

# Welsh Government: National Education Workforce Survey – What are the key issues affecting the education workforce in Wales?

## Organisation/ department background

The **Welsh Government** is the devolved government for Wales, and is responsible for a wide range of policy areas including:

* education
* health
* the Welsh language
* local government
* transport
* planning
* economic development
* social care
* culture
* environment
* agriculture and rural affairs.
* tourism

The role of the Welsh Government is to make decisions on matters regarding these areas, for Wales as a whole, develop policies and implement them, and propose Welsh laws. Civil Servants in the Welsh Government serve Welsh Cabinet Secretaries and Ministers working on matters devolved to Wales.

The UK government is still responsible for certain public services in Wales, for example police, prisons and the justice system. Matters such as tax and benefits, defence, national security and foreign affairs are also dealt with by the UK Government.

Further information on the Welsh Government is available at: <http://wales.gov.uk>

The intern will be based in the Workforce Strategy Unit, working closely with social researchers, statisticians and policy teams. The Workforce Strategy Unit is part of the Education and Public Services department and is responsible for a wide range of issues relating to the school workforce in Wales, including workforce planning, the devolution of teachers pay and conditions to Welsh Ministers, matters relating to teacher workload, implementation of the ITE change programme, staff sickness and absence and supply teacher employment issues.

The internship would provide an opportunity to apply research skills in a policy environment, further develop generic skills (such as report writing and making presentations), and to enhance policy knowledge.

More information about statistics and research at the Welsh Government:

<http://gov.wales/statistics-and-research/about/?lang=en>

## Background

While education policies are discussed widely with a number of stakeholders there are a number of policy areas where we currently have little independent evidence as to the views of practitioners. Surveys are regularly carried out by the teaching unions on issues such as workload, however the surveys are generally conducted on an England and Wales basis and the full underlying data is not published.

With the devolution of Pay and Conditions, curriculum reform and Initial Teacher Education (ITE) reform in Wales there will be an increased need to inform more workforce related policies and to identify a baseline of teachers’ views on a number of issues to help implement and monitor policies. A more strategic approach to surveying the workforce on a regular basis will help reduce the burden associated with piecemeal surveys.

This pilot National Education Workforce Survey for Wales was launched in October 2016 and was developed with the aim to inform policy development and to address a number of key areas affecting the profession. The survey was sent to teachers and support staff based at schools and further education institutions in Wales.

The survey report was published in April 2017 by the Education Workforce Council (EWC). In addition to the responses to the individual survey questions, respondents were invited to provide additional comments to highlight the key issues affecting them.

<https://www.ewc.wales/site/index.php/en/research-statistics/national-education-workforce-survey>

## Project brief

**The aims and objectives of the project**

The **aim** of this project is to analyse the additional comments provided in the National Education Workforce Survey for Wales. This will involve identifying the key issues affecting teachers and support staff and proposing actions to address these issues.

The Survey asked a series of questions on a number of key topics such as:

* Continuous Professional Development (CPD);
* Workload;
* Performance management;
* Career planning; and
* Welsh language.

The researcher will:

1. Scope and review the information available
2. Provide a thematic and exploratory overview of the evidence and identify the best approach to take the analysis forward.
3. Undertake the qualitative analysis using the appropriate software.
4. Draft a report on the results of the qualitative analysis.
5. Give a presentation on the results of the project.
6. Assist policy colleagues to identify key areas to address.
7. Undertake a ‘lessons learnt’ review and provide recommendations for policy and future methodology.

The internship will be based in Cardiff and last for a period of 3 months.

This internship is available on a part time basis over a longer time frame (no less than three days a working week), to be negotiated between the Welsh Government and the successful applicant. If you would like to be considered on a part time basis, please specify your preferred working hours on the application form.

**Student specification**

The student must have necessary skills to critically assess the available information, and identify realistic options to take this work forward. An interest in and knowledge of the subject area would be an advantage, and some previous experience of research in this area would also be beneficial, but not strictly necessary.

* Strong data analysis skills.
* Experience of thematic coding as part of qualitative data analysis using a qualitative analysis software package, such as NVivo or Max QDA for example.
* Experience in handling/manipulating data, including synthesising large volumes of information into easily manageable themes.
* The ability to produce concise, well written documents.

## Start date of Internship

## January 2018 (exact start date negotiable)

## Security

The Welsh Government’s vetting procedures (which apply to temporary as well as permanent staff) involve the completion of a Baseline Personnel Security Standard (BPSS) application form and a Security Questionnaire for the process of security vetting to Counter Terrorist Check (CTC), Security Check (SC) and Developed Vetting (DV).

Baseline Personnel Security Standard (BPSS) requires the applicant to produce in person, 3 original forms of Identification Documents, one of which should be photographic (passport, new driving license), one document should show the current address and the third form of ID could be an utility bill, birth certificate, P45 or P60.

## Queries

Any queries relating to the project should be directed to:

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