ffurfiannol ac adferol:

- Mae'r swyddogaeth normadol yn ymwneud â materion perfformiad proffesiynol ac yn enwedig â disgwyliadau mewn perthynas â safonau a moeseg.
- Mae'r swyddogaeth ffurfiannol yn ymwneud â datblygu gweithwyr o ran sgiliau, gwybodaeth a dealltwriaeth.
- Mae'r swyddogaeth adferol yn ymwneud ag anghenion mwy personol gweithwyr a gall olygu creu cyfleoedd i weithwyr leisio pryderon, i deimlo eu bod o werth ac i dderbyn arweiniad cadarnhaol.

Mewn trafodaeth yn ddiweddar gyda grwp o weithwyr ieuenctid a chymuned wrth eu gwaith am eu disgwyliadau wrth gael eu goruchwyllo, yr oedd yn ddiddorol sylwi bod yr

*parhad ar dudalen 19*

*continued from page 16*

equally to its staff, as well as its clientele. There needs to be a congruence of practice that applies equally to both groups if its professional values are to have any consistency. If this is the case, then now would be an apposite time to reassert the importance, and centrality, of the supervision process. Specifically as a means to enable professional workers to reflect on, and evaluate, their practice, as part of their ongoing professional development and to develop an organisational culture that reflects the principles stated above.

### The Nature of Supervision

For those involved in personal and professional development processes, supervision is not about management, or checking out of work, done or not done. Supervision has some common elements with mentoring or humanistic counselling approaches in that it is focussed on the supervisee's needs, problems and development, as well elements of, performance appraisal such as role clarification and goal setting through dialogue. Its fundamental purpose is to foster professional development by enabling and empowering the supervisee to become self-reliant, by encouraging and supporting him/her to articulate issues that are of concern, and to identify ways and strategies to resolve them. This implies an approach that is entirely consistent with the philosophy and practice of Youth and Community work and as such should be an integral part of our regular professional practice.

Equally, from an organisational perspective, the professional development of each worker will lead to the development of a dynamic and responsive service in which workers will be motivated by, and committed to, the aims and objectives of the service.

Traditionally supervision has been seen to fulfill three core functions, which have been described as normative, formative, and restorative:

- The normative function is concerned with issues of professional performance particularly concerned with expectations relating to standards and ethics.
- The formative function is related to the development of the worker in terms of skills, knowledge and understanding.
- The restorative function is concerned with the more personal needs of the worker and may involve creating opportunities for the worker to articulate concerns, to feel valued and receive positive guidance.

In a recent discussion with a group of practicing youth and community workers regarding their expectations of supervision, it was interesting to note that their identified needs as supervisees were remarkably similar to the needs they identified for young people in a mentoring relationship and included:

Support; Guidance; Constructive criticism; Empathic understanding; Challenge; A two way learning process; Reliable advice; Motivation; Help in developing personal action plans; Honesty and consistency; Reassurance; Opportunities to develop; And all of this to take place within the context of mutual trust and confidentiality.

Although most local authorities in Wales have staff development policies in place, which identify supervision as a key element in the process, anecdotal evidence gleaned from student groups, on a variety of in-service training courses, leads me to the view that in many cases the practice of supervision is 'ad hoc' rather than a systematic and planned process. Perhaps the time is now appropriate to review strategies for implementing effective

supervision processes and reassert its centrality to ensuring effective service delivery.

### Strategies for Supervision

If service deliverers accept the notion that Supervision is a key tool in the enhancement of provision, then it is clear that an investment of Financial, Human and Time resources is required. Staff with line management responsibilities cannot be expected to perform as effective supervisors if:

- They have not been adequately trained to do so.
- They do not have time available to prepare for, and deliver effective supervision.
- Their workers do not have time set aside to plan for and receive supervision.
- They are working in an organisation whose culture is not conducive to, or supportive of, change and improvement through the process of professional dialogue with its personnel.

Organisations need to develop a culture where supervision is seen as an integral part of service delivery, and recognised as a positive non threatening process where meaningful professional dialogue takes place, from which both parties in the process gain benefit.

Organisations should ensure that supervision is a systematic embedded process with clearly defined aims and objectives, leading to the development of personal action plans related to goals and standards for workers, and positive and flexible responses from organisations.

Training providers need to develop accredited programmes related to the philosophy underpinning supervision and appraisal, as well as the skills and techniques needed to be an effective supervisor.

Organisations should ensure that those with supervision responsibilities are not only able to access such training opportunities, but expected to do so as part of their own professional development.

### Supervision and professionalisation

It has been argued throughout this article that supervision is a key tool in developing a professional approach to Youth and Community work at both a personal and organisational level, and is a vehicle which focuses on both professional development and professional accountability. While recognising that, in the past, there has been considerable debate about the desirability of moves towards the professionalisation of the service, it is suggested that, in the present climate of change, partnership working, and accountability, the best way to maintain and promote the core values of Youth and Community work is to demonstrate our professional parity with those coterminous professions with whom we work, rather than being seen as a junior partner.

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Dave Massey - Former Senior Lecturer in Youth & Community Work at N.E.W.I. & Currently, part-time Lecturer at U.W.I.C. and The Staff College. Working as an independent trainer is also involved in the delivery of franchised courses from N.E.W.I. and U.W.C.N. Chair of 'Oasis' Youth Information & Guidance Project - Merthyr Tydfil.

►► the professional development of each worker will lead to the development of a dynamic and responsive service in which workers will be motivated by, and committed to, the aims and objectives of the service. ◀◀



bydd datblygu proffesiynol gweithwyr unigol yn arwain at ddatblygu gwasanaeth deinamig a pharod i ymateb lle bydd gweithwyr yn cael eu cymell gan nodau ac amcanion y gwasanaeth ac wedi ymrwymo iddynt.

#### parhad o dudalen 17

anghenion a nodwyd ganddynt fel rhai dan oruchwyliaeth yn drawiadol o debyg i anghenion a nodwyd ganddynt i bobl ifanc mewn perthynas mentora. Yn eu plith, caed:

Cymorth; Arweiniad; Beirniadaeth adeiladol; Dealltwriaeth gydymdeimladol; Her; Proses ddysgu ddwyffordd; Cyngor dibynadwy; Cymhelliad; Help i ddatblygu cynlluniau gweithredu personol; Gonestrwydd a chysondeb; Sicrwydd; Cyfleoedd i ddatblygu; A hyn i gyd yng nghyd-destun ymddiriedaeth a chyfrinachedd pawb at ei gilydd.

Er bod gan y rhan fwyaf o awdurdodau lleol yng Nghymru bolisiau datblygu staff sy'n nodi bod goruchwyllo'n elfen allweddol yn y broses, mae'r dystiolaeth anecdotaidd a gasglwyd gan grwpiau o fyfyrwyr, ar bob math o gyrisiau hyfforddiant mewn swydd, yn gwneud imi ddod i'r casgliad fod goruchwyllo'n aml iawn yn rhywbeth 'ad hoc' yn hytrach na bod yn broses systemataidd a chynlluniedig. Efallai ei bod yn bryd bellach i adolygu strategaethau ar gyfer gweithredu prosesau goruchwyllo effeithiol gan ddatgan eto ei fod yn ganolog o ran sicrhau gwasanaeth effeithiol.

#### Strategaethau Goruchwyllo

Os bydd darparwyr gwasanaethau'n

derbyn y syniad bod Goruchwyllo'n allweddol o ran gwella darpariaeth, mae'n glir bod angen buddsoddi mewn adnoddau Ariannol, Dynol ac Amser. Ni ellir disgwyl i staff sydd â chyfrifoldebau rheoli fod yn oruchwylwyr effeithiol hefyd os yw'r canlynol yn wir:

- Ni chawsant hyfforddiant digonol i wneud hynny.
- Nid ydynt wedi cael amser i baratoi ac i orchwyllo'n effeithiol.
- Nid oes gan eu gweithwyr mo'r amser i gynllunio ar gyfer cael eu goruchwyllo.
- Maent yn gweithio mewn sefydliad nad yw ei ddiwylliant yn agored i newid a gwella drwy ddeialog gyda'i bersonél.

Rhaid i sefydliadau ddatblygu diwylliant lle gwelir goruchwyllo fel rhan annatod o ddarparu gwasanaethau, a lle y'i cydnabyddir fel proses bositif sydd heb fod yn fygythiol sy'n cynnig cyfle i gynnal deialog y mae pawb yn elwa ohono.

Dylai sefydliadau sicrhau bod goruchwyllo'n broses systemataidd a hanfodol gyda nodau ac amcanion clir, sy'n arwain at ddatblygu cynlluniau gweithredu personol mewn perthynas â nodau a safonau i weithwyr, ac atebion cadarnhaol a hyblyg gan sefydliadau. Rhaid i ddarparwyr hyfforddiant

ddatblygu rhaglenni achrededig mewn perthynas â'r athroniaeth sy'n tanlinellu goruchwyllo ac arfarnu, yn ogystal â'r sgiliau a'r technegau angenrheidiol i fod yn oruchwyllydd effeithiol.

Dylai sefydliadau sicrhau bod rhai sydd â chyfrifoldebau am oruchwyllo nid yn unig yn cael manteisio ar gyfleoedd hyfforddi, ond bod disgwyl iddynt wneud hynny fel rhan o'u datblygiad proffesiynol eu hunain.

#### Oruchwyllo a phroffesiynoldeb

Y ddadl drwy gydol yr erthygl hon yw fod goruchwyllo'n allweddol o ran datblygu gwedd broffesiynol tuag at waith Ieuenctid a Chymuned ar lefel bersonol a sefydliadol, a'i fod yn gyfrwng sy'n canolbwyntio ar ddatblygiad proffesiynol ac atebolrwydd proffesiynol fel ei gilydd. Er fy mod yn cydnabod bod cryn ddadlau wedi bod yn y gorffennol ai peth dymunol oedd gwneud y gwasanaeth yn fwy proffesiynol, yn yr hinsawdd o newid sydd ohoni, gyda'i phwyslais ar weithio mewn partneriaeth ac atebolrwydd, awgrymwyd mai'r ffordd orau i gynnal ac i hybu gwerthoedd craidd gwaith Ieuenctid a Chymuned yw dangos ein bod ar yr un gwastad proffesiynol â'r galwedigaethau cyfatebol hynny yr ydym yn gweithio gyda hwy, yn hytrach na bod yn bartner israddol.

#### Llyfryddiaeth:

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Dave Massey - Cyn Uwch-ddarlithydd mewn Gwaith Ieuenctid a Chymuned yn AGDdC ac yn ddarlithydd rhan-amser ar hyn o bryd yn Athrofa Prifysgol Cymru Caerdydd a'r Coleg Staff. Yn gweithio fel hyfforddwr annibynnol mewn darparu gyrisiau rhyddfrint gan AGDdC a CpCC. Cadeirydd Prosiect Gwybodaeth ac Arweiniad Ieuenctid 'Oasis' - Merthyr Tudful.

# Participation? Consultation? ...where do we start?

**Clare Evans, describes the running of a participation project and looks at the skills and experience young people have gained from their involvement with Caerphilly Youth Forum.**

With the ever-increasing emphasis placed on the need to consult with young people on services and policies, and to encourage young people's participation in such decision-making processes, it is often quite a daunting thought knowing just where to start and how to achieve the goal of engaging with young people and sustaining their interest in this area.

For many young people and youth workers, it may seem that such participative and consultative work may fall short of the positive and attractive selling points that capture the interest and enthusiasm of a wide representation of young people. But this is not the case! Across Wales, there are countless examples of great participative work being done through Local Authority Youth Forums, and here in Caerphilly we have made huge progress in this area over the past few years.

The main aim of Caerphilly Youth Forum is to provide young people with opportunities to have a voice on issues that affect them and their communities, and to engage in activities that encourage citizenship and the development of personal and social skills.

This aim is achieved through encouraging young people to get involved with their nearest Area Youth Council, which in turn feeds into a borough-wide Youth Forum. The direction that each youth council takes is up to the young people themselves, this covers from how they're run, to what projects or activities they want to get involved in. Many opt for community projects, fundraising activities, some just want to chill out and socialise and take up the wider opportunities provided (e.g. training and planning residentials, forum conferences, consultation events etc). With the adequate, informed support of the youth workers, young people are able to make the decisions of what, when, where and how, and actually get the ideas and drive the projects, which in turn motivates them to become involved in on-going consultations and wider decision-making projects.

The skills, resources and support needed to get forums going or to launch participation projects, already exist within Youth Service Departments. Participation is not a new concept for the Youth Service, it's a tried and tested method and attitude within Youth Work, and it is the youth work methodology that has got the Caerphilly Youth Forum underway. A combination of having plenty of 'Fun' youth work activities (e.g. group work skills, motivational and entertaining games and activities etc), an attitude and belief of equality, respect and democracy, and knowledge of local decision-making processes, will provide the launch pad to get things going.

The Caerphilly Youth Service started holding Youth Forum conferences back in 1998, and since new funding became available in 2000, huge strides towards achieving young people's participation in community projects and local decision-making have been made. The Caerphilly Youth Forum started making contact with young people through existing youth clubs, projects, schools, and advertising, encouraging anybody and everybody to

attend an open Forum conference. From this, six Area Youth Councils were established, and over the past two years young people have had opportunities to engage in training, in leading and facilitating conferences, debates and workshops, community projects, national public speaking. They have won a 'Young Volunteers of the Year Award', ensured their mark has been left on a huge range of policies and services through consultations ... the list is endless.

On the personal side, many of the young people have grown with the Forum, and the outcomes for them have been truly valuable in terms of increasing confidence and self-esteem. Their involvement in projects that 'really listen to their ideas' and support them in taking those ideas forward provide many young people with a sense of self-worth, achievement and recognition, as well as practical skills in team-working, presentation skills and public speaking, formal and informal writing experiences, decision-making and negotiation skills, and an awareness of local and national democratic processes. The skills and experiences that young people have gained, and

recognise that they have gained, have been very positive and encouraging.

The future for Caerphilly Youth Forum is again focussed on growth and development, and making the forum more accessible and inclusive for all young people across the Caerphilly Borough. The project is aiming to develop a network of key workers from existing youth projects to link into Forum activities that will enable more young people to access and share the opportunities provided. Again, it's remembering that Youth Workers have the skills and contacts that we can share and tap into, not only in direct work with young people but in partnership working with colleagues already in the Youth Service.

Youth Workers and Youth Forums can make participation and consultation not only work, but they can make it fun and engaging, packed full of opportunities for young people to learn, develop and enjoy new experiences, and essentially grasp the true essence of listening to young people and ensuring their voices are heard!

Clare Evans, Caerphilly Youth Forum Co-ordinator, can be contacted on 01443 863292



Logos, designed by young people, of five of the youth council groups that feed into Caerphilly Youth Forum.

Logos pump o'r grwpiau cynghorau ieuenctid lleol sy'n cyfrannu at Fforwm Ieuenctid Caerffili, o waith pobl ifanc.



## Cyfranogi? Ymgynghori? ... ble i gychwyn?

**Clare Evans yn disgrifio rhedeg prosiect cyfranogi gan edrych ar y sgiliau a'r profiad a gafodd pobl ifanc drwy gymryd yn Fforwm Ieuenctid Caerffili.**

Gyda'r pwyslais cynyddol ar yr angen i ymgynghori â phobl ifanc am wasanaethau a pholisïau, gwaith anodd yn aml yw gwybod ble i gychwyn a sut i gyrraedd y nod o ymwneud â phobl ifanc a chynnal eu diddordeb yn y maes hwn.

I lawer o bobl ifanc a gweithwyr ieuenctid, mae'n ymddangos bod gwaith cyfranogi ac ymgynghori fel hwn yn brin o'r nodweddion sy'n ennyn diddordeb a brwdfrydedd ystod eang o bobl ifanc. Ond nid yw hynny'n wir! Ar draws Cymru ceir enghreifftiau dirifedi o waith cyfranogol gwych yn cael ei wneud drwy Fforymau Awdurdodau Lleol. Ac yma yng Nghaerffili rydym wedi gwneud cynnydd mawr yn y maes hwn yn ystod y blynyddoedd diwethaf.

Prif nod Fforwm Ieuenctid Caerffili yw rhoi cyfleoedd i bobl ifanc leisio barn am y materion sy'n effeithio arnynt ac ar eu cymunedau, a chymryd rhan yn y gweithgareddau hynny sy'n annog dinasysddiaeth ac yn datblygu sgiliau personol a chymdeithasol.

Cyflawnir y nod hwn drwy annog pobl ifanc i gymryd rhan yn eu Cyngor Ieuenctid Ardal, sydd yn ei dro yn cyfrannu at Fforwm Ieuenctid i'r fwrdeistref. Mater i'r bobl ifanc eu hunain yw cyfeiriad pob cyngor ieuenctid. Mae hyn yn cwmpasu sut mae'n cael ei redeg, pa brosiectau neu weithgareddau mae am eu gwneud. Mae llawer ohonynt yn dewis prosiectau cymunedol a gweithgareddau i godi arian; mae eraill am ymlacio a chymdeithasu a dal ar y cyfleoedd ehangach sydd ar gael (e.e. hyfforddiant a threfnu cyrsiau preswyl, cynadleddau i fforymau, digwyddiadau ymgynghori ayb). Gyda chymorth digonol gan weithwyr ieuenctid, gall pobl ifanc wneud penderfyniadau ynglyn â beth, pryd, ble a sut, a thrin a thrafod y syniadau a'r prosiectau, sydd yn ei dro yn eu cymell i gymryd rhan mewn ymgynghori parhaus a phrosiectau ehangach.

Mae'r sgiliau, yr adnoddau a'r cymorth angenrheidiol i gychwyn fforymau neu i lansio prosiectau cyfranogi yn bod yn barod mewn Adrannau Gwasanaethau Ieuenctid. Nid yw cyfranogi'n gysyniad newydd i'r Gwasanaeth Ieuenctid; mae'n ddull profedig mewn gwaith ieuenctid, a methodoleg gwaith ieuenctid sydd wedi cychwyn Fforwm Ieuenctid Caerffili. Bydd cyfuniad o ddigonedd o weithgareddau 'hwyl' (e.e. gwaith grwp, gemau a gweithgareddau cymhellol a difyr ayb), cred mewn cydraddoldeb, parch a democratiaeth, a gwybodaeth am brosiectau penderfynu yn fan cychwyn.

Dechreuodd Fforwm Ieuenctid Caerffili gynnal cynadleddau i Fforymau Ieuenctid yn ôl yn 1998, ac ers iddo gael cyllid newydd yn 2000, mae wedi gwneud llawer i geisio lle i bobl ifanc mewn prosiectau cymunedol a phenderfyniadau lleol. Dechreuodd Fforwm Ieuenctid Caerffili gysylltu â phobl ifanc drwy gyfrwng clybiau ieuenctid, prosiectau, ysgolion a hysbysebion, gan annog unrhyw un a phob un i fynychu cynhadledd agored i'r Fforwm. Yn dilyn y gynhadledd, sefydlwyd chwe Chyngor Ieuenctid Ardal, ac yn ystod y ddwy flynedd diwethaf mae pobl ifanc wedi cael cyfle i gymryd rhan mewn

hyfforddiant, mewn arwain a threfnu cyfarfodydd, dadleuon a gweithdai, prosiectau cymunedol a chystadlaethau siarad cyhoeddus cenedlaethol. Maent wedi ennill 'Gwobr Gwirfoddolwyr Ifanc y Flwyddyn' gan sicrhau eu bod wedi gadael eu hôl ar ystod eang o bolisïau a gwasanaethau drwy ymgynghori ... mae'r rhestr yn ddiddiwedd.

O safbwynt personol, mae llawer o bobl wedi cyd-dyfu â'r Fforwm, ac mae'r canlyniadau iddynt wedi bod yn wir werthfawr o ran ennyn eu hyder a hybu eu hunan-barch. Mae cymryd rhan mewn prosiectau sy'n 'gwrando o ddifrif ar eu syniadau' ac sy'n eu cynorthwyo i wireddu'r syniadau hynny yn rhoi ymdeimlad o hunan-werth, cyflawniad a chydabyddiaeth i lawer o'r bobl ifanc hyn, yn ogystal â sgiliau ymarferol drwy weithio mewn timau, sgiliau cyflwyno a siarad yn gyhoeddus, profiadau sgrifennu ffurfiol ac anffurfiol, sgiliau penderfynu a negodi, ac ymwybyddiaeth o brosiectau democrataidd lleol a chenedlaethol. Mae sgiliau a phrofiadau'r bobl ifanc, ac a gydnabyddir, wedi bod yn gadarnhaol ac yn galonogol iawn iddynt.

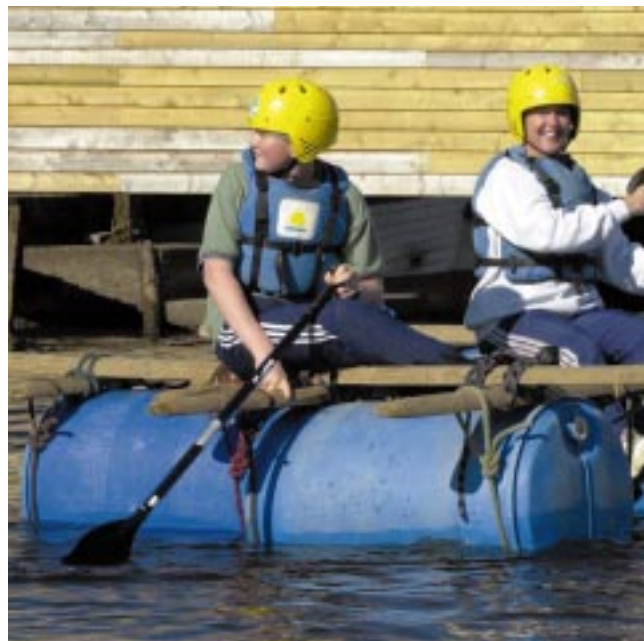
Mae dyfodol Fforwm Ieuenctid Caerffili unwaith eto'n canolbwyntio aer dyfu a datblygu, ac ar wneud y fforwm yn fwy hygyrch a chynhwysol i bobl ifanc ar draws Bwrdeistref Caerffili. Mae'r prosiect yn anelu at ddatblygu rhwydwaith o weithwyr allweddol o brosiectau ieuenctid cyfredol i ymuno â gweithgareddau'r Fforwm fel y gall mwy o bobl ifanc dderbyn a rhannu'r cyfleoedd sydd ar gael. Unwaith eto, mater yw o gofio bod gan weithwyr ieuenctid y sgiliau a'r cysylltiadau y gallwn ni eu rhannu a manteisio arnynt, nid yn unig yn ein gwaith uniongyrchol gyda phobl ifanc ond mewn partneriaeth gyda chydweithwyr mewn rhannau eraill o'r Gwasanaeth Ieuenctid.

Gall Gweithwyr Ieuenctid a Fforymau Ieuenctid wneud i gyfranogi ac ymgynghori gweithio; a gallant ei wneud yn hwyl ac yn ddiddorol hefyd, yn llawn cyfleoedd i bobl ifanc ddysgu, datblygu a mwynhau profiadau newydd, a dal gafael ar hanfod gwrando ar bobl ifanc a sicrhau gwrandawriad iddynt!

Gellir cysylltu â Clare Evans, Cydlynnydd Fforwm Ieuenctid Caerffili, ar 01443 863292

# Learning Country: Learning Pathways 14-19 and the Voluntary Youth Sector

**Veronica Wilson suggests that voluntary youth organisations have long experience in accrediting young people's informal learning and have much to offer the formal education sector in the Learning Pathways debate.**



**L**earning Country: Learning Pathways 14-19 sets out the Welsh Assembly Government's plans to enable young people to 'have the opportunity to gain the skills and knowledge they need to take their place in the global future market and to have happy successful lives'.

The entitlement to education is a priority in Extending Entitlement: supporting young people in Wales (NAW 2000) and the Learning Pathways is intended to address the issue that the education system currently does not work to its full potential for all young people in Wales.

The Learning Pathways firmly focuses on the needs of the learner. Motivation to learn in a supportive learning culture and lifelong learning are key concepts and if appropriate structures and opportunities are put in place the social inclusion and equal opportunities and sustainability agendas will be addressed.

It acknowledges the value of hands on experience in the community, at work and the voluntary activities in which young people participate, and the broad range of skills that are developed through informal personal and social education. These experiences will formally become part of the portfolio of accredited experiences. It recognises that young people need information, advice, and guidance and some require more intensive personal support to participate effectively in education. The Welsh Baccalaureate, currently being piloted, will be the national award from 2007.

The Learning Pathways Action Plan describes the way forward putting the responsibility on the learning providers to work out the details, supported by strategic and operational committees and time limited subgroups, and it invites the

informal and formal sectors and employers to work more closely together.

So what is in store for the voluntary youth organisations? There are more questions than answers at this stage.

Youth work in the voluntary sector has a lot to offer with its diverse and considerable range of participatory and accredited opportunities throughout Wales, enabling young people to gain confidence, self esteem and a wide range of skills. There are existing models of practice of working with formal education including basic skills work, and personal support and information services. The Youth Work Curriculum Statement in Wales underpins the work and the sector contributes to social inclusion, equal opportunities, and promotes the Welsh language and geographical parity.

The potential contribution of the voluntary youth organisations to the community and voluntary and workplace experience elements is considerable although expansion is not without its problems and needs to be planned, resourced and of good quality.

How can existing accreditation schemes (such as in Girlguiding, the Duke of Edinburgh's Award and the Boys Brigade) be incorporated in to the portfolios and have equivalent currency and how can new ones be developed? Also accreditation needs to be achievable, inclusive and not detract from the activities or other outcomes of youth work.

What makes youth work different from formal learning, however, is that for the most part the participation of young people is voluntary - they become involved because they want to be there.

Whilst there are reassurances that the voluntary nature of involvement will be maintained there remains an anxiety that the relationship with the sector might change, particularly if young people are outcome focused on their own personal development rather than participate for fun, friendship, the activities or altruism. What if the sector organisations need to follow the funding streams? How might this alter what the sector looks like, and does it really matter as long as young people are involved and getting the experiences and outcomes they want?

Where appropriate the sector may take the lead in providing personal support and guidance particularly with young people who's learning needs are more appropriately suited to informal

situations. These roles depend upon building effective relationships with young people, and have implications for the local coordination mechanisms of the learning pathways, training and support of personnel, and capacity.

In addition, young people in the sector need to be fully consulted and involved in the developments and contribution of the voluntary youth sector.

Involvement in the national and local strategic partnerships will give the sector the opportunity to affect how the structures and relationships develop, and lead to a resolution of the questions and issues. This involves being proactive and investing time in partnership working, determining individual responses, and working on collective issues such as capacity, funding, quality assurance, training and standards, and inspection requirements. As the Young People's Partnerships and the CCETs will be key to the planning processes of the local 14-19 Learning Networks, relationships with them and schools and colleges will need to be strengthened and the sector viewed as equal partners.

The details of the enhanced contribution are yet to be determined and it is up to the sector to determine how it is to be involved and the implications for practice and development. Closer working relationships between the informal and formal education sectors may raise some interesting issues and will, no doubt, be exciting and challenging.

CWVYS has produced a briefing paper on the learning Pathways 14-19, which summarises the main points and discusses the implications for the voluntary youth sector.

Learning Country: Learning Pathways 14:19 consultation document (WAG 2002) [www.learning.wales.gov.uk](http://www.learning.wales.gov.uk)

Learning Country: Learning Pathways 14:19 Action Plan (WAG 2003) [www.wales.gov.uk/subieducation/training/content/Consultation/Learning/learnin-g-country-e.htm](http://www.wales.gov.uk/subieducation/training/content/Consultation/Learning/learnin-g-country-e.htm)

Veronica Wilson is the Chief Executive of CWVYS (Council for Wales of Voluntary Organisations)

CWVYS  
Leslie Court, Lôn y Llyn, Caerphilly CF83 1BQ  
Tel: 029 2085 5722 Fax: 029 2085 5701  
[cwvys@wya.org.uk](mailto:cwvys@wya.org.uk)





Photographs kindly supplied by Girlguiding Cymru, St John Ambulance in Wales, Urdd Gobaith Cymru, Youthlink Wales.

Lluniau trwy garedigrwydd Geidiaid Cymru, Ambiwllans Sant Iwan yng Nghymru, Urdd Gobaith Cymru, Cyswllt Ieuenctid Cymru.



# Y Wlad Sy'n Dysgu: Llwybrau Dysgu 14-19 a'r Sector Ieuenctid Gwirfoddol

**Veronica Wilson yn awgrymu bod gan fudiadau ieuenctid gwirfoddol brofiad hir o achredu dysgu anffurfiol gan bobl ifanc a bod ganddynt lawer i'w gynnig i'r sector addysg ffurfiol yn y ddadl ar Lwybrau Dysgu.**

**M**ae Y Wlad Sy'n Dysgu: Llwybrau Dysgu 14-19 yn amlinellu cynlluniau Llywodraeth Cynulliad Cymru i bobl ifanc 'gael y cyfle i ennill y sgiliau a'r wybodaeth angenrheidiol i gymryd eu lle ym marchnad fyd-eang y dyfodol a byw bywydau hapus a llwyddiannus'.

Mae'r hawl i addysg yn flaenoriaeth yn Ymestyn Hawliau: cynorthwyo pobl ifanc yng Nghymru (CCC 2000) a nod y Llwybrau Dysgu yw mynd i'r afael â'r honiad na yw'r gyfundrefn addysg yn gweithio i'w llawn botensial ar hyn o bryd dros bob person ifanc yng Nghymru.

Mae ffocws pendant yn y Llwybrau Dysgu ar anghenion dysgwyr. Mae cymhelliad i ddyysgu mewn diwylliant dysgu cefnogol a dysgu hyd oes yn gysyniadau allweddol ac os bydd strwythurau a chyfleoedd priodol yn eu lle bydd hyn yn ateb yr agenda cyfle cyfartal, cynhwysiant cymdeithasol a chynladwyedd.

Mae'n cydnabod gwerth profiad uniongyrchol yn y gymuned, yn y gweithle ac yn y gweithgareddau gwirfoddol y mae pobl ifanc yn cymryd rhan ynddynt, a'r ystod eang o sgiliau a ddatblygir drwy addysg personol a chymdeithasol anffurfiol. Bydd y profiadau hyn yn dod yn rhan ffurfiol o'r portfolio o brofiadau achrededig. Mae'n cydnabod bod ar bobl ifanc angen gwybodaeth, cyngor a chyfarwyddyd a bod ar rai angen cymorth personol dwysach er mwyn cymryd rhan yn effeithiol mewn addysg. Y Fagloriaeth Gymreig, sy'n destun cynllun peilot ar hyn o bryd, fydd y dyfarniad cenedlaethol o 2007.

Mae Cynllun Gweithredu Llwybrau Dysgu'n disgrifio sut y bydd y cyfrifoldeb ar ddarparwyr

dysgu i weithio ar y manylion, gyda chymorth pwyllgorau strategol a gweithredol ac is-grwpiau, ac mae'n gwahodd y sectorau anffurfiol a ffurfiol a chyflogwyr i gydweithio'n agosach.

Beth, felly, sy'n aros mudiadau ieuenctid gwirfoddol? Mae'r cwestiynau'n fwy niferus na'r atebion ar hyn o bryd.

Mae gan waith ieuenctid yn y sector gwirfoddol gyfraniad mawr i'w wneud drwy ei ystod sylweddol ac amrywiol o gyfleoedd cyfranogol ac achrededig ledled Cymru sy'n galluogi pobl ifanc i ennill hyder, hunan-barch ac ystod eang o sgiliau. Ceir modelau arfer o gydweithio gydag addysg ffurfiol gan gynnwys gwaith sgiliau sylfaenol a chymorth personol a gwasanaethau gwybodaeth. Tanlinellir y gwaith gan y Datganiad Cwricwlwm Gwaith Ieuenctid i Gymru ac mae'r sector yn cyfrannu at gynhwysiant cymdeithasol, cyfle cyfartal ac yn hybu'r iaith Gymraeg a chyfartaledd daearyddol.

Mae cyfraniad potensial mudiadau ieuenctid gwirfoddol tuag at elfennau profiad yn y gymuned a'r gweithle yn sylweddol er bod problemau ynghlwm ag ehangu a rhaid cynllunio a darparu adnoddau digonol o ansawdd da.

Sut y gall cynlluniau achredu (megis Geidiaid, Gwobr Dug Caeredin a Brigad y Bechgyn) gael eu hymgorffori yn y portffolios a bod o werth cyfatebol a sut mae datblygu rhai newydd? Ar ben hynny rhaid gwneud achrediad yn gyraeddadwy a chynhwysol ac ni ddylai ddaraddio canlyniadau eraill mewn gwaith ieuenctid.

Yr hyn sy'n gwneud gwaith ieuenctid yn wahanol i addysg ffurfiol, er hynny, yw bod y bobl ifanc ar y cyfan yn cymryd rhan o'u gwirfoddol -

maent yn cymryd rhan am eu bod yn mwynhau gwneud.

Er ein bod wedi cael sicrwydd y bydd natur wirfoddol yr ymwneud yn ddiogel ceir pryderon o hyd y gallai'r berthynas â'r sector newid, yn enwedig os bydd pobl ifanc yn canolbwyntio ar eu datblygiad personol ar draul cymryd rhan o ran hwyl, cyfeillgarwch a helpu pobl eraill. Beth os bydd mudiadau yn y sector yn cael bod angen iddynt geisio arian o ffynonellau penodedig? Sut y gall hyn effeithio ar natur y sector, ac a oes ots cyhyd ag y bydd pobl ifanc yn cymryd rhan ac yn cael profiadau a chanlyniadau buddiol?

Lle bo hynny'n briodol mae'n bosibl y bydd y sector ar y blaen o ran darparu cymorth ac arweiniad personol, yn enwedig gyda phobl ifanc y mae eu hanghenion dysgu'n cael eu hateb yn fwy addas mewn sefyllfaoedd anffurfiol. Mae'r roliau hyn yn dibynnu ar feithrin perthynas effeithiol gyda phobl ifanc, ac mae goblygiadau yma i beirianweithiau cydlynw Llwybrau Dysgu, hyfforddiant, personél a gallu potensial ar lefel leol.

Yn ogystal, rhaid ymgynghori'n llawn â phobl ifanc yn y sector a'u cynnwys yn y datblygiadau a'r cyfraniad sydd gan y sector ieuenctid gwirfoddol i'w wneud.

Bydd cymryd rhan yn y partneriaethau strategol ar lefel genedlaethol a lleol yn rhoi cyfle i'r sector effeithio ar ddatblygiad strwythurau a pherthnasoedd, gan arwain at ddatriys anawsterau. Mae hyn yn golygu gweithredu gan dreulio amser yn gweithio mewn partneriaeth, penderfynu ar atebion gan unigolion, a gweithio ar faterion cyffredin megis gallu potensial, cyllid, sicrwydd ansawdd, hyfforddiant a safonau, a threfniadau arolygu. Am fod y Partneriaethau Pobl Ifanc a'r CCETs yn mynd i fod yn allweddol i brosesau cynllunio Llwybrau Dysgu 14-19 ar lefel leol, bydd yn rhaid atgyfnerthu ein perthynas gyda hwy a'r ysgolion a'r colegau a rhaid i'r sector gael ei weld fel partner cyflawn.

Nid yw manylion y cyfraniad estynedig yn hysbys eto a mater i'r sector fydd penderfynu sut y bydd yn cymryd rhan a beth fydd y goblygiadau o ran arfer a datblygiad. Mae'n bosibl y bydd cydweithio agosach rhwng y sectorau addysg anffurfiol a ffurfiol yn arwain at bethau diddorol, ac mae'r blynyddoedd nesaf yn sicr o fod yn gyffrous.

Mae CWVYS wedi cyhoeddi papur briffio ar Llwybrau Dysgu 14-19, sy'n crynhoi'r prif bwyntiau ac sy'n trafod y goblygiadau i'r sector ieuenctid gwirfoddol.

**Y Wlad Sy'n Dysgu: Llwybrau Dysgu 14:19 dogfen ymgynghorol (LICC 2002)**

[www.learning.wales.gov.uk](http://www.learning.wales.gov.uk)

**Y Wlad Sy'n Dysgu: Llwybrau Dysgu Cynllun Gweithredu 14:19 (LICC 2003)**

[www.wales.gov.uk/subieducationtraining/content/Consultation/learning/learning-country-e.htm](http://www.wales.gov.uk/subieducationtraining/content/Consultation/learning/learning-country-e.htm)

**Veronica Wilson yw Prif Weithredwr CWVYS (Cyngor Cymreig y Gwasanaethau Ieuenctid Gwirfoddol)**

**CWVYS**

Llys Leslie, Lôn y Llyn, Caerffili CF83 1BQ  
Ffôn: 029 2085 5722 Ffacs: 029 2085 5701  
[cwvys@wya.org.uk](mailto:cwvys@wya.org.uk)

# Reflecting on the European Experience

**Bert Jones of ECTARC looks at the experiences of three youth workers who are currently based in Germany, France and Italy on the Leonardo programme, and how this contrasts with their own practice in Wales.**

In December 2001 the Welsh Assembly Government committed itself to the spirit and intent of the European Social Policy declaration towards working with young people. At the launch of the policy paper, the Minister for Lifelong Learning, Jane Davidson, advocated closer links between youth workers in Wales and those in other European countries. Acting on this proposal, three young youth workers from Wales have taken the opportunity through the Leonardo da Vinci scheme to work for three months (February - May 2003) in Germany, France and Italy. The trio - Owain Wilce and Kerry Griffiths from Monmouthshire Youth Service, together with David Evans, a volunteer youth worker in Swansea - are experiencing contrasting approaches to working with young people. Working with youth workers

in another setting is developmental reflection in practice.

Owain, working on a 'streetwork' project in a large, socially disadvantaged housing complex in Jena (once part of Eastern Germany) wonders at the civility and personal discipline among the young people he meets. Arriving 'at work' he is greeted by warm handshakes from everyone - a gesture of mutual respect and recognition with no one excluded. The work-session concludes with farewell handshakes. Almost in disbelief, Owain comments on the apparent absence of inter-group violence among young people - contrasting his experience in the Monmouthshire valleys. The only visible evidence of anti-social behaviour is the ever-present graffiti - a feature of emerging Europe.

Staff co-lateral supervision sessions are a regular



Photographs/Lluniau: Bert Jones

practice among youth workers in Jena, and Owain is often intrigued by freedom of practice which characterises youth work in the area; there is no imposed social policy or prescribed outcomes. The workers however have a strong sense of social responsibility, and work from the edict that 'we are here for young people and what we do together is for their benefit and personal growth'. Purpose is expressed in terms of supporting young people, helping them to develop social skills through friendship networks and offering activities that will distract from the negative influences of the street; being available to young people is a driving ethos. All this is conducted in an atmosphere of social acceptance and justice. For David in France and Kerry in Italy, similar attitudes towards young people and youth work are crucial elements in working within communities.

## Yn Myfyrio am y Profiad Ewropeaidd

**Bert Jones o ECTARC yn ystyried profiadau tri gweithiwr ieuenctid sy'n gweithio ar hyn o bryd yn yr Almaen, Ffrainc a'r Eidal ar y rhaglen Leonardo, a sut mae hyn yn cyferbynnu â'u harfer eu hunain yng Nghymru.**

Yn Rhagfyr 2001 ymrwymodd Llywodraeth Cynulliad Cymru i ysbryd a bwriad datganiad y Polisi Cymdeithasol Ewropeaidd ar weithio gyda phobl ifanc. Wrth lansio'r papur polisi, cymeradwyodd y Gweinidog Addysg Hyd Oes, Jane Davidson, gysylltiadau agosach rhwng gweithwyr ieuenctid yng Nghymru a rhai mewn gwledydd eraill yn Ewrop. Gan weithredu ar yr argymhelliaid hwn, mae tri gweithiwr ieuenctid ifanc o Gymru wedi manteisio ar y cyfle a gynigir drwy'r cynllun Leonardo da Vinci i weithio am dri mis yn yr Almaen, Ffrainc a'r Eidal. Mae'r tri - Owain Wilce a Kerry Griffiths o Wasanaeth Ieuenctid Sir Fynwy, ynghyd â David Evans, gweithiwr ieuenctid gwirfoddol yn Abertawe - yn cael profiad o ddulliau gweithredu cyferbyniol tuag at weithio gyda phobl ifanc. Mae gweithio gyda gweithwyr ieuenctid mewn sefyllfa arall yn cynnig gwedd ymarferol ar fyfyrion ar ddatblygiad.

Mae Owain, sy'n gweithio ar brosiect 'gwaith tryd' mewn stad o dai dan anfantais yn Jena (yn hen Ddwyrain yr Almaen) yn rhyfeddu at y cwrteisi a'r ddisgyblaeth bersonol ymhlith y bobl ifanc y mae'n dod ar eu traws. Wrth iddo gyrraedd 'y gwaith' mae'n cael ei gyfarch drwy ysgwyd dwylo â phawb - arwydd o barch a chydabyddiaeth nad oes neb ar y cyrion. Mae'r sesiwn gwaith yn dod i ben gydag ysgwyd dwylo. Ac yntau bron heb goelïo'r peth, sonia Owain am y diffyg trais ymddangosiadol rhwng grwpiau o bobl ifanc - gan gyferbynnu hyn â'i brofiad yng



'Freedom' is a key concept in streetwork in Jena and the concept of risk assessment is a difficult one for the youth workers to comprehend, particularly when it is imposed as a condition to design experiences for young people. For them, their view was sustained by the claim that "young people are more at risk when they are not with us" and "we are skilled at assessing possible risk, and build this into our work approach". The comment that caught the mood of their perspective was, "we had no freedom for 40 years, we have no wish to take freedom away from our young people".

Across in eastern France, the provincial city of Bescancon is a similar multi-cultural community with the same problems associated with poverty. David's workplace is called 'Le Centre pour l'insertion' - the Centre for Social Inclusion, using sport and leisure to enhance the lives of local young people. As in Germany, David arrives to handshakes and kisses on both cheeks, from everybody, to everybody. Soon familiar to the routine, David comments, "This would never happen in Swansea! The bond between staff and young people is based upon mutual respect and an openness that dispels and notion of 'them and us'".

Delighting in the title of 'Animateur', David has developed an understanding that youth work is "to make things happen for young people that help them grow and develop in a positive way, so that they will make things happen for themselves".

For Kerry, in Padua, near Venice, the experience of another approach to 'information for young people' gives her an opportunity to reflect on her work at the Information Service in Monmouthshire. Her experiences are similar to Owain's and David's, and she comments with appreciation on the quality of relationships with young people, and how the young people have a strong sense of citizenship and an awareness that they belong to the community and share its ownership. This positive attitude in the social behaviour of young people is a result of their conditioned experiences to become socially responsible; it is a direct result of a relationship between adults (and youth workers of course) that is built upon mutual respect.

The learning from the experiences in another European state - encouraged by their Local Authority Youth Service - gives these three young youth workers a new dimension to their youth work in Wales. It moves them on in their professional development, which can only be a benefit for the youth service in Wales.

For more information on opportunities through the Leonardo da Vinci scheme, contact Sharon Thomas or Bert Jones at ECTARC, Llangollen. Tel 01978 861514 Email [ectarc@denbighshire.gov.uk](mailto:ectarc@denbighshire.gov.uk)



nghymoedd Sir Fynwy. Yr unig arwydd gweladwy o ymddygiad anghymdeithasol yw'r graffiti sydd ym mhobman - un o nodweddion yr Ewrop newydd.

Mae sesiynau goruchwylio rhwng staff yn arfer cyffredin ymhlith gweithwyr ieuencid yn Jena, ac mae Owain yn aml yn synnu at y rhyddid arfer sy'n nodweddu gwaith ieuencid yn yr ardal; nid oes polisi cymdeithasol na chanlyniadau penodedig. Er hynny, mae gan y gweithwyr ymdeimlad cadarn o gyfrifoldeb cymdeithasol ac maent yn gweithio yn ôl yr egwyddor 'rydym ni yma i'r bobl ifanc ac mae popeth a wnawn gyda'n gilydd er eu budd a'u twf personol'. Eglurir y pwrpas yn nhermau cynorthwyo pobl ifanc, eu helpu i ddatblygu sgiliau cymdeithasol drwy rwydweithiau cyfeillgarwch gan gynnig gweithgareddau a fydd yn eu cadw rhag dylanwadau negyddol ar y stryd; y cymhellad yw bod ar gael i bobl ifanc. Gwneir hyn i gyd mewn awyrgylch o dderbyn a chyfiawnder cymdeithasol. I David yn Ffrainc a Kerry yn yr Eidal, mae agweddau tebyg tuag at bobl ifanc a gwaith ieuencid yn elfennau hollbwysig wrth weithio mewn cymunedau.

Un cysyniad allweddol mewn gwaith ar y stryd yn Jena yw 'rhyddid' ac mae'r cysyniad o asesu risg

yn un anodd i'r gweithwyr ieuencid ei ddirnad, yn enwedig pan fydd yn cael ei orfodi fel amod wrth drefnu profiadau i bobl ifanc. Iddynt hwy, sail eu barn oedd 'bod pobl ifanc yn wynebu mwy o risg os nad ydyn nhw gyda ni' a hefyd 'mae gennym ni sgiliau i asesu risg ac rydyn ni'n gwneud hynny'n rhan o'n ffordd o weithio'. Y sylw a grisialai'r peth oedd: 'Fe fuon ni heb ryddid am 40 mlynedd a does gennym ni ddim awydd i amddifadu ein pobl ifanc o'u rhyddid nhw.'

Draw yn nwyrain Ffrainc, mae dinas amlddiwylliannol Bescancon yn wynebu problemau tebyg sy'n gysylltiedig â thlodi. Enw weithle David yw 'Le Centre pour l'insertion' - y ganolfan cynhwysiant cymdeithasol, sy'n defnyddio chwaraeon a gweithgareddau hamdden i wella bywydau pobl ifanc. Megis yn yr Almaen, mae David yn cyrraedd y gwaith i gyfarchion a chusanau gan bawb, i bawb. Ac yntau'n gyfarwydd â'r drefn, sylw David yw: 'Fyddai hyn byth yn digwydd yn Abertawe! Mae'r cysylltiad agos rhwng y staff a'r bobl ifanc yn seiliedig ar barch y naill at y llall a gonestrwydd sy'n chwala'r syniad o 'ni a nhw'.

Mae David yn ymhyfrydu mewn bod yn 'Animateur', ac yn datblygu dealltwriaeth mai pwrpas gwaith ieuencid yw 'gwneud i bethau

ddigwydd i bobl ifanc sy'n eu helpu nhw i dyfu a datblygu mewn ffordd gadarnhaol, fel y byddan nhw'n gwneud i bethau ddigwydd iddyn nhw eu hunain.'

I Kerry, yn Padua, ger Fenis, mae cael profiad o ddull arall o drafod 'gwybodaeth i bobl ifanc' yn rhoi cyfle iddi fyfyrio ar ei gwaith gyda'r Gwasanaeth Gwybodaeth yn Sir Fynwy. Mae ei phrofiadau'n debyg i eiddo Owain a David, ac mae'n sôn yn edmygus am ansawdd y perthnasoedd gyda phobl ifanc, ac fel mae gan y bobl ifanc ymdeimlad cryf o ddinasyddiaeth ac ymwybyddiaeth eu bod yn perthyn i gymuned ac yn berchen arni. Mae'r ymddygiad cymdeithasol cadarnhaol hyn o ran y bobl ifanc yn deillio o'r cyflyru arnynt i fod yn gyfrifol o safbwynt cymdeithasol; mae'n digwydd o ganlyniad uniongyrchol i berthynas rhwng oedolion (a gweithwyr ieuencid, wrth gwrs) sy'n seiliedig ar barch y naill at y llall.

Mae dysgu o gael profiadau mewn gwlad arall yn Ewrop - gydag anogaeth Gwasanaeth Ieuencid Awdurdod Lleol - yn cynnig dimensiwn newydd i'r gweithwyr ieuencid ifanc hyn ar eu gwaith ieuencid yng Nghymru. Mae'n eu symud ymlaen yn eu datblygiad proffesiynol, ac mae'n rhaid bod hynny o fudd i'r gwasanaeth ieuencid yng Nghymru.

I wybod rhagor am gyfleoedd drwy'r cynllun Leonardo da Vinci, cysylltwch â Sharon Thomas neu Bert Jones yn ECTARC, Llangollen. Ffôn 01978 861514 E-bost [ectarc@denbighshire.gov.uk](mailto:ectarc@denbighshire.gov.uk)

# Staff College Training

**Courtney Taylor gives an overview of the Staff College, which provides training for youth workers in Wales, and John Rose outlines its new QCA Level 4 course.**

The Staff College of the Wales Youth Agency was established in 2001 by a specific Welsh Assembly Government grant. It exists to meet the training needs of workers working with young people within the context of 'Extending Entitlement', where those needs are not being met through current systems of professional and personal development. Training is delivered via partnerships within the Statutory, Voluntary and Independent Voluntary Sectors.

The model followed is the Coherent Route, which has resulted in the development of a range of pre-foundation courses - Introductory, Intermediate and Access Awards - targeted at new youth workers.

Our franchise through the University of Wales College, Newport also allows us to deliver modules within their Youth and Community Work Pathway through six designated centres within Wales. In areas where no formal

partnerships exist with local authority youth services, the programmes target the Voluntary Sector, with other workers directed to programmes operated within the appropriate local authority.

Placements are an important part of the Staff College Foundation and Certificate Courses and we are committed to ensuring that all students gain the optimum benefit from their practice experience. To this end we are:

- Compiling a database of youth work organisations who are supportive and positive about student placements
- Offering training and ongoing support to Fieldwork Practice Teachers and supporting their continuing professional development
- Maintaining a web college system - students can receive increased learning support from tutors during their practice and ongoing youth work.

The Staff College also has available a range of Open College Network courses. Some can be delivered directly by any organisation within the Staff College Partnership; others are specialised units delivered in association with particular organisations. These include:

- Information work with young people (Canllaw-Online)
- Health Promotion work with young people
- An introduction to self assessment
- Citizenship In Action (Training for young people developed with Neath and Port Talbot Community Education Service)
- Youth Forum training for workers
- The Guiders' Role (Guides-Cymru)

A key programme element is access to learning resources. The Staff College holds a comprehensive library at the Wales Youth Agency for learners undertaking its courses. A training CD-ROM is available containing copyright material and information for learners up to Foundation level including elements of study skills. Version 2, available from September 2003, will contain materials up to Certificate Level and the new QCA 4 programme. Access to resources will be available through the web-site at [www.staffcollege.com](http://www.staffcollege.com) with the use of a password.

**The 2003-2004 prospectus is now available.** For more information and an application form please email us at [staffcollege@wya.org.uk](mailto:staffcollege@wya.org.uk)

# Hyfforddiant Coleg Staff

**Courtney Taylor yn cynnig arolwg o'r Coleg Staff, sy'n darparu hyfforddiant i weithwyr ieuencid yng Nghymru, a John Rose yn amlinellu ei gwrs QCA Lefel 4 newydd.**

Sefydlwyd Coleg Staff Cyngor Ieuencid Cymru yn 2001 drwy grant penodol gan Lywodraeth Cynulliad Cymru. Mae'n bod i ateb anghenion hyfforddi gweithwyr sy'n gweithio gyda phobl ifanc yng nghyd-destun 'Ymestyn Hawliau', lle nid yw'r anghenion hynny'n cael eu hateb drwy'r systemau datblygiad proffesiynol a phersonol cyfredol. Darperir yr hyfforddiant drwy bartneriaethau gyda'r Sectorau Statudol, Gwirfoddol a Gwirfoddol Annibynnol.

Y model a ddilyniir yw'r Llwybr Cydlynol, sydd wedi arwain at ddatblygu nifer o gyrsiau cyn-sylfaen - Dyfarniadau Cychwynnol, Canolraddol a Mynediad - sy'n targedu gweithwyr ieuencid newydd.

Mae ein rhyddfrait drwy Goleg Prifysgol Cymru Casnewydd yn caniatáu inni ddarparu modiwlau hefyd fel rhan o'i Lwybr Gwaith Ieuencid a Chymuned drwy gyfrwng chwe chanolfan benodedig yng Nghymru. Yn yr ardaloedd hynny lle nad oes partneriaethau ffurfiol yn bod gyda gwasanaethau'r awdurdodau lleol,

mae'r rhaglenni'n targedu'r Sector Gwirfoddol, ac fe gyfeirir gweithwyr eraill at y rhaglenni hynny sy'n rhedeg yn yr awdurdod lleol priodol.

Mae lleoliadau gwaith yn rhan bwysig o gyrsiau Sylfaen a Thystysgrif y Coleg Staff ac rydym wedi ymrwymo i sicrhau bod myfyrwyr yn elwa i'r eithaf o'u profiad. I'r perwyl hwnnw rydym yn gwneud y canlynol:

- Casglu cronfa ddata o fudiadau gwaith ieuencid sy'n gefnogol ac yn bositif am leoliadau gwaith i fyfyrwyr
- Cynnig hyfforddiant a chymorth parhaus i Athrawon Ymarfer Gwaith Maes a chynorthwyo eu datblygiad proffesiynol parhaus
- Cynnal gwefan y coleg - gall myfyrwyr dderbyn cymorth ychwanegol gyda dysgu gan diwtoriaid yn ystod eu hymarfer a'u gwaith ieuencid.

Mae'r Coleg Staff yn cynnig ystod o gyrsiau gan y Rhwydwaith Coleg Agored hefyd. Gellir

darparu rhai gan unrhyw gorff sydd yn rhan o Bartneriaeth y Coleg Staff; mae eraill yn unedau arbenigol sy'n cael eu darparu ar y cyd â sefydliadau eraill. Mae'r rhai olaf hyn yn cynnwys:

- Gwaith gwybodaeth gyda phobl ifanc (Canllaw-Online)
- Gwaith Hybu Iechyd gyda phobl ifanc
- Arweiniad i hunan-asesu
- Dinasyddiaeth Ar Waith (Hyfforddiant i bobl ifanc a ddatblygwyd ar y cyd â Gwasanaeth Addysg Gymunedol Castell Nedd Port Talbot)
- Hyfforddiant mewn Fforymau Ieuencid i weithwyr
- Swyddogaeth Arweinwyr Geidiaid (Guides-Cymru)

Un elfen allweddol yn y rhaglen yw ceisio adnoddau dysgu. Mae gan y Coleg Staff lyfrgell gynhwysfawr yn swyddfeydd Cyngor Ieuencid Cymru i ddysgwyr sy'n dilyn ei gyrsiau. Mae CD-ROM hyfforddi ar gael sy'n cynnwys deunydd hawlfraint a gwybodaeth i ddysgwyr hyd at lefel Sylfaen, sy'n cynnwys rhai elfennau sgiliau astudio. Bydd yr ail fersiwn, a fydd ar gael ym Medi 2003, yn cynnwys deunydd hyd at Lefel Tystysgrif a'r rhaglen QCA 4 newydd. Bydd yr adnoddau hyn ar gael drwy'r wefan ar [www.staffcollege.com](http://www.staffcollege.com) gyda chyfrinair.

Mae prospectws 2003-2004 bellach ar gael. I wybod rhagor ac i dderbyn ffurflen gais, ysgrifennwch e-bost at [staffcollege@wya.org.uk](mailto:staffcollege@wya.org.uk)

## Staff College to Deliver QCA 4 Training for Part-time Youth Workers

The Staff College was recently Professionally Endorsed by the Education and Training Standards Committee to deliver QCA 4 Level training programmes across Wales. The training has been designed specifically to prepare students to become effective part-time workers, able to deliver a curriculum of activities that meets the needs of young people and the requirements of 'Extending Entitlement'.

The training will include opportunities for students to exchange thoughts, ideas and experiences with other youth and community workers and to consider personal attitudes and approaches. Opportunities will also be made available to consider the attributes required to work effectively and safely with young people in ways that reflect the purpose, principles ethics and values of the youth service. To ensure this, the content of the programme will consider the

theoretical perspectives on the role of the youth worker, strategies for the planning, management and development of youth work practice, and will be linked to a practice placement.

The 180-hour programme will consist of four 45-hour elements:

- 45 hours tutor/participant contact time (group teaching);
- 45 hours non-contact tasks (this could include for example, directed study, research, writing assignments, updating the Portfolio of Evidence and Reflective Journal);
- 45 hours supervised and assessed time working with young people in a youth and community work setting over the duration of the programme (fieldwork);
- 45 hours non-contact tasks related to the fieldwork (including, for example, directed study, research, writing assignments, updating the Portfolio of Evidence and Reflective Journal).

Assessment methods include producing a Portfolio of Evidence, keeping a Reflective Journal, developing a 12-week Model Programme, Written Assignments, and Observational Study.

The programme is aimed specifically at those

who, at the time of their training, do not envisage progressing along the Qualifications Pathway of the 'Coherent Route of Training' beyond QCA Level 4. Successful completion of the programme will, however, allow students to progress through a system of Credit Transfer should they wish to do so.

Students involved on the QCA programme will also be encouraged to develop new skills and knowledge through the development of new units covering a range of contemporary topics. These will be appropriate to their level of qualification and the specific requirements of their employment. The programme will therefore be linked to a new system of 'Continuing Professional Development' also approved by the Education and Training Standards Committee. Examples of CPD include courses on child protection, detached work, supervision, health and safety, youth forums, first aid and information for young people and can be developed as required.

For further information on where and when the QCA Level 4 courses will be held, please contact Courtney Taylor or John Rose (address on p3) or visit the website [www.wya.org.uk/english/staffcollege.asp](http://www.wya.org.uk/english/staffcollege.asp)



## Y Coleg Staff i Ddarparu Hyfforddi QCA Lefel 4 i Weithwyr Ieuentid Rhan-amser

Cymeradwyd y Coleg Staff yn broffesiynol gan y Pwyllgor Safonau Addysg a Hyfforddiant yn ddiweddar i ddarparu rhaglenni hyfforddi QCA Lefel 4 ar draws Cymru. Dyluniwyd yr hyfforddiant yn benodol i baratoi myfyrwyr i ddod yn weithwyr rhan-amser effeithiol, sy'n gallu darparu cwrwrlwm o weithgareddau sy'n ateb anghenion pobl ifanc a gofynion 'Ymestyn Hawliau'.

Bydd yr hyfforddiant yn cynnwys cyfleoedd i fyfyrwyr rannu syniadau a phrofiadau gyda gweithwyr ieuentid a chymuned eraill ac i ystyried dulliau ac agweddau personol. Bydd cyfleoedd hefyd i ystyried y priodoleddau gofynnol i weithio'n effeithiol ac yn ddigonol gyda phobl ifanc mewn ffyrdd sy'n adlewyrchu pwrpas, egwyddorion a gwerthoedd y gwasanaeth ieuentid. Er mwyn sicrhau hyn, bydd cynnwys y rhaglen yn ystyried damcaniaethau am rôl gweithwyr ieuentid, strategaethau i gynllunio, rheoli a datblygu arfer gwaith ieuentid, a bydd cysylltiad rhyngddo a lleoliad ymarfer.

Bydd y rhaglen 180 awr yn cynnwys pedair elfen 45 awr yr un:

- 45 awr o amser cyswllt tiwtor/myfyriwr (dysgu mewn grwpiau);
- 45 awr o dasgau ar wahân (gallai hyn gynnwys, er enghraifft, astudio dan gyfarwyddyd, ymchwili, ysgrifennu aseiniadau, diweddarau'r

Portfolio Tystiolaeth a'r Dyddiadur Myfyriol);

- 45 awr o oruchwylio ac asesu yn gweithio gyda phobl ifanc mewn amgylchedd gwaith ieuentid a chymuned drwy gydol y rhaglen (gwaith maes);

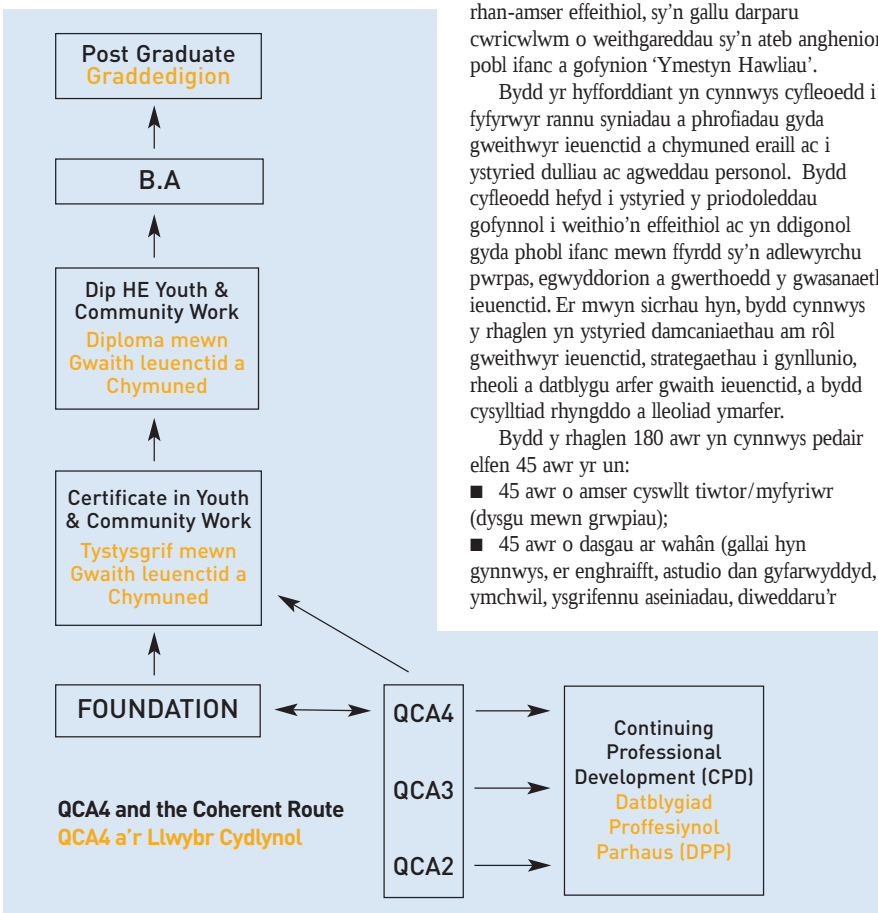
- 45 awr o dasgau yn ymwneud â'r gwaith maes (yn cynnwys, er enghraifft, astudio dan gyfarwyddyd, ymchwili, ysgrifennu aseiniadau, diweddarau'r Portfolio Tystiolaeth a'r Dyddiadur Myfyriol).

Bydd y dulliau asesu'n cynnwys llunio Portfolio Tystiolaeth, cadw Dyddiadur Myfyriol, datblygu Rhaglen Fodel 12 wythnos, Aseiniadau Ysgrifenedig ac Astudiaeth Arsylwi.

Anelir y rhaglen yn benodol at rai nad ydynt yn rhagweld mynd ymhellach na QCA Lefel 4 ar y Llwybr Hyfforddi Cydlynol, adeg dilyn y rhaglen. Os cwtblheir y rhaglen yn llwyddiannus, er hynny, bydd myfyrwyr yn cael mynd ymlaen drwy'r system trosglwyddo credydau, os dymunant wneud hynny.

Anogir myfyrwyr sy'n dilyn y rhaglen QCA hefyd i ddatblygu sgiliau a gwybodaeth newydd drwy ddatblygu unedau newydd yn cwmpasu ystod o bynciau cyfocs. Bydd y rhain yn briodol i lefel y cymwysterau sydd ganddynt ac i ofynion penodol eu swyddi. Bydd cysylltiad rhwng y rhaglen, felly, a system newydd o 'Datblygiad Proffesiynol Parhaus' a gymeradwywyd hefyd gan y Pwyllgor Safonau Addysg a Hyfforddiant. Mae enghreifftiau o DPP yn cynnwys cyrsiau ar ddiogelu plant, gwaith didoledig, goruchwylio, iechyd a diogelwch, fforymau ieuentid a gwybodaeth i bobl ifanc a gellir eu datblygu yn ôl y gofyn.

I wybod rhagor am ble a phryd y bydd y cyrsiau QCA Lefel 4 yn cael eu cynnal, cysylltwch â Courtney Taylor neu John Rose (cyfeiriad ar dudalen 3) neu ewch at y wefan [www.wya.org.uk/welsh/staffcollege.asp](http://www.wya.org.uk/welsh/staffcollege.asp)





Emma Duffy &amp; Chloe Thomas

## Tooled Up

**Helen Payne describes the project to develop a toolkit for curriculum planning.**

In autumn 2002, the Wales Youth Agency put out a request for interested parties willing to undertake the development of a four-part toolkit intended for youth service practitioners in Wales. The kit was to be based on the four pillars of the Youth Work Curriculum Statement for Wales (YWCSW) and intended as an aid to the planning of a curriculum underpinned by a sound theoretical base of equal opportunities. The pillars encompass work that is educative, participative, empowering and expressive.

A series of regional Development Meetings were held at locations across Wales, which were well attended by a good cross section of the youth work field. These set about prioritising potential content information. For each of the YWCSW's pillars, nine priority subject areas were identified, these were broken down into a further nine issues and the process repeated until the data was categorised under a final total 243 headings. Small working groups were then set up to collate and produce the content material for each of the priority areas.

This working method proved popular, with participants commenting: "the processes used and the wide ranging youth work backgrounds of the people involved made this a very interesting and valuable experience" and, "the fact that it was an

all-Wales thing certainly added to its value". Participants were all agreed on the importance of being prepared to share ideas and task content with other regions of Wales in order to reach a consensus.

The group met three times in order to ensure adequate consultation with staff and practitioners from the youth service and to prioritise content material. An editorial board, comprising two members from each of the four regions was set up to address issues of format, content and layout.

The toolkit is intended to be a what rather than a how. The information contained will point the youth worker in the direction of further knowledge, information and support. The importance of local considerations has been acknowledged by allowing space for the inclusion of local information by the toolkit user. The working groups came to the conclusion that there were no definitive final answers where toolkit content was concerned, the finished item should be looked upon as a living document, one capable of evolving in response to changing circumstances and demands.

The toolkit should be available in September at an estimated cost of £5. For further information please contact the Wales Youth Agency (address on p3).

## Pacio Pecyn

**Helen Payne yn disgrifio'r prosiect i ddatblygu pecyn ar gyfer cynllunio cwricwlwm.**

Yn hydref 2002, gofynnodd Cyngor Ieuenctid Cymru i bobl a oedd â diddordeb i gymryd rhan mewn datblygu pecyn mewn pedair rhan ar gyfer ymarferwyr gwaith ieuenctid yng Nghymru. Bydd y pecyn yn seiliedig ar bedair colofn y Datganiad Cwricwlwm Gwaith Ieuenctid i Gymru (y Datganiad) a'r bwriad yw iddo gael ei ddefnyddio wrth gynllunio cwricwlwm ar sail gadarn o gyfle cyfartal. Mae'r colofnau'n cwmpasu gwaith addysgol, cyfranogol, grymusol a mynegiannol.

Cynhaliwyd cyfres o gyfarfodydd datblygu rhanbarthol ar draws Cymru, a fynychwyd gan drawsddoriad da o bobl ym maes gwaith ieuenctid. Aed ati yn y cyfarfodydd hyn i bennu blaenoriaethau o ran y cynnwys arfaethedig. Nodwyd naw blaenoriaeth ar bob un o'r colofnau yn y Datganiad. Trowyd y rhain yn naw pwnc pellach, gan ailadrodd y broses nes dosbarthu'r data dan gyfanswm o 243 o benawdau. Sefydlwyd gweithgoreu bychain i goladu ac i gynhyrchu'r cynnwys dan bob blaenoriaeth.

Bu hwn yn ddull poblogaidd. Sylwyd bod 'y prosesau a ddefnyddiwyd a chefnidiroedd amrywiol y bobl a gymerodd ran wedi gwneud hwn yn brofiad diddorol a gwerthfawr iawn.' A bod 'y ffaith mai rhywbeth Cymru-gyfan oedd hwn wedi ei wneud yn fwy gwerthfawr, yn sicr.' Cytunodd pawb a gymerodd ran pa mor bwysig oedd hi i fod yn barod i rannu syniadau a chynnwys gyda rhannau eraill o Gymru er mwyn cyrraedd consensws.

Daeth y grwp at ei gilydd deirgwaith er mwyn sicrhau ymgynghori digonol gyda staff ac ymarferwyr o'r gwasanaeth ieuenctid ac i bennu blaenoriaethau o ran cynnwys. Sefydlwyd bwrdd golygyddol, yn cynnwys dau aelod o bob un o'r pedwar rhanbarth i drafod materion fformat, cynnwys a diwyg.

Bwriad y pecyn oedd dweud beth yn hytrach na sut. Bydd y wybodaeth sydd ynddo yn cyfeirio'r gweithiwr ieuenctid at wybodaeth a chymorth pellach. Cydnabuwyd pwysigrwydd materion lleol drwy gynnwys gwybodaeth leol gan rai sy'n defnyddio'r pecyn. Daeth y gweithgoreu i'r casgliad nad oedd atebion terfynol yn bod ar gynnwys y pecyn. Dylid meddwl amdano fel dogfen fyw, a all esblygu wrth i'r amgylchiadau a'r galwadau newid.

Dylai'r pecyn fod ar gael ym mis medi ac amcangyfrifir y bydd yn costio £5. I wybod rhagor cysylltwch â Chyngor Ieuenctid Cymru (cyfeiriad ar dudalen 3).



## The 10 minute interview... with Dafydd Baker

Dafydd Baker is Staff Manager with Chequers Youth Facility in Aberdare, RCT, where he has worked for 2 years. Chequers was featured as a newly opened project in the very first edition of Ymlaen. Dafydd's work involves a broad range of activities, including personnel matters, training volunteers and developing alternative education programmes for young people. Prior to joining Chequers, Dafydd worked for HIV and AIDS and substance misuse organisations.



### ■ What do you enjoy most about your current job?

The variety and range of things that I have to do. I like change and would get very bored doing the same thing every day. And I enjoy the challenge of it all.

### ■ What is your biggest challenge in your current job?

At the moment my biggest challenge is trying to get our volunteer programme up to scratch and making it a professional process from start to finish.

### ■ What do you think are the biggest challenges facing youth workers today?

One of the biggest problems I see comes from other professions (particularly schools) letting young people down and the youth service having to pick up on these failings. For example, we see a lot of young people with poor literacy and basic skills and very low self esteem and self worth. I think schools are now beginning to address these issues by developing alternative education systems.

### ■ What have been the best and worst experiences in your career?

Best - this is difficult as there have been so many!

This sounds egotistical but it's probably the first time I felt valued as a youth work professional by other professions as there have been so many times that, as a youth worker, we are not recognised for our skills.

Worst - I think this has to do with the nature of young people but it still disappoints me when I see their life take a sudden turn, for example by an involvement in drugs.

### ■ What single trait/characteristic do you think is most important for your current job?

Care for people, not wanting to see them fail. My sense of humour has carried me some distance too.

### ■ What is your best memory of being young?

We came from a poor background and I remember my father building me a bike from bits and pieces. My father worked hard and all the hours there were to make sure we had a good life, so for him to do this on the side in the little time he had, meant a hell of a lot to me.

### ■ Which famous person do you most admire and why?

I think Mo Mowlam has achieved so much

despite political and personal difficulties and still has integrity. She's a very strong female role model.

### ■ What was your first job?

I was a sales assistant with Focus Do It All.

### ■ What made you become a youth worker?

I was working for a specialist HIV organisation and gradually the work began to drift more towards young people. I enjoyed it and it seemed a natural progression.

### ■ What was most valuable thing you learnt from your youth work training?

Not to compare people; take each individual on their own merit as they all have different needs.

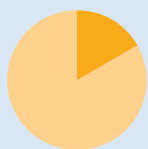
### ■ What words or phrases do you overuse?

"Couldn't make it up!" "Is that clear?" (particularly to young people)

### ■ How would you like young people to remember you?

As someone who was fair - when I've ever had to be firm with young people I would like to think it was done fairly and with respect for them.

Thank you for taking the time to talk with Ymlaen.



## Y cyfweiliad 10 munud... gyda Dafydd Baker

Dafydd Baker yw'r Rheolwr Staff gyda Phrosiect Ieuencid Chequers yn Aberdâr, RhCT, lle mae'n gweithio ers 2 flynedd. Soniwyd am Chequers fel prosiect newydd yn y rhifyn cyntaf o Ymlaen. Mae gwaith Dafydd yn cynnwys ystod eang o weithgareddau gwahanol: materion personél, hyfforddi gwirfoddolwyr a datblygu rhaglenni addysg amgen i bobl ifanc. Cyn iddo ymuno â Chequers, bu Dafydd yn gweithio i fudiadau HIV ac AIDS a chamddefnyddio sylweddau.

### ■ Beth yw'r agwedd orau ar dy swydd bresennol?

Amrywiaeth ac ystod y pethau rwy'n gorfod eu gwneud. Rwy'n hoffi pethau newydd o hyd ac rydw'n dilynau'n hawdd iawn yn gwneud yr un peth bob dydd. Ac rwy'n mwynhau her y gwaith hefyd.

### ■ Beth yw'r her fwyaf yn dy swydd bresennol?

Yr her fwyaf ar hyn o bryd yw ceisio rhoi trefn ar ein rhaglen i wirfoddolwyr a'i gwneud yn broses broffesiynol drwyddi draw.

### ■ Beth yn dy farn di yw'r problemau mawr sy'n wynebu gweithwyr ieuencid heddiw?

Un o'r problemau yn fy marn i ydy bod pobl broffesiynol eraill (ac ysgolion yn enwedig) yn gadael pobl ifanc i lawr a bod yn rhaid i'r Gwasanaeth Ieuencid ddatriys pethau. Er enghraifft, rydyn ni'n gweld llawer o bobl ifanc gyda llythrennedd gwael a sgiliau sylfaenol gwael a hunan-barch a hunan-werth isel iawn. Rwy'n meddwl bod ysgolion yn dechrau mynd i'r afael â'r

pethau yma erbyn hyn drwy ddatblygu systemau addysg amgen.

### ■ Beth ydy'r profiad gorau a'r profiad gwaethaf yn dy yrfa hyd yn hyn?

Y gorau - anodd iawn am fy mod i wedi cael cynifer! Rwy'n swnio fel pen bach, efallai, ond y tro cyntaf imi gael fy ngwerthfawrogi fel gweithiwr ieuencid proffesiynol gan weithwyr proffesiynol eraill am fod pobl eraill yn diystyru ein sgiliau ni mor aml fel gweithwyr ieuencid.

Y gwaethaf - Rwy'n meddwl bod a wnelo hyn â natur pobl ifanc ond rwy'n dal i deimlo'n siomedig wrth weld eu bywydau'n mynd o chwith, er enghraifft, oherwydd cyffuriau.

### ■ Pa nodwedd sy bwysicaf yn dy swydd bresennol?

Gofalu am bobl, peidio â'u gweld nhw'n methu. Mae fy synnwyr hiwmor wedi bod yn ddefnyddiol i mi hefyd.

### ■ Beth ydy dy hoff atgof o fod yn ifanc?

Roedden ni'n dod o gefndir tlawd ac rydw i'n cofio fy nhad yn gwneud beic i mi o sbarion. Roedd fy nhad yn gweithio'n galed ac am oriau bwygilydd er mwyn sicrhau ein bod yn cael bywyd braf, felly roedd gwneud hyn yn ei amser hamdden fel hyn yn golygu lot fawr i mi.

### ■ Pa berson enwog sy'n ennyn dy edmygedd di, a pham?

Rydw i'n meddwl bod Mo Mowlam wedi cyflawni cymaint er gwaethaf anawsterau gwleidyddol a phersonol ac mae hi'n ddiffuant. Mae hi'n fodel rôl dda iawn i fenywod.

### ■ Beth oedd dy swydd gyntaf di?

Cynorthwy-ydd gyda Focus Do It All.

### ■ Pam est ti'n weithiwr ieuencid?

Roeddwn i'n gweithio i fudiad HIV arbenigol ac yn raddol fe ddechreuodd y gwaith symud i gyfeiriad pobl ifanc. Roeddwn i'n mwynhau hynny a hwn oedd y cam rhesymegol nesaf.

### ■ Beth oedd y peth mwyaf gwerthfawr ddysgest ti o wneud hyfforddiant fel gweithiwr ieuencid?

Peidio â chymharu pobl; derbyn unigolion fel maen nhw am fod anghenion pawb yn wahanol.

### ■ Pa eiriau neu ymadroddion cyffredin sy gen ti?

"Couldn't make it up!" "Is that clear?" (yn enwedig wrth siarad gyda phobl ifanc)

### ■ Sut rwy't ti am i bobl ifanc gofio amdanat ti?

Fel rhywun teg - pan oedd yn rhaid i mi fod yn llawdrwm gyda phobl ifanc fe hoffwn i feddwl fy mod yn gwneud hynny mewn ffordd deg a gyda pharch tuag atyn nhw.

Diolch yn fawr iawn i ti am siarad gydag Ymlaen.



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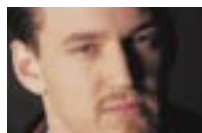
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