

Helping people Find Work and Building Community Resilience

Consultation Findings October 2017



Background

The Welsh Government's approach to tackling poverty is changing. As part of these changes the Communities First Programme will cease and the Council will have some funding focused on helping people into work. There will also be some funding to help local people get involved in their community.

In September 2017 Cardiff Council initiated public and stakeholder consultation to gather views on how Cardiff should respond to these changes and explore ideas for new approaches to the provision of services.

Methodology

1. An online survey was designed and widely distributed by:
 - Direct Mail to Council Wide address lists containing: Library card holders, Castle Key holders, Active Card holder, Members of the Cardiff Citizens' Panel. In total this list included **83,843** unique email addresses.
2. A total of 4,000 paper versions of the survey made available at libraries and Hubs across the city. Officers within hubs played a vital role in the promotion of the survey to those visiting Hubs and offered support where necessary. Communities' First staff also assisted with the promotion and support in other community buildings. Completed surveys could be deposited in secure 'drop boxes' provided in Hubs or returned directly to Cardiff Research Centre in a FREEPOST return envelope.
3. Stakeholder engagement via a series of focus groups:
 - Five focus groups were held, covering the four Communities First clusters in the city, with a total of 42 individuals taking part. Topics covered included projects respondents had been involved with, and how they helped; concerns regarding the closure of Communities First; future need for services; and, current and future community involvement – a separate report, produced by WCVA Communities First Support Service, details the findings of this engagement.

This report focuses on the findings of the survey element of the consultation which received a total of 1,596 responses.

1. Employment Support Services - Helping People finding Work

In Cardiff there are over 40 different schemes with different qualifying criteria that help people back into work. Sometimes having so many schemes can be confusing and make it harder for people to find the right service for them.

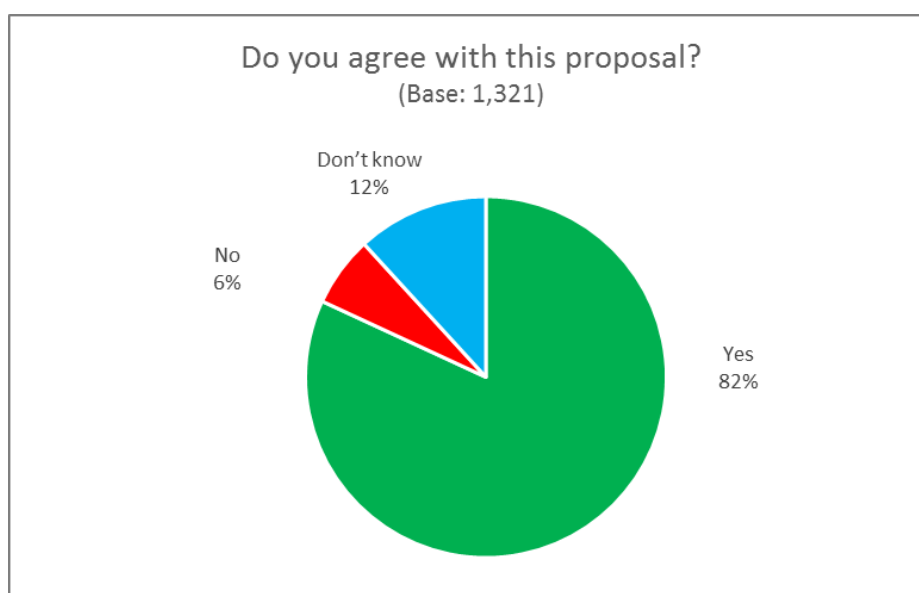
Currently some people cannot get the services they need for example because of where they live or just because of their age. There is a need for a more joined up approach to services, with help available across the city for all who need it.



With less funding available and the requirement for a more joined up approach, the Council is proposing to directly provide and coordinate employment services across the city. The service will be available to everyone who needs it. The new services would be delivered through our network of Community Hubs and from other community buildings.

Do you agree with this proposal?

More than four in five respondents (82%) agreed with the Council's proposal to directly provide and coordinate employment services across the city. Only 6% disagreed.

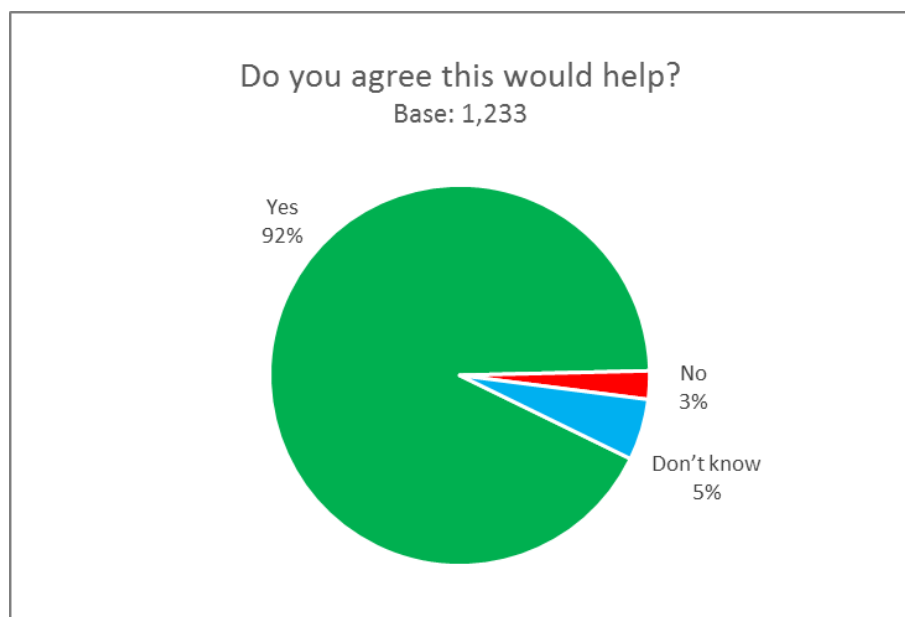


The minority of respondents that indicated that they did not agree with the proposal were invited to explain why. Sixty-two responses were received with the concerns focused on a small number of points:

- ❖ That the responsibility for finding employment opportunities for individuals should not rest with the Council.
- ❖ That service provision will under the proposal become generic rather than specialist.
- ❖ That community hubs are unsatisfactory locations. Reasons cited for this included; geographical distribution, travel costs, disability, Hubs considered chaotic and lack privacy and Council identify/trust.
- ❖ That services should be centralised in one locations e.g. Central Library rather than spread across the city.

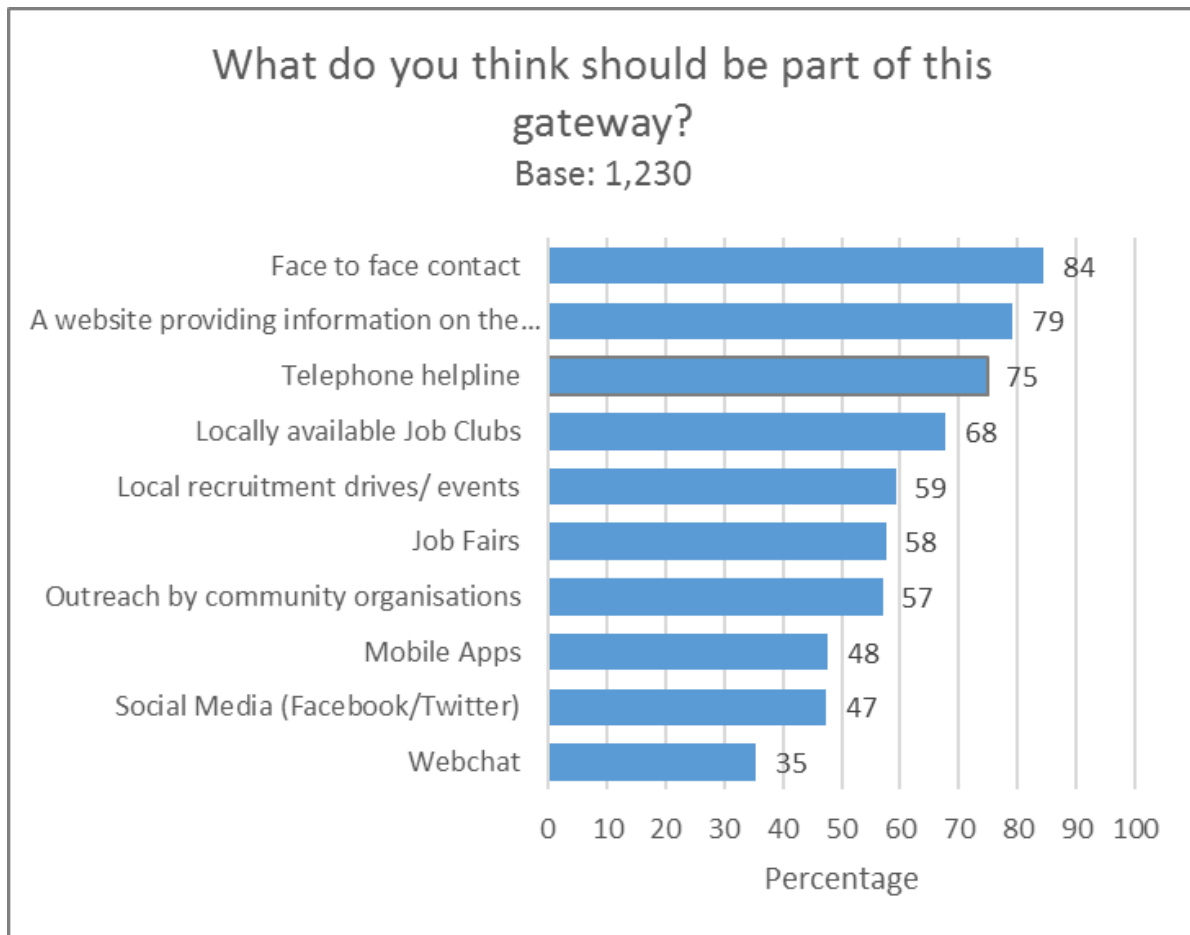
We think that a simple gateway is required to direct people to the services they need to help them back to work. Do you agree this would help?

More than nine in ten respondents (92%) of respondents agreed that a simple gateway is required to direct people to the services they need to help them back to work. Only 3% disagreed.



What do you think should be part of this gateway?

Respondents were given a list of options, and asked to specify which they felt should be part of the gateway to direct people to relevant services. The most popular responses were 'Face to Face contact' (84%), 'A website providing information on the support available' (79%), a 'Telephone helpline' (75%) and 'Locally available job clubs' (68%)



A Single Point of Access



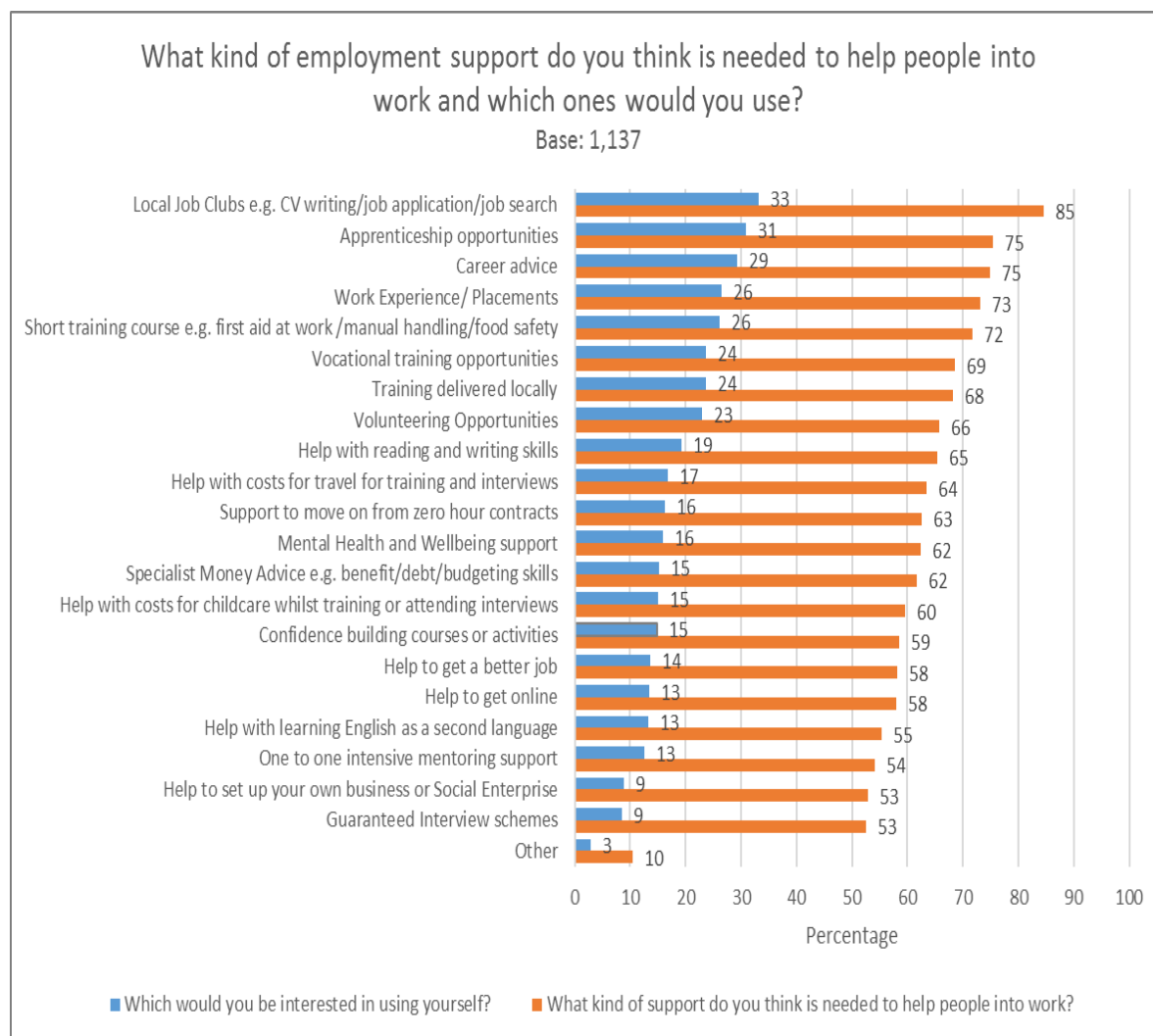
What kind of employment support do you think is needed to help people into work and which ones would you use?

The types of support that respondents most felt were most needed to help people into work were:

- Local job clubs (85%)
- Apprenticeship opportunities (75%)
- Career advice (75%)
- Work experience/placements (73%)
- Short training courses (72%).

When asked which they would be most interested in using themselves, the most popular options were:

- Short training courses (33%)
- Career advice (31%)
- Local job clubs (29%)
- Training delivered locally (26%)
- Volunteering opportunities (26%).

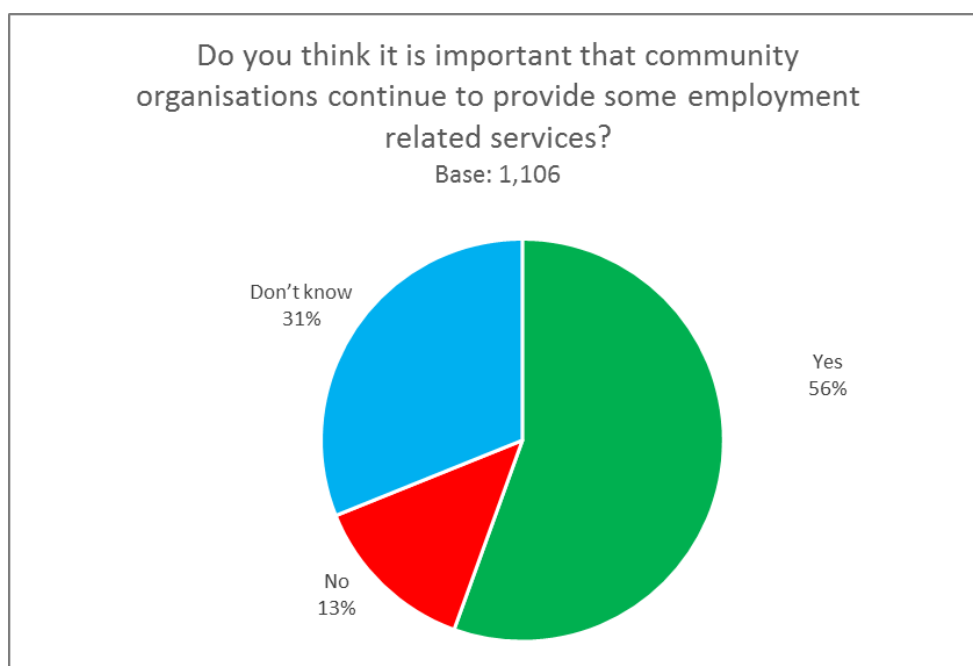


Those participating in the survey were also given the opportunity to share if there was anything additional that may be of benefit to those seeking work. A total of 49 responses were provided, these were varied with many picking up on aspects of the options previously provided. Additional suggestions included:

- Strengthening links to local businesses and colleges
- Guaranteed interview for local people for local jobs
- Help with interview skills
- Support for those with a disability
- Welsh language training

Do you think it is important that community organisations continue to provide some employment related services?

Just over half (56%) of respondents felt it is important for community organisations to provide employment-related service.



Those responding 'yes' were asked to specify which services they felt are best provided by a local community organisation.

Over 300 separate comments received with over 20 separate services referenced. Where possible broad groups were made with services relating to Mental Health Support, Volunteering and Work Placements featuring highly.

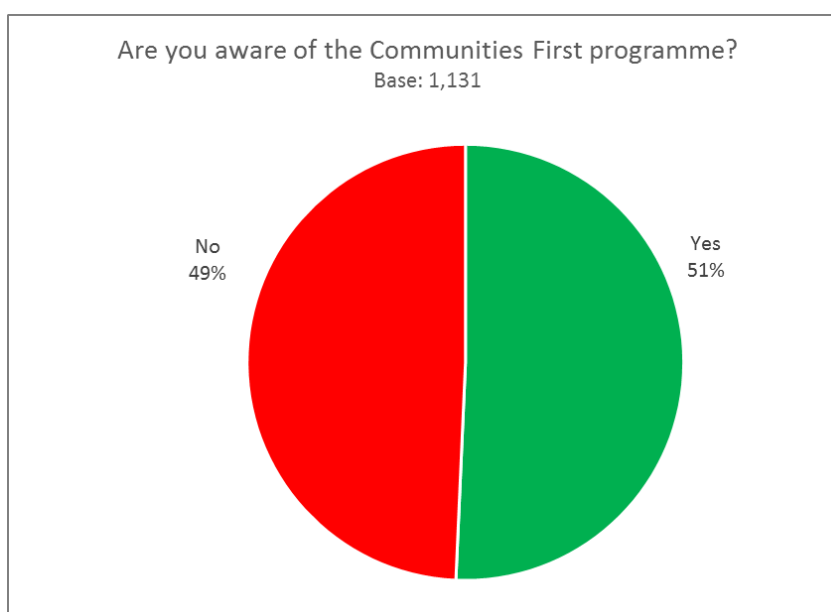
- Local job clubs (34%)
- Local training opportunities (22%)
- Employment support services (16%)
- ESOL/Basic skills (45%)
- Volunteering opportunities (13%)
- Mental Health support services (13%)

2. Building Community Resilience

The Welsh Government has announced that funding for Communities First will end by March 2018. As part of this survey, Cardiff Council wanted to hear from those who had been involved in the programme and how they felt the closure could impact both them and their local community.

Are you aware of/have you used the Communities First programme?

Of the 1596 people taking part in this survey, a total of 1,131 gave an answer to this question. Of these, 573 (51%) respondents reported to have awareness of the Communities First programme.



A total of 235 respondents reported to have previously taken part in a Communities First Project of Activity. This number equates to just 15% of those taking time to complete the survey.

Health Warning: Over the course of the consultation period, it became increasingly clear to officers that respondents were often unsure which elements of activity were funded or delivered directly by Communities First.

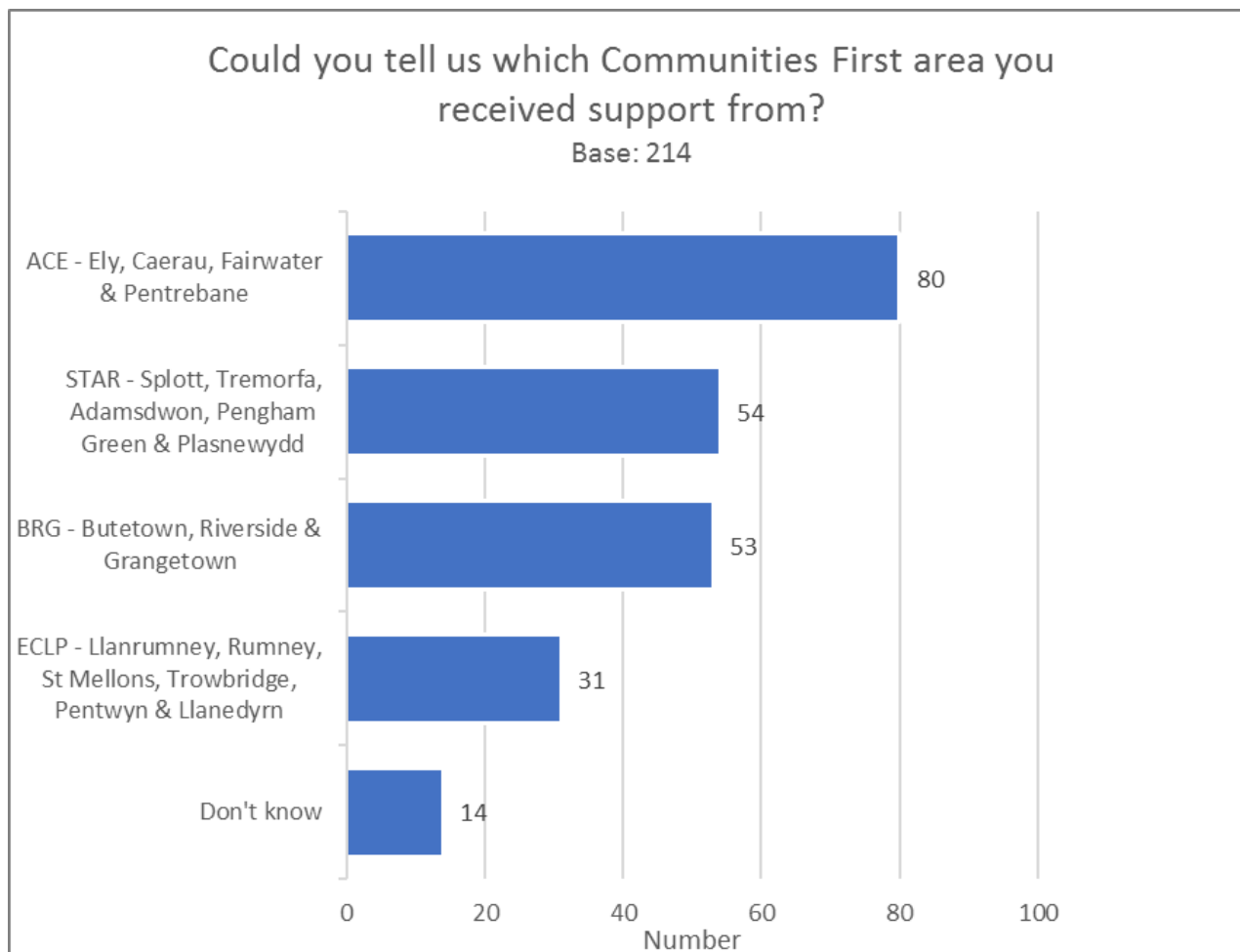
This is also reflected in the small number of people that went on to say they were involved in a project or activity after indicating they were aware of Communities First.

The same issue was also highlighted in the Focus Group findings.

Which Communities First area you received support from?

Respondents who reported that they had taken part in a Communities First Programme or Activity were asked which area they received support from.

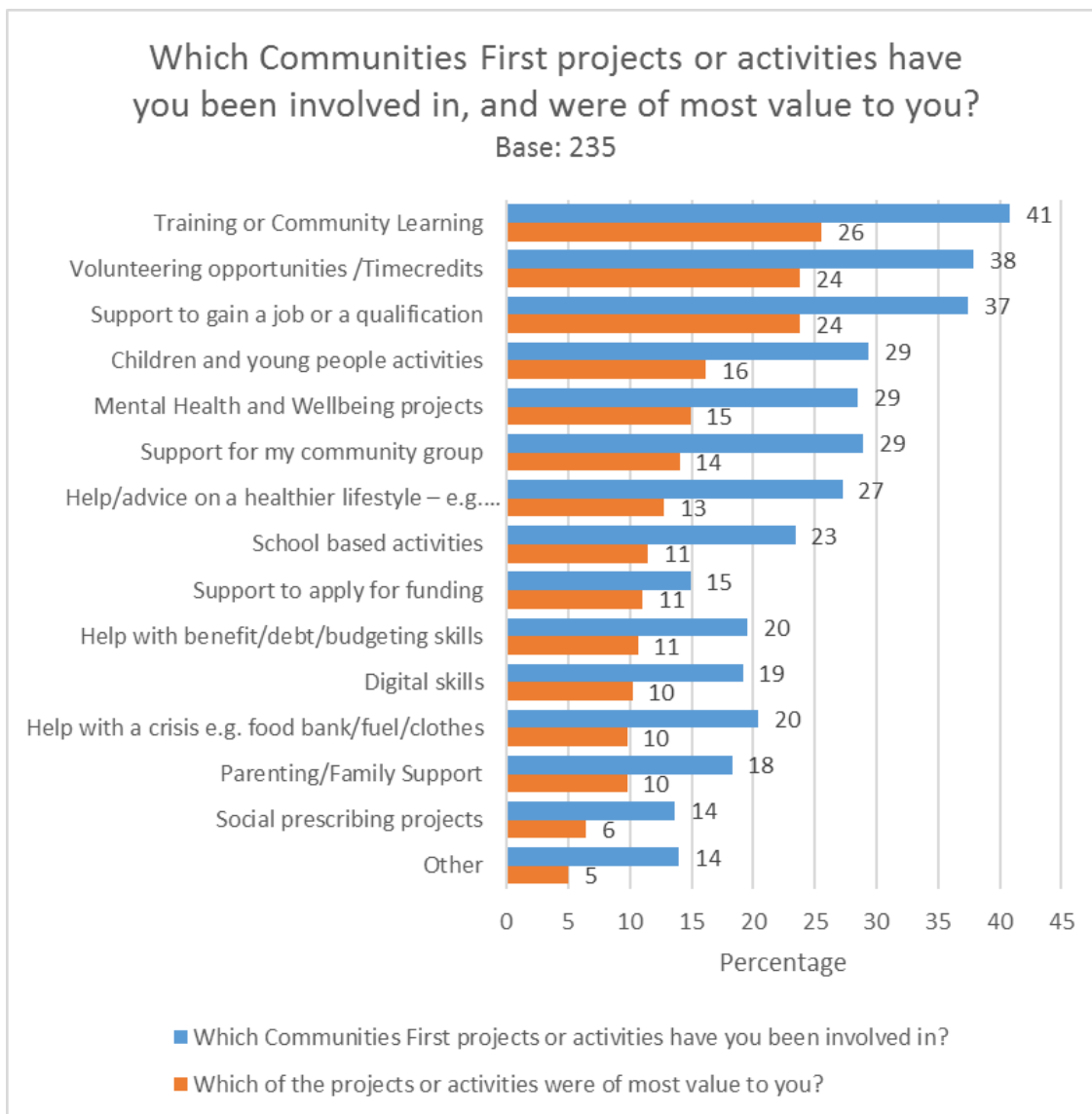
(Respondents could tick more than one area)



Health Warning: The issue of respondents being unsure which activities were delivered directly by Communities First continued in this question.

Your involvement...

The Projects or Activities respondents were most likely to report to have been involved in were ‘Training or Community Learning’ (41%), ‘Volunteering Opportunities/Time credits’ (38%) and ‘Support to gain a job or qualification’ (37%). These same services were also reflected when respondents were asked which of the projects or activities had been of most value to them.



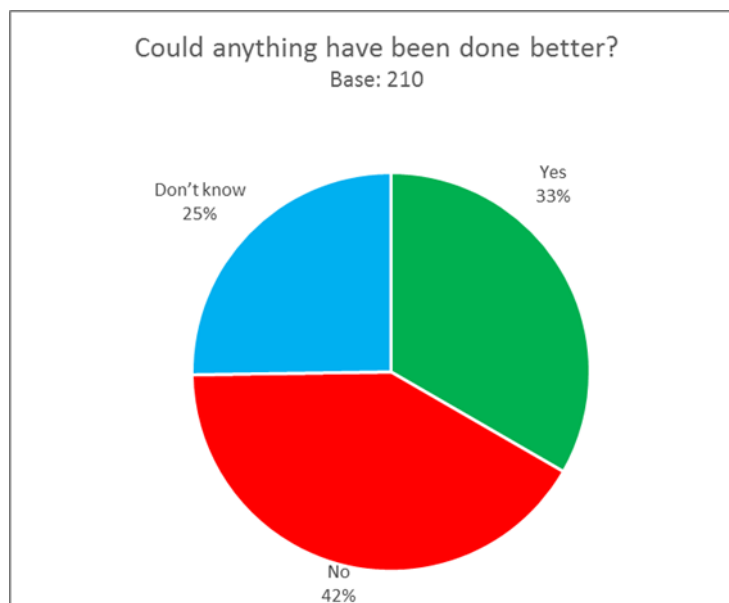
Respondents were asked to explain why this particular project or activity had been important to them. Volunteering, health and wellbeing, confidence building, improved skills, gain a qualification or job and access to social networks are mentioned consistently in the comments section.

Respondents strongly emphasised how the programme had helped them as an individual make changes or access support in their community. Provided below are the activities and projects which people identified as being most important to them along with a selection of the comments made.

Project	No.	Comments
Mental Health and Wellbeing projects	46	<ul style="list-style-type: none"> • They (STAR) offer a holistic approach to supporting individuals, reducing social isolation, confidence building, and skills improvement. They really get to know the person and what it is that they need and can achieve. • It help me to gain the skills and experience as well as the confidence to set up my own business and help in volunteering in the community. • To meet other community members and make friends to be less isolated and leave my house more. Lovely helpful staff who care and always try to help. • It gives less fortunate people and lonely people somewhere to go even if it's just for a chat • Helped with my confidence, social contact and improve my wellbeing
Support to gain a job or a qualification	37	<ul style="list-style-type: none"> • It completely transformed my life positively. I am now empowered and employed • Provided me with skills to secure a job and helped me gain confidence with working with people
Training or Community Learning	32	<ul style="list-style-type: none"> • Locally based, short/no waiting lists, flexible approach re appointments and funding for training • They were important because it help me to gain the skills and experience as well as the confidence to set up my own business and also help in volunteering in the community. • I am no longer homeless, I am getting help with food, children's child care benefits and volunteer work placement to help find a job • Following over 38 years of office environment the course helped me adjust to my new life style
Support for my community group	23	<ul style="list-style-type: none"> • Because I have not got many friends and this project gives me company and advice support • help me communicate and meet other people
Volunteering opportunities /Timecredits	19	<ul style="list-style-type: none"> • Because it got my whole family involved in helping to keep the area clean and litter free • It has helped build confidence gain understanding and learn new skills. • feels good to help others • it has helped me not only gain confidence in myself which I can apply to everyday life but has given me extra skills & support • Empowering people in communities
Children and young people activities	15	<ul style="list-style-type: none"> • Breakfast club / children's activities • Got me through a difficult time and helped me look towards my future.
Help/advice on a healthier lifestyle	4	<ul style="list-style-type: none"> • It has helped build confidence gain understanding and learn new skills.
Other/Miscellaneous Comments	42	<ul style="list-style-type: none"> • C.F. helped me with every part of my life as much as they can by giving the opportunities that I could not afford. • Everything I have been involved with at communities first has allowed me to grow as a person and to meet others in my community and bond with people. • They understand the local people and local issues. Very supportive and understanding, great resources and will be hugely missed.

Could anything have been done better?

A third of respondents (33%) felt that things could have been better.



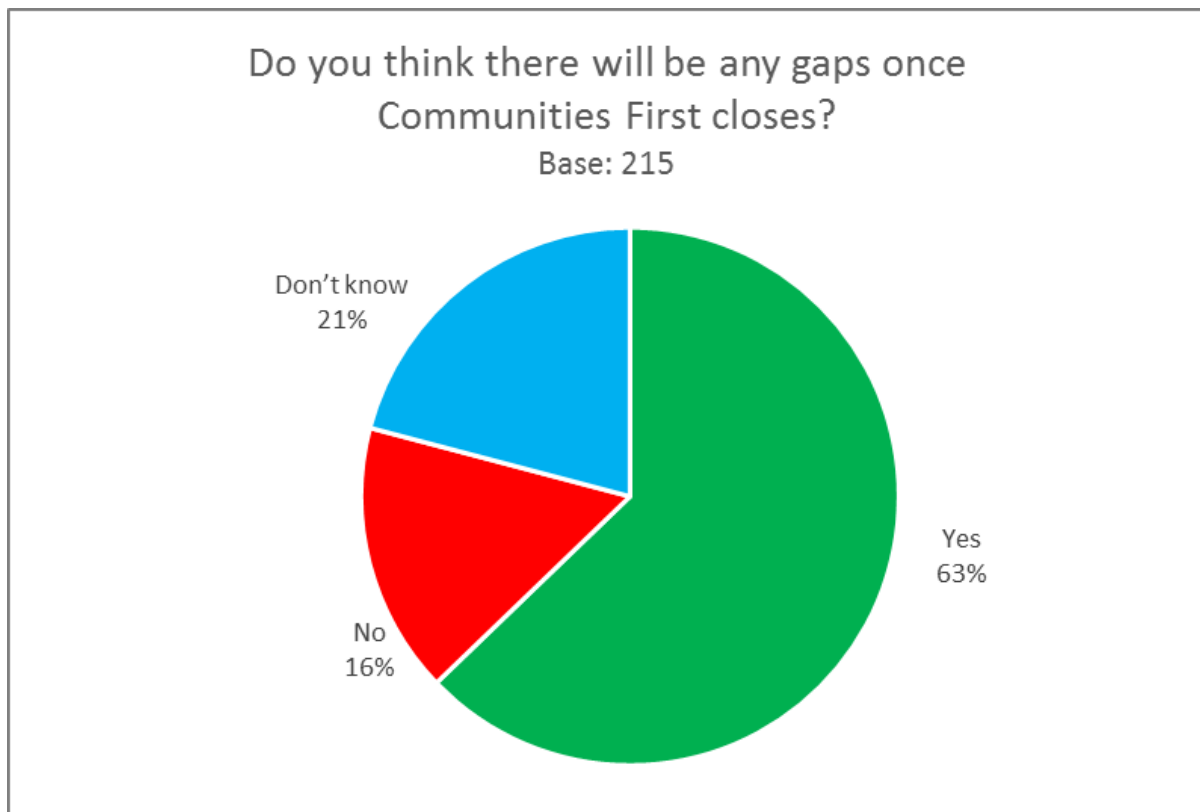
Fifty-six respondents also provided some explanation as to what it was that they felt could have been improved.

Responses to the questions were varied but could be broadly attributed to the three themes of Access, Organisation and Outcomes:

- a) **Access** - Comments were made that individuals found projects difficult to access because of their high concentration in particular geographic areas. Similarly it was felt that opportunities were targeted towards specific demographics e.g. older people rather than being open to those in the greatest need with comments including: *“Activities were not taken up by the right people – they were full of graduates and pensioners”*
- b) **Organisation** – Aspects of the existing services were considered by some to be poorly managed with lengthy waiting times, bureaucracy and a lack of communication all mentioned by those that have participated in projects with one respondent commenting that, “nobody knew what was going on”.
- c) **Outcomes** – The purpose of the individual projects was a source of confusion for some of those that had been involved. One participant recalled that there seems to be ‘no clear outcomes’ whilst others said that *“projects were focused on short term achievements”* and that *“money could be more wisely spent on early intervention programmes”*.

Do you think there will be any gaps once Communities First closes?

One hundred and thirty five people or 63% of those respondents who had previously had involvement with a Communities First project or activity felt there would be gaps once the programme closes.



One hundred and four respondents went on to explain what they felt those gaps would be and shared any ideas they had on how those gaps could be filled.

It was possible to categorise the concerns raised into a handful of themes, most commonly mentioned were:

- a) Opportunities for Volunteering/Training and Employment.
- b) Loss of community involvement and engagement opportunities which benefit health and well-being, build confidence and decrease social isolation.
- c) Loss of local knowledge and networks.
- d) Activities/support for children, young people and parents

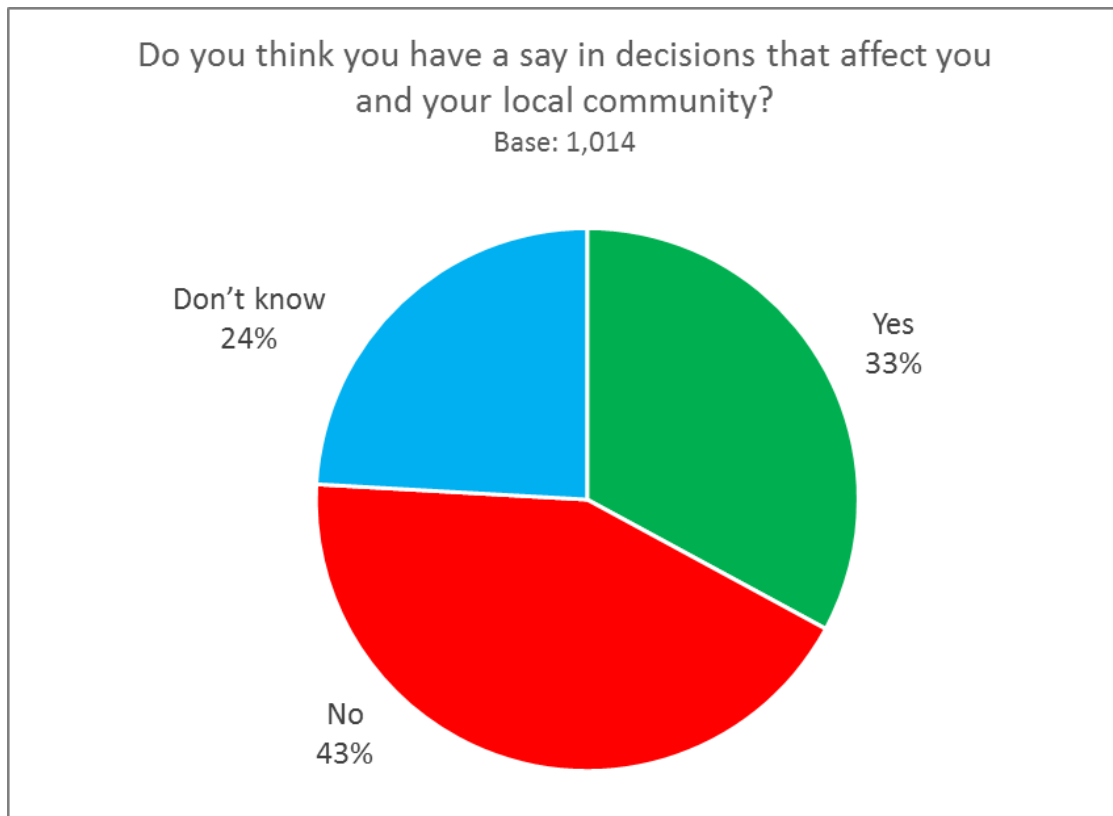
Further comments on the gaps and how they could be filled have been themed into the table overleaf:

Gaps	No.	Comments
Opportunities/Pathways into Learning/Training and Employment	39	<ul style="list-style-type: none"> • <i>If there weren't training like this I wouldn't have had the opportunity to study a community course at Taff Housing which led to a university place and receive the study first award at Cardiff met which is only for people from communities first areas.</i> • <i>Support with English as a second language</i> • <i>There will always be a need for a basic level of training that the employers want but are not willing to pay the training costs for. If your organization can somehow get the employers to allow a training course to be run on their premises that are relevant to any vacancies they may have that would get your foot in the door and you would also get a better idea of the training needs of the business communities as a whole.</i> • <i>Lack of support for after school education.</i> • <i>Help with training and eventually helping the community improve.</i> • <i>Parents and children will miss out on parents getting involved in their child's education.</i>
Health & Well-Being Includes: Mental Health Support, befriending, social interaction.	35	<ul style="list-style-type: none"> • <i>Communities first provided a lot of support to the most vulnerable of the community, without it they might lose the sense of belonging</i> • <i>Communities first has helped me with my mental wellbeing, got me out of the house and into activities in the community.</i> • <i>I will have nowhere close to go as I have learning difficulties and a disability I cannot walk far.</i> • <i>Need to keep opportunities for community sociability.</i> • <i>Employ people who are designated and monitored to look after older people's health and wellbeing.</i>
Loss of Local knowledge/Loss of information source and support networks.	29	<ul style="list-style-type: none"> • <i>They were out in the communities and this may not be fulfilled with support just from hubs which can be a long way for people to travel. they listened to what the community wanted and adjusted their services to meet people's needs rather than being one size fits all.</i> • <i>Danger that local first-hand knowledge and experience is lost/dissipated and clients reluctance to central based services</i> • <i>Communities First has not only acted as a wide network of services for members of the community, being able to offer advice, support and directions to other useful organisations / services, but it has also been a network for organisations in their own right to access each other.</i> • <i>The gaps are too many to mention, they include being a point of contact between people and services, support with marketing and advertising.</i>
Community Engagement/Involvement/ Volunteering	10	<ul style="list-style-type: none"> • <i>Community development activities unrelated to work but important for health & wellbeing. Opportunities for residents to meet, volunteer, develop and share skills.</i> • <i>Depending on the transition, local knowledge and trusting relationships may be lost</i> • <i>Less community involvement</i> • <i>Community links. Community events improve the community</i> • <i>Community groups set up to access funding. Groups with resources which smaller groups could access to borrow equipment</i> • <i>We hope Timecredits will continue support for community groups volunteering.</i>
Funding	8	<ul style="list-style-type: none"> • <i>There will be gaps because of the reduced funding but it is difficult to identify them at present. Biggest problem is likely to be getting people to attend activities or initiatives.</i> • <i>Gap in funding.</i>
Misc.	18	<ul style="list-style-type: none"> • <i>Access to a broad range of anti-poverty services will reduce as will the connections to mainstream provision that the project facilitates</i> • <i>Communities first was unavailable in some areas and useless in others. There was not enough accountability for words. A one-directive project is the way forward.</i> • <i>Local access to projects but I think that rationalisation will help cut cost while still providing access to help that is needed.</i>

We are interested to hear how you would like to get involved in local activities and projects and how you could influence and shape the community you live in.

Do you think you have a say in decisions that affect you and your local community?

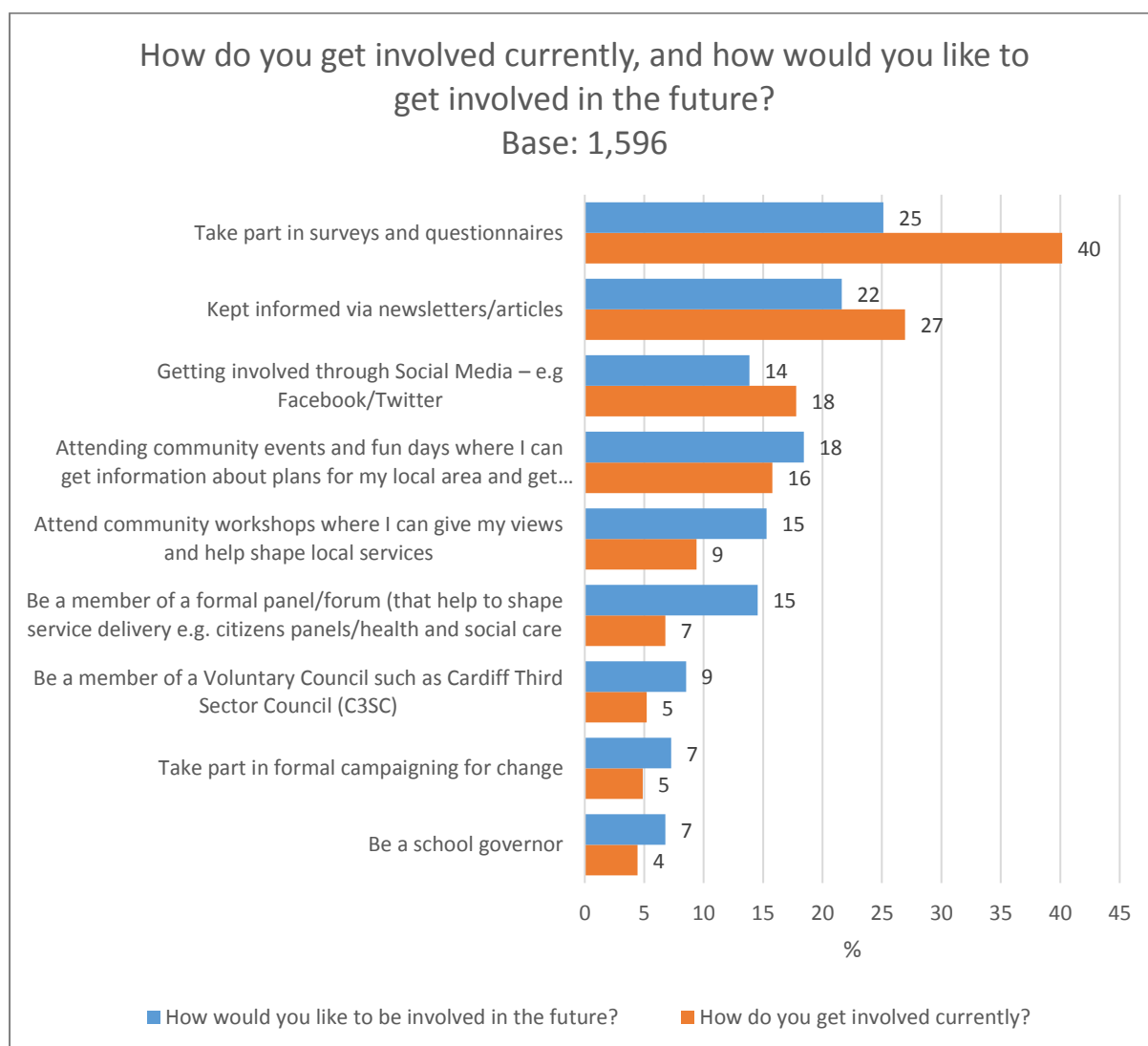
More than two in every five respondents (43%) did not feel that they have a say in decisions that affect them and their local community compared to (33%) of respondents who did and (24%) did not know.



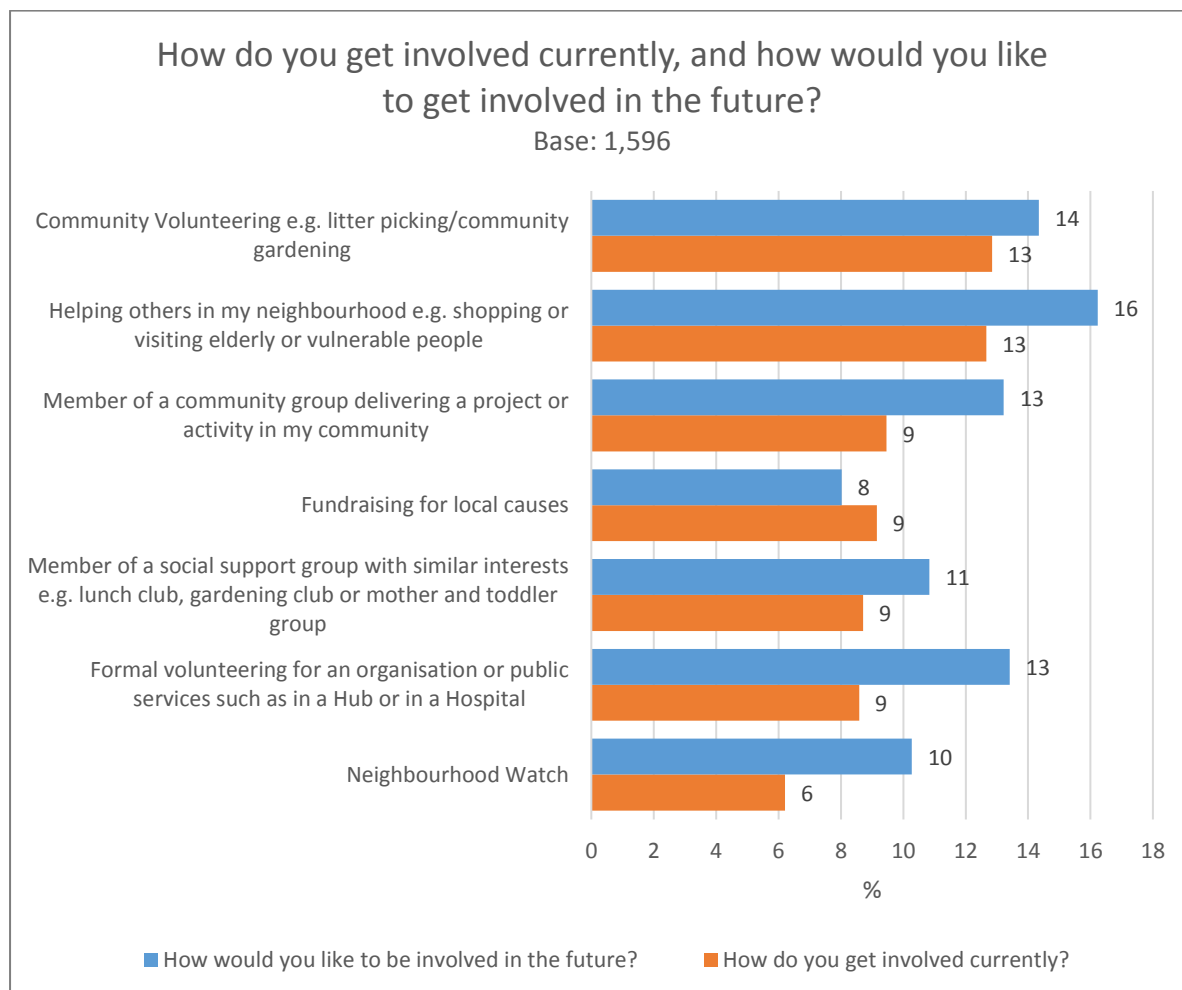
Listed below are a number of ways that you could have a say in the decisions that affect your community.

Two in five respondents reported that they currently have their say by taking part in surveys or questionnaires. 27% kept informed by reading newsletters/articles and 18% currently get involved through social media such as Twitter or Facebook.

Surveys, newsletters and articles were also the ways that people wanted to be involved and informed in the future however there was also a reported interest in more face to face engagement such as community events, workshops and involvement with a panel.



How do you get involved in your community currently, and how would you like to be involved in the future?



Please tell us if there is any other way that you would like to be involved?

A total of 39 respondents provided a variety of additional examples regarding how they would like to be involved, a selection of the comments made included:

“Environmental projects such as river 'daylighting', nature flood alleviation schemes, pollinator projects, tree planting and nature corridors.”

“I will be retiring next year but am considering offering my services to the Heath Hospital as a volunteer visitor in the Chaplaincy Department.”

“Helping refugees and other people not from the UK to settle into life in a new country.”

“I am a teacher and would love to help with literacy/numeracy/ICT skills. I have tried to find opportunities to volunteer however all the opportunities for volunteering appear to be in the day when I am at work.”

Are there any further comments that you would like to make?

A total of 124 comments were left, with most respondents voicing support for the work done by Communities First and the help it provided to those individuals.

Gaps	No.	Comments
Communities First (or similar) is needed	26	<ul style="list-style-type: none"> It is a terrible thing that Communities 1st is closing and I believe this decision will have an impact on these communities for a long time to come. It's a shame that in Cardiff only ACE is set up and will be able to carry on after Com1st is gone. You would have thought that after all these years there would be many groups set up ready to carry on after com 1st. Such a shame. Everything communities first was important and of course the employment related stuff is, but it's all the other community development stuff that they do which has had the biggest impact on the community as it has empowered people to believe in themselves and create groups to provide soft skills and places for people to go. Without this support these types of things wouldn't happen. You need a service which provides this type of support to the community otherwise groups aren't confident enough to take their ideas forward.
Value service from Hubs	15	<ul style="list-style-type: none"> The service provided by the hub is of great importance and helps me with questions and issues I have regarding employment and support. I think it is very important to have the hub because they are really helpful with what they do Hubs are an invaluable asset to the community.
Not able to volunteer	14	<ul style="list-style-type: none"> I am a teacher in Ely, I would love to volunteer and spend more time helping my community. However I currently work 60+ hours a week and barely have time for my family. In our 80's so more likely to be recipients of service I am fully occupied with church community and supporting my family practically, emotionally and financially. I have no spare time and energy for community too.
Help needed for specific groups	12	<ul style="list-style-type: none"> I do not see any mention of schools and targeting pupils approaching employment age - particularly those who are not going to University. What I call "the other 50%" The 50% that we all rely on! Over the last 10 year North Cardiff has be total neglected and has lost a lot of its community programme. I have been out of work for several years and find it hard access any help due to my postcode. There is no access to work courses in North Cardiff for the last year I had to travel to St Mellons to do a computer course which is two buses from Llanishen. Feel that carers in the area don't get considered
Communities First helped me	9	<ul style="list-style-type: none"> Job Clubs help me loads Without community first I would not be doing as well today. They helped me with mental health, money issues and are there as a friend when in need. The reason I am glad for communities first is I have looked into doing courses on my own and it is too expensive and I have no support, whereas with community first knowing that there is someone to help if needed has given me more confidence
Needs co-ordination	8	<ul style="list-style-type: none"> I think there has to be clarity you can't have people running their own groups without government being in charge I think one service would be better, get more customers to use our service. making services duplicated makes It confusing on occasions I think that it is critical to organise these activities as if running a business with clear command, communications and control.
Continue to provide volunteering opportunities	7	<ul style="list-style-type: none"> Please continue to grow and develop the Time Credits scheme! Concentration on members of the community with vulnerabilities is priority, however involving members of the community who may be working full time or a single parent family is crucial in building valuable relationships in communities I enjoyed my time as a volunteer for Cardiff council and people should be given opportunity to improve their skills

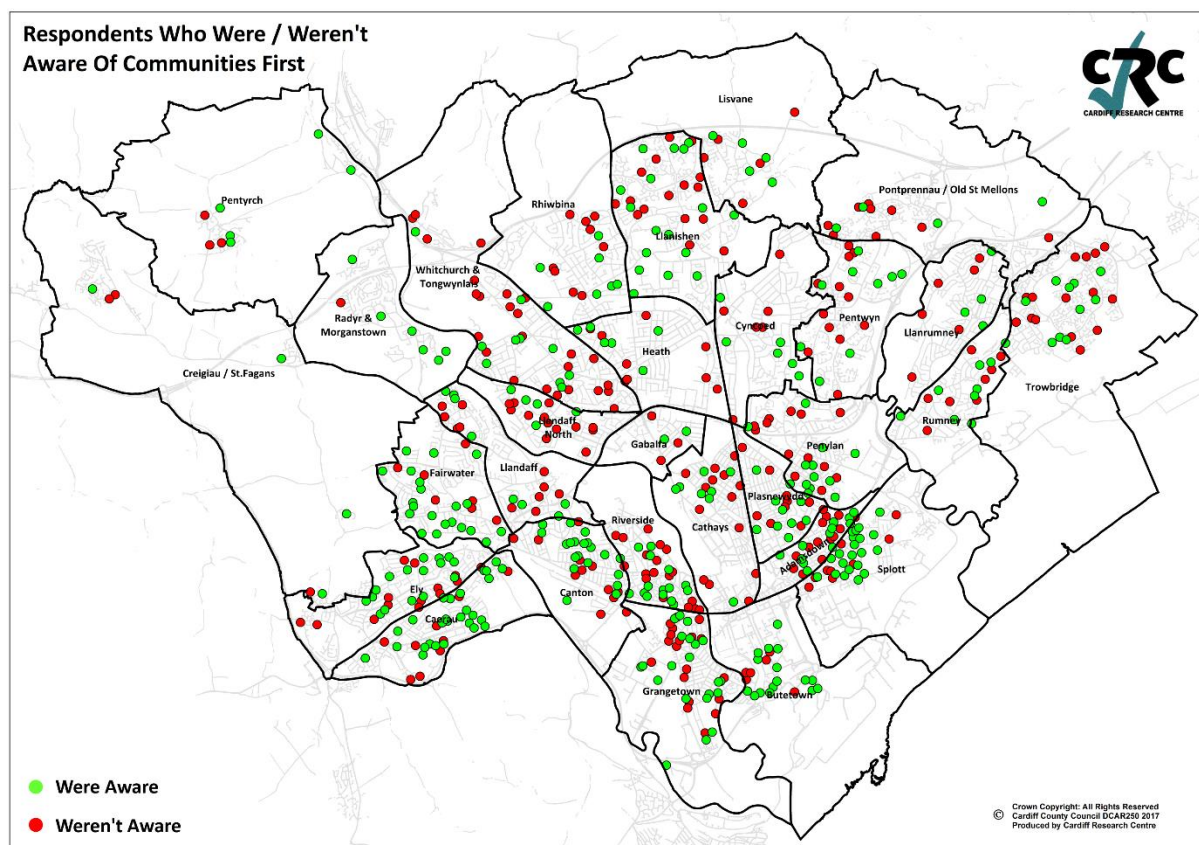
Should not be left to volunteers	7	<ul style="list-style-type: none"> • I appreciate that the new funding has been reduced but I would hope that your proposals do not depend on the use of volunteers rather than professional people who have the correct training. If we are looking at ways to get people back into work, then there is a certain irony in expecting volunteers to take the place of paid professionals. • Litter picking and gardening are things I pay council tax for. • I hope that the current services are not to be handed to the voluntary sector for quality delivery. Volunteering should be just that, voluntary.... relying on volunteers to keep our communities functioning in the right directions is not right. Surely a proportion of our community charge is to cover this as a service available to all, and free at the point of use.
Provision of training/ education is important	6	<ul style="list-style-type: none"> • I saw barely a mention of education as being the bedrock of human betterment; including one's own career (and life...). We have some fantastic, world leading education establishments around Cardiff, most of whom are not in it for profit. Make more of them • Need to provide more courses each month • Wales needs good quality well paid jobs or its best young people will leave. It also needs to vastly improve educational attainment and training and to continue to participate in Pisa tests.
Want to improve my English	5	<ul style="list-style-type: none"> • Improve my English to go to the university • I want improve my English language for support my family
Prioritise spending of public money	5	<ul style="list-style-type: none"> • Tackle crime and its root causes such drug addiction and prostitution. • Funding should be made available for Part-time longer term studying, i.e., counselling studies. Support for people to move up in their careers. More affordable housing and less student accommodation across the city. Community Building activities
Build/strengthen communities	4	<ul style="list-style-type: none"> • The only best and only way of reducing poverty is to provide employment in those areas, ensure that employment pays better than benefits, and remove bad and negative influences from those communities (reduce crime, drug use and criminals from the streets). It is not easy, but everything else whilst well-meaning tends to be futile.
Empower / build confidence	3	<ul style="list-style-type: none"> • These courses are a fantastic way to help people like myself build on confidence and feel part of a community. I look forward to what my future holds.
Work with businesses/ organisations	3	<ul style="list-style-type: none"> • The council should collaborate and seek views direct from DWP job coaches (nb: not managers) as these employees have front line experience of what support and opportunities job seekers need to help them into work. • Opportunities to link business with prospective employees
Against Communities First	2	<ul style="list-style-type: none"> • Communities First has been a complete waste of money and projects should only be funded if they lead to employment, not just leisure courses for the better off. Full of Ladies of Llandaff who Lunch
Agree with proposal	2	<ul style="list-style-type: none"> • I agree with the proposal • Joining up back to work services with council funding and location in hubs and libraries (not just in former CF areas) would be very good to see. It needs a broad range of "volunteers" with range of skills and needs full time paid support/organisation such as community organisers
Miscellaneous	23	<ul style="list-style-type: none"> • The proposed scheme is in danger of providing yet another layer of bureaucracy and management and won't be self-sustainable • There is nowhere I can go at convenient time's day or evening that I can be part of, and contribute. Many community activities are held too early or too late for me. Also I don't drive and getting around in winter in the dark is difficult so I need a flexible service and solid base.

Finally, respondents were asked to indicate areas that they would like to receive more information and to leave contact details. The highest level of interest was expressed towards shaping services and influencing decisions.

	Number reporting to want more information	Number supplying contact details
I would like help getting back to work	125	86
I would be interested in shaping services and influencing decisions	171	135
I would be interested in Volunteering Opportunities in my local community	155	128

Location

A total of 868 respondents gave their postcode, which are shown on the map below. The map also highlights awareness of Communities First amongst respondents. Awareness of Communities First was evenly spread across the city despite activities being present in only particular areas.



Respondent Demographics

Gender

	No	%
Female	534	56.1
Male	406	42.6
Other	2	0.2
Prefer not to say	10	1.1
Total	952	100.0

Age

	No	%
Under 16	3	0.3
16-24	54	5.6
25-34	207	21.5
35-44	192	19.9
45-54	203	21.1
55-64	193	20.0
65-74	90	9.3
75+	21	2.2
Total	963	100.0

Which of the following best describes what you are doing at present?

	No	%
Working full time (30+ hours per week)	372	38.4
Working part time (less than 30 hours per week)	149	15.4
Wholly retired from work	132	13.6
Unemployed - Registered Job Seeker	98	10.1
Unemployed - Unregistered but seeking work	54	5.6
Caring for a child or adult	35	3.6
Permanently sick or disabled person	27	2.8
In full time education	26	2.7
Looking after home	15	1.5
On a zero hour contract	12	1.2
On a government training scheme	5	0.5
Other	43	4.4
Total	968	100.0

Do you identify as a disabled person?

	No	%
Yes	109	11.4
No	805	83.9
Prefer not to say	45	4.7
Total	959	100.0

Please tick any of the following that apply to you:

	No	%
Deaf/ Deafened/ Hard of hearing	14	13.6
Mental health difficulties	37	35.9
Learning impairment/ difficulties	15	14.6
Visual impairment	7	6.8
Wheelchair user	3	2.9
Mobility impairment	30	29.1
Long-standing illness or health condition (e.g. cancer, HIV, diabetes, or asthma)	42	40.8
Prefer not to say	4	3.9
Other	13	12.6
Total	103	100.0

What is your ethnic group?

	No	%
White - Welsh/English/Scottish/Northern Irish/British	742	77.4
White - Irish	10	1.0
White - Gypsy or Irish Traveller	5	0.5
White - Any other white background (please specify)	44	4.6
Mixed/Multiple Ethnic Groups - White and Black Caribbean	18	1.9
Mixed/Multiple Ethnic Groups - White and Black African	7	0.7
Mixed/Multiple Ethnic Groups - White & Asian	7	0.7
Mixed/Multiple Ethnic Groups - Any other (please specify)	2	0.2
Asian/Asian British - Chinese	7	0.7
Asian/Asian British - Pakistani	15	1.6
Asian/Asian British - Bangladeshi	6	0.6
Asian/Asian British - Indian	10	1.0
Asian/Asian British - Any other (please specify)	3	0.3
Black/African/Caribbean/Black British - African	29	3.0
Black/African/Caribbean/Black British - Caribbean	5	0.5
Black/African/Caribbean/Black British - Any other (please specify)	3	0.3
Arab	8	0.8
Any other ethnic group (please specify)	10	1.0
Prefer not to say	28	2.9
Total	959	100.0

Helpu Pobl i Ddod o Hyd i Waith a Meithrin Cymunedau.

Canfyddiadau Ymgynghori
Hydref 2017



Helpu Pobl i Ddod o Hyd i Waith a Meithrin

Cymunedau Gwydn

Cefndir

Mae dull Llywodraeth Cymru o drechu tlodi yn newid. Yn rhan o'r newidiadau hyn, bydd Rhaglen Cymunedau yn Gyntaf yn dod i ben a bydd gan y Cyngor rywfaint o gyllid at ddiben helpu pobl i mewn i waith. Yn ogystal â hynny, bydd rhywfaint o gyllid i helpu pobl leol i gymryd rhan yn eu cymunedau lleol.

Ym mis Medi 2017, dechreuodd Cyngor Caerdydd ymgynghori â'r cyhoedd a rhanddeiliaid i gasglu barn ar sut y dylai Caerdydd ymateb i'r newidiadau hyn ac archwilio syniadau ar gyfer dulliau newydd o ddarparu gwasanaethau.

Methodoleg

1. Lluniwyd arolwg ar-lein a'i ddsbarthu'n eang drwy:
 - Bost Uniongyrchol at restrau cyfeiriadau ar draws y Cyngor yn cynnwys: Deiliaid cardiau Llyfrgell, deiliaid Allwedd y Castell, deiliaid Cerdyn Actif, Aelodau o Banel Dinasyddion Caerdydd. Ar y cyfan, roedd y rhestr hon yn cynnwys 83,843 o gyfeiriadau e-bost unigryw.
2. Roedd cyfanswm o 4,000 o fersiynau papur o'r arolwg ar gael mewn llyfrgelloedd a Hybiau ar draws y ddinas. Bu Swyddogion mewn Hybiau yn chwarae rhan hanfodol wrth hyrwyddo'r arolwg i'r rhai hynny a fu'n ymweld â'r Hybiau, a chynnig cymorth iddynt pan fo angen. Bu staff Cymunedau yn Gyntaf hefyd yn cynorthwyo â hyrwyddo a chefnogi mewn adeiladau cymunedol eraill. Gellid gadael arolygon wedi'u llenwi mewn 'blychau' diogel a ddarperir mewn Hybiau neu eu dychwelyd yn uniongyrchol i Ganolfan Ymchwil Caerdydd mewn amlen ddychwelyd RHADBOST.
3. Ymgysylltu â rhanddeiliaid drwy gyfres o grwpiau ffocws:
 - Cynhaliwyd pum grŵp ffocws, yn cwmpasu'r pedwar clwstwr Cymunedau yn Gyntaf yn y ddinas, gyda chyfanswm o 42 o unigolion yn cymryd rhan. Roedd y pynciau'n cynnwys projectau yr oedd ymatebwyr wedi bod yn rhan ohonynt, a sut maent wedi helpu; pryderon ynghylch terfynu Cymunedau yn Gyntaf; yr angen am wasanaethau yn y dyfodol; a chyfranogiad cymunedol presennol ac yn y dyfodol – mae adroddiad ar wahân, a gynhyrchwyd gan Wasanaeth Cefnogaeth Cymunedau yn Gyntaf CGGC, yn rhoi manylion am ganfyddiadau'r ymgysylltu hyn.

Mae'r adroddiad hwn yn canolbwyntio ar ganfyddiadau'r arolwg yn rhan o'r ymgynghoriad a dderbyniodd gyfanswm o 1,596 o ymatebion.

1. Gwasanaethau Cymorth Cyflogaeth – Helpu Pobl i Ddod o Hyd i Waith

Yng Nghaerdydd, mae mwy na 40 o gynlluniau gwahanol â meini prawf gwahanol i helpu pobl i weithio eto. Weithiau mae cynifer o gynlluniau'n gallu bod yn ddryslyd ac mae hynny'n gallu ei gwneud yn anos i bobl ddod o hyd i'r gwasanaeth cywir ar eu cyfer.

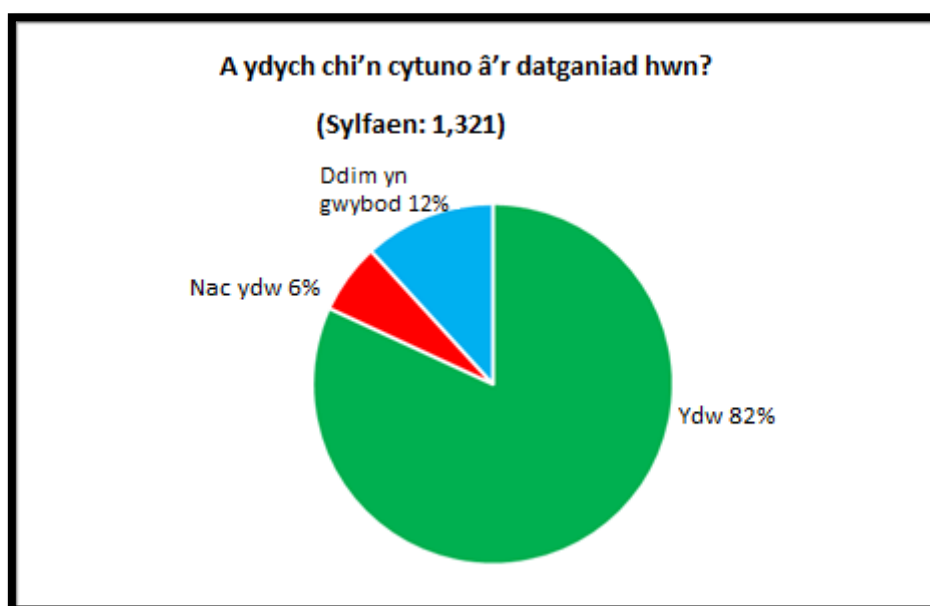
Ar hyn o bryd, does dim modd i rai pobl gael y gwasanaethau sydd eu hangen arnyn nhw, er enghraifft oherwydd ble y maen nhw'n byw neu eu hoedran. Mae dull mwy cydgyssylltiedig o reoli gwasanaethau, ac mae angen i gymorth fod ar gael ar draws y ddinas i bawb sydd ei angen.



Gyda llai o gyllid ar gael a'r angen am ddull mwy cydgyssylltiedig, mae'r Cyngor yn cynnig darparu a chydlynu gwasanaethau cyflogaeth yn uniongyrchol ledled y Ddinas. Bydd y gwasanaeth ar gael i bawb sydd ei angen. Byddai'r gwasanaethau newydd yn cael eu darparu drwy ein rhwydwaith o Hybiau Cymunedol ac o adeiladau cymunedol eraill.

Ydych chi'n cytuno â'r cynnig?

Cytunodd fwy na phedwar o bob pum ymatebwr (82%) â chynnig y Cyngor i ddarparu a chydlynu gwasanaethau cyflogaeth yn uniongyrchol ledled y Ddinas. Dim ond 6% anghytunodd.

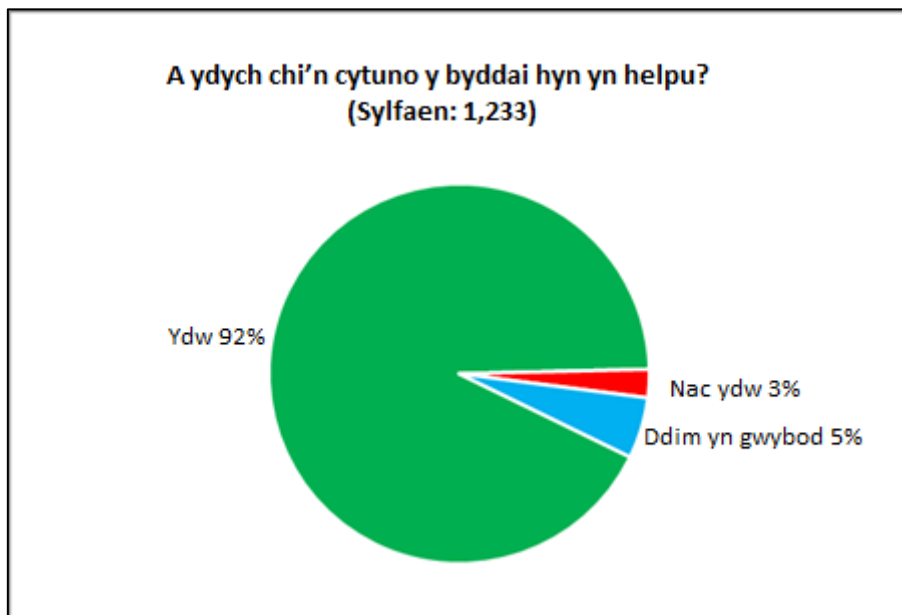


Gwahoddwyd lleiafswm yr ymatebwyr a nododd nad oeddent yn cytuno â'r cynnig i egluro pam. Derbyniwyd chwe deg dau o ymatebion a'u pryderon yn canolbwyntio ar nifer fach o bwyntiau:

- ❖ Na ddylai'r Cyngor ysgwyddo'r cyfrifoldeb am ddod o hyd i gyfleoedd cyflogaeth ar gyfer unigolion.
- ❖ Y bydd darpariaeth gwasanaeth yn dod yn fwy cyffredinol yn hytrach nag arbenigol o dan y cynnig.
- ❖ Bod yr hybiau cymunedol yn lleoliadau anfoddhaol. Roedd y rhesymau a nodwyd am hyn yn cynnwys; dosbarthiad daearyddol, costau teithio, anabledd, Hybiau'n cael eu hystyried yn rhy brysur a diffyg preifatrwydd a'r gallu i nodi ac ymddiried yn y Cyngor.
- ❖ Y dylid datganoli gwasanaethau mewn un lleoliad e.e. y Llyfrgell Ganolog yn hytrach na wedi'u gwasgaru ar draws y ddinas.

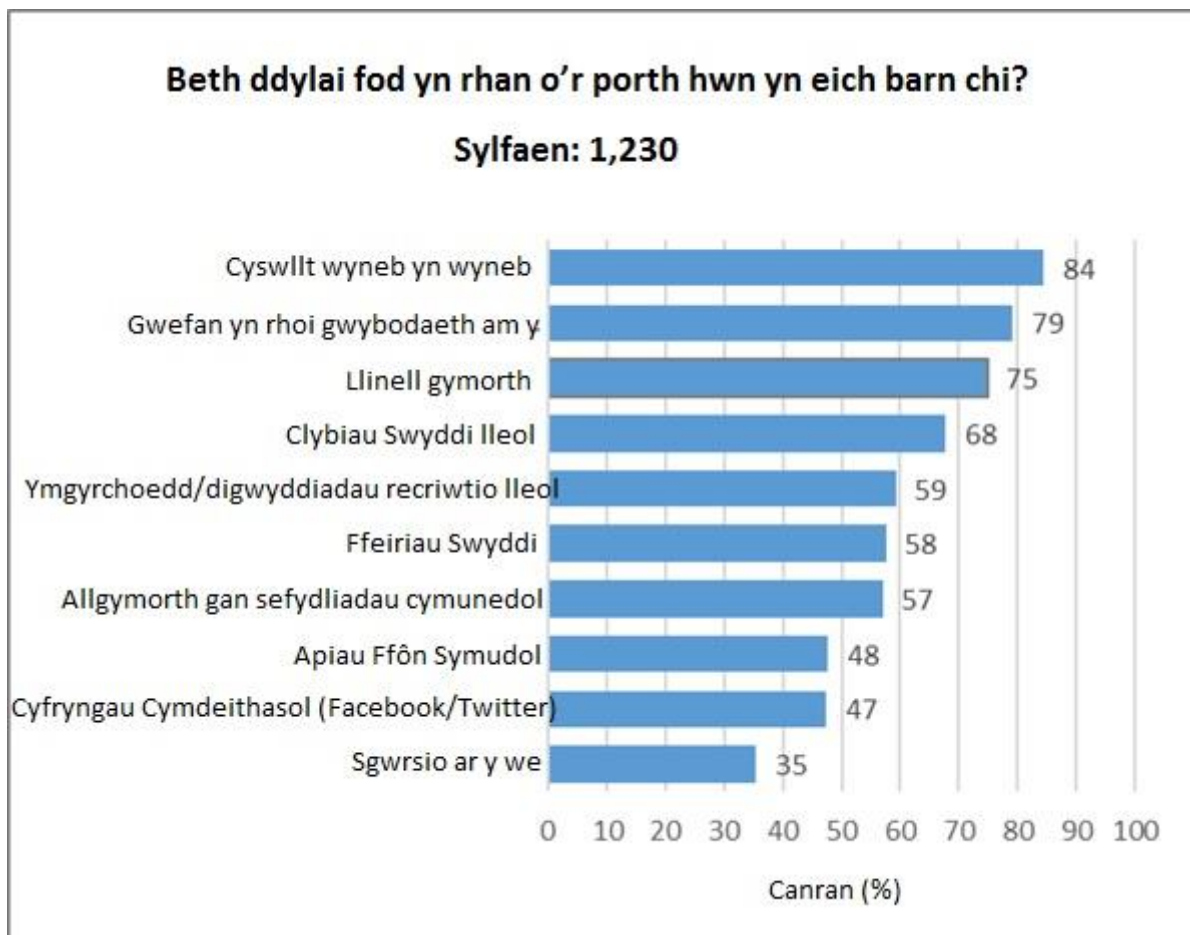
Mae'r Cyngor o'r farn bod angen porth syml i gyfeirio pobl at y gwasanaethau sydd eu hangen arnynt i'w helpu i weithio eto. Ydych chi'n cytuno y byddai hyn yn helpu?

Cytunodd mwy na naw o bob deg o ymatebwyr (92%) fod angen porth syml i gyfeirio pobl at y gwasanaethau sydd eu hangen arnynt i'w helpu i weithio eto. Dim ond 3% anghytunodd.



Beth ydych chi'n credu y dylai fod yn rhan o'r porth hwn?

Rhoddyd rhestr o ddewisiadau i ymatebwyr, a gofynnwyd iddynt nodi pa rai a ddylai fod yn rhan o'r porth yn eu barn nhw i gyfeirio pobl at wasanaethau perthnasol. Yr ymatebion mwyaf poblogaidd oedd 'Cyswllt wyneb yn wyneb' (84%), 'Gwefan yn rhoi gwybodaeth am y' (79%), 'Llinell gymorth' (75%) a 'Chlybiau swyddi lleol' (68%)



Un Pwynt
Mynediad



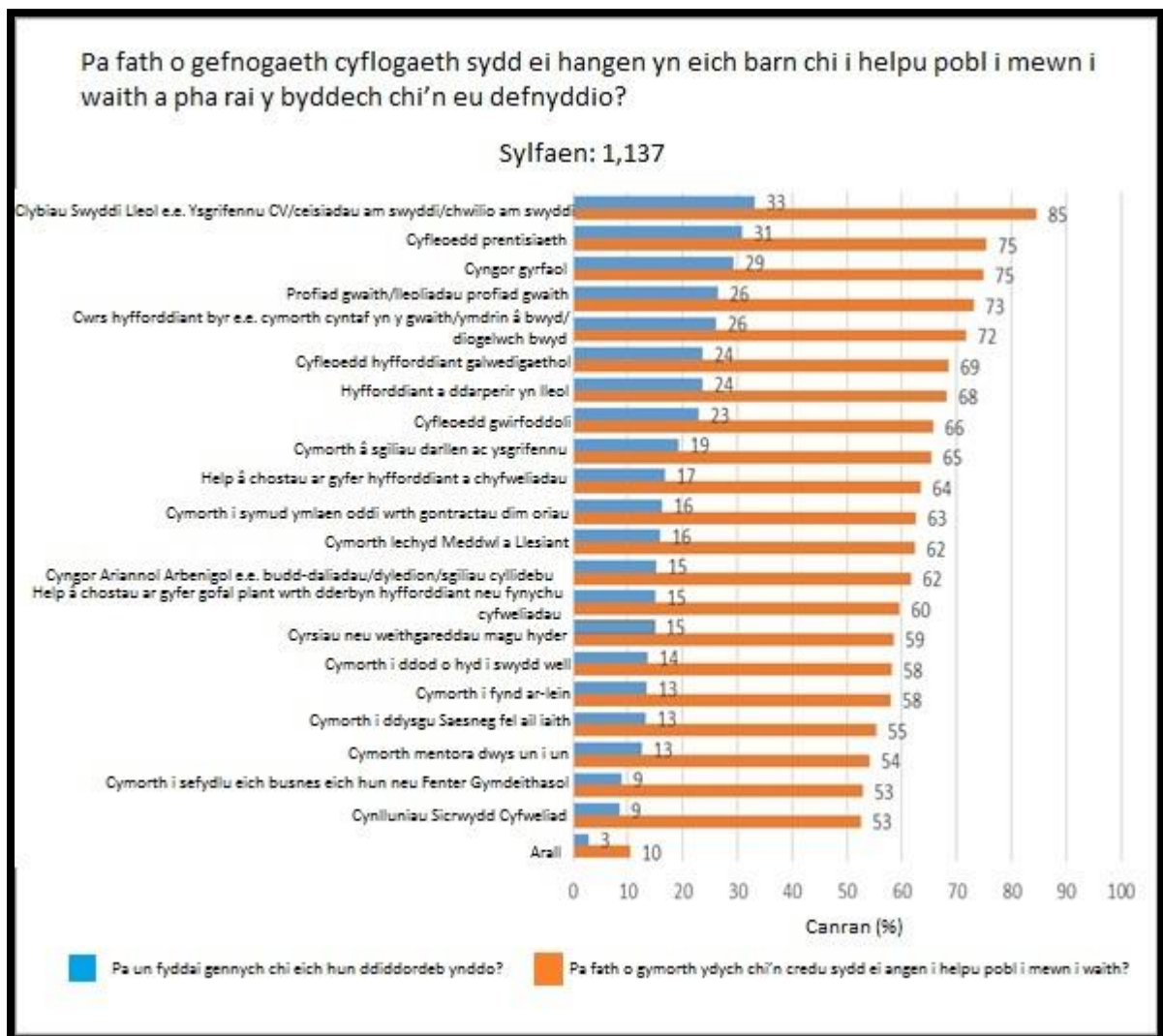
Pa fath o gymorth cyflogaeth sydd ei angen yn eich barn chi i helpu pobl i mewn i waith a pha rai byddech chi'n eu defnyddio?

Y mathau o gymorth yr oedd ymatebwyr o'r farn yr oedd eu hangen fwyaf i helpu pobl yn ôl i waith:

- Clybiau Swyddi Lleol (85%)
- Cyfleoedd prentisiaethau (75%)
- Cyngor gyrfaol (75%)
- Lleoliadau Profiad Gwaith (73%)
- Cysiau hyfforddi bach (72%).

Pan ofynnwyd iddynt ba un y byddai diddordeb ganddynt yn eu defnyddio eu hunain, y dewisiadau mwyaf poblogaidd oedd:

- Cysiau hyfforddi byr (33%).
- Cyngor gyrfaol (31%)
- Clybiau Swyddi Lleol (29%)
- Hyfforddiant Lleol (26%)
- Cyfleoedd Gwirfoddoli (26%).

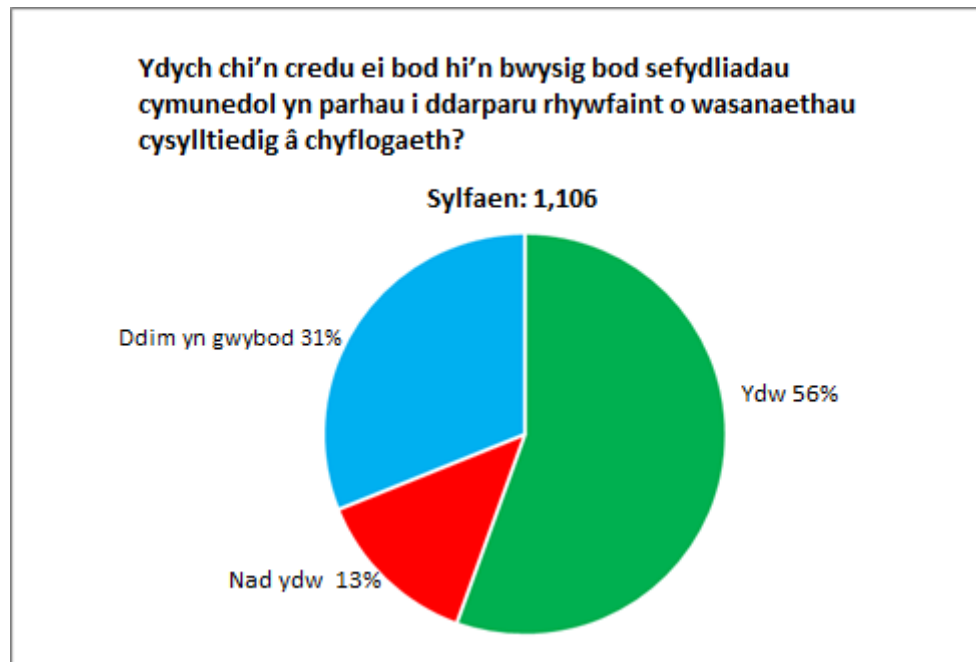


Hefyd, rhoddwyd y cyfle i'r rhai hynny a oedd yn cymryd rhan yn yr arolwg i rannu a oedd unrhyw beth ychwanegol a allai fod o fudd i'r rhai hynny sy'n ceisio gwaith. Cafwyd 49 o ymatebion i gyd. Roedd y rhain yn amrywio, a rhai yn cyfeirio at agweddau ar y dewisiadau a roddwyd o'r blaen. Roedd awgrymiadau ychwanegol yn cynnwys:

- Cryfhau cysylltiadau â busnesau a cholegau lleol
- Sicrwydd o gyfweiliad i bobl leol ar gyfer swyddi lleol
- Help gyda sgiliau cyfweld
- Cymorth i'r rhai hynny ag anabledd
- Hyfforddiant yn y Gymraeg

Ydych chi'n meddwl ei bod yn bwysig bod sefydliadau cymunedol yn parhau i ddarparu rhai gwasanaethau yn ymwneud â chyflogaeth?

Roedd ychydig dros hanner o ymatebwyr (56%) o'r farn ei bod hi'n bwysig i sefydliadau cymunedol ddarparu gwasanaeth yn ymwneud â chyflogaeth.



Gofynnwyd i'r rhai hynny a ymatebodd 'ydw' i nodi pa wasanaethau yr oeddent o'r farn y cânt eu darparu orau gan sefydliad cymunedol lleol.

Derbyniwyd mwy na 300 o sylwadau ar wahân a chyfeiriwyd at fwy na 20 o wasanaethau ar wahân. Pan fo'n bosibl, nodwyd grwpiau cyffredinol gyda gwasanaethau yn ymwneud â Chymorth Iechyd Meddwl, Lleoliadau Gwaith a Gwirfoddoli yn ddewisiadau poblogaidd.

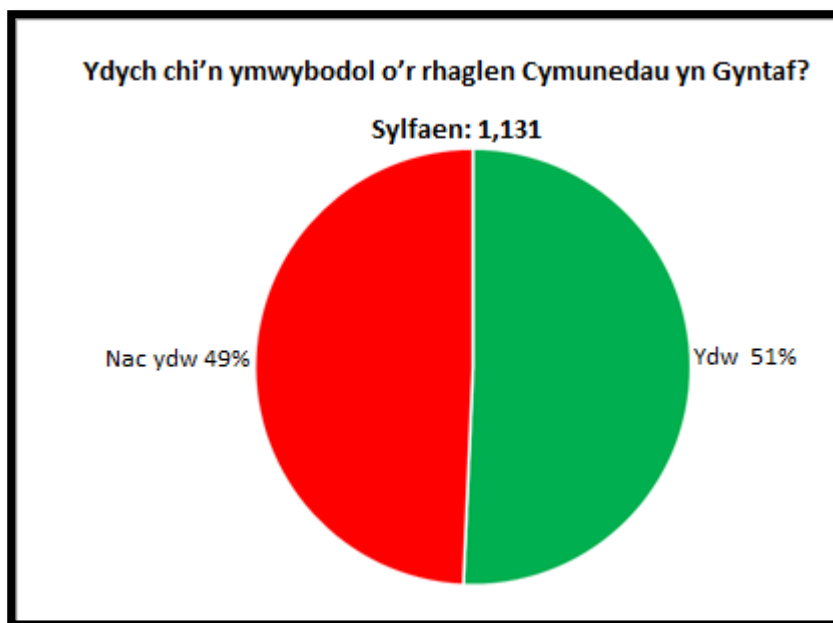
- Clybiau Swyddi Lleol (34%)
- Cyfleoedd hyfforddiant lleol (22%)
- Gwasanaethau cymorth cyflogaeth (16%)
- Saesneg ar gyfer Siaradwyr Ieithoedd Eraill/ Sgiliau Sylfaenol (45%)
- Cyfleoedd Gwirfoddoli (13%).
- Gwasanaethau cymorth Iechyd Meddwl (13%)

2. Meithrin Cymunedau Gwydn

Mae Llywodraeth Cymru wedi cyhoeddi y bydd cyllid ar gyfer Cymunedau yn Gyntaf yn dod i ben fis Mawrth 2018. Yn rhan o'r arolwg hwn, roedd Cyngor Caerdydd eisiau clywed gan y rhai hynny a fu'n rhan o'r rhaglen a sut yn eu barn nhw y gallai'r newid hwn effeithio arnyn nhw a'u cymuned leol.

Ydych chi'n ymwybodol o'r rhaglen Cymunedau yn Gyntaf/wedi'i defnyddio?

O'r 1596 o bobl yn cymryd rhan yn yr arolwg hwn, atebodd 1,131 y cwestiwn hwn. O'r rhain, nododd 573 (51%) o ymatebwyr eu bod yn ymwybodol o'r rhaglen Cymunedau yn Gyntaf.



Nododd cyfanswm o 235 o ymatebwyr eu bod wedi cymryd rhan mewn Project Gweithgarwch Cymunedau yn Gyntaf o'r blaen.

Mae'r nifer hwn gyfystyr â dim ond 15% o'r rhai hynny a neilltuodd amser i lenwi'r arolwg.

Rhybudd lechyd: Yn ystod y cyfnod ymgynghori, daeth yn fwyfwy amlwg i swyddogion fod ymatebwyr yn aml yn ansicr o ba elfennau o weithgarwch a ariannwyd neu a ddarparwyd yn uniongyrchol gan Cymunedau yn Gyntaf.

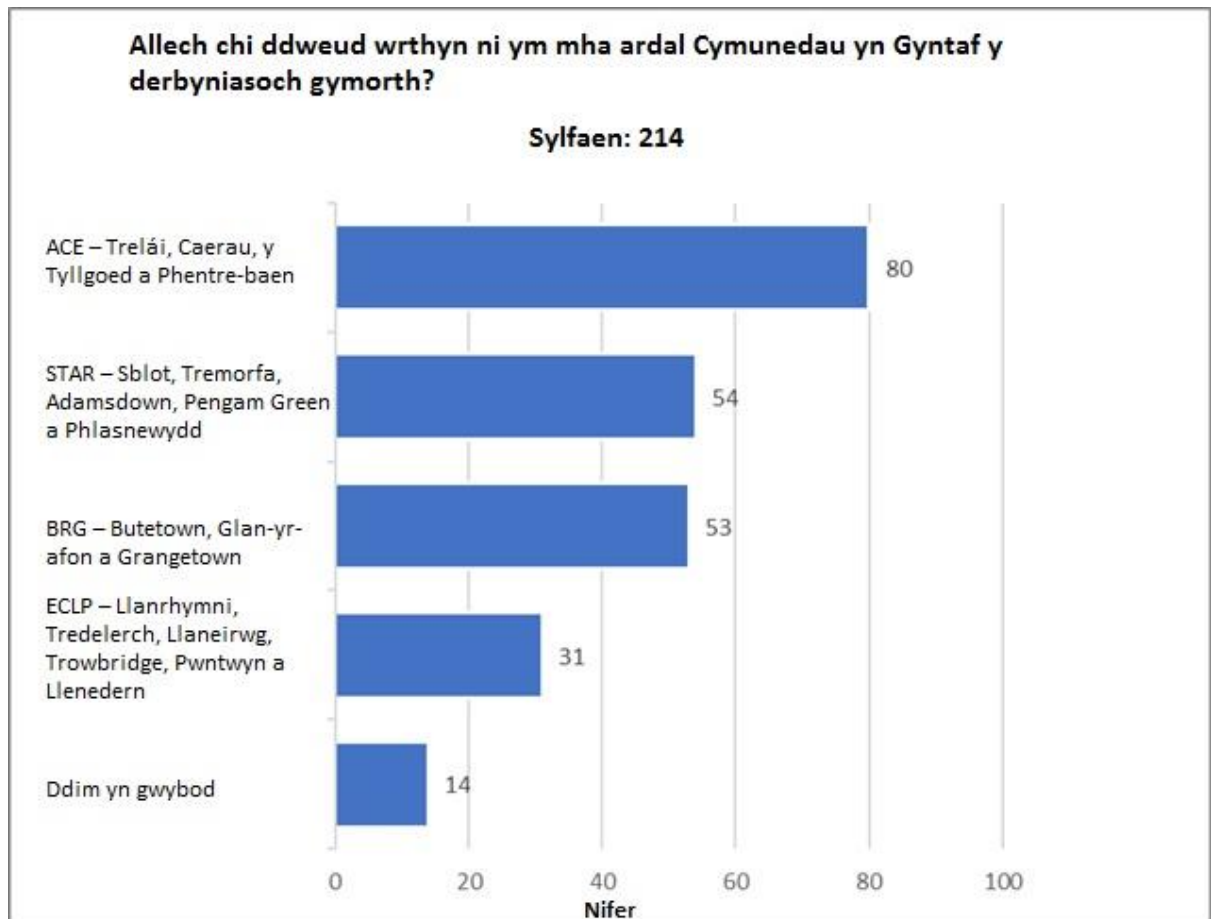
Adlewyrchwyd hyn hefyd yn y nifer fach o bobl a soniodd eu bod yn rhan o broiect neu weithgarwch ar ôl nodi eu bod yn ymwybodol o Cymunedau yn Gyntaf.

Tynnwyd sylw at yr un mater yng nghanfyddiadau'r Grwpiau Ffocws.

Ym mha ardal Cymunedau yn Gyntaf y cawsoch chi gymorth?

Gofynnwyd i ymatebwyr a gymerodd ran mewn Rhaglen neu Weithgarwch Cymunedau yn Gyntaf ym mha ardal y gwnaethant dderbyn cymorth.

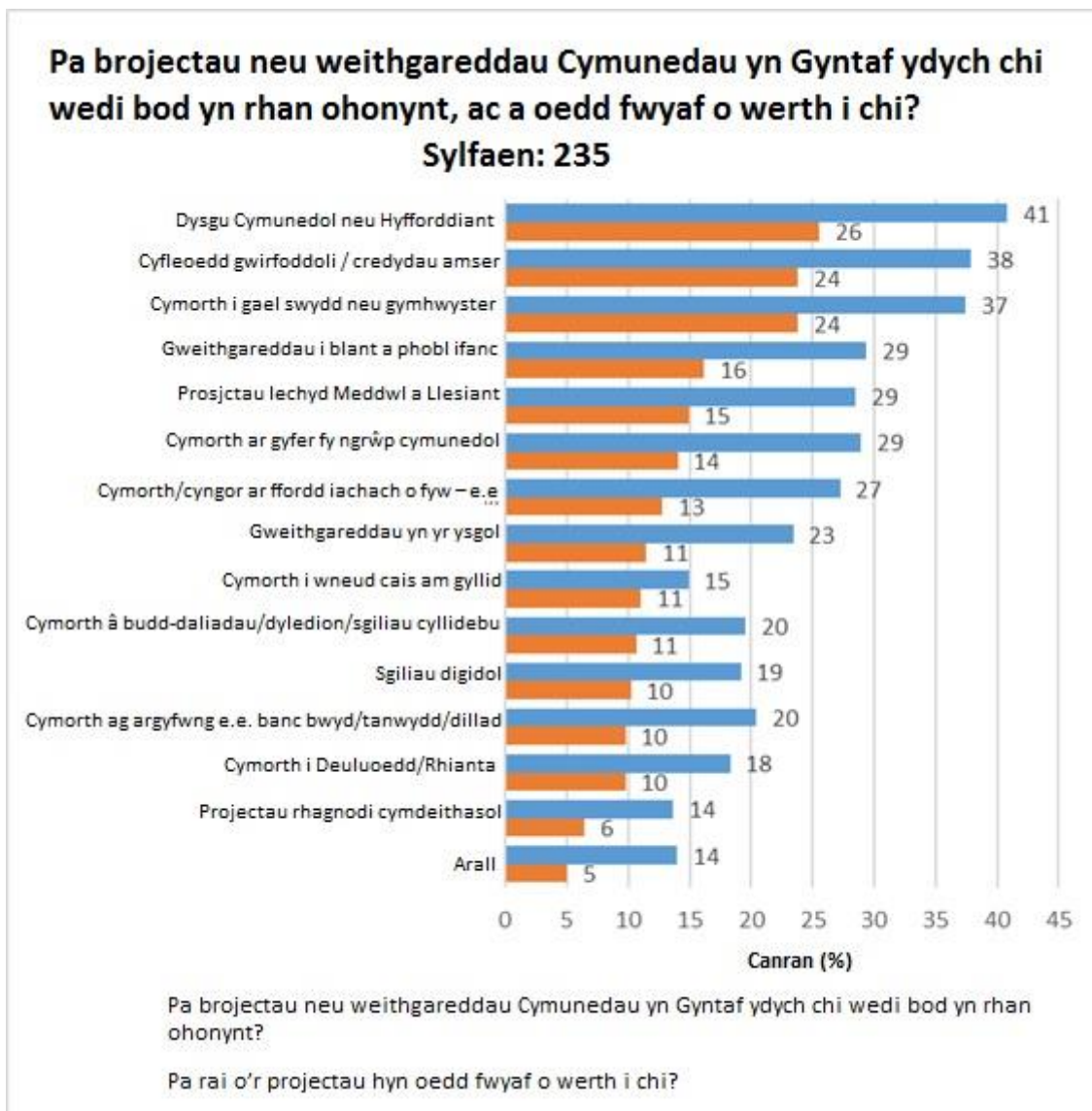
(Roedd modd i ymatebwyr roi tic ar gyfer mwy nag un ardal)



Rhybudd Iechyd: Yn y cwestiwn hwn, nodwyd ymatebwyr yn dal yn ansicr pa weithgareddau a ddarparwyd yn uniongyrchol gan Cymunedau yn Gyntaf.

Beth rydych chi wedi'i wneud...

Y Projectau neu Weithgareddau yr oedd ymatebwyr fwyaf tebygol o nodi eu bod wedi cymryd rhan ynddynt oedd 'Hyfforddiant neu Ddysgu Cymunedol' (41%), 'Cyfleoedd Gwirfoddoli/Credydau Amser' (38%) a 'Chymorth i gael swydd neu gymhwyster' (37%). Cafodd yr un gwasanaethau eu nodi hefyd pan ofynnwyd i ymatebwyr pa brojectau neu weithgareddau oedd fwyaf gwerthfawr iddynt.



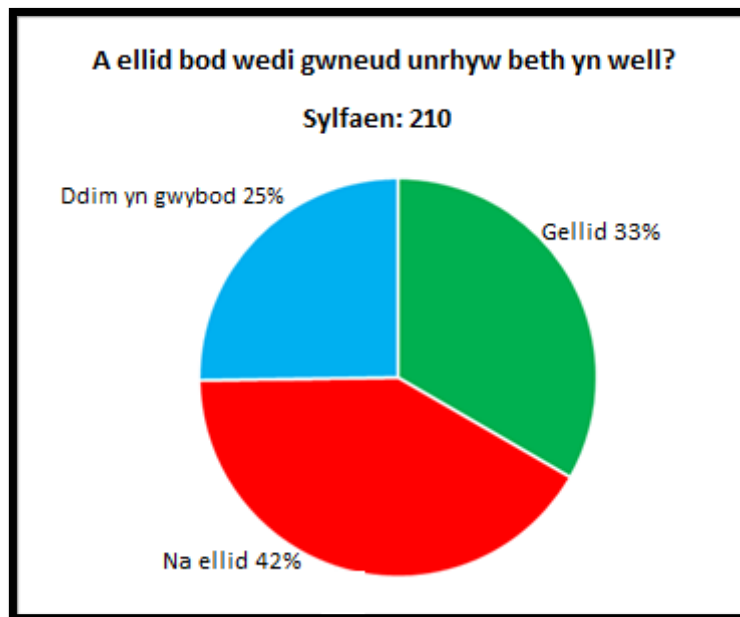
Gofynnwyd i ymatebwyr egluro pam y bu'r project neu'r gweithgarwch penodol hwn mor bwysig iddynt. Mae gwirfoddoli, iechyd a lles, magu hyder, gwella sgiliau, ennill cymhwyster neu swydd a mynediad at rwydweithiau cymdeithasol yn cael eu crybwyll yn gyson yn yr adran sylwadau.

Pwysleisiodd ymatebwyr yn gryf sut y gwnaeth y rhaglen eu helpu nhw fel unigolyn i wneud newid neu gael mynediad at gymorth yn eu cymunedau. Isod y mae'r gweithgareddau a'r projectau a nodwyd gan bobl fel y rhai pwysicaf iddynt ynghyd â detholiad o'r sylwadau a wnaed.

Project	Rhif	Sylwadau
Projectau Iechyd Meddwl a Lles	46	<ul style="list-style-type: none"> • <i>Maent (STAR) yn cynnig dull holistaidd tuag at gefnogi unigolion, gan leihau allgau cymdeithasol, magu hyder a gwella sgiliau. Maent wirioneddol yn dod i adnabod yr unigolyn a'r hyn y mae ei angen a'r hyn y gall ei gyflawni.</i> • <i>Gwnaeth fy helpu i ennill y sgiliau a'r profiad yn ogystal â'r hyder i sefydlu fy musnes fy hun a helpu i wirfoddoli yn y gymuned.</i> • <i>Cwrdd ag aelodau cymunedol eraill a gwneud ffrindiau er mwyn bod yn llai ynysig a gadael fy nhŷ yn amlach. Staff hynod gyfeillgar sydd bob amser yn barod eu cymwynas.</i> • <i>Mae'n cynnig rhywle i bobl unig a llai breintiedig fynd iddo hyd yn oed os yw hynny ond am sgwrs</i> • <i>Gwnaeth fy helpu gyda'm hyder, cyswllt cymdeithasol a gwella fy lles</i>
Cymorth i ennill swydd neu gymhwyster	37	<ul style="list-style-type: none"> • <i>Trawsnewidiodd fy mywyd er gwell. Rwyf bellach wedi fy ngrymuso ac mewn gwaith</i> • <i>Rhoddyd sgiliau i mi gael swydd a'm helpu i fagu hyder wrth weithio â phobl</i>
Hyfforddiant neu Ddysgu Cymunedol	32	<ul style="list-style-type: none"> • <i>Lleol, rhestrau aros byr/dim rhestrau aros, dull hyblyg o ran apwyntiadau a chyllid ar gyfer hyfforddiant</i> • <i>Gwnaeth fy helpu i ennill y sgiliau a'r profiad yn ogystal â'r hyder i sefydlu fy musnes fy hun a helpu i wirfoddoli yn y gymuned.</i> • <i>Nid wyf yn ddigartref mwyach, rwy'n cael cymorth â bwyd, budd-daliadau gofal plant a lleoliad gwaith gwirfoddoli er mwyn helpu i ddod o hyd i swydd</i> • <i>Yn dilyn mwy na 38 mlynedd o fod mewn swyddfa, helpodd y cwrs i mi addasu i'm ffordd newydd o fyw</i>
Cefnogi fy ngrŵp cymunedol	23	<ul style="list-style-type: none"> • <i>Gan nad oes gennyf lawer o ffrindiau ac mae'r project hwn yn rhoi cwmni, cyngor a chymorth i mi</i> • <i>Fy helpu i gyfathrebu a chwrdd â phobl eraill</i>
Cyfleoedd gwirfoddoli/credydau amser	19	<ul style="list-style-type: none"> • <i>Annog fy nheulu cyfan i helpu i gadw'r ardal yn lân ac yn ddi-sbwriel</i> • <i>Helpu i fagu hyder, meithrin dealltwriaeth a dysgu sgiliau newydd.</i> • <i>Teimlo'n dda i helpu eraill</i> • <i>Nid yn unig y mae wedi fy helpu i fagu hyder y gallaf ei gymhwyso i fywyd bob dydd, ond mae hefyd wedi rhoi sgiliau a chymorth ychwanegol i mi</i> • <i>Grymuso pobl mewn cymunedau</i>
Gweithgareddau plant a phobl ifanc	15	<ul style="list-style-type: none"> • <i>Clwb brechwast / gweithgareddau plant</i> • <i>Fy helpu i drwy gyfnod anodd a'm helpu i ystyried fy nyfodol.</i>
Cymorth/Cyngor ar ffordd iachach o fyw	4	<ul style="list-style-type: none"> • <i>Helpu i fagu hyder, meithrin dealltwriaeth a dysgu sgiliau newydd.</i>
Sylwadau Eraill/Amrywiol	42	<ul style="list-style-type: none"> • <i>Helpodd Cymunedau yn Gyntaf â phob rhan o'm mywyd cymaint â phosibl drwy roi'r cyfleoedd nad oeddwn yn gallu eu fforddio.</i> • <i>Mae popeth yr wyf wedi bod yn rhan ohono gyda Cymunedau yn Gyntaf, wedi fy ngalluogi i ddatblygu fel unigolyn a chwrdd â phobl eraill yn fy nghymuned a sefydlu cyfeillgarwch â phobl.</i> • <i>Maen nhw'n deall y bobl leol a materion lleol. Hynod gefnogol ac yn deall anghenion, adnoddau gwych a bydd colled fawr ar ei hôl.</i>

A ellid gwneud unrhyw beth yn well?

Roedd traean o'r ymatebwyr (33%) o'r farn y gallai pethau fod wedi bod yn well.



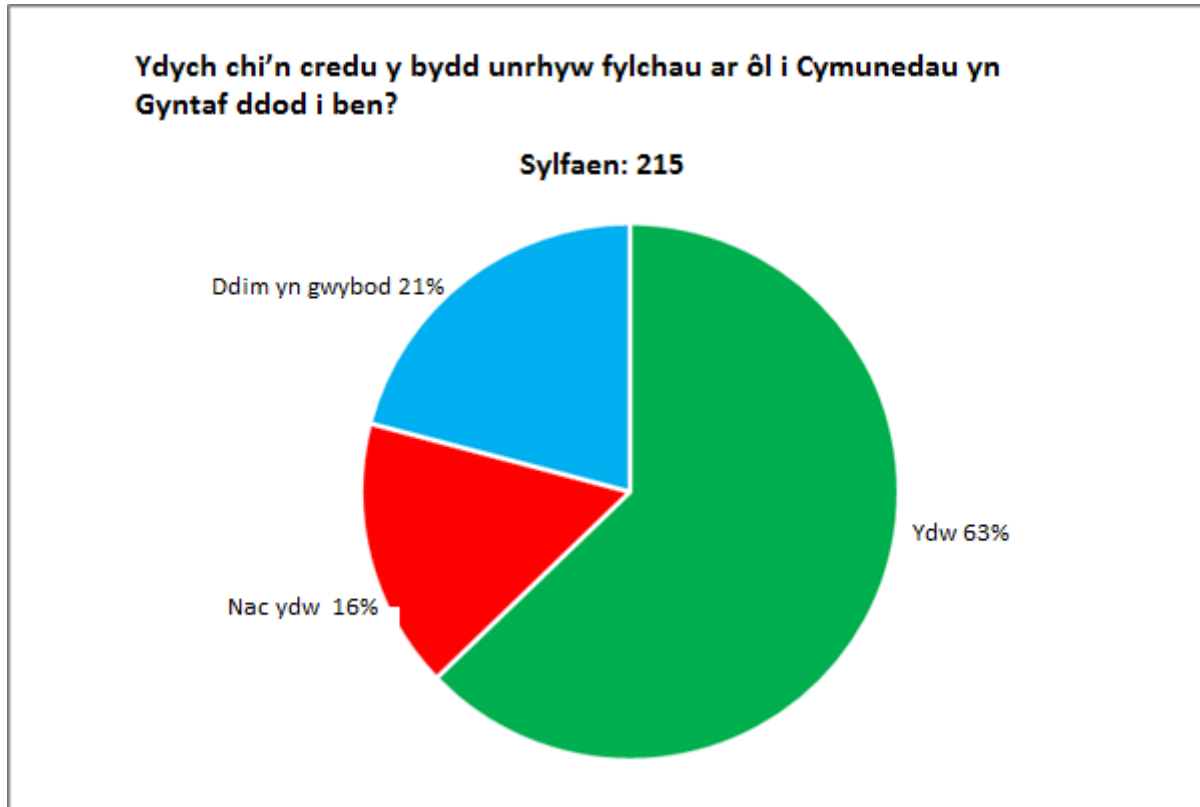
Hefyd, rhoddodd pum deg chwech o ymatebwyr rywfaent o eglurhad o'r hyn yr oeddent o'r farn y gallai fod wedi'i wella.

Cafwyd amrywiaeth o ymatebion i'r cwestiynau, ond gellid eu priodoli'n fras i'r tair thema ganlynol: Mynediad, Trefnu a Chanlyniadau.

- a) **Mynediad** – Gwnaethpwyd sylwadau ynghylch y ffaith bod unigolion wedi'i chael hi'n anodd cael mynediad at brojectau oherwydd bod llawer ohonynt mewn ardaloedd daearyddol penodol. Yn yr un modd, teimlwyd bod cyfleoedd wedi'u targedu at ddemograffeg benodol e.e. pobl hŷn yn hytrach na bod yn agored i'r rhai hynny â'r angen mwyaf. Roedd sylwadau'n cynnwys: *"Nid oedd y bobl iawn yn ymgymryd â'r gweithgareddau – roeddent yn llawn graddedigion a phensiynwyr"*
- b) **Trefnu** – Roedd rhai yn ystyried bod agweddau ar y gwasanaethau presennol wedi'u rheoli'n wael gydag amseroedd aros hir, biwrocratiaeth a diffyg cyfathrebu i gyd wedi'u crybwyll gan y rhai hynny sydd wedi cymryd rhan mewn projectau. Nododd un ymatebwr, "nid oedd unrhyw un yn gwybod beth oedd yn digwydd".
- c) **Canlyniadau** – Roedd diben y projectau unigol wedi peri dryswch i rai o'r bobl hynny a gymerodd ran. Dywedodd un cyfranogwr ei bod yn ymddangos 'nad oedd canlyniadau clir', er bod eraill wedi dweud bod "projectau'n canolbwyntio ar gyflawniadau tymor byr" ac y "gellid gwario arian yn fwy doeth o lawer ar raglenni ymyrraeth gynnar".

Ydych chi'n meddwl y bydd unrhyw fylchau ar ôl i Gymunedau yn Gyntaf gau?

Roedd cant tri deg pump neu 63% o'r ymatebwyr hynny a fu'n rhan o broiect neu weithgaredd Cymunedau yn Gyntaf o'r blaen, o'r farn y byddai bylchau ar ôl i'r rhaglen ddod i ben.



Aeth cant a phedwar o ymatebwyr ymlaen i egluro beth yn eu barn nhw fyddai'r bylchau hynny a rhannu unrhyw syniadau a oedd ganddynt ar sut y gellid llenwi'r bylchau hynny.

Roedd yn bosibl categoreiddio'r pryderon a godwyd i gasgliad bach o themâu. Y rhai mwyaf cyffredin a grybwyllwyd oedd:

- Cyfleoedd ar gyfer Gwirfoddoli/Hyfforddi a Chyflogaeth.
- Colli cyfranogiad cymunedol a chyfleoedd ymgysylltu sydd o fudd i iechyd a lles, magu hyder a lleihau allgau cymdeithasol.
- Colli gwybodaeth a rhwydweithiau lleol.
- Gweithgareddau/cymorth i blant, pobl ifanc a rhieni

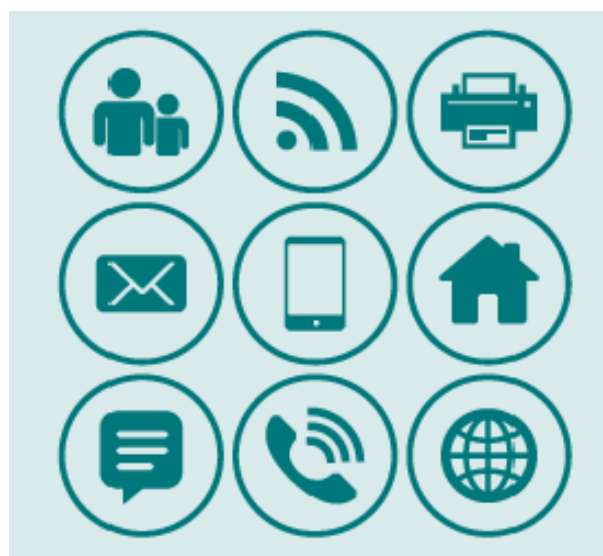
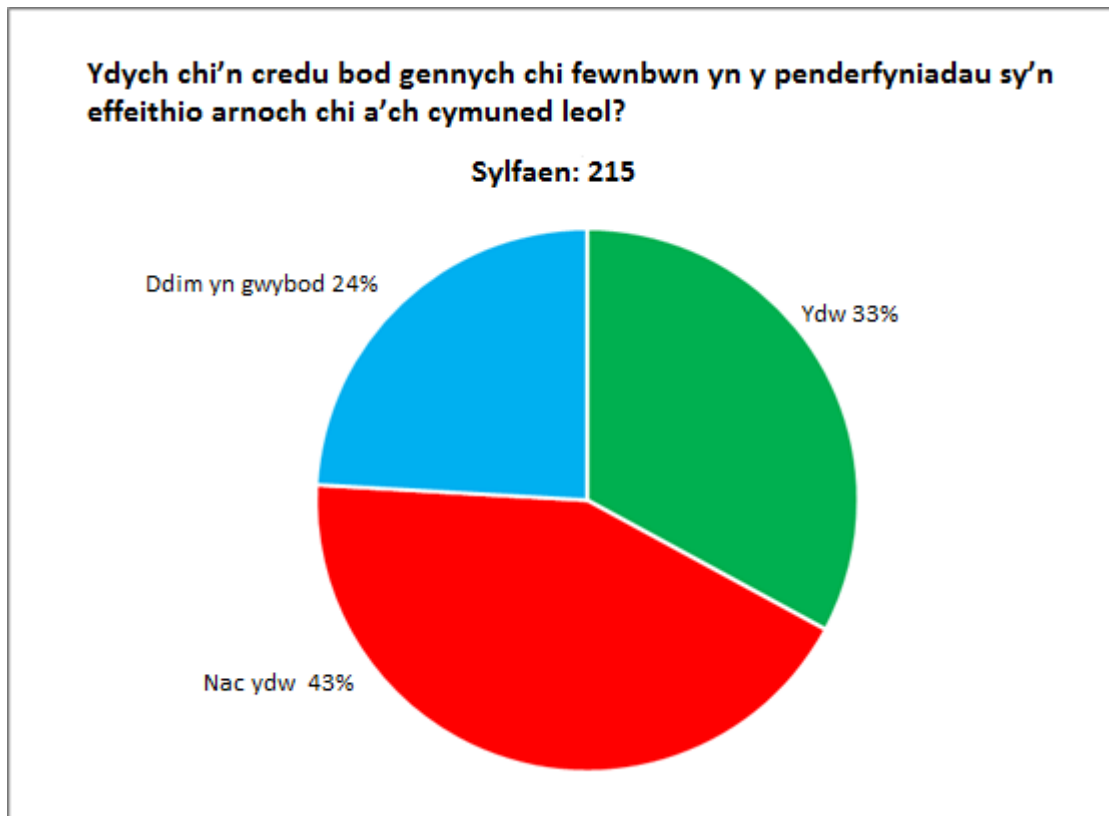
Categoriwyd yn themâu dros y ddalen y sylwadau pellach ar sut y gellid llenwi'r bylchau:

<p>Cyfleoedd/Llwybrau i Ddysgu/Hyfforddi a Chyflogaeth</p>	<p>39</p>	<ul style="list-style-type: none"> • <i>Pe na bai hyfforddiant fel hyn, ni fyddwn wedi cael y cyfle i astudio cwrs cymunedol yn Tai Taf a arweiniodd at le yn y brifysgol a derbyn y wobwr astudiaeth gyntaf ym Mhrifysgol Fetropolitan Caerdydd, sydd ar gyfer pobl o ardaloedd Cymunedau yn Gyntaf yn unig.</i> • <i>Cymorth â Saesneg fel Iaith Ychwanegol</i> • <i>Bydd bob amser angen am hyfforddiant ar lefel sylfaenol y mae cyflogwyr ei eisiau, ond nad ydynt yn fodlon talu am y costau hyfforddi. Os gall eich sefydliad gael cyflogwyr i alluogi cynnal cwrs hyfforddi ar eu safle sy'n berthnasol i unrhyw swyddi gwag y gall fod ganddynt, byddai hynny yn rhoi cyfle i chi greu cysylltiadau a byddech chi hefyd yn cael syniad gwell o anghenion hyfforddiant y cymunedau busnes yn gyffredinol.</i> • <i>Diffyg cefnogaeth ar gyfer addysg ar ôl ysgol.</i> • <i>Cymorth gyda hyfforddiant ac yn y pen draw helpu'r gymuned i wella.</i> • <i>Bydd rhieni a phlant yn colli cyfle i gymryd rhan yn addysg eu plentyn.</i>
<p>Iechyd a Llesiant yn cynnwys: Cymorth Iechyd Meddwl, briffio, rhyngweithio cymdeithasol.</p>	<p>35</p>	<ul style="list-style-type: none"> • <i>Rhoddodd Cymunedau yn Gyntaf lawer o gymorth i'r rhai mwyaf agored i niwed yn y gymuned. Hebdo gallent gollir ymdeimlad o berthyn.</i> • <i>Mae Cymunedau yn Gyntaf wedi fy helpu gyda'm lles meddyliol, fy ysgogi i fentro allan o'r tŷ a chymryd rhan mewn gweithgareddau yn y gymuned.</i> • <i>Ni fydd gennyf unrhyw le agos i fynd iddo gan na allaf gerdded yn bell am fod gennyf anawsterau dysgu ac anabled.</i> • <i>Angen cadw cyfleoedd ar gyfer cymdeithasu cymunedol.</i> • <i>Cyflogi pobl sydd wedi'u dynodi ac sy'n cael eu monitro i ofalu am iechyd a lles pobl hŷn.</i>
<p>Colli gwybodaeth leol/colli ffynonellau gwybodaeth a rhwydweithiau cymorth.</p>	<p>29</p>	<ul style="list-style-type: none"> • <i>Roeddent yn gweithio allan yn y gymuned ac efallai na chyflawnir hyn â chymorth gan hybiau yn unig, a allai fod yn bell i bobl deithio iddynt. Roeddent yn gwrandao ar ddymuniadau'r gymuned ac yn addasu eu gwasanaethau i fodloni anghenion pobl yn hytrach na cheisio bod yn addas i bawb.</i> • <i>Perygl o gollu gwybodaeth a phrofiad uniongyrchol a chleientiaid yn amharod i ddefnyddio gwasanaethau canolog</i> • <i>Mae Cymunedau yn Gyntaf wedi gweithredu fel rhwydwaith eang o wasanaethau ar gyfer aelodau o'r gymuned, gan gynnig cyngor, cymorth a chyfarwyddiadau i sefydliadau / gwasanaethau defnyddiol eraill, yn ogystal â gweithredu fel rhwydwaith ar gyfer sefydliadau yn eu hawl eu hun i gael mynediad at wasanaethau ei gilydd.</i> • <i>Mae gormod o fylchau i'w crybwyll. Maent yn cynnwys bod yn bwynt cyswllt rhwng pobl a gwasanaethau, cefnogi â marchnata a hysbysebu.</i>
<p>Ymgysylltu cymunedol/Cyfranogiad/Gwirfoddoli</p>	<p>10</p>	<ul style="list-style-type: none"> • <i>Gweithgareddau datblygu cymunedol nad ydynt yn berthnasol i waith ond sydd yn bwysig ar gyfer iechyd a lles. Cyfleoedd i drigolion gwrrd, gwirfoddoli, datblygu a rhannu sgiliau.</i> • <i>Gan ddibynnu ar y trefniadau pontio, gellid colli gwybodaeth leol a'r berthynas o ymddiriedaeth</i> • <i>Llai o gyfranogiad cymunedol</i> • <i>Cysylltiadau cymunedol.</i> • <i>Mae digwyddiadau cymunedol yn gwella'r gymuned</i> • <i>Grwpiau cymunedol wedi'u sefydli i sicrhau cyllid.</i> • <i>Grwpiau ag adnoddau y gallai grwpiau llai fenthyg offer ganddynt</i> • <i>Rydym yn gobeithio y bydd Credydau Amser yn parhau i gefnogi grwpiau cymunedol sy'n gwirfoddoli.</i>
<p>Cyllido</p>	<p>8</p>	<ul style="list-style-type: none"> • <i>Bydd bylchau oherwydd y gostyngiad mewn cyllid ond mae'n anodd eu nodi ar hyn o bryd. Mae'n debygol mai'r broblem fwyaf fydd cael pobl i fynychu gweithgareddau neu fentrau.</i> • <i>Bwlch mewn cyllid.</i>
<p>Amrywiol:</p>	<p>18</p>	<ul style="list-style-type: none"> • <i>Bydd llai o fynediad at amrywiaeth eang o wasanaethau gwrthdlodi yn ogystal â chysylltiadau â darpariaeth briff ffrwd a hwylusir gan y project</i> • <i>Nid oedd Cymunedau yn Gyntaf ar gael mewn rhai ardaloedd ac yn dda i ddim mewn ardaloedd eraill. Nid oedd digon o atebolrwydd am eiriau. Project un-gyfarwyddyd yw'r ffordd ymlaen.</i> • <i>Mynediad lleol at broiectau ond rwy'n credu y bydd rhesymoli yn helpu i leihau costau wrth barhau i ddarparu mynediad at gymorth sydd ei angen.</i>

Rydym ni'n dymuno gwybod sut yr hoffech chi gymryd rhan mewn gweithgareddau a phroiectau lleol a sut y gallech chi ddylanwadu a siapio'r gymuned yr ydych chi'n byw ynddi.

Ydych chi o'r farn bod gennych chi fewnbwn yn y penderfyniadau sy'n effeithio arnoch chi a'ch cymuned leol?

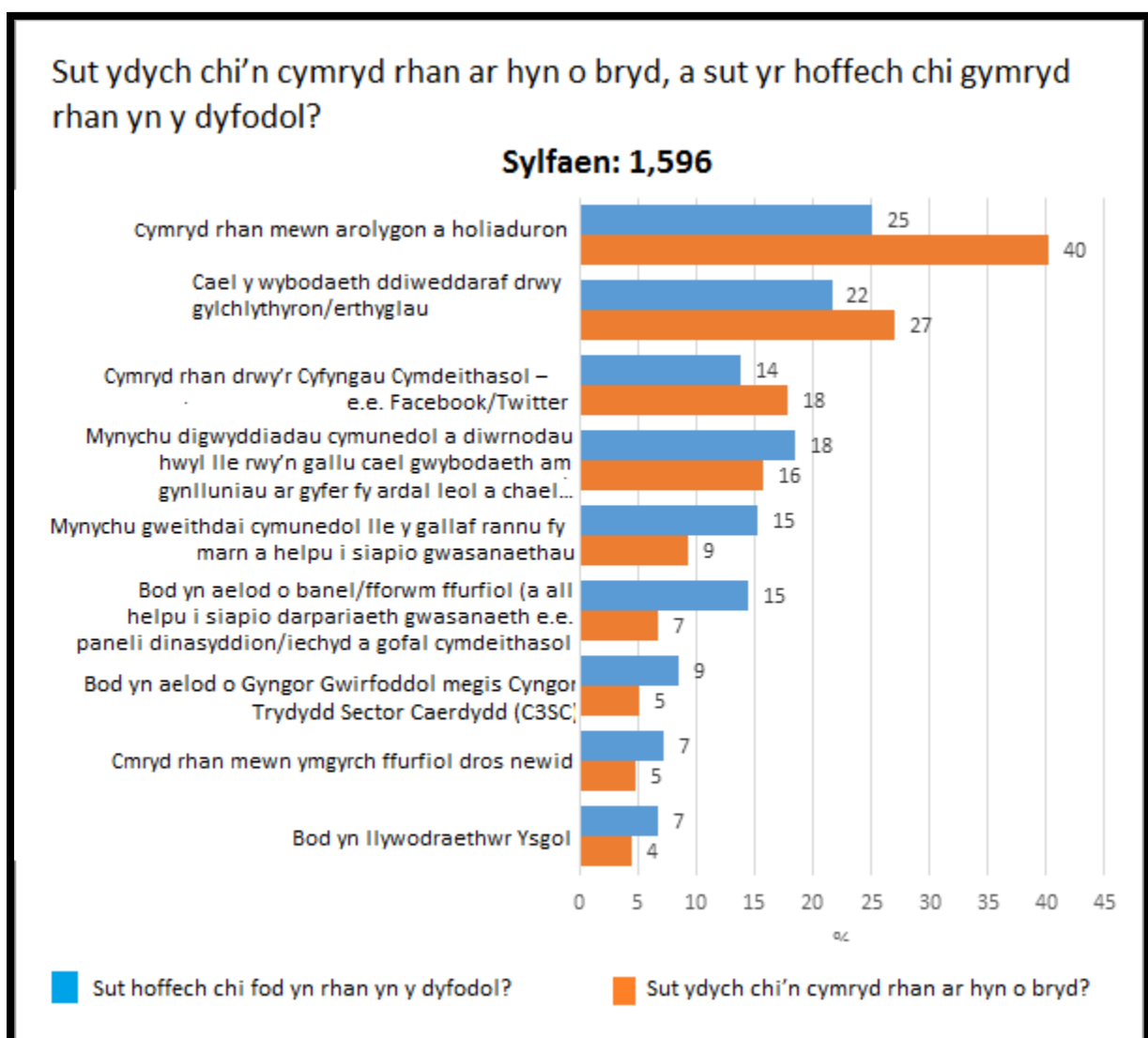
Roedd mwy na dau o bob 5 ymatebwr (43%) o'r farn nad oedd ganddynt fewnbwn yn y penderfyniadau sy'n effeithio arnyn nhw a'u cymuned leol o'i gymharu â (33%) o ymatebwyr oedd yn credu bod ganddynt fewnbwn a (24%) nad oedd yn gwybod.



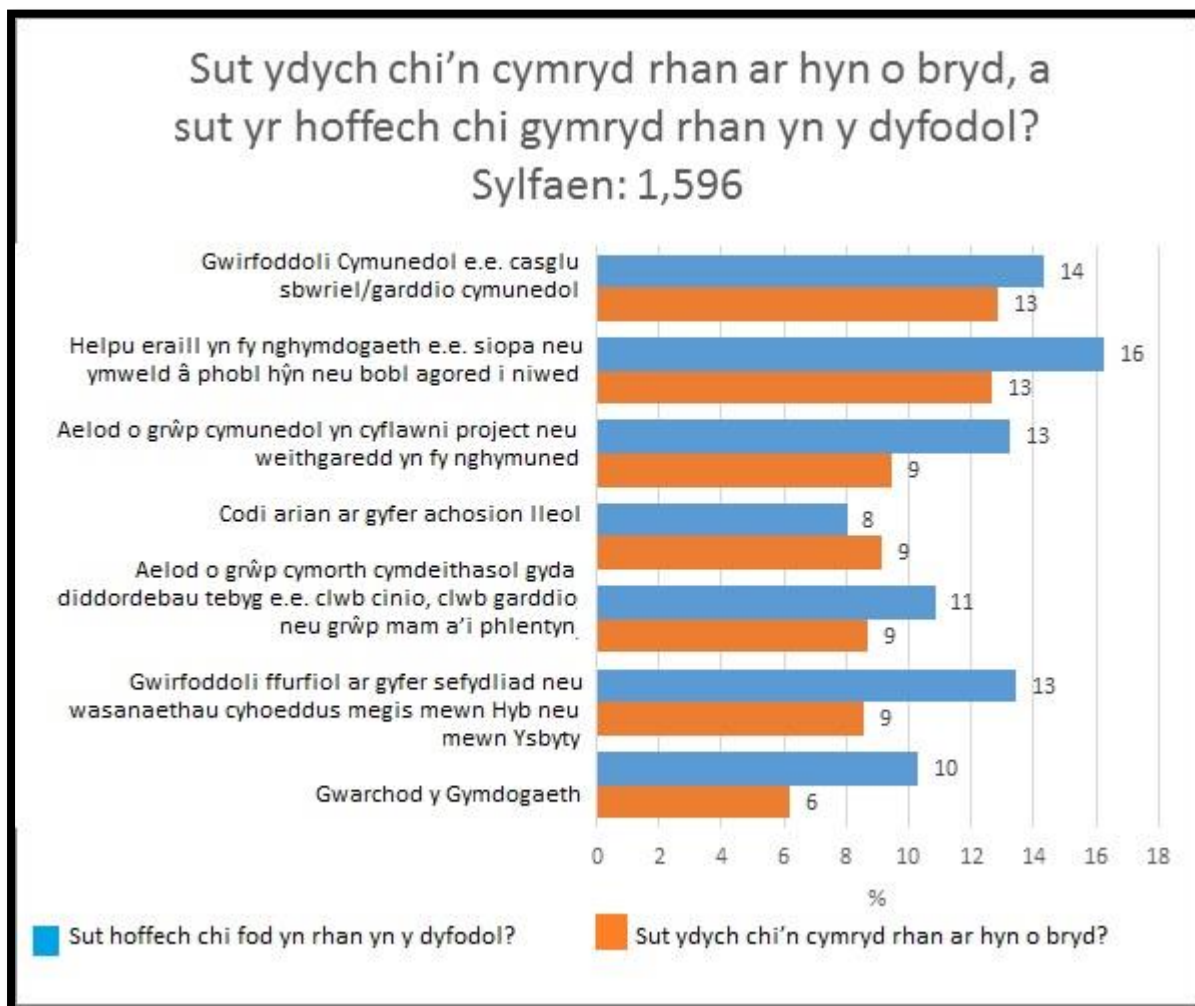
Wedi'u rhestru isod y mae nifer o ffyrdd y gallech chi gael mewnbwn yn y penderfyniadau sy'n effeithio ar eich cymuned.

Nododd dau o bob 5 ymatebwr fod ganddynt fewnbwn ar hyn o bryd drwy gymryd rhan mewn arolygon neu holiaduron. Cafodd 27% yr wybodaeth ddiweddaraf drwy ddarllen cylchlythyron/erthyglau ac mae 18% ar hyn o bryd yn cymryd rhan drwy'r cyfyngau cymdeithasol megis Twitter a Facebook.

Drwy gyfrwng arolygon, cylchlythyron ac erthyglau yr oedd pobl eisiau cymryd rhan a chael gwybodaeth yn y dyfodol, fodd bynnag, nodwyd diddordeb hefyd mewn rhagor o ymgysylltu wyneb yn wyneb megis digwyddiadau cymunedol, gweithdai ac eistedd ar banel.



Sut ydych chi'n cymryd rhan yn eich cymuned ar hyn o bryd, a sut hoffech gymryd rhan yn y dyfodol?



Rhowch wybod i ni os oes unrhyw ffordd arall yr hoffech chi gymryd rhan?

Darparodd cyfanswm o 39 o ymatebwyr amrywiaeth o enghreifftiau ychwanegol ynghylch sut yr hoffent fod yn rhan. Dyma ddetholiad o'r sylwadau a wnaed:

"Projectau amgylcheddol megis codi afonydd i'r arwyneb, cynlluniau lliniaru llifogydd natur, projectau peillio, plannu coed a choridorau natur."

"Byddaf yn ymddeol y flwyddyn nesaf ond rwy'n ystyried cynnig fy ngwasanaethau i Ysbyty'r Waun fel ymwelydd gwirfoddol yn yr Adran Gaplaniaeth."

"Helpu ffoaduriaid a phobl eraill nad ydynt o'r DU i setlo mewn gwlad newydd."

"Rwy'n athro a charwn helpu â llythrennedd/rhifedd/sgiliau TGCh. Rwyf wedi ceisio dod o hyd i gyfleoedd i wirfoddoli, fodd bynnag, mae'n ymddangos bod yr holl gyfleoedd ar gyfer gwirfoddoli yn ystod y dydd pan wyf yn gweithio."

A oes rhagor o sylwadau yr hoffech eu gwneud?

Cafwyd cyfanswm o 124 o sylwadau, a'r rhan fwyaf ohonynt yn cefnogi'r gwaith a wnaed gan Cymunedau yn Gyntaf a'r cymorth a ddarparwyd i'r unigolyn hynny.

Bylchau	Rhif	Sylwadau
Mae angen Cymunedau yn Gyntaf (neu debyg)	26	<ul style="list-style-type: none"> Mae'n ofnadwy bod Cymunedau yn Gyntaf yn dod i ben ac rwy'n credu bod y penderfyniad hwn yn cael effaith ar y cymunedau hyn am amser hir i ddod. Mae'n siomedig mai dim ond ACE sydd wedi'i sefydlu ac yn gallu parhau ar ôl i Cymunedau yn Gyntaf ddod i ben yng Nghaerdydd. Byddech yn meddwl, ar ôl yr holl flynyddoedd, y byddai llawer o grwpiau wedi'u sefydlu'n barod i barhau ar ôl Cymunedau yn Gyntaf. Siomedig iawn. Roedd popeth ynghlwm wrth Cymunedau yn Gyntaf yn bwysig ac wrth gwrs mae'r pethau yn ymwneud â chyflogaeth yn bwysig, ond yr holl bethau datblygu cymunedol eraill maent yn eu gwneud sydd wedi cael yr effaith fwyaf ar y gymuned gan eu bod wedi grymuso pobl i gredu ynddynt eu hunain a chreu grwpiau i roi sgiliau meddal a lleoedd i bobl fynd. Heb y cymorth hwn, ni fyddai pethau fel hyn yn digwydd. Rydych chi angen gwasanaeth sy'n darparu'r math hwn o gymorth i'r gymuned, fel arall nid yw grwpiau'n ddigon hyderus i ddatblygu eu syniadau.
Gwerthfawrogi gwasanaethau gan Hybiau	15	<ul style="list-style-type: none"> Mae'r gwasanaeth a ddarperir gan yr Hyb yn bwysig iawn ac yn fy helpu â chwestiynau a phroblemau sydd gennyf ynghylch cyflogaeth a chymorth. Credaf ei bod yn bwysig iawn i gael yr Hyb gan fod yr hyn a wneir yno yn ddefnyddiol iawn Mae Hybiau'n ased amhrisiadwy i'r gymuned.
Methu gwirfoddoli	14	<ul style="list-style-type: none"> Rwy'n athro yn Nhrelái, a charwn wirfoddoli a threulio mwy o amser yn helpu fy nghymuned. Fodd bynnag, rwy'n gweithio 60+ o oriau'r wythnos a phrin y mae gennyf amser i'w dreulio â'm teulu. Yn ein 80au, felly rydym yn fwy tebygol o ddefnyddio'r gwasanaethau Rwy'n brysur iawn gyda chymuned yr eglwys ac yn cefnogi fy nheulu yn ymarferol, yn emosiynol ac yn ariannol. Nid oes gennyf amser sbâr nac egni ar gyfer y gymuned hefyd.
Angen cymorth ar gyfer grwpiau penodol	12	<ul style="list-style-type: none"> Ni chrybwyllir ysgolion na thargedu disgyblion sy'n cyrraedd oedran cyflogaeth – yn enwedig y rhai hynny nad ydynt yn mynd i'r Brifysgol. Yr hyn yr ydw i'n ei alw'r "50% arall" Sef y 50% yr ydym ni oll yn dibynnu arno! Dros y 10 mlynedd diwethaf, mae Gogledd Caerdydd wedi'i esgeuluso'n llwyr ac wedi colli llawer o'i raglen gymunedol. Rwyf wedi bod yn ddi-waith er nifer o flynyddoedd ac yn ei chael hi'n anodd cael gafael ar unrhyw gymorth oherwydd fy nghod post. Ni cheir unrhyw gyrsiau mynediad i waith yng Ngogledd Caerdydd. Dros y flwyddyn ddiwethaf bu'n rhaid i mi deithio i Laneirwg i wneud cwrs cyfrifiadurol a dal dau fws o Lanisien. O'r farn nad yw gofaluwr yn yr ardal yn cael eu hystyried
Gwnaeth Cymunedau yn Gyntaf fy helpu i	9	<ul style="list-style-type: none"> Mae Clybiau Swyddi yn fy helpu i llawer Heb Cymunedau yn Gyntaf, ni fyddwn yn gwneud gystal ag ydwyf heddiw. Fe wnaeth fy helpu gydag iechyd meddwl, materion ariannol ac mae yno fel ffrind pan fo angen. Rwy'n falch o Cymunedau yn Gyntaf gan fy mod wedi ystyried mynychu cyrsiau fy hun ac mae'n rhy ddrud ac nid oes gennyf unrhyw gymorth, ond drwy Cymunedau yn Gyntaf, mae gwybod bod rhywun i helpu os oes angen wedi rhoi mwy o hyder i mi
Angen cydgysylltu	8	<ul style="list-style-type: none"> Rwy'n credu bod angen eglurder, ni allwch gael pobl yn cynnal eu grwpiau eu hunain heb fod y llywodraeth yn gyfrifol Rwy'n credu y byddai un gwasanaeth yn well, a chael mwy o gwsmeriaid i ddefnyddio ein gwasanaeth. Mae dyblygu gwasanaethau yn drysu pethau ar adegau Credaf ei bod yn hanfodol trefnu'r gweithgareddau hyn fel pe bai'n rhedeg busnes drwy gael arweinyddiaeth, cyfathrebu a rheolaeth glir.
Parhau i ddarparu cyfleoedd gwirfoddoli	7	<ul style="list-style-type: none"> A wnewch chi barhau i ddatblygu'r cynllun Credydau Amser? Mae canolbwyntio ar aelodau o'r gymuned sy'n agored i niwedd yn flaenoriaeth, fodd bynnag, mae cynnwys aelodau o'r gymuned a allai fod yn gweithio llawn amser neu sy'n deulu rhiant sengl yn hanfodol wrth feithrin perthynas werthfawr mewn cymunedau.

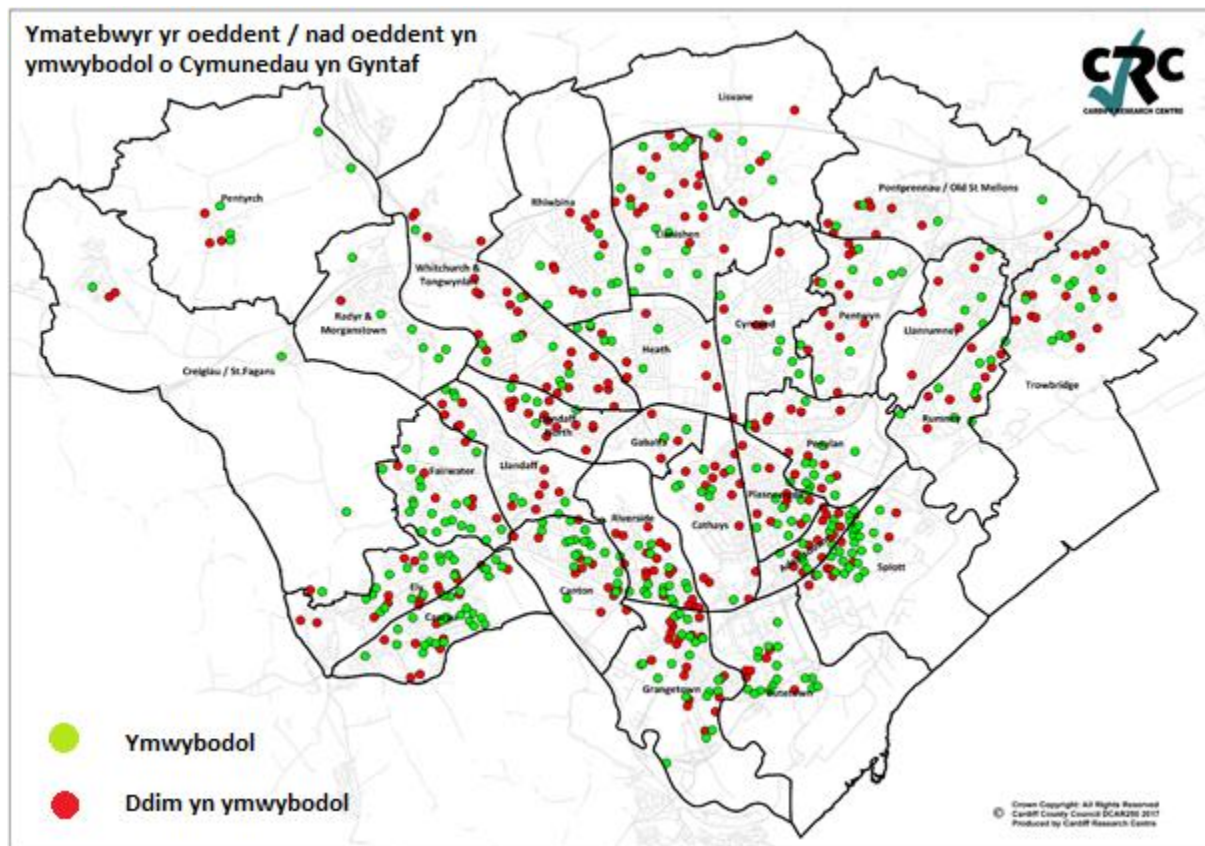
		<ul style="list-style-type: none"> Mwynheais fy amser yn gwirfoddoli i Gyngor Caerdydd a dylid rhoi cyfle i bobl wella eu sgiliau
Ni ddylai gwirfoddolwyr ysgwyddo'r cyfrifoldeb	7	<ul style="list-style-type: none"> Rwy'n gwerthfawrogi bod y cyllid newydd wedi'i leihau, ond byddwn yn gobeithio nad yw eich cynigion yn dibynnu ar ddefnyddio gwirfoddolwyr yn hytrach na phobl broffesiynol sydd â'r hyfforddiant cywir. Os ydym yn ystyried ffyrdd o gael pobl yn ôl i waith, yna mae'n eironig disgwyl i wirfoddolwyr gymryd lle gweithwyr proffesiynol cyflogedig. Codi sbwriel a garddio yw'r pethau rwy'n talu'r dreth gyngor ar eu cyfer. Rwy'n gobeithio na throsglwyddir y gwasanaethau presennol i'r sector gwirfoddol i sicrhau ansawdd. <p>Dylai gwirfoddoli fod yn union hynny, gwirfoddol...nid yw'n iawn dibynnu ar wirfoddolwyr i sicrhau bod ein cymunedau'n gweithredu yn y modd cywir. Yn sicr, mae'n rhaid bod cyfran o'n tâl cymunedol yn talu am hwn fel gwasanaeth sydd ar gael i bawb, ac am ddim i'w ddefnyddio.</p>
Mae rhoi hyfforddiant/addysg yn bwysig	6	<ul style="list-style-type: none"> Prin y crybwyllwyd addysg fel sylfaen ar gyfer gwellhad dynol; gan gynnwys eich gyrfa eich hun (a'ch bywyd...). Mae gennym sefydliadau addysg gwych sy'n arwain y byd o amgylch Caerdydd, y mae'r rhan fwyaf ohonynt nid er elw. Gwnewch fwy ohonynt Angen cynnig mwy o gyrsiau bob mis Mae Cymru angen swyddi da sy'n talu'n dda neu y bydd ei phobl ifanc orau yn gadael. Mae hefyd angen gwella cyrhaeddiad a hyfforddiant addysgol yn sylweddol a pharhau i gymryd rhan mewn profion Pisa.
Eisiau gwella fy Saesneg	5	<ul style="list-style-type: none"> Gwella fy Saesneg i fynd i'r Brifysgol Rwyf eisiau gwella fy Saesneg i gefnogi fy rheulu
Blaenoriaethu gwario arian cyhoeddus	5	<ul style="list-style-type: none"> Mynd i'r afael â throsteddu a'i achosion megis bod yn gaeth i gyffuriau a phuteindra. Dylai cyllid fod ar gael ar gyfer astudio rhan amser yn y tymor hwy h.y., astudiaethau cwrsela. <p>Cymorth i bobl ddatblygu yn eu gyrfaedd. Mwy o dai fforddiadwy a llai o lety myfyrwyr ar draws y ddinas. Gweithgareddau meithrin cymunedau</p>
Meithrin/Cryfhau cymunedau	4	<ul style="list-style-type: none"> Y ffordd orau a'r unig ffordd o leihau tlodi yw sicrhau cyflogaeth yn yr ardaloedd hynny, sicrhau bod cyflogaeth yn talu'n well na budd-daliadau, a chael gwared ar ddylanwadau gwael a negyddol o'r cymunedau hynny (lleihau trosteddu, y defnydd o gyffuriau a throsteddwyr oddi ar y strydoedd). Nid yw'n hawdd, ond mae bob dim arall, er eu bod â'r bwriad gorau, yn tueddu i fod yn ofer.
Grymuso / magu hyder	3	<ul style="list-style-type: none"> Mae'r cyrsiau hyn yn ffordd wych o helpu pobl fel fi fy hun i fagu hyder a themlo'n rhan o gymuned. Edrychaf ymlaen at beth a ddaw yn y dyfodol.
Gweithio gyda busnesau/sefydliadau	3	<ul style="list-style-type: none"> Dylai'r cyngor gydweithio a cheisio barn yn uniongyrchol gan hyfforddwyr swyddi'r Adran Gwaith a Phensiynau (ds: nid rheolwyr) gan fod gan y cyflogaeth hyn brofiad uniongyrchol o ba gymorth a chyfleoedd swyddi y mae ceiswyr gwaith eu hangen i'w helpu i mewn i waith. Cyfleoedd i gysylltu busnes â darpar gyflogaeth
Yn erbyn Cymunedau yn Gyntaf	2	<ul style="list-style-type: none"> Mae Cymunedau yn Gyntaf wedi bod yn wastraff arian llwyr a dylai projectau ond gael eu hariannu os ydynt yn arwain at gyflogaeth, nid dim ond cyrsiau hamdden ar gyfer y rhai mwy breintiedig. Yn llawn Menywod o Landaf sy'n Ciniawa
Cytuno â'r cynnig	2	<ul style="list-style-type: none"> Rwy'n cytuno â'r cynnig Byddai'n dda iawn uno gwasanaethau yn ôl i waith gyda chyllid y cyngor a'u lleoli yn yr hybiau a'r llyfrgelloedd (nid dim ond yn yr hen ardaloedd Cymunedau yn Gyntaf). Mae angen amrywiaeth eang o "wirfoddolwyr" gydag ystod o sgiliau ac mae angen cymorth/gwaith trefnu cyflogedig llawn amser megis trefnwyr cymunedol
Amrywiol	23	<ul style="list-style-type: none"> Mae'r cynllun arfaethedig mewn perygl o greu haen arall eto o fiwrocratiaeth a rheolaeth, ac ni fydd yn hunan-gynaliadwy Does unman y gallaf fynd ar amseroedd cyfleus o'r dydd na'r nos y gallaf fod yn rhan o rywbeth a chyfrannu. Mae llawer o weithgareddau cymunedol yn cael eu cynnal yn rhy gynnar neu'n rhy hwyr i mi. Hefyd, nid wyf yn gyrru ac mae teithio o gwmpas yn y gaeaf yn y tywyllwch yn anodd, felly rwyf angen gwasanaeth hyblyg a chanolfan sefydlog.

Yn olaf, gofynnwyd i ymatebwyr nodi meysydd yr hoffent dderbyn rhagor o wybodaeth a gofynnwyd iddynt adael manylion cyswllt. Mynegwyd y lefel uchaf o ddi-ddordeb tuag at siapio gwasanaethau a dylanwadu ar benderfyniadau.

	Nifer a nododd yr hoffent ragor o wybodaeth	Nifer a nododd fanylion cyswllt
Hoffwn gymorth i ddechrau gweithio eto	125	86
Byddai diddordeb gennyf mewn siapio a dylanwadu ar benderfyniadau	171	135
Byddai diddordeb gennyf mewn Cyfleoedd Gwirfoddoli yn fy nghymuned leol	155	128

Lleoliad

Rhoddodd cyfanswm o 868 o ymatebwyr eu cod post, a ddangosir ar y map isod. Mae'r map hefyd yn tynnu sylw at ymwybyddiaeth o Cymunedau yn Gyntaf ymhlith ymatebwyr. Roedd ymwybyddiaeth o Cymunedau yn Gyntaf wedi'i lleadaenu'n gyfartal ledled y ddinas er gwaethaf gweithgareddau ond yn bresennol mewn ardaloedd penodol.



Demograffeg Ymatebwyr

Rhyw

	Nifer	%
Benyw	534	56.1
Gwryw	406	42.6
Arall	2	0.2
Mae'n well gennyf beidio â dweud	10	1.1
Cyfanswm	952	100.0

Oedran

	Nifer	%
Dan 16	3	0.3
16-24	54	5.6
25-34	207	21.5
35-44	192	19.9
45-54	203	21.1
55-64	193	20.0
65-74	90	9.3
75+	21	2.2
Cyfanswm	963	100.0

Pa un o'r canlynol sy'n disgrifio orau'r hyn yr ydych chi'n ei wneud ar hyn o bryd?

	Nifer	%
Gweithio llawn amser (30+ awr yr wythnos)	372	38.4
Gweithio rhan amser (llai na 30 awr yr wythnos)	149	15.4
Wedi ymddeol yn gyfan gwbl o weithio	132	13.6
Di-waith – Wedi cofrestru fel rhywun sy'n ceisio gwaith	98	10.1
Di-waith – heb gofrestru ond yn ceisio gwaith	54	5.6
Gofalu am blentyn neu oedolyn	35	3.6
Salwch parhaol neu berson anabl	27	2.8
Addysg llawn amser	26	2.7
Gofalu am eich cartref	15	1.5
Ar gontract dim oriau	12	1.2
Yn rhan o gynllun hyfforddi gan y llywodraeth	5	0.5
Arall	43	4.4
Cyfanswm	968	100.0

Ydych chi'n berson anabl?

	Nifer	%
Ydw	109	11.4
Nac ydw	805	83.9
Mae'n well gennyf beidio â dweud	45	4.7
Cyfanswm	959	100.0

Ticiwch unrhyw un o'r canlynol sy'n berthnasol i chi:	Nifer	%
Byddar / wedi'ch byddaru/ trwm eich clyw	14	13.6
Anawsterau Iechyd Meddwl	37	35.9
Nam / anawsterau dysgu	15	14.6
Nam ar y golwg	7	6.8
Defnyddiwr cadair olwyn	3	2.9
Nam symudedd	30	29.1
Salwch hirdymor neu gyflwr iechyd (e.e. canser, HIV, diabetes, neu asthma)	42	40.8
Mae'n well gennyf beidio â dweud	4	3.9
Arall	13	12.6
Cyfanswm	103	100.0

Beth yw eich grŵp ethnig?

	Nifer	%
Gwyn – Cymreig/Seisnig/Albanaidd/Gogledd Iwerddon/Prydeinig	742	77.4
Gwyn - Gwyddelig	10	1.0
Gwyn – Sipsi neu Deithiwr Gwyddelig	5	0.5
Gwyn - Unrhyw gefndir gwyn arall (nodwch)	44	4.6
Grwpiau Cymysg/Aml-ethnig - Gwyn a Du Caribiaidd	18	1.9
Grwpiau Cymysg/Aml-ethnig - Gwyn a Du Affricanaidd	7	0.7
Grwpiau Cymysg / Aml Ethnig – Gwyn ac Asiaidd	7	0.7
Grwpiau Cymysg/Aml-ethnig – Unrhyw un arall (nodwch)	2	0.2
Asiaidd/Asiaidd Prydeinig - Tsieineaidd	7	0.7
Asiaidd/Asiaidd Prydeinig - Pacistanaidd	15	1.6
Asiaidd/Asiaidd Prydeinig - Bangladeshaidd	6	0.6
Asiaidd/Asiaidd Prydeinig - Indiaidd	10	1.0
Asiaidd/Asiaidd Prydeinig – Unrhyw un arall (nodwch)	3	0.3
Du/Affricanaidd/Caribiaidd/Du Prydeinig - Affricanaidd	29	3.0
Du/Affricanaidd/Caribiaidd/Du Prydeinig - Caribiaidd	5	0.5
Du/Affricanaidd/Caribiaidd/Du Prydeinig – Unrhyw un arall (nodwch)	3	0.3
Arab	8	0.8
Unrhyw grŵp ethnig arall (nodwch)	10	1.0
Mae'n well gennyf beidio â dweud	28	2.9
Cyfanswm	959	100.0

