

Issue 12 Winter 2003 | Rhif 12 Gaeaf 2003

ymlaen

the magazine for youth workers in Wales



- **Sustainable youth work at the Youth Cymru conference**

also

- **The role of the Youth Service in Extending Entitlement**

- **Gwaith ieuenctid cynladwy yng nghynhadledd ieuenctid Cymru**

a

- **Rôl y Gwasanaeth Ieuenctid yn Ymestyn Hawliau**

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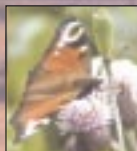
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The magazine for youth workers in Wales.

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Y cylchgrawn i weithwyr ieuencid yng Nghymru.

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

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

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Welcome to the Winter edition of Ymlaen, the magazine for youth workers in Wales. In this edition John Holmes looks at the role of the youth service in Extending Entitlement, we cover the range of funding opportunities for international work and Veronica Wilson questions our understanding of 'participation'. A report from Youth Cymru's annual conference, which took place earlier this year, is also included.

If you would like to contribute an article, or require any further information on Ymlaen, please contact Liz Sharp. Copy deadlines for future editions are posted on the WYA website.

Croeso i'r rhifyn Gaeaf o Ymlaen, y cylchgrawn i weithwyr ieuencid yng Nghymru. Yn y rhifyn hwn bydd John Holmes yn edrych ar rôl y gwasanaeth ieuencid yng nghyd-destun Ymestyn Hawliau, byddwn yn trafod y cyfleoedd cyllido ar gyfer gwaith rhyngwladol a bydd Veronica Wilson yn ystyried ein dealltwriaeth o 'cyfranogi'. Hefyd, ceir adroddiad ar gynhadledd flynyddol Ieuencid Cymru a gynhaliwyd yn gynharach eleni.

Os hoffech gyfrannu erthygl, neu am wybod rhagor am Ymlaen, cysylltwch â Liz Sharp. Mae'r dyddiadau terfyn ar gyfer rhifynnau'r dyfodol i'w gweld ar safle CIC.

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Cover: Peter Landers and young people of Newport YMCA promote their youth exchange project with Guangxi, China, at the seminar celebrating international youth work (page 14).

Clawr: Peter Landers a phobl ifanc o YMCA Casnewydd yn hyrwyddo'r prosiect cyfnewid ieuencid gyda Guangxi, Tsieina, yn y seminar yn dathlu gwaith ieuencid rhyngwladol (tudalen 14).

Safe & Sustainable Youth Work promoted at Youth Cymru's National Training Conference

130 youth workers from all over Wales met at the Penglais campus of University College Aberystwyth for the Youth Cymru National Training Conference 2003 that was held on the weekend of 11-13 July.

Keynote speeches from Doug Nicholls and Bert Jones addressed safe youth work practice and sustainability respectively. The speakers emphasised the potential influence of grass-roots youth workers on policy and practice. They both felt that the drive to sustain good youth work practice should not be underestimated and urged delegates to be proactive in their approach. A summary of Bert's speech appears on page 24.

An extensive selection of workshops was available, tailored specifically to assist and develop workers' practice with young people. These included:

- Child Protection (Partnership at Work)
- Disability Issues (Viva Project)
- Employment Law (CYWU)
- International Youth Volunteering (UNA Exchange)
- Managing Violence and Aggression (CYWU)
- Risk Assessment (St. John Ambulance)

- Young Peoples Partnerships (CWVYS)
- Domestic Violence (Llanelli YWCA)
- Global Citizenship (Global Connections)
- Healthy Living (Youth Cymru)
- Just About Managing (Staff College)
- Personal Discovery (Penarth Information Shop)
- Reality Baby (The Hive & Youth Cymru)
- Sexual Health (Sex Sense)
- Youth Achievement Awards (Youth Cymru)

Speaking of the value of the conference to youth workers, one delegate said: "There are so many reasons why youth workers should meet annually...nothing is more motivating and invigorating than bouncing ideas and experiences between like-minded individuals. This year the workshop on employment law was eye-opening, making one think of how vital knowledge of employment legislation can affect youth work practice." Commenting on the diversity of delegates, he said: "It is probably the only occasion when statutory and voluntary sectors work together to produce a conference which unifies Wales...The workshops are led by

individuals from many and varied organisations, the participants are from all sectors."

Youth Cymru Chief Executive Keith Thomas commented: "We're trying to place ourselves at the centre of developing high quality youth work opportunities in Wales...The centrepiece of all our work is the National Conference... Above all, it provides an opportunity for people with a passion for working with young people to gather together and share their knowledge and experience with like-minded people. As an event it provides training opportunities, it improves skills, disseminates good practice and helps to raise the quality of services to young people in Wales."

■ For further information please contact Youth Cymru on 029 20 616123 or visit www.youthcymru.org.uk

■ Bert Jones emphasised the need for a YWOW (Youth Workers of Wales) Forum and has since set up a practitioners discussion group on the website of the Wales Youth Agency. To take part please visit www.wya.org.uk/english/discussiongroups.asp

Holding the baby

A babysitting course in Cwmbran has been so successful that the students have asked Torfaen Council to continue it.

Safe Babysitting started last September at Thornhill Youth Centre but is still running as the students earn more credits towards their Open College Network courses. About six students aged 14-15 take part every Wednesday evening from 6.30 to 7.30pm.

The course looks at what makes a safe babysitter, covering the roles and responsibilities involved. Students practise their skills with a £250 doll that cries randomly whenever it needs milk, water or a nappy change and does not stop crying until it gets what it wants. They also take part in role-plays dealing with different situations, for example, what to do if the parents try to leave the house without telling the babysitter where they are going.

Youth Worker Teresa Green commented: "Safe Babysitting has been so popular that the students don't want it to end. I have had to keep finding new things for them to do."

The success of the babysitting course has led to it being delivered as part of the Life Skills/PSHE curriculum in a local school.

The school lies in a Communities First area that has a traditionally high teenage pregnancy rate. This course also utilises the lifelike American 'Baby - Think it Over' dolls, and combined with the recently introduced C-Card Condom Scheme, aims to target the rising teenage pregnancy and sexually transmitted infection rates.

For further information, contact Teresa Green on 01495 7588868



Magu'r baban

Mae cwrs gwarchod plant yng Nghwmbran wedi bod mor llwyddiannus fel mae'r dysgwyr wedi gofyn i Gyngor Torfaen barhau i'w gynnig.

Fe gychwynnodd Gwarchod Plant yn Ddiogel fis Medi diwethaf yng Nghanolfan Ieuenctid Thornhill, ond mae'n dal i redeg wrth i'r dysgwyr ennill mwy o gredydau tuag at eu cyrsiau Rhwydwaith Coleg Agored. Fe fydd tua chwech o ddysgwyr 14-15 oed yn cymryd rhan bob nos Fercher rhwng 6.30 a 7.30pm.

Mae'r cwrs yn edrych ar nodweddion gwarchod plant yn ddiogel, gan drafod y roliau a'r cyfrifoldebau cysylltiedig. Mae'r dysgwyr yn ymarfer eu sgiliau gyda dol £250 sy'n crio yn annisgwyl bob tro mae angen llaeth, dŵr neu newid clwt nes bydd yn cael y peth iawn. Mae'r dysgwyr yn chwarae rôl hefyd gan ddelio â gwahanol sefyllfaoedd, er enghraifft, beth i'w wneud os bydd y rhieni'n ceisio gadael heb ddweud ble maen nhw'n mynd.

Yn ôl y Weithwraig Ieuenctid Teresa Green: "mae Gwarchod Plant yn Ddiogel wedi bod mor boblogaidd fel bod y dysgwyr am iddo barhau. Mae'n rhaid imi feddwl am bethau newydd i'w gwneud o hyd."

Mae llwyddiant y cwrs gwarchod plant yn golygu ei fod yn cael ei gynnig fel rhan o'r cwricwlwm Sgiliau Bywyd/ABCh mewn ysgol leol.

Mae'r ysgol mewn ardal Cymunedau yn Gyntaf lle mae traddodiad o feichiogi ymhlith merched yn eu harddegau.

Mae'r cwrs hefyd yn defnyddio doliau 'Baby - Think it Over' o America, a'r bwriad ydy defnyddio'r rhain ynghyd â'r Cynllun Condomau Cerdyn C i dargedu'r cynnydd mewn beichiogi yn yr ardegau a chlefydau rhywiol.

I wybod rhagor, cysylltwch â Teresa Green ar 01495 758868

Hybu Gwaith Ieuenctid Diogel a Chynladwy yng Nghynhadledd Hyfforddi Genedlaethol Ieuenctid Cymru

Daeth 130 o weithwyr ieuenctid o bob rhan o Gymru at ei gilydd ar gampws Penglais, Prifysgol Cymru Aberystwyth ar gyfer Cynhadledd Hyfforddi Genedlaethol Ieuenctid Cymru 2003 a gynhaliwyd ar benwythnos 11-13 Gorffennaf.

Cafwyd anechiadau allweddol gan Doug Nicholls a Bert Jones ar arfer gwaith ieuenctid diogel a chynladwydd yn y drefn honno. Pwysleisiodd y siaradwyr ddylanwad potensial gweithwyr ar y maes ar bolisi ac arfer gwaith ieuenctid. Teimlai'r ddau na ddylid diystyru'r ymgyrch i gynnal arfer da mewn gwaith ieuenctid gan annog y cynadleddwyr i fod yn weithredol. Ceir crynodeb o anechiad Bert ar dudalen 25.

Yr oedd dewis eang o weithdai ar gael, a drefnwyd yn benodol i gynorthwyo a datblygu arfer gweithwyr gyda phobl ifanc. Yn eu plith caed:

- Diogelu Plant (Partneriaeth yn y Gweithle)
- Materion Anabledd (Prosiect Viva)
- Cyfraith Cyflogaeth (CYWU)
- Gwirfoddoli Ieuenctid Rhyngwladol (Cynllun Cyfnewid Cymdeithas y Cenhedloedd Unedig)
- Rheoli Trais ac Ymosod (CYWU)
- Asesu Risg (Ambiwylans Sant Ioan)
- Partneriaethau Pobl Ifanc (CWVYS)
- Trais yn y Cartref (YWCA Llanelli)
- Dinasyddiaeth Fyd-eang (Global Connections)
- Byw'n Iach (Ieuenctid Cymru)
- Rheoli (Coleg Staff)
- Darganfyddiad Personol (Siop Wybodaeth Penarth)
- Babi Realiti (Y Cwch Gwenyn a Ieuenctid Cymru)
- Iechyd Rhywiol (Sex Sense)
- Gwobrau Cyflawniad Ieuenctid (Ieuenctid Cymru).

Wrth sôn am werth y gynhadledd i weithwyr ieuenctid, dywedodd un o'r cynadleddwyr:

"Mae yna gynifer o resymau pam dylai gweithwyr ieuenctid gwrdd bob blwyddyn...does dim yn well o ran ysgogi a bywiogi na phobl o feddwl cyffelyb yn cyfnewid syniadau a phrofiadau. Eleni, roedd y gweithdy ar gyfraith cyflogaeth yn agoriad llygad, gan wneud i rywun feddwl fel y gall gwybodaeth am y ddeddfwriaeth ar gyflogaeth effeithio ar arferion gwaith ieuenctid."

Wrth drafod amrywiaeth y cynadleddwyr, ychwanegodd: "Mae'n debyg mai hwn yw'r unig gyfle sydd gan y sectorau statudol a gwirfoddoli i weithio gyda'i gilydd i greu cynhadledd sy'n uno Cymru... Mae'r gweithdai dan arweiniad unigolion o amryw byd o fudiadau, ac mae'r rhai sy'n cymryd rhan

ynddyn nhw yn dod o bob sector."

Meddai Prif Weithredwr Ieuenctid Cymru, Keith Thomas: "Rydyn ni'n ceisio creu lle inni'n hunain yng nghanol datblygu cyfleoedd i waith ieuenctid o ansawdd yng Nghymru... Canolbwynt ein gwaith ydy'r Cynhadledd Genedlaethol... Uwchlaw popeth, mae'n creu cyfle i bobl sydd ag angerdd dros weithio gyda phobl ifanc i ddod at ei gilydd i rannu gwybodaeth a phrofiad gyda phobl o feddwl tebyg. Fel digwyddiad, mae'n creu cyfleoedd hyfforddi, mae'n gwella sgiliau, mae'n lledaenu arfer da ac mae'n helpu i godi ansawdd gwasanaethau i bobl ifanc yng Nghymru."

■ I wybod rhagor cysylltwch â Ieuenctid Cymru ar 029 20 616123 neu ewch at www.youthcymru.org.uk

■ Pwysleisiodd Bert Jones yr angen am Fforwm i Weithwyr Ieuenctid Cymru, ac ers hynny mae wedi sefydlu grŵp trafod ar wefan Cyngor Ieuenctid Cymru. I gymryd rhan, ewch at www.wya.org.uk/welsh/discussiongroups.asp



Farewell Brian!

As you may be aware, Brian Williams has recently retired as Chief Executive of the Wales Youth Agency on the grounds of ill-health. Brian has been a key figure within the Youth Service in Wales since 1991 and has made a significant contribution to its development. It is the intention of the Board of Directors of the Wales Youth Agency to celebrate this contribution and to mark his retirement with a suitable event to be held in the future. We all wish Brian a long, happy and healthy retirement.

John Rose will continue in his capacity as Acting Chief Executive



Hwyl Fawr Brian!

Fel y gwyddoch efallai, ymddeolodd Brian Williams yn ddiweddar fel Prif Weithredwr Cyngor Ieuenctid Cymru oherwydd afiechyd. Mae Brian yn ffigur allweddol yn y Gwasanaeth Ieuenctid yng Nghymru er 1991 gan wneud cyfraniad sylweddol tuag at ei ddatblygiad. Bwriad Bwrdd Cyfarwyddwyr Cyngor Ieuenctid Cymru yw dathlu'r cyfraniad hwn a nodi achlysur ei ymddeoliad gyda digwyddiad addas i'w gynnal yn y dyfodol. Rydym bawb yn dymuno ymddeoliad hir, hapus a iach i Brian.

Bydd John Rose yn parhau yn ei swydd fel prif weithredwr Gweithredol

New mountain weather forecast for Wales

A new free of charge weather forecast for hill walkers and climbers in the Brecon Beacons and Snowdonia was launched in October by Sports Minister Alun Pugh.

The forecast, called Mountain Weather Wales gives detailed information on the conditions in the mountains such as wind speed, visibility and temperature. It will be accessible each morning from 5.30 am on both the Met Office web-site and the Wales Tourist Board website on a trial basis until March 2004.

The provision of a specialised weather forecast, free of charge, for walkers and mountaineers was a recommendation made by the Wales Outdoor Activities Awareness Forum which was set up, in March 2002, to look at the best ways of circulating safety information to people who take part in outdoor activities.

Roger Hunt, Operations Director at the Met Office said: "On a clear day the mountains of Wales are beautiful places to be, but when the weather changes they can become dangerous for the unprepared. For hill walking, an up-to-date weather forecast should be as important as the right clothing."

The £12,000 for the forecast will be funded from the £40k made available from the Welsh Assembly Government to the Sports Council this financial year in order to implement the recommendations made by the Forum. The forecast is available from www.metoffice.gov.uk/loutdoor/mountainsafety/snowdonia www.metoffice.gov.uk/loutdoor/mountainsafety/brecon

Rhagolygon tywydd newydd ar y mynyddoedd i Gymru

Cafodd gwasanaeth newydd di-dâl sy'n rhoi rhagolygon y tywydd i gerddwyr a dringwyr ar Fannau Brycheiniog ac yn Eryri ei lansio ym mis Hydref gan y Gweinidog Chwaraeon, Alun Pugh.

Mae'r gwasanaeth, Tywydd Mynyddoedd Cymru, yn cynnig gwybodaeth fanwl am y tywydd yn y mynyddoedd megis cyflymder y gwynt, pellter gweld a'r tymheredd. Bydd ar gael bob bore o 5.30am ar wefan y Swyddfa Dywydd a gwefan Bwrdd Croeso Cymru am gyfnod prawf hyd fis Mawrth 2004.

Argymhellwyd gwasanaeth tywydd arbenigol a di-dâl gan Fforwm Ymwybyddiaeth Gweithgareddau Awyr Agored Cymru, a sefydlwyd ym Mawrth 2002, i edrych ar y ffordd orau o ledaenu gwybodaeth am ddiogelwch i bobl sy'n cymryd rhan mewn gweithgareddau awyr agored.

Yn ôl Roger Hunt, Cyfarwyddwr Gweithredodd yn y Swyddfa Dywydd: "Ar ddiwrnod clir lle prydferth yw mynyddoedd Cymru, ond os bydd y tywydd yn troi gallan nhw fod yn beryglus i bobl sydd heb ymbaratoi. I rai sy'n cerdded y brynau, fe ddylai rhagolygon tywydd diweddar fod mor hanfodol â'r dillad iawn."

Bydd y £12,000 i dalu am y gwasanaeth yn dod o'r £40k a ddarparwyd gan Lywodraeth Cynulliad Cymru i'r Cyngor Chwaraeon eleni er mwyn gweithredu'r argymhellion a wnaed gan y Fforwm. Gellir gweld y rhagolygon ar www.metoffice.gov.uk/loutdoor/mountainsafety/snowdonia www.metoffice.gov.uk/loutdoor/mountainsafety/brecon

WCVA Criminal Record Unit opens for business

The WCVA's new criminal record check unit began operations in October. This development will simplify access to the CRB procedure and reduce expense for the voluntary sector.

Set up with the aid of a £219,000 National Assembly grant, the unit, which is based in Colwyn Bay will process disclosure applications and also provide information and advice via a dedicated helpline. Training on using the service to reduce the organisational risks of working with children and vulnerable adults will also be made available.

Voluntary bodies wishing to use the service must first apply for entitled user status. Unit head Liz Flack stated: "We will make no administrative charges to organisations that have been accepted as registered users other than those levied by the Criminal Records

Bureau in relation to the costs of disclosure checks." Currently, the CRB charges for enhanced and standard checks relating to paid employees; checks on volunteers are free of charge.

The WCVA website and e-briefings to WCVA members will cover developments in this area as and when they occur.

Headed by Liz Flack with Julie Watson as service organiser, The Criminal Record Unit currently has a complement of 7 staff. Ms Flack commented: "We are aware that expectation is high for this long-awaited service...and we are working closely with the CRB to ensure the needs of the sector are fully met. It is an exciting and challenging time and the team is looking forward to helping the sector make informed/safer recruitment choices."

The CRU Enquiry Service phone number is 0870 241 6557

Uned Gofnodion Troseddau CGGC yn agor

Mae uned gofnodion troseddau newydd CGGC wedi cychwyn ar ei waith ym mis Rhagfyr. Bydd y datblygiad hwn yn ei gwneud yn haws defnyddio'r drefn o wirio cofnodion ac yn lleihau costau i'r sector gwirfoddol.

Sefydlwyd yr uned gyda chymorth grant o £219,000 gan y Cynulliad, a bydd ar waith ym Mae Colwyn yn prosesu ceisiadau am ddatgeliadau gan ddarparu gwybodaeth a chyngor hefyd trwy linell gymorth benodedig. Bydd hyfforddiant ar ddefnyddio'r gwasanaeth i leihau'r risgiau i'r sefydliad wrthweithio gyda phlant ac oedolion diymgeledd ar gael hefyd.

Rhaid i gyrff gwirfoddol sydd am ddefnyddio'r gwasanaeth wneud cais yn y lle cyntaf am statws defnyddwyr â hawl. Yn ôl pennaeth yr uned, Liz Flack: "Fyddwn ni ddim yn gwneud newidiadau gweinyddol i fudiadau sydd wedi cael eu derbyn fel defnyddwyr cofrestredig ac

eithrio'r ffioedd a godir gan y Swyddfa Gofnodion Troseddau am wirio a datgelu." Ar hyn o bryd mae'r Swyddfa'n codi tâl am wiriadau uwch a safonol mewn perthynas â gweithwyr cyflog; ni chodir tâl am wirio gwirfoddolwyr.

Bydd gwefan CGGC ac e-fwletinau at aelodau CGGC yn trafod datblygiadau yn y maes hwn yn ôl y galw.

Dan arweiniad Liz Flack gyda Julie Watson yn drefnydd y gwasanaeth, mae gan yr Uned Gofnodion Troseddau 7 o staff ar hyn o bryd. Meddai Ms Flack: "Rydyn ni'n ymwybodol bod disgwyliadau mawr o'r gwasanaeth hwn...ac rydyn ni'n cydweithio'n agos â'r Swyddfa er mwyn sicrhau ein bod yn ateb anghenion y sector. Dyma gyfnod cyffrous a heriol ac mae'r tîm yn edrych ymlaen at helpu'r sector i recriwtio mewn ffordd fwy gwybodus a diogel."

Rhif ffôn Gwasanaeth Ymholiadau'r Uned yw 0870 241 6557

Canllaw Online Info-Worker event is a first for Wales

Over 100 workers in information services for young people from across Wales recently enjoyed an action packed working conference at the Royal Welsh Showground, Builth Wells.

The event was the first time that workers in information services for young people had assembled in such quantity and with such purpose, clearly demonstrating the emerging importance of and the continued need for a nationally co-ordinated information service. 20 of the 22 local authorities in Wales were represented at the event by designated workers with a responsibility for providing quality information services to young people.

A packed conference hall was led through a busy programme, which began with a brief history of youth information work in Wales provided by Chairman of the Canllaw Online

Management Board, Jim Humphreys.

Canllaw Online Director, Elise Stewart, then outlined some of the European and Domestic opportunities available to the field, reinforced the dedication of Canllaw Online to maintaining a strong national network of information providers for young people and pledged to continue this role.

The busy day was jam-packed with presentations by some of the current 112 registered Youth Info Outlets. These were followed by practical workshops on specific areas within information services such as Housing, Benefits, New Technologies, and



Canllaw Online Working Practices.

Many of the projects present showed displays of highly innovative outreach and static work and there was also a rare opportunity to see 8 of the Info Mobile vans from around Wales all gathered together in the sunny showground car park (a real highlight for many).

A key aspect of the day was the launch of a new Canllaw Online website specifically for workers in Information Services for Young People. The website, set-up in direct response to feedback from the field requesting a national forum for the sharing of working practise, ideas, tips, news, activities and events.

Key to the success of the site is a steady flow of content contribution from workers in information services from across the length and breadth of Wales. Visit the workers site at www.infooutlets.com and send your content contributions to Mick Conroy at mickconroy@canllaw-online.com or Elen Jones at elenjones@canllaw-online.com

If you are interested in joining the national network or would like a full report of the event please contact Mick Conroy at: mickconroy@canllaw-online.com Tel. 029 2088 7868

Digwyddiad Canllaw Online i Weithwyr Gwybodaeth yn torri cwys newydd i Gymru

Cafodd tros 100 o weithwyr mewn gwasanaethau gwybodaeth i bobl ifanc o bob rhan o Gymru gynhadledd ymarferol gyffrous yn ddiweddar ar faes y Sioe Frenhinol yn Llanfair ym Muallt.

Hwn oedd y tro cyntaf i weithwyr mewn gwasanaethau gwybodaeth i bobl ifanc ddod at ei gilydd yn y fath niferoedd gyda bwriad o'r fath. Roedd yr achlysur yn arwydd clir pa mor bwysig yw'r angen am wasanaeth gwybodaeth a gydlynir yn genedlaethol. Roedd cynrychiolwyr yno o 20 o'r 22 o awdurdodau yng Nghymru, a gweithwyr sydd â chyfrifoldeb penodedig am ddarparu gwasanaethau gwybodaeth o ansawdd i bobl ifanc.

Fe aeth y gynhadledd lawn trwy'r rhaglen, gan gychwyn gyda hanes cryno gwaith gwybodaeth i bobl ifanc yng Nghymru dan ofal Cadeirydd Bwrdd Rheoli Canllaw Online, Jim Humphreys.

Wedyn, amlinellwyd rhai o'r cyfleoedd sydd ar gael yn y maes yn Ewrop ac yn y wlad hon gan Gyfarwyddwr Canllaw Online, Elise Stewart. Soniodd am gryfhau ymroddiad Canllaw Online i gynnal rhwydwaith cenedlaethol cadarn o ddarparwyr gwybodaeth i bobl ifanc ac addawodd barhau gyda'r gwaith hwnnw.

Roedd y diwrnod prysur yn llawn cyfraniadau gan rai o'r 112 o Ganolfannau Gwybodaeth Ieuencid cofrestredig. Dilynwyd y rhain gan weithdai ymarferol ar feysydd neilltuoel o fewn gwasanaethau gwybodaeth megis Tai, Budd-daliadau, Technoleg Newydd, ac Arferion Gwaith Canllaw Online.

Roedd llawer o'r prosiectau yn y digwyddiad wedi arddangos eu gwaith sefydlog ac estyn ac roedd cyfle prin hefyd i weld wyth o'r faniau gwybodaeth ar daith o bob rhan o Gymru yn yr heulwen ar



faes y sioe (uchafbwynt y diwrnod i lawer o bobl).

Un agwedd allweddol ar y diwrnod oedd lansio gwefan newydd Canllaw Online yn benodol i weithwyr mewn gwasanaethau gwybodaeth i Bobl Ifanc. Fe sefydlwyd y wefan yn dilyn cais gan weithwyr am fforwm cenedlaethol i rannu arferion gwaith, syniadau, awgrymiadau, newyddion, gweithgareddau a digwyddiadau.

Yr allwedd i lwyddiant y safle ydy llif cyson o gynnwys gan weithwyr mewn gwasanaethau gwybodaeth ar draws Cymru. Fe gewch chi weld y safle ar www.infooutlets.com a gyrru eich cyfraniadau at Mick Conroy ar mickconroy@canllaw-online.com neu at Elen Jones ar elenjones@canllaw-online.com

Os hoffech chi ymuno â'r rhwydwaith cenedlaethol neu os hoffech dderbyn adroddiad llawn ar y digwyddiad cysylltwch â Mick Conroy ar: mickconroy@canllaw-online.com Ffôn. 029 2088 7868

Training success for deaf students

Eight deaf students achieved success in their Introduction to Access OCN training held in North Wales. They were presented with their certificates by Karen Sinclair AM at a recent activity week at Llangollen Youth Hostel.

Completion of the training represents a significant achievement for the students, some of whom had to cope with additional disabilities. Two of the passes were at level one and six at levels two and three.

The OCN Youth and Community training was delivered by the Staff College in partnership with the British Deaf Association and Flintshire County Council at a centre in Mold.

There are now a total of 35 deaf youth workers in Wales who have undergone training. 27 of these have gained locally qualified status and of these, four (pictured at their graduation ceremony) have recently completed the BA in Youth and Community Work at University of Wales College Newport.

Hyfforddiant Llwyddiannus i Fyfirwyr Byddar

Llwyddodd wyth o fyfirwyr byddar yn eu cwrs Rhagarweiniad o Fynediad dan y RhCA yn ddiweddar. Cyflwynwyd eu tystysgrifau gan Karen Sinclair AC mewn wythnos o weithgareddau yn Hostel Ieuencid Llangollen.

Mae cwblhau'r hyfforddiant yn dynodi camp go fawr i'r myfirwyr, y mae rhai ohonynt yn gorfod dygymod ag anableddau eraill. Pasiodd dau ar lefel un, chwech ar lefelau dau a thri.

Darparwyd yr hyfforddiant RhCA mewn Ieuencid a Chymuned gan y Coleg Staff mewn partneriaeth â Chymdeithas Pobl Fyddar Prydain a Chyngor Sir y Fflint mewn canolfan yn yr Wyddgrug.

Mae cyfanswm o 35 o weithwyr ieuencid byddar yng Nghymru wedi derbyn hyfforddiant erbyn hyn. Mae 27 o'r rhain wedi ennill statws cymhwyster lleol ac o'r rhain, mae pedwar (a welir yn y llun yn eu seremoni raddio) newydd ennill BA mewn Gwaith Ieuencid a Chymuned yng Ngholeg Prifysgol Cymru Casnewydd.



A box of dramatic delights

A group of young women from YWCA Cwmaman are planning to get on stage with a drama they have devised, written and directed themselves, inspired by the contents of a box. The girls, aged 11-16, will be giving a one-off performance of their theatre piece at the YWCA centre in Cwmaman in November.

The play was created as a part of a cultural exchange with young women from the Ogmore Valley. The two youth groups sent each other 'culture boxes' filled with visual clues about their lives and the issues that concern them. They then met and spent a week together in St David's, each creating a short play inspired by the contents of the box they had been sent.

The residential weekend was a huge success, with strong links forged between the two groups of girls. And now the Cwmaman group is looking forward to performing their play to an audience of parents, friends and representatives from national and local organisations. The group isn't revealing the full details of the story, as they want it to be a surprise for their audience, but it covers many everyday concerns young women face, such as boredom, wanting to fit in with the crowd, relationships and education.

Having already seen the other group's play, Gemma, 16 from Cwmaman said: "The performance was really good and it really did remind me of us. It was brill." Speaking of the bond between the two youth groups, Alicia, 13, said: "The other girls were mad and kind and I got on with them all and I would love to meet them again."

Carys Lovering, one of the YWCA's youth workers at Cwmaman, said: "This whole project has been fantastic. We've seen a meeting of minds between two groups of young women, who at first seemed very different. Friendships have been forged, but more than that, the girls have been able to use their creativity to explore some of the issues that they face every day."

For further information please call Carole Scott in the YWCA's press office on 01865 304216

Llund bocs o bleserau dramatig

Mae criw o fenywod ifanc o YWCA Cwmaman am lwyfannu drama a ddyfeisiwyd, a ysgrifennwyd ac a gyfarwyddwyd ganddynt, wedi ei hysbrydoli gan gynnwys bocs. Bydd y merched, 11-16 oed, yn cyflwyno un perfformiad o'u drama yng nghanolfan yr YWCA yng Nghwmaman ym mis Tachwedd.

Crëwyd y ddrama fel rhan o gynllun cyfnewid diwylliannol gyda menywod ifanc o Gwm Ogwr. Bu'r ddau grŵp yn gyrru 'bocsys diwylliant' at ei gilydd, gyda chliwiau am eu bywydau ar faterion sydd o bwys ganddynt. Treuliasant wythnos gyda'i gilydd yn Nhyddewi, gyda'r ddau grŵp yn creu drama fer yn seiliedig ar gynnwys y bocs a gawsant.

Roedd y penwythnos preswyl yn llwyddiant mawr, a greodd gysylltiadau cryf rhwng y ddau grŵp o ferched. Bellach mae grŵp Cwmaman yn edrych ymlaen at berfformio'i ddrama o flaen cynulleidfia o rieni, ffrindiau a chynrychiolwyr o fudiadau lleol a chenedlaethol. Nid yw'r merched am ddatgelu holl fanylion y stori, fel y bydd yn agoriad llygad i'r gynulleidfia, ond mae'n ymdrin â llawer o'r materion pob dydd sy'n wynebu menywod ifanc, megis diflastod, eisiau bod yn rhan o'r criw, perthnasoedd ac addysg.

Ar ôl gweld drama'r grŵp arall, dywedodd Gemma, 16 oed o Gwmaman: "Roedd y perfformiad yn dda iawn ac roedd yn ein hatgoffa ni o'n bywydau. Gwych." Wrth sôn am y cysylltiad rhwng y ddau grŵp ieuencid, meddai Alicia, 13 oed: "Roedd y merched eraill yn wallgo ac yn garedig ac roeddwn i'n tynnu ymlaen yn dda gyda phawb. Mi hoffwn i gael eu gweld nhw eto."

Yn ôl Carys Lovering, un o weithwyr ieuencid yr YWCA yng Nghwmaman: "Mae'r holl brosiect yma wedi bod yn ffantastig. Rydyn ni wedi gweld dau griw o fenywod ifanc yn dod i ddeall ei gilydd, a oedd yn ymddangos yn wahanol iawn ar y cychwyn. Mae cyfeillgarwch wedi ffurfio rhyngddynt nhw, ond yn fwy na hynny, mae'r merched wedi cael cyfle i ddefnyddio eu creadigrwydd i archwilio rhai o'r materion sy'n eu hwynebu nhw bob dydd."

I wybod rhagor, ffoniwch Carole Scott yn swyddfa wasg yr YWCA ar 01865 304216.

'Old the front page! Llanrumney youth paper crosses age gap

Young people living in the Llanrumney area of Cardiff recently featured local senior citizens in their youth magazine Just For You.

The paper's reporters, most of whom are in the 14-15 age group, went out into the community to talk to local senior citizens about their views on young people.

Contributors were later invited to a special VIP presentation See the Wider Picture, which was held at the John Reynolds Centre on the 29 August. Organised by NCH Cymru, the event aimed to demonstrate to the older community that young people were interested in a wide range of hobbies and pastimes and that it was unfair to dismiss them all as idle troublemakers.

Fourteen year old reporter Liam Roberts said: "Just because we come from Llanrumney, it doesn't mean we want to ruin the lives of grannies and grandads. The more we talk to old people, the more we understand them and the more they understand us."

NCH Cymru Information Worker Andrew Goode commented: "These young people are developing a sense of community, creativity and involvement. They are aware of the fears and misunderstandings some older people feel about teenagers and are doing something positive to try to overcome this problem."

The presentation was also attended by Children's Commissioner for Wales Peter Clarke, and by Mark Holley, Customer Services Manager of fashion retailer Peacock's, which is a fundraising supporter of NCH Cymru.

This is not the first time Just For You has addressed the generation gap; a previous edition featured interviews with Llanrumney's older generation comparing life in the 1940s with life today.

Just For You is produced in conjunction with NCH Cymru and the Llanrumney Youth Inclusion Project with funding from the Prince's Trust. A community newspaper put together by local young people, it includes articles and advice on a range of subjects including drugs avoidance, health improvement and dealing with relationships. As well as producing the paper, the Just for You team hand-deliver 5,000 copies per issue to homes in their area.

The project is at present trying to set up buddies – young people who will give at least an hour a week to spend time with an older person. This gives both parties the opportunity to discover what life is like on the other side of the fence. Often problems between the generations are caused through perception. One senior citizen said a few weeks ago "I thought that the younger generation don't care about anyone but themselves, but I have to admit they have more issues to deal with than when I was young". Whilst the older generation is surprised at the pressure younger people are under, younger people are finding out the pressures and joys of the senior generation. In one such experience Aaron found himself in a room full of Bingo-loving older folks. Aaron said "I never would have believed that Bingo could be so important and it's good fun too." This project is still very much in its infancy and it is hoped that this will be developed further in 2004 involving more young and older people.

For further information on the Llanrumney Generation Project please contact Andrew Goode on 029 20 360556



Daliwch Arni! Papur ieuenctid Llanrhymni yn pontio'r bwlch

Mae pobl ifanc sy'n byw yn ardal Llanrhymni yng Nghaerdydd wedi rhoi lle i bensiynwyr yn eu papur ieuenctid, Just For You. Fe aeth gohebwyr y papur, y rhan fwyaf ohonyn nhw rhwng 14 a 15 oed, allan i'r gymuned i holi pobl mewn oed am eu barn am bobl ifanc.

Wedi hynny, fe gafodd y cyfranwyr wahoddiad i dderbyniad arbennig, See the Wider Picture, a gynhaliwyd yng Nghanolfan John Reynolds ar 29 Awst. Trefnwyd y digwyddiad gan NCH Cymru gyda'r nod o ddangos i'r gymuned mewn oed fod pobl ifanc yn ymddiddori mewn ystod eang o hobiau a diddordebau amser hamdden a'i bod yn annheg eu diystyru nhw i gyd fel pobl sy'n gwastraffu eu hamser ac yn achosi trwbl.

Yn ôl un gohebydd 14 oed, Liam Roberts: "Os ydyn ni'n dod o Llanrhymni, dyw hynny ddim yn golygu ein bod ni eisiau difetha bywydau pob mam-gu a thad-cu yn y lle. Po fwy roedden ni'n siarad gyda hen bobl, mwya rydyn ni'n eu deall nhw ac yn sicrhau eu bod nhw yn ein deall ni."

Sylwodd Gweithiwr Gwybodaeth NCH Cymru, Andrew Goode: "Mae'r bobl ifanc hyn yn datblygu synnwyr cymuned, creadigedd a chyfranogiad. Maen nhw'n ymwybodol o ofnau a chamddealltwriaethau rhai pobl mewn oed am bobl yn eu harddegau ac maen nhw'n gwneud rhywbeth positif i fynd i'r afael â'r broblem."

Fe fynychwyd y derbyniad hefyd gan Gomisiynydd Plant Cymru, Peter Clarke, a Rheolwr Gwasanaethau Cwsmeriaid y gadwyn siopau Peacocks, sy'n codi arian i NCH Cymru.

Nid dyma'r tro cyntaf i Just For You drafod gwahaniaeth oedran; roedd cyfweiliadau mewn rhifyn cynharach gyda'r henoed yn Llanrhymni, yn cynharu bywyd yn y 1940 au a bywyd heddiw.

Cyhoeddir Just For You mewn cydweithrediad â NCH Cymru a Phrosiect Cynnwys Ieuenctid Llanrhymni, gyda nawdd gan Ymddiriedolaeth y Tywysog. Mae'n bapur newydd cymunedol, a olygir gan bobl ifanc, ac mae'n cynnwys erthyglau a chyngor ar ystod o bynciau yn cynnwys osgoi cyffuriau, gwella iechyd a delio â pherthnasoedd. Yn ogystal â chreu'r papur, mae tîm Just for You yn dosbarthu 5,000 o gopiau o bob rhifyn i gartrefi yn eu hardal.

Mae'r prosiect wrthi ar hyn o bryd yn ceisio sefydlu 'buddies' – sef pobl ifanc sy'n barod i dreulio awr bob wythnos gyda rhywun mewn oed. Mae hyn yn creu cyfle i'r ddau neu'r ddwy wybod sut mae bywyd i'r llall. Yn aml iawn, mater o ganfyddiad yw'r problemau rhwng cenedlaethau. Fel y dywedodd un mewn oed ychydig wythnosau'n ôl, "Roeddwn i'n meddwl fod y genhedlaeth iau'n poeni am neb ond amdany'n nhw eu hunain, ond rhaid imi gyfaddef fod ganddyn nhw fwy o broblemau i ddellio â nhw nag oedd gen i yn yr un oed." Tra bod pobl mewn oed yn synnu at y pwysau sydd ar bobl iau, mae'r bobl ifanc yn dysgu am bwysau a phleiserau'r genhedlaeth hyn. Mewn un enghraifft, cafodd Aaron mewn llond ystafell o bobl yn chwarae bingo. Meddai Aaron, "Wyddwn i ddim y gallai bingo fod mor bwysig, nac yn gymaint o hwyll chwaith." Mae'n ddyddiau cynnar ar y prosiect eto, a'r gobaith yw y bydd yn cael ei datblygu ymhellach yn 2004 i gynnwys rhagor o bobl ifanc a phobl hyn.

I wybod rhagor am Brosiect Cenedlaethau Llanrhymni, cysylltwch ag Andrew Goode ar 029 20 360556.

'Extending Entitlement' - social inclusion, partnerships and learning

John Holmes argues that the Youth Service needs to be clear about understanding its role in 'Extending Entitlement' and Young People's Partnerships.

Earlier this year four seminars were held in different parts of Wales to allow discussion on the role of the Youth Service in Young People's Partnerships (YPPs), and in particular to get responses to a paper I wrote on this topic for the Wales Youth Agency. In this paper I argued that the Youth Service in Wales needs to be clear about its understanding of three central concepts in 'Extending Entitlement' namely social inclusion, partnerships and learning. The interpretation given to these concepts will influence the extent to which youth work can easily embrace the idea of YPPs, be committed to work within them and even, as implied by 'Extending Entitlement' take the lead in developing a more enlightened entitlement approach to work with young people in a whole range of settings (schools, colleges, social services, health, police etc). I argue that the Youth Service should identify three categories for their level of involvement in terms of YPPs.

- A Areas of activity that are youth work, where the Youth Service should take the lead and work in partnership with other services to young people.
- B Areas of activity that are not youth work but where youth work involvement will be beneficial (either in terms of service delivery or influencing the ethos of the work) and the Youth Service exists as one of the partners, in a partnership either led by another service or where joint leadership exists.
- C Areas of activity which are important for young people but it is not appropriate for youth work involvement given the ethos that youth work needs to adhere to and be seen to be holding to by young people.

It was not felt possible in the paper to be prescriptive about which activities fall into each of the three categories but much debate occurred in the seminars around the 10 Entitlements, and the additional three points relating to the environment identified by 'Extending Entitlement'.

The argument in the paper is that entitlements 6-10 (and 3 environments) provide few if any problems for youth work but 1-5 can present problems. The reasons for these problems differ. No. 5 could flow from No. 6 but it may well be better for youth workers to refer on young people to those professionals with more specialist knowledge. This suggests the importance of partnership working but suggests a category B involvement. Nos 3 and 4 are problematic not in principle but in terms of whether sufficient resources are in place to deliver this to young people. Much of the discussion in the paper/seminars revolved around Nos 1 and 2, and related back to the meanings of 'social inclusion' and 'learning/education'.

The New Labour policy context of 'Extending Entitlement' puts considerable emphasis on employability and sees educational/vocational qualifications as the key to achieving employability. Whilst research evidence does indeed

continued on page 12

10 Entitlements

Every young person in Wales has a basic entitlement to:

1. Education, training and work experience - tailored to their needs;
2. Basic skills which open doors to a full life and promote social inclusion;
3. A wide and varied range of opportunities to participate in volunteering and active citizenship;
4. High quality, responsive, and accessible services and facilities;
5. Independent, specialist careers advice and guidance and student support and counselling services;
6. Personal support and advice - where and when needed and in appropriate formats - with clear ground rules on confidentiality;
7. Advice on health, housing benefits and other issues provided in accessible and welcoming settings;
8. Recreational and social opportunities in a safe and accessible environment;
9. Sporting, artistic, musical and outdoor experiences to develop talents; broaden horizons and promote rounded perspectives including both national and international contexts;
10. The right to be consulted, to participate in decision-making, and to be heard, on all matters which concern them or have an impact on their lives

In an environment where there is:

1. A positive focus on achievement overall and what young people have to contribute;
2. A focus on building young people's capacity to become independent, make choices, and participate in the democratic process; and
3. Celebration of young people's successes.

Welsh Assembly Government 2002. Extending Entitlement: support for 11-25 year olds in Wales
Direction & Guidance (page 10)

'Ymestyn Hawliau' – cynhwysiant cymdeithasol, partneriaethau a dysgu

John Holmes yn dadlau bod angen i'r Gwasanaeth Ieuentid fod yn glir o ran deall ei rôl o safbwynt 'Ymestyn Hawliau' a Phartneriaethau Pobl Ifanc.

10 Hawliau

Mae gan bob person ifanc yng Nghymru hawl sylfaenol i gael:

1. Addysg, hyfforddiant a phrofiad gwaith – wedi'u teilwrio i'w hanghenion;
2. Sgiliau sylfaenol sy'n agor drysau i fywyd llawn ac sy'n hybu cynhwysiant cymdeithasol;
3. Amrywiaeth eang o gyfleoedd i gymryd rhan mewn gweithgareddau gwirfoddol ac i ymarfer dinasyddiaeth ymarferol;
4. Gwasanaethau a chyfleusterau o safon uchel, ymatebol a hygyrch;
5. Cyngor a chyfarwyddyd gyrfaoedd annibynnol ac arbenigol a gwasanaethau cymorth a chynghori i fyfyrwyr;
6. Cymorth a chngor personol lle bynnag a phryd bynnag y bo'i angen -ar ffurf briodol – gyda rheolau clir ar gyfrinachedd;
7. Cyngor ar iechyd, budd-daliadau tai a materion eraill mewn amgylchedd cyfeillgar a chroesawgar;
8. Cyfleoedd i hamddena a chymdeithasu mewn amgylchedd diogel a chyfeillgar;
9. Profiadau o ran chwaraeon, y celfyddydau, cerddoriaeth a gweithgareddau awyr agored i feithrin doniau, lledu gorwelion a hybu safbwyntiau crwn mewn cyd-destunau cenedlaethol a rhyngwladol;
10. Yr hawl i ymgynghori â hwy, i gymryd rhan mewn gwneud penderfyniadau ac i gael eu clywed ar bopeth sy'n ymwneud â hwy neu sy'n effeithio ar eu bywydau.

Mewn amgylchedd lle mae:

1. Sylw cadarnhaol yn cael ei roi i lwyddiant yn gyffredinol a'r hyn y mae'n rhaid i bobl ifanc ei gyfrannu;
2. Sylw yn cael ei roi i feithrin gallu pobl ifanc i fod yn annibynnol, gwneud dewisiadau a chymryd rhan yn y broses ddemocrataidd; a
3. Lle mae llwyddiannau pobl ifanc yn cael eu dathlu.

Llywodraeth Cynulliad Cymru 2002.

Ymestyn Hawliau: cynorthwyo pobl ifanc o 11 i 25 oed yng Nghymru Cyfarwyddyd a Chanllawiau (tudalen 10)

Yn gynharach eleni cynhaliwyd pedair seminar mewn gwahanol rannau o Gymru i hwyluso trafod rôl y Gwasanaeth Ieuentid mewn Partneriaethau Pobl Ifanc (Partneriaethau), ac i geisio ymateb yn benodol i bapur a ysgrifennais ar y mater hwn i Gyngor Ieuentid Cymru. Yn y papur hwnnw, dadleuwn fod angen i'r Gwasanaeth Ieuentid yng Nghymru fod yn glir yn ei ddealltwriaeth o dri chysyniad canolog yn 'Ymestyn Hawliau', sef cynhwysiant cymdeithasol, partneriaethau a dysgu. Bydd y dehongliad ar y cysyniadau hyn yn dylanwadu ar allu gwaith ieuentid i ddarlledu y syniad o Bartneriaethau, i ymrwymo i weithio gyda nhw, a hyd yn oed – fel yr awgryma 'Ymestyn Hawliau' – i achub y blaen o ran datblygu gwaith mwy goleuedig ar hawliau pobl ifanc mewn sawl amgylchedd (ysgolion, colegau, gwasanaethau cymdeithasol, iechyd, heddlu, ayb). Fy nadl yw y dylai'r Gwasanaeth Ieuentid adnabod tri chategori ar gyfer eu hymwneud â'r Partneriaethau hyn.

- A Meysydd gweithgarwch lle mae gwaith ieuentid, lle y dylai'r Gwasanaeth Ieuentid arwain gan weithio mewn partneriaeth â gwasanaethau eraill i bobl ifanc.
- B Meysydd gweithgarwch lle nid oes gwaith ieuentid ond lle byddai cyfraniad gwaith ieuentid yn fuddiol (naill ai o ran darparu gwasanaethau neu ddylanwadu ar naws y gwaith) lle mae'r Gwasanaeth Ieuentid yn bartner mewn partneriaeth dan arweiniad gwasanaeth arall neu lle bo mwy nag un arweinydd.
- C Meysydd gweithgarwch sy'n bwysig i bobl ifanc, ond sy'n anaddas i waith ieuentid o gofio gwerthoedd gwaith ieuentid a'r syniad o waith ieuentid sydd gan bobl ifanc.

Ni theimlid ei bod yn bosibl gosod y ddeddf i lawr yn y papur hwnnw am y gweithgareddau sy'n perthyn i bob categori ond bu cryn ddadlau yn y seminarau hynny am y 10 o Hawliau, ac am y tri phwynt ychwanegol mewn perthynas â'r amgylchedd a nodwyd yn 'Ymestyn Hawliau'.

Y ddadl yn y papur yw fod hawliau 6-10 (a rhif 3) yn weddol syml i waith ieuentid ond bod 1-5 yn codi problemau posibl. Mae'r rhesymau am y problemau hyn yn amrywio. Gallai Rhif 5 ddilyn yn rhesymegol o Rif 6 ond gallai fod yn well i weithwyr ieuentid gyfeirio pobl ifanc at y gweithwyr proffesiynol hynny sydd â rhagor o wybodaeth arbenigol. Mae hyn yn awgrymu pwysigrwydd gweithio mewn partneriaeth ond yn ensynio ymwneud gan gorff yng nghategori B. Mae Rhif 3 a Rhif 4 yn broblemus, nid mewn egwyddor ond o ran cwestiwn a oes digon o adnoddau ar gael i allu eu darparu i bobl ifanc. Pwnc llawer o'r trafod yn y seminarau oedd Rhif 1 a Rhif 2, ac yn ymwneud ystyr 'cynhwysiant cymdeithasol' a 'dysgu/addysg'.

Mae cyd-destun polisi Llafur Newydd yn 'Ymestyn Hawliau' yn rhoi cryn bwyslais ar gyflogadwydd ac yn synio am gymwysterau addysgol/galwedigaethol fel yr allwedd i sicrhau swydd. Er bod tystiolaeth y gwaith ymchwil yn cyfiawnhau pwysigrwydd cynyddol cymwysterau o safbwynt sicrhau swydd, nid yw hyn o reidrwydd yn golygu mai rôl gweithwyr ieuentid yw chwarae rhan uniongyrchol yn mynd ysgolion a hyfforddiant. Mae perygl i weithwyr ieuentid golli'r berthynas gadarnhaol sydd ganddynt yn gyffredinol gyda phobl ifanc os deuir i feddwl amdanynt yng nghyd-destun presenoldeb gorfodol,

parhad ar dudalen 13

continued from page 10

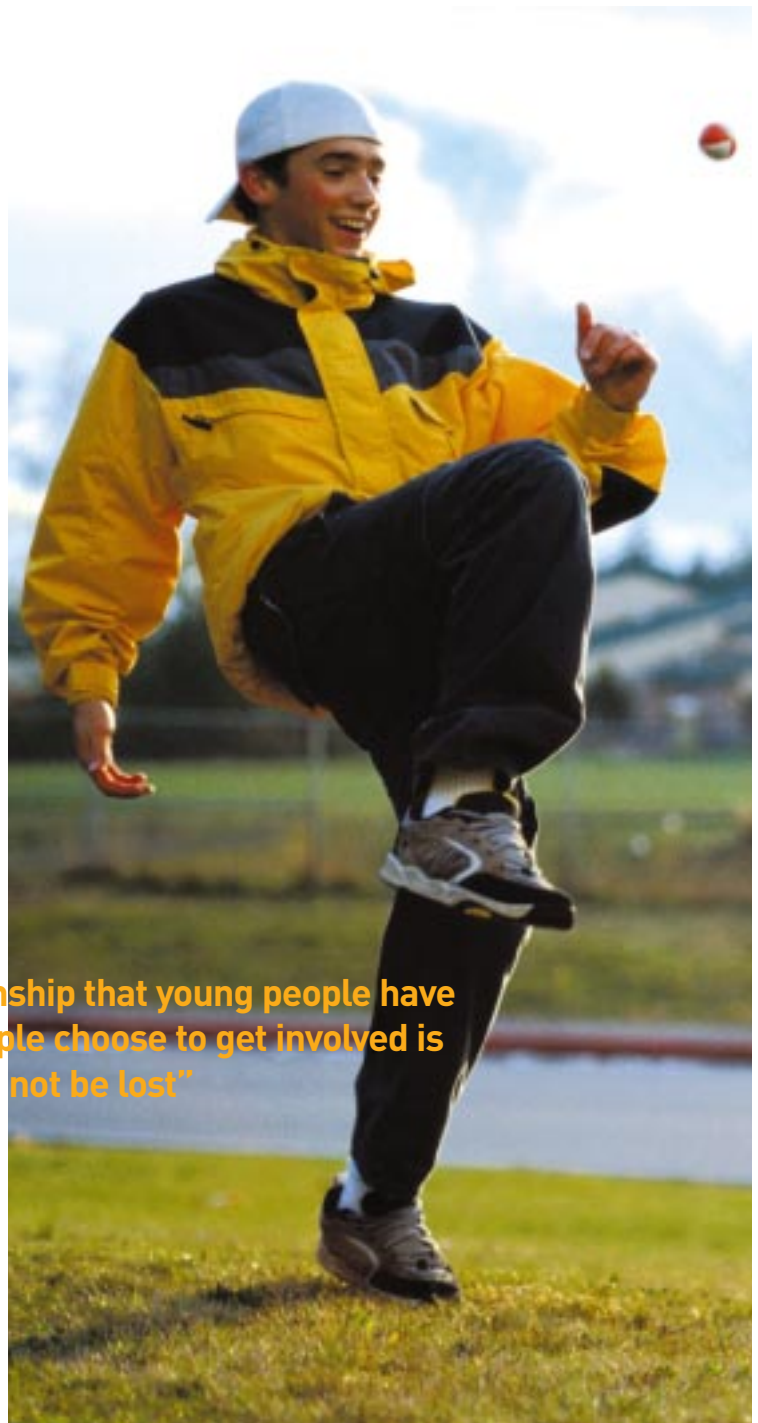
justify the increasing importance of qualifications for gaining employment this does not mean it is necessarily the role of youth workers to be directly involved in the world of schooling and training. There is a danger that youth workers will lose the generally positive relationships they have with young people if they come to be identified with a too prescriptive world of compulsory attendance, pre-determined curriculum, and generally being involved in the 'official' world monitoring young people to ensure conformity. The importance of the voluntary relationship that young people have with youth work, the fact that young people choose to get involved is a key principle that must not be lost despite the risks faced by young people not wanting to conform to current requirements of successful transition to adulthood. Young people do raise issues of schooling, qualifications and training with youth workers and youth workers should be able to respond. Their response may be the more valuable in relating these key areas of life to their existing knowledge of that young person and challenging the young person to make choices based on evidence of consequences rather than fears and prejudices. Often this means emphasising that young people have greater potential than they themselves believe. However if the young person is wanting guidance on the best procedures to follow to reach a particular goal or if they are simply failing to follow steps previously agreed to achieve qualifications or jobs then other professionals may well be better placed to intervene.

Whilst youth workers have to be wary that their work is not falling into category C levels of involvement, they also have to rise to the challenge of finding ways for young people to experience youth work as exciting and worthwhile. In the paper some small-scale research is described around youth work involvement in basic skills in Wales. It was clear from this research that youth workers are well aware of the literacy and numeracy difficulties faced by some of the young people they work with but they are often uncertain how to respond to this situation. They were usually well aware of how these difficulties could stunt the life chances of these young people but often did not want to get directly involved with work around basic skills. This reflected their desire to respond to the stated interests of young people (which rarely

“The importance of the voluntary relationship that young people have with youth work, the fact that young people choose to get involved is a key principle that must not be lost”

included basic skills), as well as some youth workers own lack of expertise and the view that basic skills was a role for formal education. The result was that referral on to other agencies (usually school, college, training providers) was the normal response of youth workers. Whilst this response was often just what was needed, and should be helped by the partnership working promoted by YPPs, it was sometimes seen as problematic by youth workers. This was because for some young people greater involvement in school or college was rejected as they saw these settings as either threatening or having little value. This situation challenged youth workers to get directly involved in basic skills either by ensuring that existing 'alternative curriculum' programmes paid sufficient attention to literacy/numeracy or by adapting existing youth work provision to ensure basic skills needs were met. Some creative work is clearly occurring and sometimes this is best carried out distinct from school/college provision if good relationships between young people and youth workers are to be maintained.

It was not possible in the seminars to come to agreement on which type of interventions with young people that youth workers should or not get involved in (relating to the 3 categories). In practice Youth Service involvement in YPPs was as much influenced by practical factors as issues of youth work principle. Youth Service representation on YPPs, the amount of additional resources, the extent to which resources are tied to specific outcomes, the stated preferences of local young people were all factors in deciding priorities. The diversity of the Youth Service in Wales both within and between local authority and voluntary sector provision made it difficult to come to any consensus about priorities in relation to YPPs. However the underlying issues of principle remain important and as John Rose pointed out



in the last issue of Ymlaen (No. 11, p.8) there is a need for clarity and resolution of disagreements if development is to occur. For me the key questions requiring answers are:

- Is the Youth Service expected to take a lead role in the YPPs by the Youth Policy Team, and if so is this for all of the 10 Entitlements?
- Is the New Labour policy agenda of social inclusion through employability the dominant one in government terms and will this influence funding either through the Welsh Assembly or outside sources for YPPs?

The original paper 'The Role of the Youth Service in YPPs', the report on the seminars held, and the report on the basic skills research are all available from John Holmes at the Wales Youth Agency (029 20 855700, by emailing john.holmes@wya.org.uk or from the website www.wya.org.uk)

John Holmes is a part-time lecturer in youth work and also works as a freelance consultant.

parhad o dudalen 11

cwricwlwm rhagosodedig, a monitro pobl ifanc yn swyddogol er mwyn sicrhau cydymffurfiaeth. Pwysigrwydd y berthynas wirfoddol sydd gan bobl ifanc â gwaith ieuencid, a'r ffaith bod pobl ifanc yn dewis cymryd rhan yn egwyddor allweddol na ddylid colli golwg arni er gwaethaf y risg a wynebri gan bobl ifanc sy'n gwrthod cydymffurfio â'r gofynion cyfredol. Mae pobl ifanc yn sôn am ysgolion, cymwysterau a hyfforddiant wrth weithwyr ieuencid a dylai gweithwyr ieuencid allu ymateb. Gall eu hymateb fod yn fwy gwerthfawr o ran cysylltu'r agweddau allweddol hyn ar fywyd â'u gwybodaeth gyfredol am y person ifanc hwnnw a herio'r person ifanc i wneud dewis ar sail tystiolaeth y canlyniadau rhagor ofnau a rhagfarnau. Mae hyn yn aml yn golygu pwysleisio bod gan bobl fwy o botensial nag a gredant eu hunain. Fodd bynnag, os bydd y person ifanc yn chwilio am arweiniad ar y dulliau gweithredu gorau i gyrraedd nod neilltuol neu os ydynt yn methu dilyn y camau y cytunwyd arnynt o'r blaen i ennill cymwysterau neu gael swydd, mae'n bosibl y bydd gweithwyr proffesiynol eraill mewn safle gwell i ymyrryd.

“Pwysigrwydd y berthynas wirfoddol sydd gan bobl ifanc â gwaith ieuencid, a'r ffaith bod pobl ifanc yn dewis cymryd rhan yn egwyddor allweddol na ddylid colli golwg arni”

Tra bod angen i weithwyr ieuencid fod yn wyladwrs nad yw eu gwaith yn perthyn i lefelau ymyrryd yng Nghategori C, rhaid iddynt ymateb hefyd i'r her o ddarganfod ffyrdd i bobl ifanc gael profiad o waith ieuencid fel peth cyffrous a gwerth chweil. Disgrifir gwaith ymchwil yn y papur a wnaed ar gyfraniad gwaith ieuencid at sgiliau sylfaenol yng Nghymru. Roedd yn glir ar sail y gwaith ymchwil hwn fod gweithwyr ieuencid yn ymwybodol iawn o'r anawsterau

llythrennedd a rhifedd a wynebri gan rai o'r bobl ifanc sy'n gweithio gyda nhw ond nad ydynt yn siwr sut i ymateb. Fel arfer, roeddynt yn ymwybodol sut y gallai'r anawsterau hyn effeithio ar gyfleoedd pobl ifanc mewn bywyd ond nid oeddynt gan amlaf am gymryd rhan

uniongyrchol mewn gwaith ar sgiliau sylfaenol. Oedd hyn yn adlewyrchiad o'u hawydd i ymateb i'r buddiannau a ddatganwyd gan bobl ifanc (sydd yn cynnwys sgiliau sylfaenol yn bur anaml), yn ogystal â diffyg arbenigedd rhai gweithwyr ieuencid a'r farn mai swyddogaeth addysg ffurfiol yw sgiliau sylfaenol. Y canlyniad oedd bod mai ymateb arferol gweithwyr ieuencid oedd dargyfeirio pobl ifanc at asiantaethau eraill (fel arfer yr ysgol, coleg, hyfforddwyr). Er mai dyna oedd yr ymateb cywir yn aml, ac er y dylai'r gweithio mewn partneriaeth fod o gymorth yn hyn o beth, yn unol â rôl y Partneriaethau, câi rhai gweithwyr ieuencid broblemau gyda hyn. Y rheswm oedd bod rhai pobl ifanc yn gwrthod mwy o ymwneud â'r ysgol neu'r coleg gan fod y rhain yn fygythiad neu'n ddiwerth yn eu golwg. Ymateb gweithwyr ieuencid i'r her oedd cymryd rhan yn uniongyrchol mewn sgiliau sylfaenol naill ai trwy sicrhau bod rhaglenni 'cwricwlwm amgen' cyfredol yn talu digon o sylw i lythrennedd a /neu rifedd neu drwy addasu darpariaeth gyfredol gwaith ieuencid i gwrdd â'r angen am sgiliau sylfaenol. Mae'n glir bod gwaith creadigol ar droed ac weithiau y ffordd orau i hyn gael ei wneud yw ar wahân i ddarpariaeth ysgol a/neu goleg os yw gweithwyr ieuencid am barhau i gynnal perthynas dda â phobl ifanc.

Nid oedd modd defnyddio'r seminarau i gytuno ar y math o ymyrryd a ddylai ddigwydd rhwng gweithwyr ieuencid a phobl ifanc (mewn perthynas â'r tri chategori). Yn ymarferol, mae'r ymwneud y Gwasanaeth Ieuencid â'r Partneriaethau yn dibynnu lawn gymaint ar ffactorau ymarferol ag ar egwyddorion gwaith ieuencid. Mae cynrychiolaeth y Gwasanaeth Ieuencid ar y Partneriaethau, yr adnoddau sydd ar gael, y cysylltiad rhwng adnoddau a nodau penodol a dyheadau pobl ifanc i gyd yn ffactorau wrth bennu blaenoriaethau. Mae amrywiaeth y Gwasanaeth Ieuencid yng Nghymru o fewn awdurdodau lleol a rhwng yr awdurdodau hyn a'r sector gwirfoddol yn ei gwneud yn anodd dod i unrhyw fath o gytundeb ynglŷn â blaenoriaethau yng nghyswllt y Partneriaethau. Fodd bynnag, mae'r egwyddorion gwaelodol yn dal yn bwysig, ac fel y sylwodd John Rose yn y rhifyn diwethaf o Ymlaen (Rhif 11, t.8) mae angen eglurder a modd i ddatrys anghydfod os ydym am ddatblygu. I mi, y cwestiynau hanfodol yw:

■ A oes disgwyl i'r Gwasanaeth Ieuencid chwarae rhan flaenllaw yn y Partneriaethau trwy'r Tîm Polisi Ieuencid, ac os felly a yw hyn yn wir am bob un o'r 10 o Hawliau?

■ Ai agenda Llafur Newydd o gynhwysiant cymdeithasol trwy gyfleoedd gwaith yw'r brif agenda ym marn y llywodraeth ac a fydd hyn yn dylanwadu ar gyllid naill ai trwy'r Cynulliad neu drwy ffynonellau eraill i'r Partneriaethau?

Mae'r papur gwreiddiol 'Rôl y Gwasanaeth Ieuencid mewn Partneriaethau', yr adroddiad ar y seminarau a gynhaliwyd, a'r adroddiad ar y gwaith ymchwil ar sgiliau sylfaenol, i gyd ar gael oddi wrth John Holmes trwy Gyngor Ieuencid Cymru (029 20 855700, trwy e-bostio john.holmes@wya.org.uk neu ar y wefan ar www.wya.org.uk)

Mae John Holmes yn ddarlithydd rhan-amser mewn gwaith ieuencid ac mae'n gweithio hefyd fel ymgynghorydd annibynnol.



European Youth Work or Youth Work in Europe?

Katie Antippas, WYA Development Officer for International Work, outlines the European YOUTH funding opportunities for both youth workers and young people.

European Youth Work or youth work in Europe? Whichever way you approach it and however deeply you discuss it, the path that most youth groups would take to reach their metaphoric destination would more often than not be via the European YOUTH Programme. The YOUTH programme is the European Union's mobility and youth education programme aimed at young people aged 15 to 25. It allows young people from 30 European countries to

participate in a variety of activities giving them a better understanding of cultural diversity. However elementary this may sound, understanding the programme content and how to access the relevant fund once you have identified it often proves to be much more complex.

The European Youth Seminar, held recently in Mid Wales, is part of a wider training plan developed between the Wales Youth Agency and the Connect Youth

department of the British Council. The plan aims to promote applications from the programmes' target group – disadvantaged young people – and provide support structures to enable their participation. Watch out for training plan information which is always distributed via Pigion.

The flow chart lists the most popular area and activity that groups and individuals can undertake within the programme, and looks at where and how to apply.

What do you want to do?

- Youth Exchange (Youth group from Wales with another European country = Bi-lateral)
- Youth Exchange (Youth group from Wales with 2 other European countries = Tri-lateral)
- Youth Exchange (Youth group from Wales with 3 or more other European countries = Multi-lateral)

- Youth Exchange (Youth group from Wales with 3 or more other European countries = Multi-lateral)

- Volunteering (An individual aged 18 to 25 who wants to undertake voluntary work in another European country)

- Youth or Group Initiative (A group of young people who want to create and implement their own project for the benefit of their community)

Programme details

- Otherwise known as Action 1 – Youth for Europe. Application forms and guidelines are available from the Wales Youth Agency. Funding available for sending and hosting groups.

- Also Action 1 – Youth for Europe. Application forms and guidelines are available from the Wales Youth Agency. Funding available for hosting groups. Each country applies to their own National Agency when hosting.

- Known as Action 2 – EVS (European Voluntary Service) Information and application forms are available from ICP or UNA Exchange – details below No qualifications required. No costs incurred. All expenses paid plus a weekly allowance of approximately £25.

- Action 3 – Youth Initiative Application forms and guidelines are available from the Wales Youth Agency. Funding available for all project implementation costs.

How to apply

- Return completed application forms to the Wales Youth Agency. Deadlines for application are the 1st of February, April, June, September and November. All applications are assessed by the Connect Cymru Committee who decide if the application is eligible and award an appropriate grant. The decision and subsequent notification happens locally and is then forwarded to London for processing. A contractual agreement is then signed before payment is made via an electronic transaction directly into the applicant organisation's bank account.

- Return completed application forms to ICP or UNA Exchange (known as sending organisations). Deadlines for application are the 1st of February, April, June, September and November. All applications are assessed by EVS national agencies. Your sending organisation (ICP or UNA Exchange) will keep the applicant informed of progress.

- Return completed application forms to the Wales Youth Agency. Deadlines for application are the 1st of February, April, June, September and November. All applications are assessed by the Connect Cymru Committee who decide if the application is eligible and award an appropriate grant. Decision and notification happens locally and is then forwarded to London for processing.

Contacts

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(address on page 3)

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Bwthyn Gwyrdd,
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Tel/Fax:
00 44 (0)1570 421416

UNA Exchange:
Hannah Pitt,
UNA Exchange,
Temple of Peace,
Cardiff CF10 3AP
Tel: 029 20 223088
Web:
www.unaexchange.org

Connect Youth:
Web:
www.connectyouthinternational.com

Who's Who on the Connect Cymru Committee

Yvonne Burgis, Community Education Officer, Swansea Youth Service; **Kate Connolly**; **Sue Davies**, Training Liaison Officer, Yale Training; **Kevin Davies**, Community Education Officer, Preseli Community Education Centre; **Melvyn Griffiths**, Welsh Scout Council; **Jane Lavelle**, Youth & Community Officer, Newport Youth Service; **Chris Davis**, Carmarthenshire Youth Service; **Grant Poiner**, Next Generation Officer, Boys' and Girls' Clubs of Wales; **Roy Skelton**; **Sheila Smith**, UNA Exchange; **Pat Teagle**, Girlguiding Cymru; **Keith Thomas**, Chief Executive, Youth Cymru; **James Williams**, Urdd Gobaith Cymru; **Chris Herriot**, Caerphilly Youth Service

Observers: Connect Youth; Estyn

Gwaith Ieuenctid Ewropeaidd ynteu

Gwaith Ieuenctid yn Ewrop?

Katie Antippas, Swyddog Datblygu Gwaith Rhyngwladol CIC, yn amlinellu cyfleoedd cyllid IEUENCTID Ewropeaidd i weithwyr ieuenctid a phobl ifanc.

Gwaith Ieuenctid Ewropeaidd ynteu Gwaith Ieuenctid yn Ewrop? Ni waeth o ba gyfeiriad y dewch chi na pha mor ddwys y byddwch yn ei drafod, byddai'r rhan fwyaf o grwpiau ieuenctid yn dewis dilyn y Rhaglen IEUENCTID Ewropeaidd i gyrraedd y nod. Y Rhaglen IEUENCTID yw rhaglen symudoledd ac addysg ieuenctid yr Undeb Ewropeaidd ar gyfer pobl ifanc 15 i 25 oed. Mae'n cynnig cyfle i bobl ifanc o 30 o wledydd yn Ewrop i

gymryd rhan mewn amrywiaeth o weithgareddau sy'n rhoi gwell syniad iddynt am amrywiaeth ddiwylliannol. Mae hyn yn swnio'n ddigon elfennol, o bosibl; mater llawer mwy cymhleth yw deall cynnwys y rhaglen a sut i geisio arian o'r gronfa briodol unwaith y byddwch wedi ei hadnabod.

Mae'r Seminar Ieuenctid Ewropeaidd, a gynhaliwyd yn y canolbarth yn ddiweddar, yn rhan o gynllun hyfforddi ehangach a ddatblygwyd rhwng Cyngor Ieuenctid Cymru

ac Adran Cyswllt Ieuenctid y Cyngor Prydeinig. Nod y cynllun yw hybu ceisiadau gan grwpiau targed y rhaglenni – sef pobl ifanc dan fantais – gan gynnig cymorth i'w galluogi i gymryd rhan. Bydd gwybodaeth am y cynllun hyfforddi yn cael ei dosbarthu gyda Pigion.

Mae'r siart llif yn dangos y meysydd a'r gweithgareddau mwyaf poblogaidd y gall grwpiau ac unigolion eu dilyn trwy'r rhaglen, ac yn edrych ar sut i wneud cais.

Beth hoffech chi ei wneud?

Cyfnwidiad Ieuenctid (Grŵp Ieuenctid o Gymru'n cyfnwidiad â gwlad arall yn Ewrop = Dwyochochrog)

Cyfnwidiad Ieuenctid (Grŵp Ieuenctid o Gymru'n cyfnwidiad â 2 wlad arall yn Ewrop = Tairochochrog)

Cyfnwidiad Ieuenctid (Grŵp Ieuenctid o Gymru'n cyfnwidiad â 3 neu ragor o wledydd yn Ewrop = Amlochochrog)

Gwirfoddoli (Rhywun 18 i 25 sydd am wneud gwaith gwirfoddol mewn gwlad arall yn Ewrop)

Menter Ieuenctid neu Grŵp (Grŵp o bobl ifanc sydd am greu a gweithredu eu prosiect eu hunain er budd eu cymuned)

Manylion am raglenni

Enw arall yw Gweithred 1 – Ieuenctid dros Ewrop.
Ffurflenni cais a chanllawiau ar gael gan Gyngor Ieuenctid Cymru.
Cyllid ar gael i anfon a chroesawu grwpiau.

Enw arall yw Gweithred 1 – Ieuenctid dros Ewrop.
Ffurflenni cais a chanllawiau ar gael gan Gyngor Ieuenctid Cymru.
Cyllid ar gael i groesawu grwpiau. Bydd pob grŵp yn gwneud cais i'r Asiantaeth Cenedlaethol yn y wlad honno wrth groesawu.

Enw arall yw Gweithred 2 – EVS (Gwasanaeth Gwirfoddol Ewropeaidd)
Gwybodaeth a ffurflenni cais ar gael gam ICP neu Gynllun Cyfnwidiad Cymdeithas y Cenhedloedd Unedig – manylion isod.
Nid oes angen cymhwyster. Nid oes costau. Telir treuliau ynghyd â lwfans wythnosol o ryw £25

Gweithred 3 – Menter Ieuenctid
Ffurflenni cais ar gael gan Gyngor Ieuenctid Cymru.
Cyllid ar gael ar gyfer costau cychwyn prosiect.

Sut i wneud cais

Dychwelyd ffurflenni cais i Gyngor Ieuenctid Cymru. Dyddiadau terfyn ar gyfer ceisiadau yw 1 Chwefror, Ebrill, Mehefin, Medi a Thachwedd. Bydd ceisiadau'n cael eu hasesu gan Bwyllgor Cyswllt Cymru, sy'n penderfynu a yw'r cais yn gymwys ac yn dyfarnu grant priodol. Mae'r penderfyniad a'r hysbysiad yn digwydd yn lleol ac yn cael eu trosglwyddo i Lundain wedi hynny i'w prosesu. Bydd y grŵp yn llofnodi cytundeb contractol cyn derbyn tâl trwy drosglwyddiad electronig yn uniongyrchol i gyfrif banc y grŵp.

Dychwelyd y ffurflen gais i ICP neu i Gynllun Cyfnwidiad Cymdeithas y Cenhedloedd Unedig (y mudiadau anfon)
Dyddiadau terfyn ar gyfer ceisiadau yw 1 Chwefror, Ebrill, Mehefin, Medi a Thachwedd. Bydd ceisiadau'n cael eu hasesu gan asiantaethau cenedlaethol yn y gwledydd. Bydd eich mudiad anfon (ICP neu UNA) yn rhoi gwybod i'r ymgeisydd am gynnydd y cais.

Dychwelyd ffurflenni cais i Gyngor Ieuenctid Cymru
Dyddiadau terfyn ar gyfer ceisiadau yw 1 Chwefror, Ebrill, Mehefin, Medi a Thachwedd. Bydd ceisiadau'n cael eu hasesu.
Bwyllgor Cyswllt Cymru, sy'n penderfynu a yw'r cais yn gymwys ac yn dyfarnu grant priodol.
Mae'r penderfyniad a'r hysbysiad yn digwydd yn lleol ac yn cael eu trosglwyddo i Lundain wedi hynny i'w prosesu.

Cysylltiadau

Cyngor Ieuenctid Cymru: Katie Antippas (cyfeiriad ar dudalen 3)

ICP: Andy Bevan, ICP Partneriaeth, Bwthyn Gwyrdd, Rhos Maesglas, Llanbedr Pont Steffan SA48 7DA
Ffôn/Ffacs: 00 44 (0)1570 421416

Cynllun Cyfnwidiad Cymdeithas y Cenhedloedd Unedig: Hannah Pitt, Cynllun Cyfnwidiad Cymdeithas y Cenhedloedd Unedig, Y deml Heddwch, Caerdydd CF10 3AP
Ffôn: 029 20 223088
Gwefan: www.unaexchange.org

Cyswllt Ieuenctid: Gwefan: www.connectyouthinternational.com

Pwy yw Pwy ar Bwyllgor Cyswllt Cymru

Yvonne Burgis, Swyddog Addysg Gymunedol, Gwasanaeth Ieuenctid Abertawe; **Kate Connolly; Sue Davies**, Swyddog Cydlynu Hyfforddiant, Hyfforddiant Yale; **Kevin Davies**, Swyddog Addysg Gymunedol, Canolfan Addysg Gymunedol Preseli; **Melvyn Griffiths**, Cyngor Sgwotiaid Cymru; **Jane Lavelle**, Swyddog Ieuenctid a Chymuned, Gwasanaeth Ieuenctid Casnewydd; **Grant Poiner**, Swyddog y Genhedlaeth Nesaf, Clybiau Bechgyn a Merched Cymru; **Roy Skelton; Sheila Smith**, Cynllun Cyfnwidiad Cymdeithas y Cenhedloedd Unedig; **Pat Teagle**, Geidiaid Cymru; **Keith Thomas**, Prif Weithredwr, Ieuenctid Cymru; **James Williams**, Urdd Gobaith Cymru; **Chris Davies**, Gwasanaeth Ieuenctid Sir Gaerfyrddin; **Chris Herriot**, Gwasanaeth Ieuenctid Caerffili

Arsyllwyr: Cyswllt Ieuenctid; Estyn

Connecting futures – Baku 2003

On the 5th of July 12 young people from Cardiff travelled to Baku in Azerbaijan to take part in the British Council's Connecting Futures Summer Camp. In Baku awaiting their arrival and the start of the Summer camp were 25 young people from the breadth and width of Azerbaijan, eager to meet and communicate with the Welsh group. The main purpose of this visit was to create opportunities for young people from different backgrounds to meet, share their ideas and experiences and increase their understanding of the cultural differences between the groups.

Through a series of discussion workshops, the group as a whole discussed a variety of topics ranging from national identity to the perceptions of the youth culture within modern society. These topics evoked strong feelings and opinions within the group – offset also by the differences in their morals and beliefs. It was due to the communication of these differences that the group were able to establish a better understanding of the cultural backgrounds present and come to respect one-another. Whilst overcoming barriers such as age, discrimination, religion, and language the group were able to observe some of the differences found in our various societies such as the roles of women and families.

Creative workshops also played an important role in the camp by encouraging the young people to express their opinions. Theatre and media were used as a forum for the young people to communicate their reactions to discussion topics via the production of a daily newsletter and play. Here was a shining example of how young people who had never met, and it seemed, had little in common, came together, shared ideas, debated a variety of subjects, and still came away from the camp as friends, taking with them valuable experience, knowledge and new found respect for each other. However the true success of the camp lies in the continuing efforts of the young people to stay in contact. An e-mail group has been established and the young people actively contact each other to organise social events on a regular basis, there is now talk of a web site being created in order for the young people to ensure the connections made at the camp continue to strengthen.

Gwersyll Cysylltu'r Dyfodol 2003

Ar y 5ed o Gorffennaf fe deithiodd 12 person ifanc o Gaerdydd i Baku yn Azerbaijan i gymryd rhan yn Gwersyll Haf - Cysylltu'r Dyfodol Y Cyngor Prydeinig. Roedd yna 25 o bobl ifanc o ledled Azerbaijan, yn disgwyl y Cymry - yn awyddus i gwrdd a thrafod syniadau gyda phobl ifanc o'r Gogledd. Prif bwrpas yr ymweliad oedd i greu cyfleoedd i bobl ifanc o gefndir gwahanol i gwrdd, rhannu syniadau a phrofiadau wrth gynyddu eu dealltwriaeth o diwylliant wahanol.

Trwy gyfres o weithdai trafod, fe wnaeth y grŵp cyfan trafod nifer helaeth o bynciau yn cynnwys ein hunaniaeth genedlaethol ac y ffordd mae pobl ifanc yn cael eu weld gan y gymdeithas fodern. Fe wnaeth y pynciau yma codi teimladau cryf ymysg y grŵp, yn ymddangos fwy oherwydd y gwahaniaethau rhwng eu moesau a'u credau nhw. Oherwydd y trafodaethau yma daeth y grŵp i sefydlu gwell dealltwriaeth o'r diwylliannau gwahanol ar gael, a daethant i barchu eu gilydd. Wrth torri lawr rhwystrau megis oedran, hiliaeth, crefydd a iaith, fe wnaeth y grŵp hefyd sylwi ar wahaniaethau rhwng ein cymdeithasau fel rholiau menywod a theuluoedd.

Fe roedd y gweithdai creadigol hefyd chware rôl bwysig yn y gwersyll gan annog i'r bobl ifanc mynegi barn. Defnyddiwyd theatr a chyfryngau fel fforwm i'r bobl ifanc cyfathrebu eu hymatebion i'r pynciau trafod trwy gyfleu cylchgrawn dyddiol a sioe. Dyma enghraifft ddisglair o bobl ifanc sydd erioed wedi cwrdd o'r blaen, gyda ychydig iawn yn amlwg yn gyffredin yn dod at eu gilydd, rhannu syniadau, trafod amryw o bynciau, ac yn dychwelyd gartref gyda lefel uchel o barch tuag at eu gilydd. Gwir llwyddiant y gwersyll yw'r ymdrech y bobl ifanc i cadw mewn cysylltiad gyda'i gilydd. Sefydlwyd rhaglen e bost i'r grŵp ac mae'r bobl ifanc yn mynd ati yn rheolaidd i drefnu gweithgareddau cymdeithasol a thrafod syniadau, mae yna sôn o sefydlu safle we er mwyn sicrhau fod y cysylltiadau gafodd eu greu yn y gwersyll yn para i gryfhau.

Say cheese! Good practice in photographing young people

The issue of photographing children and young people has been around for some time, with many youth organisations at different stages in terms of their situational awareness and policy development.

There are many positive reasons why youth workers should use photographs of young people, ranging from providing a record of the organisation's activities, providing supporting evidence of young people's achievements and raising their self esteem, to reflecting on work undertaken. However, the following should be taken into consideration:

- The appropriateness of the content of the photo
- The context in which it is being taken
- What it is to be used for and how widely it will be seen, for example, parents may not want a photograph of their child to be posted on the internet.
- The length of time that the photo is to be used

According to advice issued by the Children's Legal Centre, there is currently no legal requirement for permission to be obtained before taking a photograph of people, but they suggest that it would be good practice to obtain the consent of a parent or guardian if the subject is under 18.

The Data Protection Act 1998 requires the registration with the Information Commissioner of bodies that hold personal data. The act defines this as any information held in a filing or electronic retrieval system from which a living individual can be identified. Written material, visual, photographic and other non-text data can be grouped within this definition. An exemption covers data processed for journalistic, literary and artistic purposes. Guidance issued by the Information Commissioner states that a key factor in deciding whether information falls within the scope of the Act is the extent of possible damage or prejudice to an individual resulting from the non-observance of data protection principles. For example, it would not be acceptable for schools to post pictures of individually named pupils on their website.

The Information Commissioner makes the following good practice suggestions. The photographs should not be taken covertly and the subject(s) must be advised that a photograph is to be taken. Much depends on the actual capability of the subject to agree to this and in the case of young children the consent of a parent or guardian should be obtained.

In a recent WYA e-mail survey of maintained and voluntary youth organisations, it was found that many organisations requested the permission of parents for photography of under-18s, but did not have a written policy on the subject. One local authority cited Hampshire County Council, which has drawn up a detailed policy on this issue and put together a comprehensive series of consent forms, which are available on their website.

Organisations appear to gain consent in a number of ways. Some, whose membership is more fixed, include a paragraph about the taking of photographs on a membership form which is completed

when the young person first joins a project. Others ask permission every time there is an activity by incorporating a photography paragraph into the activity consent form. Others still issue specific forms every time a photograph is to be taken, including forms that confirm that verbal consent has been given.

Whichever system is adopted, it must be useable and not overly bureaucratic either for the organisation or the young people. It is important that workers do not become fearful of using a valuable medium in their work with young people.

Useful Websites

Children's Legal Centre:

www.childrenslegalcentre.com

Data Protection Act 1998:

www.hms.gov.uk/acts/acts1998/19980029

Hampshire County Council's consent forms:

www.hants.gov.uk/TC/cg/photosintro

Office of the Information Commissioner:

www.dataprotection.gov.uk



Gwenwch! Arfer da wrth ffotograffio pobl ifanc

Mae pwnc ffotograffio pobl ifanc yn un llosg ers peth amser, ac mae llawer o fudiadau ieuencid wedi cyrraedd gwahanol gamau o ran eu hymwybyddiaeth a'u cynnydd wrth ddatblygu polisi.

Mae llawer o resymau da pam y dylai gweithwyr ieuencid ddefnyddio lluniau o bobl ifanc, o'r angen am gofnodion o weithgareddau'r mudiad, darparu tystiolaeth o gyflawniadau pobl ifanc a chodi eu hunan-barch, i fyfyrion ar waith a wnaed. Fodd bynnag, dylid cymryd y canlynol i ystyriaeth:

- Priodoldeb cynnwys y llun
- Ym mha gyd-destun mae'n cael ei dynnu
- Sut bydd yn cael ei ddefnyddio a faint o bobl a fydd yn ei weld, er enghraifft, mae'n bosibl na fydd rhieni am i lun o'u plentyn gael ei gyhoeddi ar y rhyngwlad.
- Am faint o amser y bydd y llun yn cael ei ddefnyddio.

Yn ôl cyngor a gyhoeddwyd gan y Ganolfan Cyfraith Plant, nid oes gofyn cyfreithiol am geisio caniatâd cyn tynnu llun o bobl ifanc, ond ei hawgrym yw mai arfer da yw ceisio cydsyniad rhiant neu warcheidwad os yw'r gwrthrych dan 18 oed.

Mae Deddf Diogelu Data 1998 yn gofyn i gyrrff sy'n dal data personol gofrestru gyda'r Comisiynydd Gwybodaeth. Mae'r

ddeddf yn diffinio hyn fel unrhyw wybodaeth a ddelir mewn system ffeilio neu gyrchu electronig y gellir adnabod rhywun byw wrthi. Gellir cynnwys deunydd ysgrifenedig, gweledol, ffotograffig a data eraill sydd heb fod ar ffurf testun o fewn y diffiniad hwn. Mae eithriad yn bod yn achos data a broseswyd i ddibenion newyddiadurol, llenyddol ac artistig. Mae'r cyfarwyddyd a gyhoeddwyd gan y Comisiynydd Gwybodaeth yn dweud mai ffactor allweddol wrth benderfynu a yw gwybodaeth yn dod o fewn cwmmpas y Ddeddf yw faint y niwed posibl a allai ddigwydd i unigolyn trwy beidio â pharchu egwyddorion diogelu data. Er enghraifft, ni fyddai'n dderbyniol i ysgolion gyhoeddi lluniau o ddisgyblion wedi'u henwi ar eu gwefannau.

Mae'r Comisiynydd yn gwneud y sylwadau canlynol ar arfer da. Ni ddylid tynnu'r lluniau yn y dirgel a dylid hysbysu'r unigolyn/unigolion fod llun yn cael ei dynnu. Mae llawer yn dibynnu ar allu'r gwrthrych i gytuno â hyn ac yn achos plant ifanc dylid ceisio cydsyniad rhiant neu warcheidwad.

Mewn arolwg e-bost diweddar gan CIC o fudiadau ieuencid gwirfoddol a chynaleddig, canfuwyd bod llawer o fudiadau'n ceisio caniatâd rhieni wrth dynnu lluniau rhai dan 18 oed, ond nad oedd polisi ysgrifenedig ar y mater ganddynt. Soniodd un awdurdod lleol am Gyngor Sir Hampshire, sydd wedi llunio polisi manwl ar

y mater hwn, gan lunio cyfres gynhwysfawr o ffurflenni cydsynio, sydd ar gael ar ei wefan.

Mae'n ymddangos bod mudiadau'n ceisio cydsyniad mewn sawl ffordd. Mae rhai, lle mae'r aelodaeth yn fwy sefydlog, yn cynnwys paragraff am dynnu lluniau ar ffurflen aelodaeth a lenwir wrth i'r person ifanc ymuno â'r prosiect am y tro cyntaf. Mae mudiadau eraill yn gofyn am ganiatâd bob tro y bydd gweithgaredd yn digwydd trwy gynnwys paragraff am luniau yn y ffurflen gydsynio briodol. Mae eraill yn defnyddio ffurflenni penodol bob tro y bydd llun yn cael ei dynnu, gan gynnwys ffurflenni sy'n cadarnhau cydsyniad llafar i dynnu llun.

Ni waeth pa system sy'n cael ei defnyddio, rhaid iddi fod yn ymarferol a heb fod yn feichus naill ai i'r mudiad neu i'r bobl ifanc. Mae'n bwysig nad yw gweithwyr yn ofni defnyddio'r cyfrwng gwerthfawr hwn yn eu gwaith gyda phobl ifanc.

Safleoedd Defnyddiol

Canolfan Cyfraith Plant -

www.childrenslegalcentre.com

Deddf Diogelu Data 1998 -

www.hms.gov.uk/acts/acts1998/19980029.htm

Ffurflenni cydsynio Cyngor Sir Hampshire -

www.hants.gov.uk/TC/cg/photosintro.html

Swyddfa'r Comisiynydd Gwybodaeth -

www.dataprotection.gov.uk

Young people's participation

Veronica Wilson wonders if organisations working with young people have a common understanding of what participation really means, and urges the youth service to share its expertise and methodology with wider professions.

In Wales young people's participation is enshrined in the strategies and guidance of Extending Entitlement: supporting young people in Wales (NAW 2000) and Children and Young People: a Framework for Action (NAW 2000) as a necessary prerequisite for developing services responsive to the needs of children and young people. Funky Dragon (the Children and Young People's Assembly) has been established and Youth Fora in Local Authority areas have been set up. The Children's Commissioner is committed to participation and the Children's sector undertakes considerable consultation and participation work. Advocacy services and Voices from Care ensure that young people's views are heard in the looked after system and wider, and Communities First initiatives are working to engage young people in community action.

But are we talking about the same thing when we say participation? I think sometimes we are and sometimes not, and there needs to be some clarification.

On a basic level participation is just about people being involved, but in the youth service it should mean a lot more. It is a method of working with a long history; it was recognised and championed in the 1950s by the Albemarle Committee and later

in 1982 in the Thompson Report, and is one of the four pillars of the Youth Work Curriculum Statement for Wales. Once through the door, ensuring that young people have individual or collective responsibility is a

key component whatever activities are undertaken. These activities might be focussed more personally or have an impact on other young people and the community, but all should result in positive outcomes for the young person in terms of the development of confidence and skills and learning about the wider world.

Activities and the way participation is expressed is a function of the youth work organisation's aims, objectives and history. In the voluntary sector there are many examples of participatory working from the self determining organisations, community action, volunteering, action on behalf of a particular issue, peer education, and a host of young people determining and organising activities often as part of an organisation-specific programme.

Children's organisations promote participation from a rights agenda, underpinned by the UN Convention on the Rights of the Child. Part of their work is championing the views of children and young people, developing methods of consultation particularly with children and young people whose voices are not often heard because of age, circumstance or disability, and supporting ways that young people can be their own advocates.

Youth Fora and Funky Dragon go one step further and ask young people to be involved in the debate about public issues through their structures. This is participation in public decision-making and requires both supported and articulate young people, and methods to involve young people who are not so obviously articulate.

Community development and social action models of youth participation, similar in many respects to youth service models, are being promoted in Communities First areas. Involving young people in e-consultations and debates are methods used by Canllaw. The work of the minority community youth groups and disability organisations to engage and provide services for young people are all forms of participation designed to support the needs of young people.

There are important differences and similarities to consider in the terminology of participation. Youth service participation is both a method and an outcome, with the focus often on the process elements. In some other contexts the emphasis is on achieving the outcome - visibility for young people and their views. All methods have to empower young people with knowledge, skills and confidence and these methods must be participatory and young person focussed. If not, to my mind, there is very little point in doing it. With public bodies expected to seek

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"On a basic level participation is just about people being involved, but in the youth service it should mean a lot more"





Cyfranogiad pobl ifanc

Mae Veronica Wilson am wybod a oes gan fudiadau sy'n gweithio gyda phobl ifanc syniad cyffredin am ystyr cyfranogi, ac mae'n pwysu ar y gwasanaeth ieuencid i rannu ei arbenigedd a'i fethodoleg gyda gweithwyr proffesiynol eraill.

Yng Nghymru, mae cyfranogi'n rhan annatod o'r strategaethau a'r cyfarwyddyd a geir yn Ymestyn Hawliau: cynorthwyo pobl ifanc yng Nghymru (CCC 2000) ac yn Plant a Phobl Ifanc: Fframwaith Gweithredu (CCC 2000) fel rhagamod angenrheidiol ar gyfer datblygu gwasanaethau sy'n atebol i anghenion plant a phobl ifanc. Sefydlwyd Draig Ffyni (y Cynulliad Plant a Phobl Ifanc) ac agorwyd Fforymau Pobl Ifanc mewn ardaloedd awdurdodau lleol. Mae'r Comisiynydd Plant wedi ymrwymo i gyfranogiad ac mae'r sector Plant yn gwneud cryn llawer o waith ymgynghori a chyfranogi. Mae gwasanaethau eirioli Voices from Care yn sicrhau bod lleisiau plant yn cael gwrandawriad yn y sector dan ofal a'r tu hwnt, ac mae mentrau Cymunedau yn Gyntaf yn gweithio i gynnwys pobl ifanc mewn gweithredu cymunedol.

Ond a ydym yn golygu'r un peth wrth sôn am gyfranogi? Byddaf yn meddwl weithiau ein bod ac weithiau nad ydym ni ddim, ac mae'n rhaid wrth eglurder.

Ar ei fwyaf sylfaenol mater yw cyfranogi o gynnwys pobl ifanc, ond yn y gwasanaeth ieuencid fe ddylai olygu mwy na hynny. Mae'n ddull o weithio ac iddo hanes hir; fe'i cydnabuwyd ac fe'i hybwyd yn y 1950au gan Bwyllgor Albemarle ac yn ddiweddarach yn 1982 yn Adroddiad Thompson, a dyma hefyd un o golofnau'r Datganiad Cwricwlwm

“Ar ei fwyaf sylfaenol mater yw cyfranogi o gynnwys pobl ifanc, ond yn y gwasanaeth ieuencid fe ddylai olygu mwy na hynny”

Gwaith Ieuencid ar gyfer Cymru. Rhan allweddol ohono yw sicrhau bod pobl ifanc yn cael cyfrifoldeb unigol ac ar y cyd unwaith y byddant wedi croesi'r trothwy, ni waeth beth fo'r gweithgareddau dan sylw. Fe all fod ffocws mwy personol i'r gweithgareddau hyn neu gallant gael effaith ar bobl ifanc eraill yn y gymuned, ond dylai pob un arwain at ganlyniadau positif i bobl ifanc o ran ennyn hyder, datblygu sgiliau a dysgu am y byd.

Rhan o amcanion, nodau a hanes y mudiad gwaith ieuencid yw natur y gweithgareddau a'r cyfranogi. Ceir llawer o enghreifftiau yn y sector gwirfoddol o waith cyfranogol gan fudiadau annibynnol, gweithredu yn y gymuned, gwirfoddoli, gweithredu dros achos arbennig, addysg cyfoedion, a llu o bobl ifanc yn penderfynu ac yn trefnu gweithgareddau – fel rhan o raglen mudiad penodol yn aml.

Mae mudiadau plant yn hybu cyfranogi ar sail agenda hawliau, a ategir gan Gonfensiwn y Cenhedloedd Unedig ar Iawnderau'r Plentyn. Rhan o'r gwaith hwn yw hyrwyddo barn plant a phobl ifanc, datblygu dulliau ymgynghori gyda phlant a phobl ifanc nad ydynt yn cael llais yn aml oherwydd oed, amgylchiadau neu anabledd, a chynorthwyo dulliau i bobl ifanc eirioli drostynt eu hunain.

Mae Fforymau Ieuencid yn mynd gam ymhellach na hyn drwy ofyn i bobl ifanc gymryd rhan yn y ddadl ar faterion cyhoeddus fel rhan o'u strwythur. Dyma gyfranogi mewn penderfyniadau cyhoeddus ac mae'n gofyn defnyddio pobl ifanc hygryw a rhai sy'n llai abl i gyfathrebu.

Mae modelau cyfranogi ym meysydd datblygiad cymunedol a gweithredu cymdeithasol, sy'n debyg ar lawer ystyr i fodelau yn y gwasanaeth ieuencid, yn cael eu hybu mewn ardaloedd Cymunedau yn Gyntaf. Mae Canllaw yn defnyddio dulliau megis ymgynghori â phobl ifanc a'u cynnwys mewn dadleuon ar y rhyngwrdd. Mae grwpiau ieuencid lleiafrifol a mudiadau anabledd sy'n darparu gwasanaethau i bobl ifanc yn ddulliau o gyfranogi hefyd.

Rhaid ystyried gwahaniaethau ac elfennau tebyg o bwys o ran iaith cyfranogi. Mae cyfranogi o fewn y gwasanaeth ieuencid yn ddull ac yn ganlyniad, ac mae'r pwyslais yn aml iawn ar y broses. Mewn cyd-destunau eraill mae'r pwyslais ar gyflawni nod – sef lle amlwg i bobl ifanc a'u syniadau. Gall pob dull rymuso pobl ifanc drwy roi gwybodaeth, sgiliau a hyder iddynt a rhaid i'r dulliau hyn gynnwys pobl ifanc a ffocysu arnynt. Os nad

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the views of young people there is a danger that other agendas may take priority, and even with the best of intentions, young people's efforts could be used and abused.

There is now a coming together of all sectors to share expertise, develop practice and advise on participation methods. An Enabling Participation Consortium is being set up with practitioner organisations. The Youth Policy Team, responsible for participation in the Welsh Assembly Government is appointing a project leader for participation. The Electoral Commission has developed an outreach project covering Wales to support young people's involvement in the democratic and electoral processes.

CWVYS is also working with its partners in the 4 Nations with a joint consortium bid to the Community Fund to develop and celebrate community action in the voluntary youth sector.

With all this activity we must be clear about what participation means and the role and contribution of the youth service both voluntary and maintained. We must be able and willing to work together with other sectors, share our methodologies and expertise, learn from each other, and to develop our practice further.

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ydnt, i'm tyb i, nid oes llawer o bwynt gwneud o gwbl. Mae disgwyl i gyrff cyhoeddus geisio barn pobl ifanc, ond golyga hyn fod perygl i agenda arall gymryd y blaen. Hyd yn oed os yw'r bwriadau'n rhai da, mae perygl camddefnyddio ymdrechion pobl ifanc.

Mae pob sector yn dod at ei gilydd erbyn hyn i rannu arbenigedd, datblygu arfer a chynghori ar y dulliau gorau o gyfranogi. Mae Consortiwm i Alluogi Cyfranogi yn cael ei sefydlu ymhlith mudiadau i ymarferwyr. Mae'r Tîm Polisi Ieuenctid sy'n gyfrifol am gyfranogi o fewn y Cynulliad Cenedlaethol yn penodi arweinydd prosiectau cyfranogi. Mae'r Comisiwn Etholiadol wedi datblygu prosiect estyn ar gyfer Cymru i gynorthwyo pobl ifanc i gymryd rhan mewn prosesau democrataidd ac etholiadol.

Mae CWVYS hefyd yn gweithio gyda'i bartneriaid yn y Pedair Gwlad i lunio cais ar cyd i'r Gronfa Gymunedol i ddatblygu ac i ddathlu gweithredu gwirfoddol yn y sector ieuenctid gwirfoddol.

Yn wyneb yr holl weithgarwch hwn rhaid inni fod yn glir am ystyr cyfranogi ac am rôl a chyfraniad y gwasanaeth ieuenctid gwirfoddol a statudol. Rhaid i bawb fod yn barod i gydweithio gyda sectorau eraill, rhannu methodoleg ac arbenigedd, dysgu oddi wrth ein gilydd a datblygu ein harfer ymhellach.

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Youth worker training in Wales – standing still or moving forward?

Courtney Taylor, Training Manager of the Wales Youth Agency, assesses the recent developments in youth work training in Wales and considers future prospects.

When writing an article for the Community and Youth Workers Union publication 'Rapport' in January 2000, the outlook in Wales was rosy and I was able to comment that 'The Youth Service within Wales has a number of unique features which influences its work and sets it aside from the work undertaken within England'. There was a positive feeling that the Service was moving forwards with the benefit of a positive relationship with the then new National Assembly for Wales.

Let's step back to gain a perspective on our present position. The implementation of unitary authorities in 1996 resulted in the breaking up of most Community Education Services and Youth Services in Wales. This transition from 8 administrative systems to the current 22 should have resulted in the smaller departments interacting more closely with the workers but instead served to ensure that workers had an extended workload and placed some into positions for which they had received no training.

The greater management costs in replicating departments resulted in the erosion of some local authority provision and where workers once had responsibility of one full-time centre, the norm now is to take on the running of two or more while still supporting the work of part-time centres. Although many saw the budgets of centres managed through a devolved process, this was negated by a clear expectation that income targets would be met and paid to the local authority. Most statutory projects now rely substantially on external funding to ensure that the project or centre continues to function. Although the voluntary sector would have seen fewer changes to its working practice, there has been a quantum leap in the style of practice within the maintained sector. This is apparent where part-time workers have been given an increasingly higher level of responsibility without the necessary training to support delivery.

Many workers are feeling the pressure of these changes and this level of responsibility, and there is anecdotal evidence of an increase in stress-related illnesses over the last few years. In addition, there is a need to undertake research into much of what I have mentioned and particularly into whether workers are leaving the service in greater numbers and why.

Many authorities now see the need to work more closely together on delivery of a wide range of services and discussion is ongoing on the re-merger of some authorities into viable operations. A lot of this development is not negative; some local authority youth services have prospered through the ability to reach decision makers and funding appears to reach the target audience more effectively. This is evident within training where budgets have increased to meet the continuing

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Hyfforddiant i Weithwyr Ieuenctid yng Nghymru – sefyll yn stond ynteu symud ymlaen?

Dyma Courtney Taylor, Rheolwr Hyfforddi Cyngor Ieuenctid Cymru, yn asesu datblygiadau diweddar mewn hyfforddiant gwaith ieuenctid yng Nghymru gan ystyried y rhagolygon at y dyfodol.

Mewn erthygl i gyhoeddiad yr Undeb Gweithwyr Cymuned ac Ieuenctid, 'Rapport', ym mis Ionawr 2000, gallwn ddarogan fod y dyfodol yng Nghymru yn ddisglair, gan sylw fel hyn: 'Mae sawl nodwedd unigryw yn y Gwasanaeth Ieuenctid yng Nghymru sy'n dylanwadu ar ei waith ac sy'n ei wahaniaethu oddi wrth y gwaith a wneir yn Lloegr'. Roedd teimlad yn bod fod y Gwasanaeth yn mynd rhagddo ar sail perthynas gadarnhaol gyda'r Cynulliad Cenedlaethol newydd.

Gwell camu'n ôl i gael golwg ar ein sefyllfa heddiw. O ganlyniad i sefydlu'r awdurdodau unedol yn 1996 chwalwyd y rhan fwyaf o'r Gwasanaethau Addysg Gymuned a Gwasanaethau Ieuenctid yng Nghymru. Dylai'r newid o wyth system weinyddol i'r 22 presennol fod wedi arwain at ragor o ryngweithio â'r gweithwyr yn yr adrannau llai eu maint, ond y canlyniad oedd sicrhau rhagor o lwyth gwaith i'r gweithwyr hynny a'u rhoi mewn safleoedd nad oeddynt wedi derbyn unrhyw hyfforddiant ar eu cyfer.

Yn sgil y costau rheoli uwch o ddyblygu adrannau gwelwyd erydu rhywfaint ar ddarpariaeth yr awdurdodau lleol. Lle bu gan weithwyr gyfrifoldeb am un ganolfan amser llawn, y drefn newydd oedd rhedeg dwy neu ragor tra'n parhau i gynorthwyo gwaith canolfannau rhan-amser. Er i lawer weld datganioli cyllidebau canolfannau, tanseliwyd hyn gan y disgwyl y byddai'r canolfannau yn cyrraedd targedau incwm ac yn talu i'r awdurdodau. Erbyn hyn mae'r rhan fwyaf o brosiectau statudol yn dibynnu'n helaeth ar ariannu oddi allan er mwyn sicrhau bod y prosiect yn parhau i redeg. Er bod y sector gwirfoddol wedi gweld llai o newid yn ei arferion gwaith, bu llam mawr yn natur yr arferion yn y sector cynaleidig. Mae hyn yn eglur lle mae gweithwyr rhan-amser wedi derbyn cyfrifoldebau cynyddol heb yr hyfforddiant gofynnol i ategu darpariaeth.

Mae llawer o weithwyr yn teimlo dan bwysau oherwydd y newidiadau hyn a'r cyfrifoldebau newydd ac mae tystiolaeth anecdotaidd yn bod fod salwch oherwydd straen meddwl wedi cynyddu yn ystod y blynyddoedd diwethaf. Yn ogystal, mae angen gwneud ymchwilio i'r hyn y soniais amdano ac yn enwedig i'r cwestiwn pam mae mwy a mwy o weithwyr yn gadael y gwasanaeth.

Mae llawer o awdurdodau bellach yn gweld yr angen i gydweithio ar ddarparu ystod eang o wasanaethau ac mae trafodaethau ar droed i uno rhai awdurdodau er mwyn creu darpariaeth hyfwrdd. Nid yw'r holl ddatblygiadau hyn yn negyddol: mae rhai gwasanaethau ieuenctid dan awdurdodau lleol wedi ffynnu am fod modd cyrraedd y rhai sy'n gwneud penderfyniadau ac mae'n ymddangos bod yr arian yn cyrraedd y rhai a dargedwyd yn fwy effeithiol. Mae hyn i'w weld ym maes hyfforddi, lle mae cyllid wedi cynyddu i ateb anghenion proffesiynol parhaus y gweithwyr, er bod modd gofyn a yw'r gwariant bob amser yn briodol.

Yr ochr olau i hyn yw fod Cynulliad Cenedlaethol Cymru wedi ymrwymo i wasanaethau ar gyfer plant a phobl ifanc, gan ddangos awydd gwirioneddol i gefnogi sylfaen statudol i'r gwasanaethau hyn.

Yn ail, gall Cymru ymfalchïo yn ei model o hyfforddiant parhad ar dudalen 23



TRAINING | HYFFORDDIANT

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professional development needs of workers, although some questions may arise as to the appropriateness of some expenditure.

On the positive side, The National Assembly for Wales has made a clear commitment to services to children and young people, showing a real willingness to support a statutory base of these services.

Secondly, Wales should be rightly proud on its model for youth work training, which is the envy of England. Where we once saw a number of qualifying programmes across Wales having a variety of expectations and time commitments, the majority of part-time workers are now aligned to just one model. The Coherent Route offers a strategy to ensure that training has a clear direction which could take workers to the first stage of qualified status and on to the full-time recognition if they so wish. The earlier programmes play an important role by enabling potential workers to develop good communication, decision making and problem solving skills. In addition the interaction between these participants engender the ability to gain confidence in running activities within youth projects.

This model was never meant to be hierarchical and workers will be able to continue to all stages within a framework of Continuing Professional Development. This will require a greater range of choice of modules or units which need to be available to the worker. Partners within the Staff College have created a range of units to meet some of these needs, these include

- Protecting and Safeguarding Children and Young People
- Health and Safety to Youth and Community Workers
- Detached and Outreach Work
- Delivering Information Work to Young People (Canllaw-Online)
- Youth Forum Training

An equally important benefit is where local authorities and voluntary organisations have incorporated their training to reflect the learning outcomes within ETS guidelines on professionally accredited programmes. This will ensure that there is parity within nationally agreed standards between delivery of these courses. This will be further enhanced with the introduction of the new Professional Endorsement guidelines to ensure that key learning outcomes are achieved within Foundation Programmes and any qualifying course.

In addition, at Higher Education level, modules need to be written which allow students a greater choice of options but also allows qualified workers to pick up training, at each level, in areas such as supervision and management issues.

The initiative indicates a move towards greater professionalisation of the service with training being the springboard in taking this forward. A database is retained at the Wales Youth Agency of all part-time and full-time qualified workers within Wales completing many of these courses which means that employers could check the status of qualifications indicated on application forms.

There is now greater access to training, with many local authorities delivering introductory and Foundation courses, and three Higher Education Institutions meeting many of the needs of the learners. The Staff College remit is to extend this training to a wider audience and in doing so, increase the number of people being trained. The partnership of the Agency, local authorities and voluntary organisations is operating to ensure that training is

locally delivered and at a time to meet the needs of participants.

There is evidence of many workers with family and work commitments now undertaking courses that would have been difficult or impossible in the past.

There is still a lot of work to do. Without suitable, trained and enlightened support staff it will not be possible for Wales to have in place the numbers of trained personnel it requires to deliver this important service for young people. There must be adequate practice support acquired through workers being able to effectively supervise other staff and relate theoretical sessions into practice. We need a range of trainers who have the skills in delivery and can motivate and nurture the talents of others. We need support materials to ensure that participants can get the most out of every learning opportunity. The Staff College is attempting to develop a few of these mechanisms which include retaining trainer and practice teacher databases and as well as establishing e-learning to reduce isolation of learners.

Is Wales standing still or moving forward? At this time of change, led by government initiatives targeted at children and young people, it is important that we are clear about our objectives within Wales. When Wales did not adopt Connexions, there was a sense of relief and that the youth service was recognised for the achievements it was making. It is important that any changes proposed must fit the

principles and practices to which the service aspires and does not lead to the youth service becoming a modified version of the careers service for instance. However, England now has 'Transforming Youth Work' which appears to be bringing a number of positive benefits and includes a commitment to 'Training, and continued professional development, including that for managers'. We cannot afford to sit back and congratulate ourselves on how far we have moved forward, there is still a lot to do and, hopefully, the newly endorsed qualifying programme will complement training within Wales. We need to maintain a dialogue within training to ensure that we can continue to meet the needs of everyone within this framework of continuing professional development. We do need to move forward but let's check back occasionally to ensure that we have not left our principles behind.

"There is now greater access to training, with many local authorities delivering introductory and Foundation courses, and three Higher Education Institutions meeting many of the needs of the learners"

For further information on the Staff College, please contact Maria Randell on 029 2085 5700 or email staffcollege@wya.org.uk





parhad o dudalen 21

gwaith ieuenctid, sy'n destun edmygedd yn Lloegr. Lle byddem ar un adeg yn gweld nifer o raglenni cymhwyso ar draws Cymru, yn amrywio o ran disgwyliadau ac amserlenni, mae'r rhan fwyaf o weithwyr rhan-amser erbyn hyn yn dilyn un model cyffredin. Mae'r Llwybr Cydlynol yn cynnig strategaeth sy'n sicrhau bod cyfeiriad pendant i'r hyfforddiant a all arwain gweithwyr at y cam cyntaf o ran statws cydnabyddedig ac ymlaen at gydnabyddiaeth fel gweithwyr amser llawn os dymunant wneud hynny. Mae'r rhaglenni cychwynnol yn chwarae rhan bwysig trwy sicrhau bod darpar weithwyr yn datblygu sgiliau da o ran cyfathrebu, gwneud penderfyniadau a datrys problemau. Yn ogystal, mae'r rhyngweithio rhwng y dysgwyr yn ennyn hyder i redeg gweithgareddau mewn prosiectau ieuenctid. Nid oedd yn fwiad i'r model hwn fod yn hierarchaidd a bydd gweithwyr yn cael dilyn unrhyw gam o fewn fframwaith Datblygiad Proffesiynol Parhaus. Bydd hyn yn gofyn cynnig dewis ehangach o fodiwlau neu unedau i'r gweithwyr. Mae ein partneriaid yn y Coleg Staff wedi llunio amrediad o unedau i ateb rhai o'r anghenion hyn, gan gynnwys

- Diogelu Plant a Phobl Ifanc
- Iechyd a Diogelwch ar gyfer Gweithwyr Ieuenctid a Chymuned
- Gwaith Didoledig ac Ymestyn
- Darparu Gwaith Gwybodaeth i Bobl Ifanc (Canllaw-Online)
- Hyfforddiant ar Fforymau Ieuenctid

Un fantais arall sydd yr un mor bwysig yw lle mae awdurdodau lleol a mudiadau gwirfoddol wedi corffori eu hyfforddiant er mwyn adlewyrchu'r canlyniadau dysgu sydd yng nghanllawiau'r Pwyllgor Safonau Addysg a Hyfforddiant ar gyfer rhaglenni proffesiynol achrededig. Bydd hyn yn sicrhau bod cydbwysedd ar sail safonau cenedlaethol y cytunwyd arnynt rhwng darpariaeth y cyrsiau hyn. Bydd hyn yn cael ei ategu ymhellach trwy gyflwyno'r canllawiau newydd ar Ddilysu Proffesiynol a fydd yn sicrhau bod canlyniadau dysgu allweddol yn cael eu cyflawni o fewn Rhaglenni Sylfaen ac unrhyw gwrw cymhwyso arall.

Hefyd, ar lefel Addysg Uwch, rhaid ysgrifennu modiwlau a fydd yn cynnig dewis ehangach o opsiynau i ddysgwyr ond a fydd ar ben hynny yn caniatáu i weithwyr ddilyn hyfforddiant, ar bob lefel, mewn meysydd megis goruchwyllo a rheoli.

Mae'r fenter yn dynodi symudiad tuag at wella proffesiynoldeb y gwasanaeth, gyda hyfforddiant yn fan cychwyn. Mae Cyngor Ieuenctid Cymru'n cynnal cronfa ddata o weithwyr rhan-amser ac amser-llawn yng Nghymru sydd wedi dilyn y cyrsiau hyn. Golyga hyn y gall cyflogwyr wirio statws y cymwysterau a nodir ar ffurflenni cais.

Ceir mwy o fynediad i hyfforddiant bellach, gyda llawer o awdurdodau lleol yn cynnig cyrsiau cychwynnol a Sylfaen, a thri sefydliad Addysg Uwch yn ateb anghenion dysgwyr. Cylch gorchwyl y Coleg Staff yw ymestyn yr hyfforddiant hwn i gynulleidfa ehangach, gan ychwanegu at y niferoedd sy'n derbyn hyfforddiant

wrth wneud. Mae partneriaeth CIC, awdurdodau lleol a mudiadau gwirfoddol yn sicrhau bod hyfforddiant yn cael ei ddarparu'n lleol ac ar adegau sy'n gyfleus i'r dysgwyr. Ceir tystiolaeth bod llawer o weithwyr gyda chyfrifoldebau gwaith a theulu bellach yn dilyn cyrsiau a fuasai'n anodd neu'n amhosibl yn y gorffennol.

Mae llawer o waith yn aros i'w wneud eto. Heb staff cefnogi addas, hyfforddiedig a goleuedig ni fydd modd i Gymru fod â'r personél priodol ar gael i ddarparu'r gwasanaeth hollbwysig hwn i bobl ifanc. Rhaid wrth gymorth digonol fel y gall gweithwyr oruchwyllo staff eraill yn effeithiol a throi damcaniaeth yn ymarfer. Rhaid wrth amrediad o hyfforddwyr sydd â'r sgiliau i ddarparu a'r gallu i ysgogi a meithrin doniau pobl eraill. Mae arnom angen adnoddau o sicrhau bod dysgwyr yn cael y budd gorau o bob cyfle i ddysgu. Mae'r Coleg Staff yn ceisio datblygu rhai o'r mecanweithiau hyn, gan

“Ceir mwy o fynediad i hyfforddiant bellach, gyda llawer o awdurdodau lleol yn cynnig cyrsiau cychwynnol a Sylfaen, a thri sefydliad Addysg Uwch yn ateb anghenion dysgwyr”

gynnwys cynnal cronfeydd data hyfforddwyr ac athrawon ymarfer yn ogystal â datblygu e-ddysgu ar gyfer dysgwyr mewn lleoedd anghysbell.

A yw Cymru'n sefyll yn stond ynteu'n symud ymlaen? Yn ystod y cyfnod hwn o newid, dan arweiniad mentrau'r llywodraeth ar gyfer plant a phobl ifanc, mae'n bwysig inni fod yn glir ynglŷn â'n hamcanion i Gymru. Pan benderfynodd Cymru beidio â mabwysiadu Connexions, roedd ymdeimlad o falchder bod y gwasanaeth ieuenctid yn cael cydnabyddiaeth am ei gyflawniadau. Mae'n bwysig i unrhyw newidiadau a gynigir fod yn gyson â'r egwyddorion a'r arferion sy'n berthnasol i'r gwasanaeth ac nad yw'r gwasanaeth, er enghraifft, yn dod yn fersiwn eiddwyl o'r gwasanaeth gyrfaoedd. Fodd bynnag, mae Lloegr bellach wedi mabwysiadu 'Transforming Youth Work' sydd i'w weld yn dod â llawer o fuddiannau ac sy'n cynnwys ymrwymiad o hyfforddiant a datblygiad proffesiynol parhaus i reolwyr ymhlith eraill. Ni allwn fforddio ymlacio a'n llongyfarch ein hunain ar ein cynnydd hyd yn hyn; mae llawer i'w wneud eto a'r gobaith yw y bydd y rhaglenni cymhwyso newydd yn ategu hyfforddiant yng Nghymru. Rhaid inni barhau i gynnal dialog gyda hyfforddwyr er mwyn sicrhau y gallwn barhau i ddiwallu anghenion pawb o fewn y fframwaith hwn o ddatblygiad proffesiynol parhaus. Rhaid inni symud ymlaen, ond syniad da yw edrych yn ôl ambell waith er mwyn sicrhau nad ydym wedi cefnu ar ein hegwyddorion.

I wybod rhagor am y Coleg Staff, cysylltwch â Maria Randell ar 029 2085 5700 neu drwy e-bost at staffcollege@wya.org.uk.

Sustainable Youth Work... what does it mean?

A summary of the keynote speech from the Youth Cymru National Conference on Safe and Sustainable Youth Work, in which Bert Jones challenged youth workers to unite and identify what needs to be sustained.

Over the years the 'Youth Service', and the wider provision of Community Education and Life Long Learning, has taken on new conceptual ideas and phrases without having a precise or clear enough understanding of what these concepts really mean. They have slipped into our language and repertoire to become part of our lexicon used with a casualness of familiarity as if all was understood. In the 1970s in Wales, youth work was transformed, almost overnight, into 'Youth & Community Work'; there were no explanations and workers took the new title as if it had meaning for their practice. Not too long afterwards some became Community Educators, Community Development Workers and in early 2000 some took on the title of Community Regeneration Workers. At a WYA Conference in May 2001, a person from one of the south Wales valleys became indignant at being called a Youth Worker, she insisted that she was a Community Development Worker. Her target group was 15-19 year olds on a large estate.

With new descriptors of what we are becoming comes a vagueness and an

ambivalence of what we are as 'youth workers', causing workers to stumble through explanations of what they are, what they do and why are they doing it. And so we have a current concept of Sustainable Youth Work, short on explanation but strong on allegiance to 'government speak'. What does it mean? Possibly to the policy makers it has some coherence, but what can it mean for those who deliver youth work? Do they have a clear understanding of the concept? Is the message understood? The phrase and words are fraught with ambiguities of meaning, interpretation rests on which angle you are seeing it from.

Consider the meaning of sustain. During the period 100-350 AD, south east Wales was a bilingual area, people spoke either Latin or Brythonic. It was the time of the Roman, among the Latin spoken was a familiar word, Tenax; a word that signified the idea of 'holding on to a set of beliefs and values'. Having Tenax was an attribute of character, one of which a tribune would have been proud. A common prefix to Tenax was the word Sus, meaning 'to take', so Sus Tenax was taking hold of your principles and living by them. Hence a person became tenacious; someone who stood by their determination to

hold on to what they thought was good and just.

As language evolved Sus Tenax mutated to Sustain, the meaning evoking the idea of holding on to principles and beliefs; to hold on to something considered worth saving. Sustainable youth work may well then be the determination to hold on to those values, principles and ways of working that we deem to be effective practice.

But if the vision is to ensure 'sustainable youth work', we must be clear about what it is we want to sustain, what we want to hold on to! Do we want to hold on to what we have? All of what we have, or part of what we have? What we used to have or what we should have? Until that is clear there is not much point in holding on to something we are not at all convinced is what we want.

There are those who say that 'youth work' is under threat, that it is brittle, that it is in danger of becoming a containment and control mechanism for young people. There are contemporary papers that suggest a dismal future for the youth work we covet; evidence indicates that our 'service' is becoming marginalised by other models of work with

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Gwaith Ieuenctid Cynladwy...beth yw?

Crynodeb o'r anerchiad allweddol o Gynhadledd Genedlaethol Ieuenctid Cymru ar Waith Ieuenctid Cynladwy, lle bu Bert Jones yn herio gweithwyr ieuenctid i uno er mwyn adnabod yr hyn y mae'n rhaid ei gynnal.

Dros y blynyddoedd mae'r 'Gwasanaeth Ieuenctid', a darpariaeth ehangach Addysg Gymunedol a Dysgu Gydol Oes, wedi mabwysiadu cysyniadau ac ymadroddion newydd hen syniad digon clir am wir ystyr y cysyniadau hyn. Maent wedi dod i'n hiaith a'n hieithwedd gan ddod yn rhan o'n geirfa i'w defnyddio'n hamddenol braf fel petaem ni'n eu deall yn berffaith. Yn y 1970au yng Nghymru, trawsnewidiwyd gwaith ieuenctid, dros nos bron, yn 'Gwaith Ieuenctid a Chymuned'; nid oedd eglurhad a gwelwyd y gweithwyr yn derbyn y teitl fel petai ystyr iddo yng nghyd-destun eu hymarfer. Yn fuan wedyn daeth rhai'n Addysgwyr Cymunedol, yn Weithwyr Datblygu Cymunedol ac yn 2000 derbyniodd rhai'r teitl o fod yn Weithwyr Adfywio Cymunedol. Mewn Cynhadledd CIC ym Mai 2001, gwylltiodd rhywun o un o gymoedd y de ei bod yn cael ei galw'n Weithwraig Ieuenctid, gan fynnu ei bod yn Weithwraig Datblygu Cymunedol. Ei grŵp targed oedd pobl 15-19 ar ystad fawr.

Am fod y disgrifiadau newydd o'n gwaith fel 'gweithwyr ieuenctid' mor amhenodol ac amwys, mae gweithwyr yn gorfod bustachu i egluro pwy ydynt, eu swyddogaeth a'r

rhesyau pam maent yn gwneud eu gwaith. Ac felly mae gennym ni gysyniad o Waith Ieuenctid Cynladwy ar hyn o bryd sy'n brin o ran ystyr benodol ond yn gyforiog o iaith y llywodraeth bresennol. Beth yw ei ystyr? Efallai fod rhyw ystyr iddo yng ngolwg y bobl sy'n llunio polisi, ond beth yw ei ystyr i'r bobl sy'n darparu gwaith ieuenctid? Oes ganddyn nhw syniad clir am y cysyniad? Ydyn nhw'n deall y neges? Mae'r ymadrodd a'r geiriau'n llawn ystyron amwys, ac mae'r dehongliad yn dibynnu'n gyfan gwbl ar eich safle.

Meddyliwch am ystyr cynnal. Yn ystod y cyfnod 100-350 OC, roedd de ddwyrain Cymru yn ardal ddwyieithog, gyda phobl yn siarad naill ai Brythoneg neu Ladin. Ymhlith y Rhufeiniaid, oedd yn siarad Lladin, gair cyfarwydd iawn oedd, Tenax; gair oedd yn dynodi 'glynw at gredoau a gwerthoedd'. Roedd Tenax yn rhan o gymeriad rhywun, rhywbeth i ymfalchio ynddo. Rhagddodiad cyffredin o flaen oedd y gair Sus, yn golygu 'cymryd', felly Sus Tenax oedd cymryd eich egwyddorion a dal atyn nhw. Felly roedd rhywun yn glynw at y penderfyniad i gynnal pethau da a chyfiawn.

Wrth i'r iaith esblygu, newidiodd Sus Tenax i'r gair Saesneg Sustain, sef y syniad o

rywun yn cynnal credoau a gwerthoedd; cynnal rhywbeth gwerth ei ddiogelu. Mae'n bosib dweud, felly, mai gwaith ieuenctid cynladwy yw'r penderfynoldeb i ddal at y gwerthoedd, yr egwyddorion a'r dulliau gwaith sy'n gymorth i ymarfer effeithiol.

Os mai sicrhau 'gwaith ieuenctid cynladwy' yw'r weledigaeth, rhaid inni fod yn glir ynglŷn â'r hyn yr ydym am ei gynnal, yr hyn yr ydym am afael ynddo! Ydym ni am ddal gafael yn yr hyn sydd gennym ni, yr hyn oedd gennym ni neu'r hyn a ddylai fod gennym ni? Nid oes fawr o bwynt mewn dal gafael mewn dim os nad ydym yn argyhoeddedig mai dyna'r peth pwysig.

Mae rhai sy'n dweud bod 'gwaith ieuenctid' dan fygythiad, ei fod yn frau, a'i fod mewn perygl o ddod yn feganwaith i reoli a gwastrodi pobl ifanc. Mae papurau'n cael eu cyhoeddi erbyn hyn sy'n darogan dyfodol du i'r gwaith ieuenctid sy'n bwysig i ni; mae'r dystiolaeth yn awgrymu bod ein 'gwasanaeth' yn cael ei wthio i'r ymylon gan fodelau eraill o waith gyda phobl ifanc. Mae Doug Nicholls o'r CYWU, yn ein hatgoffa i arddel diffiniad o waith ieuenctid lle mae pobl ifanc a gweithwyr ieuenctid yn dod at ei gilydd o'u

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Coference delegates. Cynrychiolwyr y Gynhadledd

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young people. Doug Nicholls of the CYWU, reminds us to embrace a definition of youth work that is characterised by the voluntary coming together of young people and youth workers, based on the agenda being prescribed by young people themselves. Before our very eyes, 'youth work' is struggling though a landscape designed by social policy and other influences. We seem powerless to sustain our view of traditional youth work against the forces that seem to tell us how to deliver our work with young people. On record is evidence of 'youth workers' who are disciplined if they fail to follow the

history and contribution to the Community was considered to be of no value. There was no outcry from youth workers at large; we should share a collective shame.

In the mid 1970s many full-time Centres in south Wales were staffed by two permanent Youth Workers, and had Staff Teams of 10/15 – we lost them all!

And with them we lost well-attended Drama and Music Festivals (Richard Burton first strutted the 'boards' at Taibach Youth Centre, and Iris Williams sang her way into International fame from Dolau Youth Club) all-Wales Sporting Competitions, International Camps and Pop Group Competitions.

“With new descriptors of what we are becoming comes a vagueness and an ambivalence of what we are as ‘youth workers’”

prescriptions emanating from authority. In some ways we are powerless.

Together with the forces that signpost our way ahead, is the dismal record in our efforts to adopt Sustenax as a way of practice. We have lost so much in youth work, often without a whimper; we were not called the Cinderella service for nothing. We didn't often get invited to the 'Ball'. When there were LEA financial cuts, who got cut first? There are examples throughout our history of abandoned provision. In LEAs in England entire Youth Service provisions were closed down; in Wales some 'youth service' units were closed to fund new 'social inclusion' provision. The Education Reform Act in the early 1990s had an obscure clause to protect 'school based' youth provision, but it was soon ignored. One Comprehensive School bulldozed down a post-Albemarle Youth Centre one weekend. Its

Boundary changes in 1974 took away the 'soul' of our youth work, we started to lose our identity; and the flight of the 16 plus age group from the Youth Service brought changes that would impact upon the nature of 'youth work' well into the second Millenium. At the time a series of papers entitled "Too old to be young" published by the National Youth Bureau raised concern about the implications for Youth Work but few took any notice! The experience has not raised our consciousness. A recent research paper published by the Wales Youth Agency (Rose J. /April 2003) brings to our attention the problems for youth work caused by the appointment of unqualified staff; the report suggests that our credibility suffers in comparison to other agencies working in the field. In a recent address Doug Nicholls urged that the Youth Service take note of the

research, and informed delegates that in England qualification for youth work practice was of high priority. It is sad but true that there will be little enthusiasm to respond to the Research findings, and gossip around the scene suggests negative opinions of the evidence. It reminds one of the rejections, in some parts of Wales, to the findings of Survey 13/Youth Service in Wales (1984).

Why did the Youth Service fail to hold on to what we had? The reasons are complex, but would merit some research. Maybe social change and powerful political and financial factors have played their part. But perhaps too, the Youth Workers of Wales should bear some responsibility for their failure to work together. There have been many attempts to do this but apathy and a lack of interest has prevented any real collective action. As a consequence:

- the Youth Service has no real collective voice in Wales
- there is a general reluctance to come together to challenge and act politically.
- we feel powerless
- youth work in Wales takes place in 'tribes', each failing to identify around a communality of purpose; keeping to their own agendas.

The Youth Service needs to move away from this position to a point where it is able to act collectively, strategically and politically to promote ways of working which are:

- essentially humanistic, that is, people focussed, led by the expressed needs of young people
- driven by values underpinned by social equality, social justice and freedom.
- clear about how it targets young people
- prepared to challenge those forces that attempt to prescribe our work.
- convinced that 'youth work' is a unique method of work, enshrined in the true potential of the Curriculum Statement for Wales.

To sustain these objectives, Youth Workers need to unite, to create a collective identity and have a shared willingness to Hold on to the belief that they can play a part in the lives of young people of Wales. In that conviction they should be part of the campaign to assure the systems that will sustain youth work. We have to have the Tenax mindset, if we fail to hold on to what we believe we will lose the future.

Further information on the Youth Cymru conference can be found on page 4.

parhad o dudalen 25

gwirfodd, ar sail agenda a bennir gan y bobl ifanc eu hunain. Wrth inni eistedd yma, mae 'gwaith ieuenctid' yn teithio trwy dirwedd a gynlluniwyd gan bolisi cymdeithasol a dylanwadau eraill. Rydym ni fel petaem ni'n

yw'r gwasanaeth Sinderela, a rheswm da pam. Chawsom ni ddim gwahoddiad i'r ddawns. Pan oedd yr AALLau'n torri gwasanaethau, pa wasanaeth oedd y cyntaf i ddioddef? Mae yna enghreifftiau trwy hanes o ddarpariaeth yn cael ei cholli. Mewn AALLau yn Lloegr

flaenoriaeth yn Lloegr. Y caswir yw na fydd fawr o frwdfrydedd i ganlyniadau'r ymchwil, ac mae'r sôn ym mhobman yn awgrymu bod pobl wedi ymateb i'r dystiolaeth mewn ffordd negyddol. Mae rhywun yn cofio am yr wfftio, mewn rhai rhannau o Gymru, ar ganlyniadau arolwg o'r Gwasanaeth Ieuenctid yng Nghymru yn 1984.

Pam mae'r Gwasanaeth Ieuenctid wedi methu dal gafael yn yr hen drefn? Mae'r rhesymau'n gymhleth, ond maen nhw'n haeddu ymchwil. Efallai fod newidiadau cymdeithasol a ffactorau gwleidyddol ac ariannol o bwys wedi chwarae rhan. Ond efallai, hefyd, fod Gweithwyr Ieuenctid yng Nghymru'n gyfrifol i ryw raddau am eu methiant i gydweithio. Mae sawl cais wedi bod i wneud hyn, ond mae difaterwch a diffyg diddordeb wedi ein cadw rhag gweithredu gyda'n gilydd. O ganlyniad:

- nid oes gan y Gwasanaeth Ieuenctid lais cytûn yng Nghymru
- mae amharodrwydd cyffredinol inni ddod at ein gilydd i herio a gweithredu'n wleidyddol.
- rydym ni'n teimlo'n ddinerth
- mae gwaith ieuenctid yng Nghymru'n digwydd mewn 'llwythau', lle mae pob un yn gweithredu'n annibynnol, gan gadw at agenda unigol.

Mae'n rhaid i'r Gwasanaeth Ieuenctid symud o'r safle yma i safle lle gall weithredu ar y cyd mewn ffordd strategol a gwleidyddol i hybu dulliau gwaith:

- dyneiddiol yn eu hanfod, sef dulliau sy'n ffocysu ar bobl, dan arweiniad anghenion pobl ifanc
- seiliedig ar werthoedd a ategir gan gydraddoldeb cymdeithasol, cyfiawnder cymdeithasol a rhyddid
- clir o ran sut i dargedu pobl ifanc
- parod i herio'r pwerau hynny sy'n ceisio cyfyngu ar ein gwaith
- argyhoeddedig mai dull gweithredu unigryw yw 'gwaith ieuenctid', sy'n cyfleu gwir botensial y Datganiad Cwricwlwm Gwaith Ieuenctid ar gyfer Cymru.

I gynnal yr amcanion yma, rhaid i Weithwyr Ieuenctid uno, creu hunaniaeth ar y cyd â'i gilydd a bod yn barod i gynnal y gred bod ganddynt ran i'w chwarae ym mywyd pobl ifanc Cymru. Rhan o'r argyhoeddiad hwn fydd bod yn rhan o'r ymgyrch i sicrhau systemau a fydd yn cynnal gwaith ieuenctid. Rhaid inni fabwysiadu'r meddylfryd Tenax. Os methwn â chynnal yr hyn y credwn ni ynddo, fe fyddwn yn colli'r dyfodol.

Mae rhagor o wybodaeth am gynhadledd Ieuenctid Cymru i'w gweld ar dudalen 4.

"Am fod y disgrifiadau newydd o'n gwaith fel 'gweithwyr ieuenctid' mor amhenodol ac amwys, mae gweithwyr yn gorfod bustachu i egluro pwy ydynt"

methu cynnal ein syniad am waith ieuenctid traddodiadol yn wyneb y pwerau sy'n dweud wrthym sut i ddarparu ein gwaith i bobl ifanc. Mae tystiolaeth yn bod am 'weithwyr ieuenctid' sy'n cael eu disgyblu os ydynt yn methu dilyn y cyfarwyddiadau sy'n deillio o'r awdurdodau hyn. I ryw raddau rydym yn methu gwneud dim.

O gofio'r pwerau hyn sy'n pennu ein llwybr, dyma'r cofnod digalon o'n hymdrechion i arddel Sustenax fel dull. Rydym ni wedi colli cymaint mewn gwaith ieuenctid, a hynny heb gwyno dim yn aml; ni

collwyd darpariaethau cyfan o fewn y Gwasanaeth Ieuenctid; yng Nghymru, cafodd rhai unedau 'gwasanaeth ieuenctid' eu cau er mwyn ariannu darpariaeth 'cynhwysiant cymdeithasol'. Roedd cymal aneglur yn Neddf Diwygio Addysg y nawdegau cynnar i ddiogelu darpariaeth gwaith ieuenctid 'mewn ysgolion', ond fe'i hanwybyddwyd yn fuan. Mewn un Ysgol Gyfun, fe gafodd Canolfan Ieuenctid a godwyd yn sgil Albemarle ei chwalu dros y Sul gan jac codi baw. Nid oedd neb yn meddwl bod ei hanes a'i gyfraniad i'r gymuned yn werth dim. Doedd dim cwyn gan weithwyr ieuenctid yn gyffredinol; fe ddylai bod arnom ni bawb gywilydd.

Yng nghanol yr 1970au roedd dau o staff parhaol mewn llawer o Ganolfannau Ieuenctid amser llawn yn ne Cymru ac roedd ganddyn dimau staff o 10/15 – ac fe aeth pob un! Ac wrth wneud fe gollon ni Wyliau Cerdd a Drama ffyniannus (dysgodd Richard Burton ei grefft yng Nghanolfan Ieuenctid Tai-bach, ac fe ddysgodd Iris Williams ei chanu cyfareddol yng Nghanolfan Dolau), cystadlaethau Chwaraeon Cymru gyfan, Gwersylloedd Rhyngwladol a Chystadlaethau i Grwpiau Pop. Gyda newid y ffiniau yn 1974 diflannodd 'enaid' ein gwaith ieuenctid; fe ddechreuon ni golli ein hunaniaeth, a byddai diflaniad pobl 16 a throsodd o'r Gwasanaeth Ieuenctid yn dod â newidiadau a fyddai'n cael effaith ar natur 'gwaith ieuenctid' hyd ddiwedd y ganrif a'r tu hwnt. Ar y pryd fe gyhoeddwyd cyfres o bapurau o'r enw "Too old to be young" gan y Swyddfa Ieuenctid Genedlaethol yn codi ofnau am y goblygiadau i waith ieuenctid, ond ni chymerodd neb fawr o sylw! Nid yw'r profiad wedi codi ein hymwybyddiaeth. Mae papur ymchwil diweddar a gyhoeddwyd gan Gyngor Ieuenctid Cymru (Rose J. /Ebrill 2003) yn tynnu ein sylw at broblemau i waith ieuenctid a achosir wrth benodi staff heb gymwysterau. Mae'r adroddiad yn awgrymu bod ein hygyrdd yn dioddef o'i gymharu ag asiantaethau eraill yn y maes. Mewn anerchiad diweddar pwysodd Doug Nicholls ar y Gwasanaeth Ieuenctid i gymryd sylw o'r ymchwil, gan hysbysu'r cynadleddwyr fod cymhwyster mewn gwaith ieuenctid yn

Bert Jones



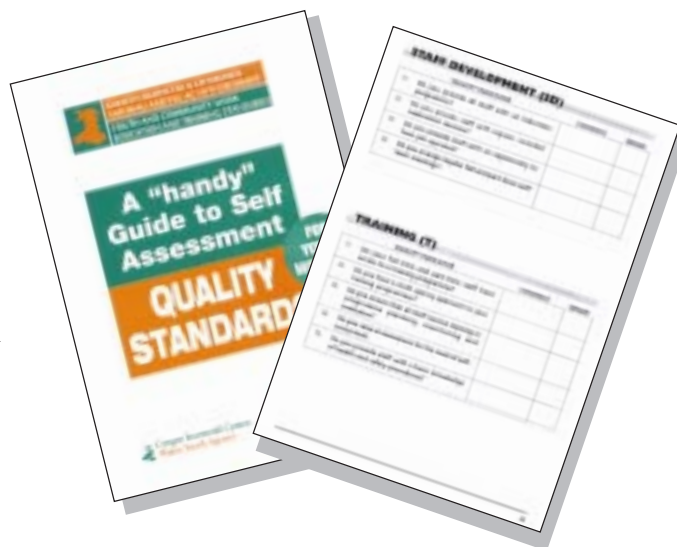
The Very “handy” Guide to Self-Assessment

“I never made a mistake in my life; at least, never one that I couldn’t explain away afterwards” **Rudyard Kipling**

Working with young people should involve ensuring that the base on which this work will be built is sound and can be adapted to cope with whatever structure may come its way. Mistakes in not preparing the ground could, at best, result in the organisation/project working ineffectively and, at worst, cause irreparable harm to the young people with whom we work. The “Handy” Guide to Self Assessment, recently produced in consultation with the field, will enable everyone involved with youth work practice to improve the quality of their work by ensuring that their work is based on good foundations. This is achieved by ensuring that organisations and projects are able to identify strengths and failings within the following key areas:

- Curriculum Development
- Delivery Methodology
- Staff Development
- Training
- Planning, Monitoring, Assessment and Evaluation
- Premises, Resources and Materials
- Health Promotion
- Partnerships
- Bilingual Youth Work and
- Equal Opportunities

Each area has a number of defined criteria – ‘Quality Indicators’ – by which standards can be measured and which encourage ways of formulating effective strategies for future development. This is achieved by providing evidence and linking it to the ESTYN grades which range from Grade 1 ‘Good with outstanding features’ to Grade 5 ‘Many important shortcomings’. It is hoped that by undertaking the full assessment, organisations and projects will be better prepared for inspections carried out within the ESTYN Common Inspection Framework. As an example, the section on ‘Staff Development’ has been reproduced here. Try a quick test and answer the following questions honestly.



- How well is your project/organisation meeting these standards?
- Do you have the evidence to back your claims?

It is our intention to continue to work on each area and develop quality indicators that incorporate all areas of work, including that which is not wholly building based. Suggestions for additional quality indicators for these areas would be appreciated.

It is important to remember that self-assessment cannot take place within a vacuum; there must be comparisons in order to understand what is meant by ‘good’. This can only be achieved through exploring the underlying principles of the work and interacting with others to gain a perspective of the range of work being carried out. In this respect, ‘The “Handy” Guide’ should initially be used as a training tool in the development of the self-assessment process.

The Wales Youth Agency currently delivers an Open College Network (OCN) unit ‘Assessing Youth Work Practice in Wales’ which prepares workers to make effective use of the booklet. This programme involves a day training, work on assessing the areas within your organisation and putting together a portfolio of evidence.

For further information on the guide and practical assessment please contact Courtney Taylor at the Wales Youth Agency (address on page 3).

YWSPPP Toolkit for youth work in schools now available

From September 1998 to August 2002, the Wales Youth Agency supported 22 Youth Work and Schools Partnership projects held throughout Wales. The projects aimed to place youth workers in schools to help engage or re-engage young people into mainstream education. Their purpose was to support young people in raising their levels of achievement, attendance and attitude towards learning.

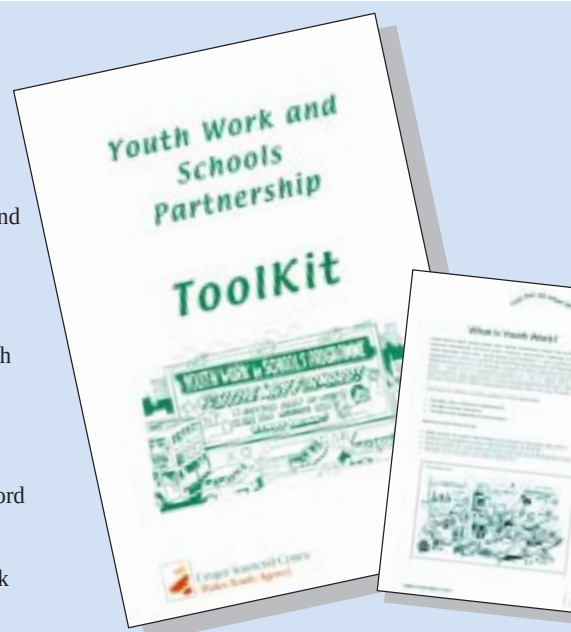
The Youth Work and Schools Partnership Toolkit was developed from the youth work field following on from the Gregynnog conference for schools youth workers, held at the end of 2001.

The Toolkit attempts to cover most of the

issues that have arisen on the programme and also give a clear perspective on the work.

The Toolkit covers such areas as:

- The background to and context of youth work in schools
- Setting up a project and examples of existing ones
- Partnership working
- Programme planning, reporting and record keeping
- Equal opportunities
- Health & safety, child protection and risk assessment
- Dealing with conflict



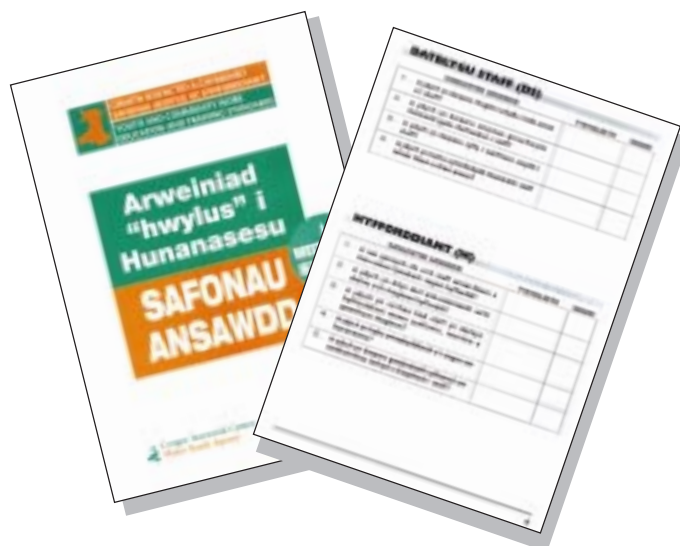
Yr Arweiniad 'hwylus' i Hunanasesu

"Wnes i erioed gamgymeriad yn fy myw; o leiaf, erioed ddim na allwn i mo'i esgusodi wedyn" **Rudyard Kipling**

Wrth weithio gyda phobl ifanc dylid sicrhau bod y sylfaen mae'r gwaith yn seiliedig arni yn un gadarn ac yn un y gellir ei haddasu i ddygydd mod ag unrhyw strwythur a all godi. Os bydd camgymeriadau wrth baratoi gallai hynny arwain, ar y gorau, at waith aneffeithiol, ac, ar y gwaethaf, at niwed andwyol i'r bobl ifanc rydym ni'n gweithio gyda nhw. Fe fydd yr Arweiniad 'Hwylus' i Hunanasesu, a gynhyrchwyd yn ddiweddar yn dipyn ymgynghori gyda gweithwyr ieuencid, yn ei gwneud yn bosibl i bawb sy'n gysylltiedig ag ymarfer gwaith ieuencid i wella ansawdd eu gwaith trwy sicrhau ei fod yn seiliedig ar sylfeini da. Gwneir hyn trwy sicrhau bod mudiadau a phrosiectau'n gallu adnabod cryfderau a gwendidau yn y meysydd allweddol a ganlyn:

- Datblygu'r Cwricwlwm
- Methodoleg Darpariaeth
- Datblygu Staff
- Hyfforddi
- Cynllunio, Monitro, Asesu a Gwerthuso
- Adeiladau, Adnoddau a Deunyddiau
- Hybu Iechyd
- Partneriaethau
- Gwaith Ieuencid Dwyieithog a hefyd
- Cyfle Cyfartal

Ceir meini prawf neilltuol ym mhob maes – 'Dangosyddion Ansawdd' – y gellir eu defnyddio i fesur safonau ac i hybu strategaethau datblygu effeithiol at y dyfodol. Gwneir hyn trwy ddarparu tystiolaeth a'i chysylltu â'r graddau ESTYN sy'n amrywio o Radd 1, 'Da gyda nodweddion rhagorol' i Radd 5 'Llawer o ddwyfysion pwysig'. Trwy gynnal yr asesiad llawn, y gobaith yw y bydd mudiadau a phrosiectau yn fwy parod ar gyfer arolygon a gynhelir fel rhan o Fframwaith Arolygu Cyffredin ESTYN. I roi enghraifft, atgynhyrchwyd yr adran ar 'Ddatblygu Staff' yma. Rhwng gynnydd cyflym arno gan geisio ateb y cwestiynau'n onest.



- Pa mor dda yw eich prosiect/mudiad wrth gyrraedd y safonau hyn?
- Oes tystiolaeth gennych i ategu eich honiadau?

Ein bwriad yw parhau i weithio ym mhob maes gan ddatblygu ddangosyddion ansawdd sy'n ymgorffori pob agwedd ar y gwaith, gan gynnwys rhai sy'n digwydd yn rhannol y tu allan i'r gweithle. Byddem yn gwerthfawrogi awgrymiadau am ddangosyddion ansawdd ychwanegol.

Mae'n bwysig meddwl na all hunanasesu ddigwydd mewn gwagle; rhaid cymharu er mwyn deall ystyr y gair 'da'. Ni ellir gwneud hyn ond trwy ymchwilio i egwyddorion gwaledol y gwaith gan ryngweithio ag eraill er mwyn cael persbectif ar ystod y gwaith sy'n cael ei wneud. I'r graddau hyn, dylid defnyddio'r Arweiniad 'Hwylus' yn y lle cyntaf fel offeryn hyfforddi i ddatblygu'r broses hunanasesu.

Ar hyn o bryd mae Cyngor Ieuencid Cymru'n darparu uned i'r Rhwydwaith Coleg Agored (RhCA) ar 'Asesu Ymarfer Gwaith Ieuencid yng Nghymru' sy'n paratoi gweithwyr i ddefnyddio'r llyfr yn effeithiol. Mae'r rhaglen hon yn cynnwys hyfforddiant yn ystod y dydd, gwaith ar asesu meysydd yn eich mudiad a llunio portffolio o dystiolaeth.

I wybod rhagor am yr arweiniad ac am asesu ymarferol, cysylltwch â Courtney Taylor, Cyngor Ieuencid Cymru (cyfeiriad ar dudalen 3).

The Toolkit, which costs £15 including postage and packing, is available from the Wales Youth Agency (address on page3)

Mae'r pecyn, sy'n costio £15 yn cynnwys cludiant, ar gael gan Cyngor Ieuencid Cymru (cyfeiriad ar dudalen 3).



Pecyn Y Bartneriaeth Gwaith Ieuencid ac Ysgolion bellach ar gael

OFedi 1998 i Awst 2002, cynorthwyodd Cyngor Ieuencid Cymru 22 o brosiectau Partneriaeth Gwaith Ieuencid ac Ysgolion ledled Cymru. Nod y prosiectau oedd rhoi gweithwyr ieuencid mewn ysgolion er mwyn cysylltu neu ailgysylltu disgyblion ag addysg brif ffrwd. Eu pwrpas oedd cynorthwyo pobl ifanc i wella safonau eu cyrhaeddiad, presenoldeb ac agwedd tuag at ddysgu.

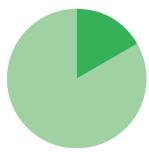
Datblygwyd y Pecyn Partneriaeth Gwaith Ieuencid ac Ysgolion gan weithwyr ieuencid yn sgil y gynhadledd i weithwyr ieuencid mewn ysgolion yng Nghregynnog yn niwedd 2003.

Nod y Pecyn yw cynnwys y rhan fwyaf o'r

materion sydd wedi codi ar y rhaglen gan gynnig golwg clir o'r gwaith hefyd.

Mae'n trafod meysydd megis:

- Cefndir a chyd-destun gwaith ieuencid mewn ysgolion
- Sefydlu prosiect ac enghreifftiau o brosiectau cyfredol
- Gweithio mewn partneriaeth
- Cynllunio rhaglenni, adrodd a chadw cofnodion
- Cyfle cyfartal
- Iechyd a diogelwch, diogelu plant ac asesu risg
- Ymdrin â gwrthdaro



The 10 minute interview... with Janice Roberts



Janice Roberts is Rural Participation worker with Denbighshire C.C in South Denbighshire where she has worked for 3 years.

■ What do you enjoy most about your current job?

Being in a variety of work settings and meeting community groups and individuals.

■ What is your biggest challenge in your current job?

Trying to promote quality youth work with limited funding, and at the same time attempting to raise the image of youth work.

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

To respond to the criticisms of young people's social behaviour in the face of negative set attitudes and limited resources to tackle anti-social behaviour.

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

My best was the three month work-placement in Breda, Holland as part of my college course at NEWI under the Erasmus programme. The worse was being stabbed with a silver of glass during a work incident, when I was trying to 'get through' to a young woman with challenging behaviour.

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

Being thick-skinned and knowing when to keep your mouth shut!

■ What is your best memory of being young?

My first memory is that of sitting in the garden with my brother and we would plaster each other heads with earth, and then preen each other like monkeys - in a small rural Welsh village there wasn't much for young people to do!

■ Which famous person do you most admire and why?

Tina Turner, because she is an inspiration to all women, and showed real spirit after a difficult life.

■ What was your first job?

Working as a Bank-Clerk in Barmouth, straight from school.

■ What made you become a youth worker?

With bringing up 5 children of my own, I

was always surrounded by young people, the house was always full of their friends. I had years of observing adolescents, and understood their problems and aspirations, my interest in becoming a youth worker evolved from that experience, and I knew that I had the right qualities.

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

Never to judge and never to assume.

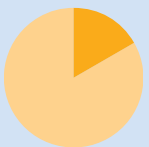
■ What words or phrases do you overuse?

When I am speaking Welsh I end all my sentences with....'yn de'.

■ How would you like young people to remember you?

As a person who was colourful, entertaining, motivated and determined to get the best for young people.

Thank you for taking the time to talk with Ymlaen.



Y cyfweiliad 10 munud... gyda Janice Roberts

Mae Janice Roberts yn weithwraig Cyfranogi Gwledig gyda Chyngor Sir Ddinbych yn ne Sir Ddinbych, lle mae hi'n gweithio ers tair blynedd.

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

Bod mewn sawl sefyllfa wahanol yn y gwaith a chwrdd â grwpiau cymunedol ac unigolion.

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

Ceisio hybu gwaith ieuencid o ansawdd gyda chyllid cyfyngedig, a cheisio codi proffil gwaith ieuencid yr un pryd.

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

Ymateb i feirniadaeth o ymddygiad cymdeithasol plant yn wyneb agweddau meddwl negyddol ac adnoddau cyfyngedig i fynd i'r afael ag ymddygiad gwrth-gymdeithasol.

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

Fy mhrofiad gorau oedd y lleoliad am dri mis yn Breda yn yr Iseldiroedd fel rhan o'm cwrs coleg yn AGDdC dan y rhaglen

Erasmus. Fy mhrofiad gwaethaf oedd cael fy nhrywanu gyda darn o wydr yn ystod digwyddiad yn y gwaith, pan oeddwn i'n ceisio 'sefydlu perthynas' gyda menyf ifanc oedd yn ymddwyn yn heriol.

■ Pa nodwedd sy bwysicaf yn dy swydd bresennol?

Bod yn groendew a gwybod pryd i dewi

■ Beth ydy dy hoff atgof o fod yn ifanc?

Fy atgof cyntaf yw eistedd yn yr ardd, gyda'm brawd. Fe fydden ni'n plastro pennau ein gilydd gyda phridd, ac yna glanhau ein gilydd fel dau fwci - mewn pentref bach gwledig yng Nghymru doedd dim llawer i bobl ifanc ei wneud!

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

Tina Turner, oherwydd mae hi'n ysbrydoliaeth i bob menyf, gan ddangos gwir ysbryd ar ôl bywyd anodd.

■ Beth oedd dy swydd gyntaf di

Gweithio fel clerc mewn banc yn y Bermo,

yn syth ar ôl gadael yr ysgol.

■ Pam est ti'n weithiwr ieuencid?

Wrth imi fagu pump o blant, roeddwn i bob amser yng nghwmni pobl ifanc, ac roedd y tŷ bob amser yn llawn o'u ffrindiau. Fe ges i flynyddoedd o brofiad o wlyio pobl ifanc, a deall eu problemau a'u dyheadau.

Fe dyfodd fy niddordeb mewn gwaith ieuencid o'r profiad hwnnw, ac roeddwn i'n gwybod bod y priodoleddau iawn gen i.

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

Peidio byth â barnu na chymryd dim yn ganiataol.

■ Pa eiriau neu ymadroddion cyffredin sy gen ti?

Pan fyddaf i'n siarad Cymraeg, rwy'n gorffen pob brawddeg ...'yn de'.

■ Sut rwyd ti am i bobl ifanc gofio amdanat ti?

Fel rhywun lliwgar, diddan, llawn brwdfrydedd a phenderfynol o gael y gorau i bobl ifanc.

Diolch yn fawr iawn i ti am siarad gydag Ymlaen.

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

Hysbysebu gyda Chyngor Ieuenctid Cymru

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 gwyh 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 blyneddau, felly os hoffech ofyn cwestiwn, codwch y ffôn - bydd yn fwy na pharod i helpu.

Gellir cynnwys taflenni am gyn lleied â £85 y fil; cost hysbyseb mewn colofn yw cyn lleied â £175 +TAW.

I wybod rhagor ffoniwch Mark ar 01986 834250

ymlaen

LOOKING FOR ADVENTURE?
www.actioncentres.co.uk

**RELEASING POTENTIAL IN
YOUNG PEOPLE FOR OVER 40 YEARS**

engage
in the visual arts

Professional Development Seminars Making Connections Cymru

3 professional development seminars organised by engage in Cardiff, Gwynedd and Powys aimed at youth workers, gallery educators, artists and anyone working with young people. Seminars will explore what has and might be achieved through collaborative partnerships between galleries, young people and youth agencies in tackling rural isolation.

The seminars will take place in February 2004, dates to be confirmed shortly. For further information or to be included on mailing list please contact Angela Rogers, engage Cymru Development Co-ordinator on 01834 869927 or cymru@engage.org www.engage.org



Children in Wales

Children in Wales is the national umbrella children's organisation in Wales, bringing organisations and individuals together to make the United Nations Convention on the Rights of the Child a reality in Wales and to fight for sustainable quality services and fair shares for all children and young people.



Plant yng Nghymru

Plant yng Nghymru yw'r sefydliad plant ymbarél cenedlaethol yng Nghymru, a ddaw â sefydliadau ac unigolion ynghyd i wneud Confensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn yn realaeth yng Nghymru a ymladd dros wasanaethau ansawdd uchel cynhaliadwy a chwarae teg i bob plentyn a pherson ifanc

Head Office / Prif Swyddfa:

25 Windsor Place, Cardiff / 25 Plas Winsor, Caerdydd CF10 3BZ
Tel/Ffon: 029 20 342434 Fax/Ffacs: 029 20 343134

North Wales Office/Swyddfa Gogledd Cymru:

24-26 Stryd Fawr, Caernarfon LL55 1RH
Tel/Ffon: 01286 677570 Fax/Ffacs: 01286 676095

Website/Gwefan: www.childreninwales.org.uk
email/ebost: info@childreninwales.org.uk

Registered charity No/Elusen Gofrestredig Rhif: 1020313 / Company limited by guarantee Reg No: 2805996



**For more information on advertising in
Ymlaen contact Mark Chadwick
on 01986 834250**

Building leadership in communities



JUNIOR SPORTS LEADER

Last year over 70,000 people took a Sports Leader Award. Using sport to help develop vital life skills such as planning, organising, communicating and leading, the awards are popular with pupils and teachers alike. They're fun, enjoyable and, as nationally recognised qualifications, are a stepping stone to employment and further education.

With an emphasis on practical experience, rather than written work, the Awards are suitable for all abilities and include both taught modules and a period of volunteering in the local community.

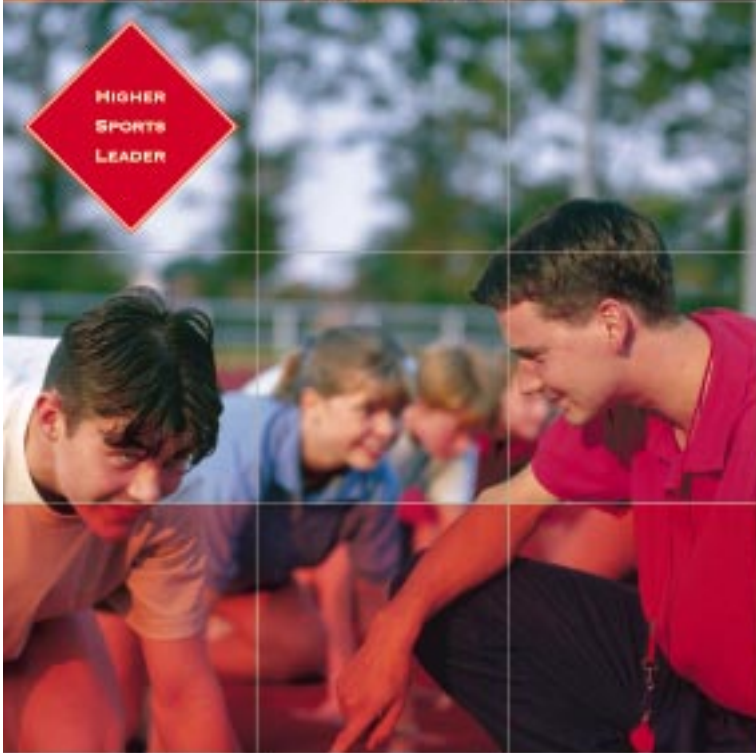


COMMUNITY SPORTS LEADER

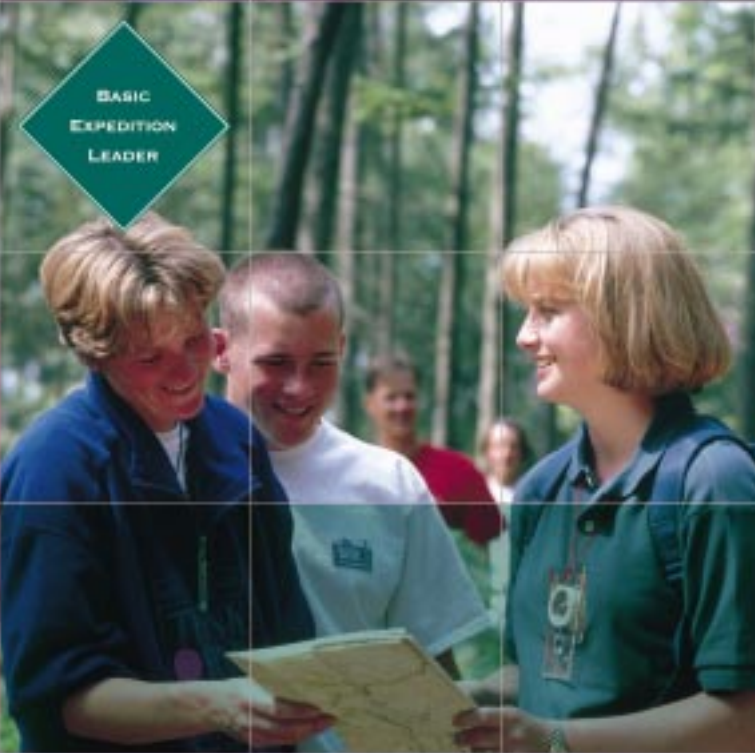
Junior Sports Leader Award: For 14-16 year olds and develops a young person's skills in organising activities, planning, communicating, leading and motivating. The award combines elements of the Physical Education National Curriculum at Key Stage 4 and also complement citizenship requirements.

Community Sports Leader Award: For those over 16 years old, this popular award teaches the skills needed to lead groups in safe sporting and recreational activity.

The Higher Sports Leader Award is ideal for those further developing their coaching skills whilst the Basic Expedition Leader Award helps people to lead groups in the outdoors.



HIGHER SPORTS LEADER



BASIC EXPEDITION LEADER

For more information on the Sports Leader Awards:

Click: www.bst.org.uk

Email: admin@bst.org.uk

Call: 01908 689180

British Sports Trust



The British Sports Trust is a registered charity no: 1055326