# Scoping study: Education workforce research and engagement programme

# Summary

This is an exciting opportunity to do a paid work placement on a project for the Welsh Government, to support our work to invest in a programme of research and engagement into the workload, working conditions and experience of the school and further education workforce. The successful applicant will work closely with Welsh Government officials and stakeholders to support the Government research process. The applicant will have the opportunity to apply research skills in a policy environment, further develop generic skills (such as report writing or making presentations), and to enhance their knowledge of research outside academia.

# The Organisation

The Welsh Government is the devolved Government for Wales with responsibility for the economy, education, health and the Welsh NHS, business, public services and the environment of Wales.

Specifically, the internship will be based within Knowledge and Analytic services (KAS). KAS provides the collection, analysis and presentation of research and data for policymakers and the general public in keeping with professional standards. They offer independent evidence to understand, develop, implement, monitor and evaluate government policies. KAS also supports policy colleagues with policy development, implementation and delivery. The internship links closely with the Workforce Strategy team within the Welsh Government Education Directorate. The Workforce Strategy team is responsible for general school workforce issues including: pay and conditions, workforce planning, staff sickness and absence, workload and wellbeing, and supply teacher employment issues.

# The Internship

The intern will be part of the team working on issues relating to the school workforce in Wales. The internship will provide an exciting opportunity to work at the heart of Welsh Government. The internship will require working closely with policy officials and researchers, and will provide an opportunity to apply research skills in a policy environment, further develop generic skills (such as report writing or making presentations), and to enhance policy knowledge.

The successful candidate will benefit from development opportunities offered centrally by the Welsh Government, potentially including mentoring, shadowing, peer support and training.

Interns will benefit from the experience of working closely with the Welsh Government:

* Gaining a better understanding of the world outside of academia and increasing employability, using their knowledge and skills to contribute to the work of the Welsh Government.
* The intern’s colleagues at the Welsh Government can offer an insight into the intern’s PhD project that can contribute to the success of their thesis’, as well as networking opportunities within the policy arena linked to their research area
* Transferable skills and knowledge
* Time management skills
* Report writing skills

# The Project

The successful candidate will carry out scoping work to inform our investment in a programme of research and engagement of the education workforce in Wales. Surveys will gather opinions on a range of topics relating to the development and implementation of education policies and their impact upon them.  There are clear policy needs for information on the views and opinions of the workforce on areas such as awareness, confidence and engagement with professional standards, cover arrangements and practices, Additional Learning Needs (ALN) reform, workload and wellbeing, and the Welsh Language. There is also a need to track changes resulting from the pandemic, and following the implementation of curriculum reform, and a longitudinal picture of the issues affecting the school workforce in Wales.

This programme has two phases. The intern will carry out phase 1 only:

1. **A review of evidence needs about the workforce amongst policy officials, stakeholder organisations and schools.**

The review would establish:

1. What ongoing evidence is needed and at what level of detail?
2. What one-off evidence needs are there – what specific policy decisions are anticipated that will need evidence?
3. What are our requirements for a flexible research and engagement infrastructure to address emerging evidence needs?
4. What evidence and data are already collected that could be used to meet these evidence needs?
5. What education workforce survey research and engagement practices are currently in place or planned across the UK nations, in government and amongst research organisations? What can be learned about the resource implications, advantages and disadvantages of these practices?
6. **Development and appraisal of options to meet these evidence needs**
7. What (suite of) approaches could address our needs, and those of our stakeholders for evidence about the workforce? What are the options for survey methodology, frequency and sampling approaches, and the advantages and disadvantages of these?
8. Development of costed options for commissioning a programme of workforce research and engagement

Anticipated project outcomes:

**Following each phase, the intern will prepare a presentation for officials and a summary report of findings.**

# Internship responsibilities and requirements

The internship will last for a period of three months full-time or the part-time equivalent, during which time the students PhD project will be paused by their home institution. Subject to a review of requirements, the preferences of the student, and the view of their institution, the position may be extended to a total of six months. The student will be paid the equivalent of their stipend during their internship. The role is full time, however over and above leave policies, time for existing PhD commitments can be arranged on discussion with line managers. E.g. research groups meetings and conference presentations.

The office base for the internship will be in Cathays Park, Cardiff. However, as with the majority of Welsh Government roles, the position will be home-based for the foreseeable future, until restrictions due to the pandemic are lifted. An opportunity to work from the office base and to meet colleagues may be available in due course. Travel and subsistence expenses would be met by Wales DTP and Welsh Government.

Student specification

## The student must have:

* Some knowledge of survey design and methodology and sampling techniques
* Ability to analyse qualitative data
* Experience in conducting interviews with policy officials and stakeholders
* Report writing and presentation skills
* Project design and management skills

# Start date of internship

January 2022 (exact date to be negotiated). There may be some flexibility dependent on individual circumstances.

# Funding and costs

Reasonable travel and accommodation costs for students not normally based in Cardiff can be met. Requests should be consistent with Wales DTP guidelines. Applications from students requiring additional funding for travel and accommodation will not be treated less favourably. For any queries on this please contact Carole Baker at the Wales DTP (enquiries@walesdtp.ac.uk)

# 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 purpose of security vetting.

This process requires the applicant to produce in person three original forms of identification documents, one of which should be photographic (passport, new driving license), one document should showing their current address, plus one of: a utility bill, birth certificate, P45 or P60.

# Queries

Any queries relating to the post or application process should be directed to Sara James, Head of Schools Research (Sara.James@gov.wales) and Gareth Thomas, Head of School Workforce Data (Gareth.thomas2@gov.wales).