

*Cyngor a Chyfarwyddyd ar Gyfleoedd*

*Gyrfa a Dysgu i Oedolion*

*Advice and Guidance on Careers*

*and Learning Opportunities for*

*Adults*

## Cefndir Hanesyddol

- Datblygodd y ddarpariaeth gynnar trwy'r TECs
- Yn 2001 sefydlodd Llywodraeth y Cynulliad wasanaeth cyfarwyddyd pob oedran
- Mae rhannau eraill o'r Deyrnas Unedig yn eiddigeddus a disgrifir y ddarpariaeth fel un sydd ar flaen ymarfer gorau rhyngwladol gan yr OECD

## Historical Background

- Early provision developed through the TEC's.
- 2001 Assembly Government established all age guidance service.
- Envied by neighbouring UK Countries and described as being at the forefront of international best practice by the OECD.

## **Nodweddion Allweddol y Gwasanaeth**

- Darparu Gwybodaeth, cyngor a Chyfarwyddyd i unigolion gan gynnwys y llinell gymorth LearnDirect a gyrfa Cymru Ar-Lein
- Gweithio gyda chyflogwyr
  - Datblygu Gweithlu
  - Cwnsela Difyflogaeth
- Gweithio mewn partneriaeth
- Sicrhau ansawdd

## **Key features of the Service**

- Provision of Information, Advice and Guidance to individuals including the Learn Direct Helpline and Careers Wales On Line
- Work with employers
  - Workforce Development.
  - Redundancy Counselling
- Partnership working
- Quality Assurance

## **Graddfa Gweithredu 2004 / 05**

Fe wnaethom gyflwyno **28,014** o gyfweiliadau gwybodaeth a chyngor i **25,784** o gleientiaid.

Fe wnaethom gyflwyno **18,221** o gyfweiliadau cyfarwyddyd i **16,365** o gleientiaid.

Roedd y gwasanaethau eraill a gyflwynwyd yn cynnwys:

- Sesiynau cyfarwyddyd grwp
- Profion Seicometrig
- Gweithdai CV
- Oriau agor Estynedig.

## **Scale of Operation 2004 / 05**

We delivered **28,014** information and advice interviews to **25,784** clients.

We delivered **18,221** guidance interviews to **16,365** clients.

Other services delivered include:

- Group guidance sessions
- Psychometric Testing
- CV workshops
- Extended Opening Hours.

**Y Grwp Cleient** – Oedolion mewn trawsnewidiad (yn wirfoddol neu dan orfodaeth)

**Blaenoriaethau Gwasanaethau Cyfarwyddyd**

- Mewn gwaith hyd at NVQ lefel 2
- Di-waith
- Dychwelwyr i waith
- Galwedigaeth ran amser neu Addysg Gymunedol
- Blaenoriaethau a bennir yn lleol

**The Client Group** - Adults in transition (voluntary or enforced)

**Priorities for Guidance Services**

- Employed up to NVQ level 2
- Unemployed
- Returners to employment
- Part time vocational and Community Education
- Locally determined priorities

## Rhwystrau a wynebir gan oedolion mewn trawsnewidiad

### Ymarferoldeb

- Opsiynau Addas
- Cludiant
- Darpariaeth Leol
- Gofal Plant
- Trap Budd-daliadau

### Personol

- Diffyg hyder.
- Diffyg sgiliau / cymwysterau.
- Ymrwymadau teuluol
- Profiadau bywyd

## Barriers faced by adults in transition

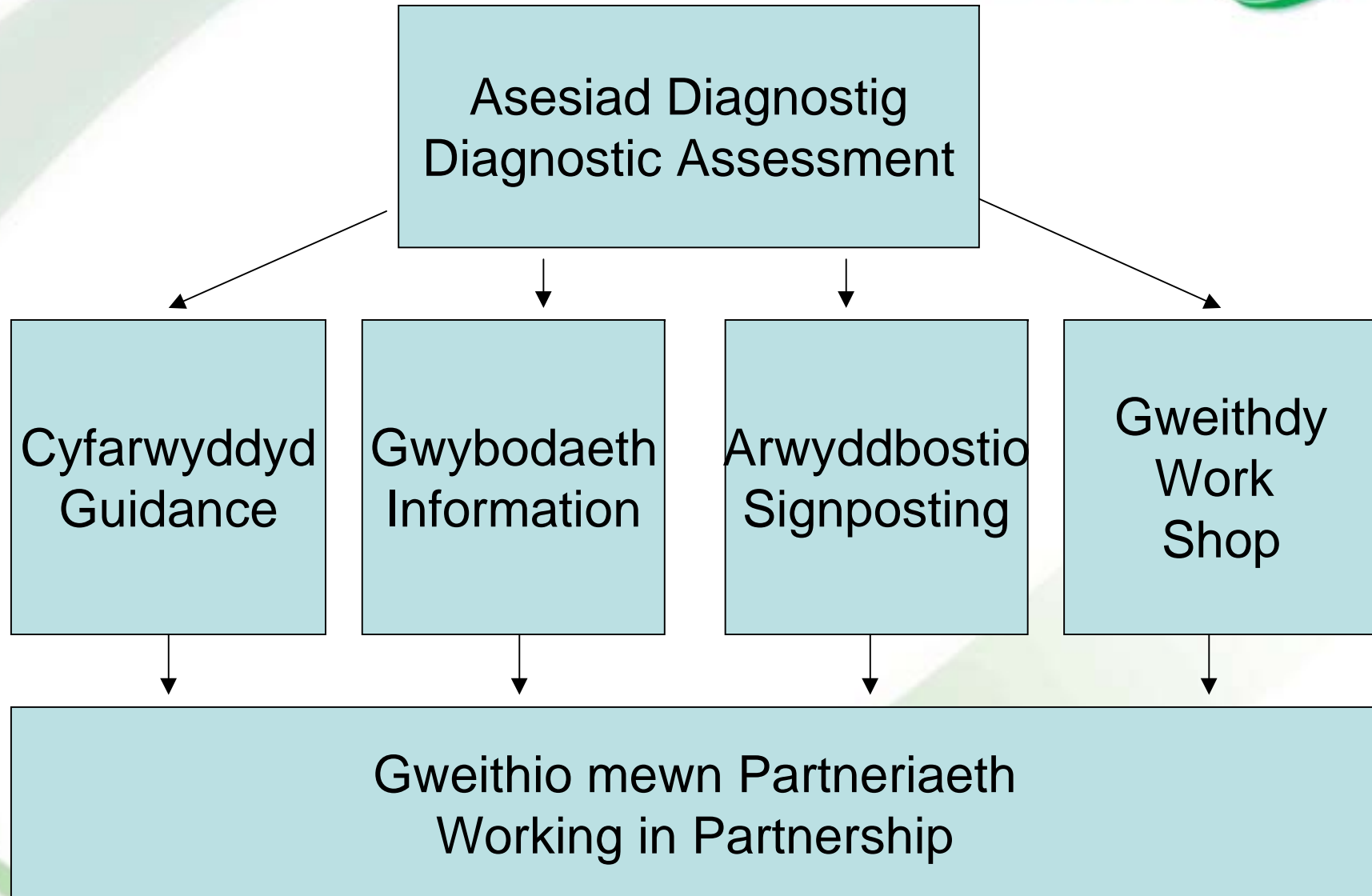
### Practical

- Suitable Options
- Transport
- Local Provision
- Child Care
- Benefits trap

### Personal

- Lack of confidence.
- Lack of skills / qualifications.
- Family commitments
- Life experiences







## Gweithio mewn Partneriaeth

Gwneud y defnydd gorau o adnoddau.

- arbenigedd priodol.
- trawsnewidiad llyfn.
- atal datblygiad.

Ymdriniaeth Gyfannol.

- rhwydwaith cefnogaeth priodol
- goresgyn rhwystrau
- cynadlwyedd

## Working in Partnership

- Making the best use of resources.
  - appropriate expertise.
  - seamless transition.
  - preventing duplication.
- Holistic Approach.
  - appropriate support network
  - overcoming barriers
  - sustainability





## **Gweithio gyda chyflogwyr**

- Cwnsela digyflogaeth i weithwyr
- Datblygu Gweithlu, blaenoriaethu gweithwyr â sgiliau isel

## **Work with employers**

- Redundancy Counselling for employees
- Workforce Development, prioritising low skilled employees

## Cwmsela Digyflogaeth

- Partneriaeth Tîm Cymru
- Cefnogaeth i Unigolion
- Cefnogaeth i gyflogwyr

## Redundancy Counselling

- Team Wales partnership
- Support for Individuals
- Support for employers

## **Datblygiad Gweithlu**

Gwasanaeth i gyflogwyr

- adnabod anghenion hyfforddi
- arwyddbostio i gyfleoedd
- Adroddiad Dadansoddi Anghenion Hyfforddi
- gwerth economaidd

Gwasanaeth i weithwyr

- diduedd
- unigol
- llawn cymhellaint
- dysgu gydol oes



## **Work Force Development**

Service to employers

- identification of training needs
- sign posting to opportunities
- Training Needs Analysis report
- economic value

Service to employees

- impartial
- individual
- motivational
- life long learning

Cwestiynau?  
Questions?