

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); 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 & Date discussed	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	To map existing local and regional groups/forums focusing on future workforce By February 2024	Gwyneth Ayers	

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	duplication and ensure a consistent approach 13.11.23			
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 13.11.23	To consider opportunities for public sector careers events with Carmarthenshire secondary schools and Coleg By April 2024	Gwyneth Ayers	
3	All organisations noted that they were currently facing recruitment challenges 13.11.23	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 February 2024	All	
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Completed

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