

Dyfodol disglair

Mae Kirsty yn byw gyda'i chwaer a'i nith fach mewn ardal wledig. Mae hi'n ynysig iawn yn y pentref ac yn gorfod cerdded yn bell iawn gan nad oes trafndiaeth gyhoeddus yn dod i'r pentref ac nid yw'n gyrru nac yn berchen ar gar.

Prif nod Kirsty yn y tymor hir oedd mynd yn agosach i'r farchnad lafur, bod yn barod i weithio ac, yn syml, 'bod mewn gwaith'. Er i Kirsty fynd i ddigwyddiadau a gynhaliwyd gan y Ganolfan Byd Gwaith a chymryd rhan mewn cyfweiliadau a chyfnodau prawf, nid oedd yn ddigon hyderus i gael swydd.

Gadawodd Kirsty yr ysgol heb addysg ffurfiol ac nid oedd ganddi'r sgiliau a'r cymwysterau angenrheidiol i ddychwelyd i faes addysg, hyfforddiant neu gyflogaeth. Nid oedd ganddi unrhyw hanes neu brofiad gwaith blaenorol. Golygai hyn y byddai'n anodd iddi gyrraedd ei nod tymor hir o 'fod mewn gwaith', heb gynllunio'n ofalus.



Roedd yn amlwg bod Kirsty yn ei chael yn anodd ymgysylltu a chyfathrebu gyda phobl oherwydd ei hunanhyder isel a diffyg hunanymwybyddiaeth. Drwy weithio gyda'i Mentor ADTRAC, dechreuodd Kirsty oresgyn y rhwystrau hyn drwy weithio drwy ei chynllun gweithredu personol. Roedd hyn yn cynnwys pennu nodau tymor byr a thymor hir. Dechreuodd Kirsty bennu ei nodau ei hun a dechreuodd ennyn hyder yn ei gallu i wneud penderfyniadau.

Gyda chymorth ADTRAC, cafodd Kirsty fynediad at amrywiaeth o gefnogaeth, yn cynnwys mynychu Sesiynau'r Hwb lle cafodd gyfle i roi sglein ar ei sgiliau byw'n annibynnol. Roedd y sgiliau hyn yn cynnwys coginio gyda chefnogaeth gan y Mentor ADTRAC a'r Swyddog Cyflogaeth. Mae'r sesiynau hyn wedi helpu Kirsty i fagu hyder i siarad gyda phobl ac integreiddio'n well yn y gymuned.

Mae Kirsty hefyd wedi cwblhau cwrs 'Rhoi Sglein ar eich Sgiliau ar gyfer Gwaith' a oedd yn cynnig cyfle iddi ddychwelyd i faes addysg mewn modd mwy anffurfiol. Roedd y cwrs yn help i wella ei hyder a'i sgiliau cyfathrebu yn ogystal â chwilio am swyddi a pharatoi at gyfweiliadau. Mae hi hefyd wedi bod yn codi arian er budd elusennau. Dywedodd ei thiwtor, "Mae presenoldeb Kirsty wedi bod yn ardderchog ac mae hi wedi magu hyder. Mae hi wedi cymysgu'n dda gyda'r myfyrwyr eraill a dwi'n teimlo ei bod hi wedi elwa'n fawr o'r profiad."

Mae cydweithio a chyfathrebu agos rhwng tîm ADTRAC a'r Ganolfan Byd Gwaith wedi bod o fudd mawr i raglen cefnogaeth Kirsty. Rhoddodd Hyfforddwr Gwaith Kirsty wybod i ADTRAC am brofiad gwaith posib yn Premier Inn. Siaradodd y Mentor ADTRAC gyda Kirsty am y cyfle hwn a'i chefnogi wrth iddi gyfarfod â Goruchwyliwr Premier Inn i drafod cyfnod o bythefnos o brofiad gwaith fel glanhawraig 'blaen tŷ'. Yn dilyn y profiad gwaith, roedd Kirsty yn falch iawn o ddweud wrthym ei bod wedi cael cynnig gwaith yno.

Dywedodd Mentor ADTRAC Kirsty

"Mae cyfathrebu a chydweithio gyda sefydliadau eraill a gwneud y mwyaf o'r tîm ADTRAC yn hollbwysig. Rhaid i ni sicrhau ein bod yn canolbwyntio ar fuddiannau'r bobl ifanc rydym yn eu cefnogi. Mae hyn yn cynnwys bod mewn cysylltiad cyson â sefydliadau a sicrhau bod y person ifanc yn ymwybodol ein bod yn cyfathrebu gyda swyddogion mewn sefydliadau eraill. Mae'n bwysig nad ydym yn dyblygu gwaith."

The future is sparkling

Kirsty lives with her sister and young niece in a rural community. She is very isolated in the village and has to walk long distances as there are no public transport services in the village and she does not drive or own a car.

Kirsty's main objective and long term goal was simply to get closer to the labour market, be work ready, and to simply 'be in a job'. Although Kirsty attended employment opportunities through Job Centre Plus events and attended interviews and work trials, she was still not confident enough and unable to gain employment.

Kirsty left school with no formal education and lacked the necessary skills and qualifications in order for her to re-engage in education, training or gaining employment. She had no employment history or work experience, which meant it would be difficult for her to achieve her long term goal of 'being in a job', without careful planning.



It was evident that Kirsty struggled to engage and communicate with people, due to her low self-confidence and lack of self-awareness. Working with her ADTRAC Mentor, Kirsty began to overcome these barriers by working through her personalised action plan, this included setting short and long-term goals. Kirsty took ownership of her personalised goal setting and began to gain confidence in her own decision making.

With ADTRAC assistance Kirsty accessed a range of support including attending Hub Sessions where she was able to refresh her independent living skills including cooking with support from the ADTRAC Mentor and Employment Officer. These sessions have helped Kirsty to gain confidence in speaking with people, and integrating better into the community.

Kirsty has also undertaken a short 'Get skilled for work' course which provided an opportunity for her to re-engage with education in a more informal manner. The course helped to improve her confidence and communication skills, job search and interview skills, and she has also been fundraising for charity. Her tutor commented "Kirsty's attendance has been excellent and her confidence has improved. She has mixed well with the other students and I feel she has definitely benefited from the experience"

Kirsty's program of support has benefited from strong communication and partnership working between the ADTRAC team and Job Centre Plus. Kirsty's Work Coach informed ADTRAC about a potential work experience opportunity at Premier Inn. The ADTRAC Mentor spoke to Kirsty about this opportunity and supported her meeting with the Premier Inn Supervisor to discuss a two week work trial as a "front of house" cleaner. Following the trial, Kirsty was delighted to inform us that she had been offered a contract of employment with them.

Kirsty's ADTRAC mentor commented

"The importance of communicating, and collaborating with other organisations and making full use of the ADTRAC team members is significant. We must ensure the best interests of the young people we are supporting is at the heart of everything we do. This includes regular contact with organisations and ensuring the young person is aware that we are communicating with officers from other organisations. It is important that there is no duplication of work."