

Civic University Board – Mapping GM

# A collaboration between 5 GM HE Institution and GMCA to promote inclusive growth across the city region

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Civic University Board Logo

## Overview of the Data Fellowship

- The project I worked on was the start of a 5 year project called the Civic University Agreement. This agreement was a collaboration of 5 higher education institutions with Greater Manchester working together to make Manchester a better place. The institutions that collaborated with this agreement were University of Manchester, Manchester Metropolitan University, University of Bolton, University of Salford and Royal Northern College of Music. Specifically I focused on Employment and Skills and worked alongside another data fellow in putting together a report consisting of our area of work to assess where each university is at in terms of employability and skills and education and growth. Since my area was employment and growth I focused specifically on data associated with staff and the growth and inclusivity of staff. This ranges from the amount of staff, gender, ethnicity and disability pay gaps, widening participation and opportunities within the HE institutions etc.

## Data Analysis

The data analysis I did with this project was with both public and private data. I learned how to use Power BI and Power Query, an interactive data visualisation software package with a focus on business intelligence, after gathering the data. I was able to present the results of the data I gathered in a more visually appealing format using Power BI. These illustrations were then included in a report so that I can demonstrate the current state of employment and growth within the 5 HE institutions.

## Findings

- I looked through a variety of different data, through this fellowship. One particular findings was through looking at the gender pay gap reports over the past 5 years across all 5 institutions. One specific

section I focused on was female demography in each institution and then further explored this by looking at the demography via each pay quartile. Through this I found that although general female demography across each HEI over 5 years is in line with the demographics of greater Manchester of the relevant years, when looking at each pay quartile the representation becomes lower and lower the higher the pay quartile. However, each HE institution did show an improvement in representation of women across each pay quartile across each year.

## Key Skills Learnt

This internship opened me up to the countless opportunities through exposure. With direct contact with experts in their particular fields, it gave me the confidence to engage in compelling, insightful conversations that can further understanding in my future progressions. Through constant constructive feedback, I have noticed a shift in mindset and am now able to make decisions based on relevant data available and concrete recommendations for action to be derived. Not only this I gained a lot of experience in developing my analytical skills, through using software skills such as Microsoft tools, Power BI and Power Query. Due to the work I did during data fellowship, I was also asked to stay on the project throughout my final year of my undergraduate degree which has allowed me the opportunity for further development and exposure to the industry.

