



Helping people with disadvantages to achieve independence through employment
Rhoi help llaw i bobl dan anfantaits ddod yn annibynnol drwy weithio

AGORIAD LEADER



**Chief Executive
Arthur Beechey**

I'm really pleased to have the opportunity of introducing the first of what will be a regular Agoriad news publication "In Sight".

Since 1992 Agoriad has been providing the platform for disadvantaged and disabled people who want to get into the work place and I'm pleased to say we have been successful. It's not always easy as there are preconceived ideas as to what the people we strive to help can achieve. However I will say that our dedicated and committed teams have come a long way in

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BACK TO WORK



Kevin is pictured in the Blaenau Ffestiniog digi-lab with one of the Canllaw Online service users.

Kevin Wyn Jones

Agoriad first came into contact with Kevin in March, 2006 as he attended the first ever ROBUST group to be held in the south of Gwynedd, in Dolgellau. Kevin was formally the 'Assistant Manager' at the Omya UK slate processing plant at the Gloddfa Ganol quarry in Blaenau Ffestiniog.

Unfortunately, Kevin suffered a very bad accident which resulted in him being unable to continue at Gloddfa Ganol. It is also true to say that the accident also affected Kevin's confidence levels and as a result he was finding it difficult to return to the workplace into a post which would match his skills.

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persuading the business community in North Wales to consider that the people we help to gain a foothold into the workplace can bring a long term advantage to their businesses. The real credit of course is down to these people and their application and commitment to take a role in Society, to earn an honest living by effective commitment and loyalty to the employer who gave them a chance. It should be a matter of pride to all Welsh people.

Agoriad provides the training, the caring resource, the support to get people into jobs. Our business friends provide the opportunity which has been proven time after time to be beneficial to both the employer and employee.

It is only a small step to consider working with us to provide that real opportunity to give less advantaged people a chance to contribute through employment to your business. If everyone turned away, Agoriad would not have been successful all these years in helping to place disadvantaged people into the workplace. Thankfully so many have had the foresight to help us look after our own here in Wales.

Be assured the Agoriad team will be with you all the way to encourage and continue to meet our objectives. Please take a little time to understand the work Agoriad does. If you are finding difficulty in getting into the workplace, do get in touch with us. If you are in a position where you have a vacancy or will consider a job placement, please get in touch. We are looking forward to hearing from you.

The Welsh version of the Chief Executive's comment can be found on page 8



ON YOUR BIKE

Workstep a success for Dyfed Griffiths

It has been a case of swapping 'horses for courses' recently for Dyfed Griffiths of Dinas near Pwllheli.

Originally appointed as a 'stable groom' at the Pen-Llŷn Lusitano Stud and Riding Centre in Llaniestyn, Pwllheli through the assistance of the 'Workstep' supported employment scheme, Dyfed felt the need for a career change and as such was appointed to his current position of 'kitchen porter' at the Nefyn & District Golf Club.

Under the expert eye of Brian Pritchard, Catering Manager and Resident Head Chef at the club, Dyfed is developing his vocational skills in his new role and as such, Agoriad are assisting Dyfed in obtaining his Foundation Certificate in Food Hygiene.

With his employment at the golf club also being assisted by the 'Workstep' scheme, other training objectives set include the development of relevant 'Health & Safety at Work' skills as well as the passing of his 'driving theory' test which in due course, it is hoped, will lead to Dyfed obtaining his full driving licence, thus saving the need of the eight mile round journey to work and back which Dyfed currently undertakes on a daily basis on his bicycle.

In his new role, Dyfed has impressed his new employers by his punctuality as well as his ongoing politeness to colleagues and golfers alike. It is true to say that Dyfed has quickly settled in to his new working environment.

Certainly, Dyfed couldn't ask for a more pleasant place to work, with the Nefyn & District Golf Club being recognised as one of the most beautiful courses, not just within the Principality, but also within Great Britain.



The picture show Dyfed alongside his colleagues at the clubhouse. From left to right: Dyfed, Caryl Mai Jones and Brian Pritchard.

BACK TO WORK

Whilst attending the ROBUST group, Kevin also held a part time post within Gwynedd Youth Services as a Computer Skills Development Worker and a very early stage of the ROBUST group, Kevin highlighted his ambition to work within the world of IT, an area of great interest to him, although he held no formal qualifications in this area. During the ROBUST course, Kevin found out about a potential vacancy with a charity by the name of Canllaw Online, who were looking for Regional Facilitators to ensure the smooth running of its 120 digi-labs throughout the Principality.

Canllaw Online Cyf is a registered charity, established in 1999 to develop and support information services for Welsh young people, offering a number of bilingual services.

One unique initiative has been the establishment of 120 digi-labs throughout Wales and Kevin applied for the post of 'Regional Facilitator' covering the North and Mid-Wales area. Basically, the post provides support for the 28 digi-labs within the area both to the individual facilitators within each digilab as well as to the service users. The post was also a way of linking the individual digilabs to the main Canllaw Online HQ in Caerphilly, South Wales. Kevin was successful in his application for the post and duly started his employment as part of Canllaw Online in early August, 2006.

Kevin stated 'Attending the ROBUST scheme gave me the belief that there were suitable opportunities for me within the local labour market as well as giving me the knowledge and confidence that there were employers out there who would give me a fair opportunity to prove myself if given the chance. The assistance provided by bodies such as Agoriad, through the ROBUST package played a big part within my transition and eventual appointment to this challenging and rewarding position.' Kevin now has the overall responsibility of being the facilitator to his 28 digi-labs, from Anglesey in the north, to Mid-Wales in the south. In addition to this, Kevin continues his role as a Computer Skills Development Officer within Gwynedd Youth Services.



Philip hard at work!

Philip Lusted

Philip has followed an increasingly successful path of many 'Workstep' employees having obtained his post of Senior Information Officer with Denbighshire Disability Forum (D.D.F.) after first attending a 'Work Preparation' placement.

Philip of Rhos On Sea, who has the Diastrophic Dysplasia condition, was initially referred to Agoriad. Philip was eager to utilise his I.T. skills within a working environment and the 'Work Preparation' placement with D.D.F. provided an ideal opportunity for him.

The work carried out by Philip is predominantly of an IT/Administration nature. He has responsibility for the D.D.F. website, magazine development, various administration duties and has also represented the D.D.F. at various conferences.

Philip started paid employment with the Denbighshire Disability Forum, initially on a 16 hour per week contract. Such was the impression being made by Philip that a decision was quickly made to increase his working hours to 21 per week.

STEPHEN WILLIAMS

AT THE ENVIRONMENTAL DIRECTORATE OF GWYNEDD COUNCIL

Stephen Williams attended the ROBUST package based in (Agoriad) Bangor. As part of the package, a work placement was established for Stephen within the Environmental Directorate of Gwynedd Council based at the Dwyfor Area Office in Pwllheli.



Stephen (left) is pictured alongside Jason Rowlands, Project Manager within Gwynedd Consultancy

Such was the impression made by Stephen during his placement that an offer of employment resulted for the vacant post of Technician within the Gwynedd Consultancy section of the local authority's Environmental Directorate..

Stephen says "The ROBUST scheme was most useful to me. The way the scheme was client led by Agoraid made it all the more beneficial and it certainly played it's part in developing my motivation and confidence levels".

A large vote of thanks must be given to the Environmental Directorate of Gwynedd Council for offering Stephen his initial placement which with time, has certainly proven to be mutually beneficial.

Steven has continued to do well within the Environmental Directorate of Gwynedd Council.

So much so that, Steven progressed from 'Workstep' and into open employment. At the same time, Steven was also offered a two year extension on his original 12 months contract with the local authority.

The progressive cycle of ROBUST into Workstep and into open employment has certainly proven mutually beneficial to both Steven and his employers, Gwynedd Council.

When you are introduced to Agoriad you can be confident that we will be helping to get you into the workplace. Our friendly people will initially interview you to find the best way we can help and with our recommendation of how you can continue. Call us on 01248 361392 for an informal chat.

COURSES 2007



Workstep

The Workstep programme provides disadvantaged people with an opportunity to develop the level of contribution they can make to the workplace and the chance to progress to employment.

Work Preparation

Agoriad provides this service for people with generic disabilities, learning disabilities and mental health needs



VISIT TO NANHORON

For the fourth consecutive year, a group from Agoriad recently paid a visit to Plas Nanhoron in Dwyfor as part of the 'Gateway Gardens Trust' scheme which is supported by the National Lottery through the Heritage Lottery Fund as well as the Countryside Council for Wales.

Each year, there is a different theme for those visiting and the theme for this year was 'Food for Thought'. The visit focused on the history of food and kitchen gardens whilst linking the past with the present and the food we eat today. The visit paid particular emphasis to the history of the apple in the surrounds of Nanhoron and its wonderful gardens. The group looked at various examples of both dessert and culinary apples as well as the many different ways that apples can be consumed as well as being used in other products such as shampoos and soaps.

As ever, the thanks of all who made the trip from Agoriad are offered to Bettina Harden of Nanhoron and her colleague Sarah Hopkinson, Heritage Officer of the Gateway Gardens Trust. We fully appreciate all the hard work they carry out in preparation of every visit.

Above: the Agoriad group outside Plas Nanhoron with Sarah (extreme left) and Bettina (3rd from the right) as well as Sion Thomas (below) having an impromptu grape tasting session alongside Bettina with Phillip Breen and Graham Cooper in the background



throughout North Wales. Clients need to be referred by their JobCentre Disability Employment Advisor [DEA].

R.U.R.A.L

Redressing **U**nder-representation through **R**eskilling and **A**ctive **L**iaison

This is an excellent project for people currently on Incapacity Benefit. It provides the chance to develop their experience with new skills and provides a base for the search for further training and employment opportunities.

Agoriad an OCN Centre

Since 2003, Agoriad has been recognised as an

'Approved Centre' for the delivery of National Open Colleges Network (NOCN) qualifications

Agoriad has also developed its own nationally approved qualification through the above, known as 'Open Door'. This qualification is available at every NOCN level, through from 'Entry Level' to 'Level 3'.

Gerddi Twt

For the past few years, a combination of Anglesey's Service Level agreement and the Supporting People with Disabilities Grant scheme has funded the Gerddi Twt project based in Holyhead.

Gerddi Twt currently provides work experience in a supportive environment for around 15 people.

CAFFI COED Y BRENIN, BETHESDA

In March, 2006, Agoriad added the day-to-day running of the Caffi Coed Y Brenin site in Bethesda to our portfolio of services. The café forms an integral part of the local community in Bethesda and attracts customers from far and wide.

In addition to the nine Clients, the café also employs two full-time staff with responsibility to ensure the successful day-to-day running of the establishment.

The café offers a wide selection of produce, from lunchtime snacks to a roast dinner which is prepared every Thursday lunchtime. Our Clients undertake the whole range of duties one would expect to find within a catering establishment; ranging from food preparation, taking customer orders, meal delivery to the customer as well as numerous other associated duties. The high standard of produce and service is reflected by the loyal band of customers who regularly frequent the café.

Agoriad intends to further expand the range of activities undertaken at the premises in due course. Initiatives such as community based training and development of basic skills training are just two examples of the many projects under consideration which would see the expansion of services offered at the site, both from a catering perspective and beyond.



From left to right are Michelle Morgan, Linda White, Sharon Thomas, Margaret Williams, Hollie Rodgers, Susan Pritchard and Elen Jones. Unfortunately, Bethan Jones was unavailable at the time when the photograph was taken.



Pictured are a number of cakes which have been hand-made at Caffi Coed Y Brenin to specific order. The Caffi can make cakes to order to celebrate special occasions to an exceptionally high standard. The Caffi can also produce buffet or any similar types of refreshments which can either be consumed on the premises or delivered locally.

Further details relating to any of the above services can be obtained by either visiting the Caffi and asking for Karen or Ann or by calling 01248 602550.

LINDA WHITE ...15 YEARS AT CAFFI COED-Y-BRENIN

Friday, 9th March 2007 marked a very special day for Linda White of Bethesda as she celebrated 15 years loyal service at Caffi Coed-Y-Brenin having started work there on 9th March, 1992.

To mark the occasion, a presentation was made to Linda by Tom Jones, Chairman of the Agoriad Board of Trustees. It was also nice to welcome a number of Linda's family to the presentation, which Linda thoroughly deserves for her unstinting hard work at the Caffi where she has many friends, both work colleagues and customers alike.



DAFFYD JOHN EVANS THANKS TO TESCO

One of the more supportive large employers for Agoriad are Tesco Stores - this is seen by the positive stance the store has taken in relation to the employment of Dafydd John Evans of Felinheli.



Dafydd John Evans alongside Dewi Hughes, his team leader at the Grocery section Tesco.

After short periods of employment with Gwynedd Sheds and Gwynedd Garden Buildings, Dafydd started his employment at the Tesco store in Bangor through the assistance of the 'Workstep' supported employment scheme and has become a valued member of staff within the store.

Known affectionately as 'Disco' to his mates (as he is always the first on the dance floor at social events arranged by his employers), Dafydd plays an important role for his employers through his filling duties on the shop floor. His politeness and willingness to help the store customers have proven to be second to none, with Dafydd also being extremely popular amongst his work colleagues.

Tesco foresees Dafydd playing an important role at their Bangor store in the future and are in the process of enlarging his current vocational range by introducing duties related to stock rotation amongst others.

Hopefully, Dafydd will continue to prosper and develop his career within the store in a 'Workstep' scheme which has proven to be beneficial to both parties and has resulted in Dafydd finding his vocation within the world of retail.

PHILLIP CASE AWARDS

The annual Phillip Case Award ceremony was held in mid-February, 2007 at the rugby club in Bangor.

The annual awards ceremony is aimed at recognizing Agoriad's most supportive employers and also provides an ideal opportunity to present our service users with any vocational qualifications they may have attained in the lead up to the award ceremony.

For 2006, the regional Agoriad award winning employers were:

Arfon area:

Matalan Store, Bangor

Dwyfor area:

Tesco Store, Porthmadog

Flintshire area:

Somerfield Store, Connah's Quay

Meirionnydd area:

Fronoleu Country Hotel, Dolgellau

Wrexham area:

Wrexham Borough Council (Environmental Dept)

Ynys Môn area:

Kehoe Countryside Ltd / Anglesey Aluminium

It was decided that the overall Phillip Case Award for 2006 be awarded jointly to Kehoe Countryside Ltd. and Anglesey Aluminium for their co-operation in relation to the employment through 'Workstep' of David Graham Owen.

The presentation ceremony also included the awards of various qualifications gained by service users throughout North Wales.



The regional winner for the Arfon area was the Matalan store in Bangor. Pictured from left to right are Karen Owen of Matalan, Ffion Grey Thomas who is employed at the Bangor store through the 'Workstep' provision, Paul Bryan of Matalan and Cllr. Gerald Parry of Gwynedd Council.

GERDDI TWT

For the past few years, a combination of Anglesey's Service Level agreement and the Supporting People with Disabilities Grant scheme has funded the Gerddi Twt project based in Holyhead for people with mental health needs.

Gerddi Twt currently provides work experience in a supportive environment for around 15 people with mental health disabilities.

Administrative and practical management of referrals is conducted by Agoriad. On site supervision is through a supervisory post, an employee of IACC. Further support, mediation and job coaching is provided by Agoriad project teams.

It is anticipated that up to 50% of the clients will benefit from a work placement service, while other clients may wish to set up their own business with support from Gerddi Twt, and it is envisaged that this form of Enterprise Incubation will enable the progression of some clients into self-employment

We look forward to your enquiries.

SERVICES AND PRODUCTS OFFERED BY GERDDI TWT INCLUDE:

**Garden and Footpath maintenance,
Habitat management for Fisheries,
Woodlands and Shoots,
Coppicing, Planting and Pest control.**

**Bird boxes,
Owl and Bat boxes,
Planters and Cold frames,
Picket Fencing and Trellis**

There is a fully equipped workshop and the work is of excellent quality.

**Gerddi Twt, Unit 4, Penrhos Industrial Estate,
Holyhead, Anglesey LL6 2UQ**

Tel 01407 762100 • Email: gerdditwt@fsmail.net

ERTHYGL FLAEN AGORIAD

Prif Weithredwr, Arthur Beechey

Rwy'n arbennig o falch o gael y cyfle yma i gyflwyno cylchlythyr newydd Agoriad - 'InSight' - fydd yn ymddangos yn rheolaidd o hyn ymlaen.

Ers 1992 mae Agoriad wedi bod yn cynnig llwyfan i bobl dan anfantais a phobl anabl er mwyn iddynt gael mynediad i waith, ac mae'n dda iawn gen i ddweud ein bod yn llwyddiannus yn hyn o beth. Mae gwneud hyn yn gallu bod yn dalen caled ar brydiau gan fod yna lawer o ragfarnau ynglŷn â'r hyn sydd o fewn gallu'r rhai sy'n derbyn ein cymorth. Er hynny, mae'n rhaid imi ddweud fod ein timau o staff ymroddedig wedi cynryd camau breision wrth berswadio cymuned fusnes Gogledd Cymru fod yna fanteision tymor hir i'w busnesau hwythau o roi help llaw i'r unigolion hynny sy'n dechrau magu profiad yn y gweithle. Y bobl sy'n haeddu'r ganmoliaeth uchaf, fodd bynnag, ydy'r rhai sy'n ymroi ac yn ymdrechu i gymryd rhan mewn cymdeithas, gan ennill eu tamaid drwy weithio'n galed a bod yn deyrngar i'r cyflogwr sydd wedi rhoi cyfle iddynt.

Dylai hyn fod yn fater o falchder i bobl Cymru'n gyffredinol.

Mae Agoriad yn cynnig yr hyfforddiant, y gafal, a'r gefnogaeth sydd ei angen i gael pobl i mewn i swyddi. Mae'n cyfeillion yn y gymuned fusnes yn cynnig y cyfleoedd y profwyd dro ar ôl tro eu bod o fantais i'r cyflogwr ac i'r sawl sy'n cael ei gyflogi. Dim ond cam bach sy'n rhaid ei gymryd o ddechrau ystyried gweithio gydag Agoriad, i gynnig cyfle i bobl dan anfantais gael cyfrannu drwy gyflogaeth tuag at eu busnes. Petai pawb yn gwrthod, ni fyddai Agoriad wedi bod yn llwyddiannus ar hyd y blynyddoedd wrth leoli pobl dan anfantais yn y gweithle. Rydyn ni'n ddiolchgar fod cymaint o gwmnïau'n barod i'n helpu i ofalu am ein pobl ein hunain yma yng Nghymru.

Gellwch fod yn sicr y bydd tim Agoriad ar gael bob amser i'ch annog a'ch helpu i gyrraedd eich nod. Cymenwch ychydig amser i ddeall y math o waith mae Agoriad yn ei wneud. Os ydych chi'n cael trafferth i gael mynediad i waith, cysylltwch hefo ni. Os ydych chi'n gyflogwr gyda swydd ar gael, neu eich bod yn barod i gynnig lleoliad, dewch i gysylltiad. Rydyn ni'n edrych ymlaen at glywed oddi wrthyhych.



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