

UKRI Policy Fellowships 2023: Fellowship Opportunity Description

Fellowship Title: DCMS Skills and Diverse Workforce Fellowship

Host Organisation: [Department for Digital, Culture, Media and Sport](#) (DCMS)

Host Team(s): The Fellow will sit in the Chief Scientific Advisor's office and will be embedded in one of the following policy teams, depending on the specific Fellowship focus: Arts, Heritage and Tourism; Media and Creative Industries; Civil Society and Youth.

Summary: Opportunity to undertake original research and analysis to improve policy making on cultural education, skills challenges, and barriers to employment in cultural, creative and youth sectors

Fellowship Theme: Creating Opportunities, Improving Outcomes *Please see the full call text 'What We Are Looking For' for a detailed summary of the research themes targeted in this call.*

Policy Topic: Cultural education; Skills and workforce diversity; Youth outcomes.

Research Council: AHRC

Academic Discipline/s: This opportunity is suitable to academics with either an arts, humanities, social science, economics or behavioural science background. Experience of working with mixed and/or interdisciplinary methods is particularly welcome.

Research Career Stage: Open to early or mid-career researchers

Fellowship Structure

Inception Phase:

Estimated Start Date: October 2023. *Exact date to be confirmed by the host depending on onboarding and security clearance requirements*

Duration: 3 months

FTE: 0.4 FTE

Main Placement Phase:

Duration: 12 months

FTE: 0.6-1 FTE (flexible – to be agreed with the Fellow)

Knowledge Exchange Phase:

Duration: 3 months

FTE: 0.4 FTE

Work Arrangements

Location Requirements: This role will be based in one of the following DCMS regional hubs: London and Manchester. Travel to and from the fellow's base will not be funded by DCMS. Eligible travel and subsistence (T&S) costs are supported in the main UKRI grant and should therefore be factored into your application. Please see full call text and guidance for more details.

Hybrid Working: The successful candidate will have the flexibility to work remotely, with the expectation that they attend their hub location no less than twice a week in accordance with DCMS's hybrid working policy.

Security Clearance: Successful candidates will be expected to undergo the following checks: Baseline Personnel Security Standard (BPSS) and Counter Terrorism Check (CTC). [See National security vetting: clearance levels - GOV UK.](#)

Please be aware that security clearance may take 4-6 weeks to obtain. We expect the successful applicant to start the security clearance process, with support from the host team, as soon as their Fellowship has been confirmed by AKRC. Inception phase can begin before the security clearance process is completed, but will be required for the main placement phase.

Fellowship Opportunity Description

Workforce development, maintaining and improving skills pipelines and ensuring diversity and inclusion in cultural and creative sectors are key evidence priorities for DCMS to support policy development. Additionally, how cultural and creative education leads to wider societal impacts and affects potential earnings is of research interest and will support policy implementation and monitoring of the Government's forthcoming Cultural Education Plan. DCMS is also interested in how access to skills and employment can improve youth outcomes.

The Fellow will play an important role in maximising the impact of evidence and engaging academic expertise to support policy decisions and planning for future fiscal events. The focus of the Fellowship will be on undertaking research to support skills and workforce evidence priorities, as set out in DCMS's Areas of Research Interest. In particular, we anticipate that the Fellowship will focus on one or a combination of the following research theme(s), depending on the expertise of the Fellow:

- How do cultural education pathways support workforce skills needs in the cultural and creative sectors? What are the social and developmental impacts of cultural and creative education at schools and higher education institutions? What impact does cultural education have on lifelong earnings and what additional value does it have beyond wages (eg. wellbeing)?
- What are the skills needed to support the growth and productivity of the cultural and creative sectors and what are the impacts of skills needs on the sector's productivity? Which are the main skills gaps and shortages in the cultural and creative sectors, what has contributed to these and have they improved or worsened over time? How well do education and training pathways contribute to the skills needs of creative businesses?
- What works in terms of improving workforce diversity in the cultural and creative sectors and ensuring equality of career progression opportunities across different socio-demographic backgrounds? How effective are different interventions for increasing recruitment and retention across the cultural and creative sectors to support workforce resilience?
- How has out-of-school youth provision (such as drop in youth centres and groups like the scouts) changed over time and has access changed? Does access to out-of-school youth provision impact the social, health and wellbeing outcomes of young people? Does out-of-school youth provision contribute to improving the skills and employability of young people?

Activities

The fellow will have the opportunity to co-design clear research activities in collaboration with officials in government based on policy needs and the fellow's interests/skills during the inception phase of the fellowship. These could include:

- Undertaking original research on a particular theme that will support DCMS policy development;
- Developing frameworks and creating evidence summaries and reviews to support policy development;
- Conducting horizon scanning to help identify and inform future policy priorities;
- Organising workshops for policy colleagues to share research findings and provide academic challenge.
- Please note that in some cases published outputs will be subject to clearance by your host, but that all hosts are committed to supporting opportunities for fellows to publish as part of this fellowship

Fellowship Benefits

Fellowships offer an exciting opportunity to undertake original research and enhance your understanding of applying research in Government policy contexts. Fellows can expect to benefit from:

- Experience of Government ways of working and how policy is made;
- Access to a network of policy and analyst teams across Government departments, as well as external stakeholders in relevant sectors;
- Access to national datasets and information (subject to security clearance and for use while in post only);
- Part of a cohort of policy fellows working across Government departments.

Person Specification

Applications will be assessed against the following opportunity-specific requirements in addition to the generic eligibility and call criteria.

Essential Criteria:

- Relevant subject matter expertise, such as experience of research on skills, employability, workforce diversity or education pathways
- Working experience of conducting qualitative and/or quantitative research
- Excellent written and verbal communication skills, with the ability to translate complex and technical information into meaningful narrative that is accessible to a non-academic audience
- Excellent stakeholder engagement and collaboration skills, with the ability to design and lead on knowledge exchange activity between academic, policy and research communities

- Experience of programme or project management, with the ability to work effectively at pace to deliver expected outcomes

Desirable Criteria:

- Insight into working in a public policy context
- Experience working with colleagues from different specialisms, professions, or Government departments