



Llywodraeth Cymru
Welsh Government

Exploring the reach and use of the Migrant Integration Framework for Wales

Summary

This is an exciting opportunity to do a paid work placement on a project for the Welsh Government. The project aims to generate actionable insights by addressing data gaps, enhancing policy applications, and promoting community engagement. This initiative aligns with Welsh Government Nation of Sanctuary priorities, the Anti-racist Wales Action Plan (ARWAP), and broader UK Government migration research objectives, potentially influencing policy and practice. The successful applicant will work closely with Welsh Government officials and stakeholders to develop a varied range of research outputs and support the Welsh Government in achieving its research aims. 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 the Knowledge and Analytical services (KAS) team that sits within the Communities and Tackling Poverty Evidence Unit. 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.

KAS, the Communities and Tackling Poverty Evidence Unit, and the Support and Integration Team are all supportive of the project, recognise its value and are committed to supporting the PhD student as much as possible through guidance and collaboration.

This cross-departmental willingness to engage strengthens the project's feasibility and highlights the shared recognition of its importance in addressing gaps in data and migration integration strategies.

The intern will be working closely with the Nation of Sanctuary team and will become familiar with cross cutting policies in this work area.

The Internship

The Welsh Government believes strongly in the benefits which migration brings to Wales and we work to support integration of migrants with their host communities as soon as possible. This internship will contribute to exploring the reach and use of the [Migrant Integration Framework for Wales](#), including identifying potential barriers to its adoption and areas for future development, to inform ongoing efforts to embed the framework. The internship aims to generate actionable insights by addressing data gaps, enhancing policy applications, and promoting community engagement. This initiative aligns with Welsh Government Nation of Sanctuary priorities, the ARWAP, and broader UK Government migration research objectives, potentially influencing policy and practice

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

Exploring the reach and use of the Migrant Integration Framework for Wales

Background

The Migrant Integration Framework for Wales was published in December 2023 and the first annual progress [update](#) was published in December 2024. Our framework was designed to measure how well we are achieving integration through tracking annual progress across 7 key domains of life. We are keen to ensure the framework is fit for purpose and a useable resource for our stakeholder partners. To this end, the aim of this project is to explore and understand better both the current reach and perceptions of the framework, as well as any barriers to its uptake, recognising that it is still in the relatively early stages of promotion. It would be

expected that the intern would interview a range of stakeholders and users of the framework in order to assess awareness, usage, and any challenges with a view to making recommendations for the development of the framework moving forwards.

Anticipated project outcomes:

The expected outcomes include:

1. Enhancing migration policy-making through data-driven insights.
2. Strengthening community engagement to foster integration.
3. Contributing to academic and public understanding of migration frameworks.

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 for a maximum of 6 months (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:

- Current PhD enrolment in a relevant discipline (e.g. social sciences, migration studies, public policy, data analysis, or related field).
- Strong research skills.
- Data collection and analysis skills.
- Ability to work independently and manage own workload while contributing effectively to a team.

- Strong written and verbal communication skills, including experience in drafting reports or presenting research findings.
- An interest in policy development.
- Ability to critically evaluate evidence and produce clear, well-reasoned analysis.

The student will ideally have (desirable criteria):

- An interest in migration, integration, or social justice issues.
- A desire to work with government or external stakeholders.
- A desire to produce research outputs for non-academic audiences.

Start date of internship

Spring 2025 (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 michelle.roberts011@gov.wales / cathy.jackson001@gov.wales