



Employer Skills Survey – Welsh Thematic Analysis

Summary

This is an exciting opportunity to do a paid work placement on a project for the Welsh Government. The focus of the project is a review of policies and practices around the appraisal of school practitioners (teachers, head teachers and support staff). The successful applicant will work closely with Welsh Government officials and stakeholders to research and develop a varied range of research outputs and support the Welsh Government in their 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

Labour Market Intelligence is used by Skills division to inform prioritisation of skills needs. Having an appropriately skilled workforce is fundamental to growing Wales' economy. 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

Employer Skills Survey - Welsh Thematic Analysis

Background

The Employer Skills Survey is a survey of UK employers on recruitment, skills, and training issues. It has been run since 2011, with fieldwork tending to take place every two years. The most recent (2022) survey had over 72,000 employers taking part, of which 4,825 were in Wales.

The survey informs policy decisions in Wales. In addition to UK reporting, a Wales report, data tables and slide pack have been published and further regional reporting will be published in coming months. There is a wealth of data that is unexplored in headline reports, but which will be of interest to stakeholders. For example, the preparedness of education leavers for employment.

Much of the data is available in the published and soon-to-be published [data tables](#), with the dataset itself also available for analysis if required (for building bespoke sector definitions, checking of confidence intervals, etc.).

This project will analyse such data and present it in a non-technical manner for stakeholders.

Anticipated project outcomes:

A series of papers providing additional analysis from the Employer Skills Survey that will align with policy needs, informing decisions across the skills landscape. It is expected that, where papers are of suitable length and quality, these will be published as Government Social Research papers on the Welsh Government website. This will be the focus of the Internship. Additional shorter papers may be used for internal briefing or disseminated to stakeholders via other means. It may also be possible that the student will be asked to present the findings to policy teams as part of development of reports. The successful candidate will be supported by the Welsh Government lead on the survey.

Internship responsibilities and requirements

The internship will last for 3 months, with the option of extension, during which time the students PhD project will be paused by their home institution. The student will be paid the equivalent of their stipend during their internship. 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. Applications are encouraged from part-time students.

It is anticipated that the successful applicant will work in a hybrid way between home and a Welsh Government office during their internship. This may change depending on Welsh Government policy. Any changes to working arrangements will be discussed with successful applicants.

The internship will last for a period of 3 months full-time or the part-time equivalent. For students registered on a part-time studentship, this internship is available on a part-time basis over a longer time frame (no fewer than three days a working week), this would be negotiated between the WG 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:

The ability to analyse quantitative data, identifying themes in the data and to then be able to present that data in a manner that will be accessible to a range of audiences.

The ability to produce a narrative that explains the data and what it means for Wales in a non-technical manner.

Strong report drafting skills and the ability to ensure drafts are of a sufficient quality before sharing.

The ability to work with other research and policy colleagues to produce and discuss the reports, ensuring that colleagues' needs are being met.

In addition, the ability to use statistical analysis packages to work with datasets, run bespoke analysis and perform tests of significance would be desirable, but not essential (support on this can be provided otherwise).

Start date of internship

Summer 2024 (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 WGSSS 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 WGSSS on: enquiries@wgsss.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 James Carey, Principal Research Officer, Labour Market Intelligence (james.carey@gov.wales)