



Title	<p>Well-being Objective: Ensuring a sustainable economy and fair employment.</p> <p>Phase 1: Planning for our future workforce by working collaboratively to promote job and career opportunities in the public sector.</p>
Item Number	6
Date of Meeting	3 October 2023
<p>To consider and comment on the following issue: Draft Terms of Reference</p> <p>Carmarthenshire Public Services Board</p> <p>Task & Finish Phase 1 Planning for our future workforce by working collaboratively to promote job and career opportunities in the public sector.</p> <p>Background</p> <p>Ensuring a sustainable economy and fair employment is one of the PSB Well-being Objectives.</p> <p>The Task and Finish Group was created by Carmarthenshire Public Services Board (PSB) in response to the requirements of the Wellbeing of Future Generations Act to lead on a Phase 1 action, associated with the Well-being Plan 2023-2028. The terms of reference written are for Phase 1 (2023) and beyond.</p> <p>The vision</p> <p>The overall vision is to use evidence, insight, and two-way engagement to maximise employment opportunities for our future workforce.</p> <p>What work will it do?</p> <ul style="list-style-type: none"> • 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.

Who are members?

The PSB organisations have nominated the key contacts to enable this Phase 1 work to progress.

Co-production Wales are also available to advise and support through Project Dewi in order to implement co-production and involvement approaches.

The PSB Support Team will provide the administrative support for the group.

Mission and principles

Co-create an innovative partnership that embodies new ways of working to:

- **Integrate** our approaches, evidence, and resources across all ‘systems’ working together to understand the challenges and opportunities at a local level.
- **Involve and work alongside our communities** engaging all groups in two-way meaningful and co-produced approaches to achieving our Well-being Objectives.
- Meet the needs of the current and future generations by taking a **long term, preventative** approach.
- Focus on understanding **root causes of key challenges** and how these are **interconnected** to inform our approach to tackling them.

Governance and Accountability

Meetings of the Task and Finish group will be held monthly for a period of six months.

In the period between meetings, communication and directions will be provided through email, and the chair, or representative.

Agendas, papers and requests for information will be shared with the group in advance of the meetings taking place to allow members of the group to prepare and comment. Requests for additional items will also be sent prior to the meetings.

The group will be directed by the PSB, for the work it undertakes. Updates on Task & Finish activity and progress will be provided to the board as an update. Any challenges or requests for support will be escalated to the board for resolving or decision as appropriate.

Alignment to Other Boards

The work of this Task & Finish Group will support and align to the PSB Well-being Plan and Well-being Objectives.

To discuss and agree <ul style="list-style-type: none">• The draft Terms of Reference• Nominations for representatives from each PSB organisations• Any contributing projects undertaken by the Member organisations.	Is a decision necessary?	Yes
Proposed by		
Gwyneth Ayers, PSB Support Team		