

Carmarthenshire Public Services Board

Future Workforce Task & Finish Group

Well-being Objective: Ensuring a sustainable economy and fair employment.

Key step: To plan for our future workforce by working collectively to promote work and career opportunities in the public sector.

Group Members: Rebecca Jones (Coleg Sir Gâr); Karen Fairhurst (Mid & West Wales Fire & Rescue Service); Alison Wood (Carmarthenshire County Council); Mark Sabine (Natural Resources Wales); Rhianydd Barnes (Regional Partnership Board); Clare Steel (Hywel Dda University Health Board); Trina Nealon (Hywel Dda Public Health Team); Gwyneth Ayers (CCC & PSB Support Team).

Key areas of focus:

- In the short term, to research, analyse and prepare insight on the opportunities and barriers.
- To prepare an insight of the key recruitment and retention challenges facing the PSB organisations.
- To consider organisational approaches to workforce planning and to share examples of best practice.
- To gain an insight from our future generations in terms of their aspirations.
- To develop a collaborative approach to providing support and opportunities to the 16–18-year-old cohort in particular.
- To prepare clear proposals for approval by the PSB and co-produce approaches to improve Well-being and demonstrate our contribution to the Five Ways of Working.

Action Log

Action Ref	Summary of Discussion	Action & Timescales	Owner	Update
1	It was noted that there are a number of local/regional groups already looking at future workforce matters. There is a need to avoid	1.1 To map existing local and regional groups/forums focusing on future workforce By May 2024	Gwyneth Ayers	Links created between this task & finish group and the Regional Learning and Skills Partnership (RLSP) 26.04.24.

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	duplication and ensure a consistent approach.			Jane Lewis, RLSP Manager is invited to the RPB Workforce Board.
		1.2 A copy of the RLSP Skills Analysis report to be circulated to members. 26.04.24	Gwyneth Ayers	Completed
2	Most organisations noted an opportunity in terms of greater collaboration across PSB organisations in terms of promotion of public sector careers/work opportunities within local schools.	To consider opportunities for public sector careers events with Carmarthenshire secondary schools and Coleg By June 2024	Gwyneth Ayers	
3	All organisations noted that they were currently facing recruitment challenges.	Agreed to focus next meeting on outlining individual organisations' recruitment challenges with a view to identifying areas for possible collaboration across agencies to address. By April 2024 Focus on the shift in 'Gen Z' / generational needs and wants.	All	Recruitment challenges still in place; however, the number of applications for posts has increased. CCC are in a recruitment freeze, due to budgetary pressures. Feedback that CCC are losing some applicants / staff to employers who offer flexible contracts e.g. London based role, WFH with occasional visit to office. Coleg Sir Gâr noted that recruiting to industry related lecturing posts is challenging and that they are looking at the possibility of joint posts (with the private sector). The Health Service are also in a recruitment drag; however, recent frontline pressures have been relieved through overseas intake of staff. MAWWFRS have also seen an increase in office based role applications but have also seen an increase in people withdrawing from the process. It

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				is suggested that 'Gen Z' or generational needs and wants are becoming apparent. There are less applications for firefighter posts and a drop out in terms of graduate opportunities.
4	Use of Assessment Centres and the most effective approach to those centres to share information and intelligence	Further discussion on Assessment Centres at the next meeting.	Gwyneth Ayers	
5	CCC Care Academy and the value-based assessment centre. The Academy provides a clear pathway for careers and professional development. 85% of individuals accepted have stayed on the pathway.	Further discussion on the Care Academy at a future meeting.	Gwyneth Ayers	
6	Overview of Apprenticeships and Graduate opportunities across the PSB.	Further discussion on the current approach in terms of Apprenticeships (18 June 2024 meeting). Invitation to be extended to Jane Lewis and Sally Bennett.	Gwyneth Ayers	
7	Staff leaving posts or not applying for posts due to lack of flexibility of contracts was noted by a few organisations	Need to better understand and share practice on approaches being taken by organisations to address issues arising due to lack of flexibility of contracts – to be discussed at future meeting	All	
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Completed

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