

Postdoctoral Impact Fellowship: Application Form

Please ensure you have read the [Application Assessment Criteria](#) before completing your application.

Applicant Details	
Name:	
Email Address:	
PhD Department/Centre:	Warwick Institute for Employment Research
PhD Supervisor/s:	
PhD Submission Date (planned/actual):	
PhD Viva Date (if known):	
PhD Award Date (if known):	

Project Details	
Project Title:	Digital skills for Arab refugee women focused on online job search and application
Project Mentor: <i>Please note that the Project Mentor does not need to be your PhD Supervisor.</i>	
Proposed Home Department:	Warwick Institute for Employment Research
Time Commitment:	☒ Full Time (1 Sept 2025 – 31 Aug 2026) ☐ Part Time (1 Sept 2025 – 31 Aug 2027)
In Plain English, summarise your proposal and how the project activities will result in impact: Max. 150 words	My project aims to respond to the findings of my PhD by developing a policy and practice document and a digital skills training toolkit for refugee women, focusing specifically on job-specific digital skills, particularly ones for online job search and application and their employment integration more broadly. This toolkit could be used by local and international NGOs who deliver or fund digital skills training to refugees, as well as providing evidence for government officials and policymakers focusing on digital strategies. The impact of my project is to better equip Arab refugee women with the skills they need to integrate into their host country's labour market through the creation of an inclusive, accessible and cost-effective training resource that recognises the specific barriers faced by one of the most marginalised groups, at a time of rising numbers of female refugees and increasing uncertainty around international aid funding to support them.

Which of the following areas is your project concerned with? Please tick all that apply.	☒ Policy engagement activity - particularly that which aligns with University and UKRI/ESRC priorities. ☐ Activity looking to support regional growth and development and/or 'levelling-up'. ☒ Other activity. Please specify (briefly): Practical and capacity building
Does the proposed project relate to one or more of the Social Sciences Grand Challenge themes? Please tick all that apply.	☐ Environmental Sustainability & Climate Resilience ☒ Promoting Social Justice ☐ Data and the Production of Knowledge ☒ Understanding Behaviour & Experience ☒ Creating Inclusive Prosperity ☐ Health, Wellbeing, & Care
External, non-academic partner/s or organisation/s (if applicable): <i>It is not mandatory to have an external partner as part of your application.* However, if you will be working with specific external partners for your project, please list them here and ensure that you also complete the External Partner Form found at the end of this document.</i> <i>Please note that all overseas partners will be required to satisfactorily complete a UKRI mandated due diligence check. Where required, external partners will also need to sign a collaboration agreement. The Research Support Manager will support these processes.</i>	

Case for Support Underpinning Research: Provide a brief, Plain-English summary of the subject and findings of the doctoral research which underpins the proposed impact activities. Max. 250 words: My PhD explored the role of digital literacy in employment integration of Palestinian and Syrian refugee women in Jordan, Lebanon and the UK. The research showed that many refugee women possessed some digital skills, but they utilised these skills only for personal use, lacking the knowledge and ability to translate these skills into the job-seeking context. Consequently, these women were particularly marginalised, experiencing high levels of

unemployment, under-employment and segregation into low-paid, low-skilled and low productivity sectors of their host countries' economies. This impacted their ability to achieve their personal aspirations, integrate into their host country both economically and socially, and to contribute to and benefit from economic development. My proposed activities seek to address this by creating a toolkit for refugee women and stakeholders working with them to provide an inclusive training resource that recognises the specific skills and needs of this extremely marginalised group. I would first develop this toolkit in the UK, a country where inclusive growth and pre-employment support are high on the political agenda, before focussing on Jordan, a country where the integration of large numbers of refugees is a continual, but currently particularly pressing issue. This would allow me to provide evidence to policy-makers and practitioners both on the type of employment support required by Arab refugee women, but also on the potential for transferability of support between different contexts, addressing my findings showing that knowledge of refugee support interventions was heavily biased towards interventions developed exclusively in a Western context.

Describe the fellowship activities you plan to undertake and how they will lead to impact:

Explain how your proposed activities will develop and/or deliver upon the impact potential of your research, and how you will measure and evidence this impact. ('Impact' can be considered an effect on, change or benefit to the economy, society, culture, public policy or services, health, the environment, or quality of life for beneficiaries, stakeholders, end users or publics outside of academia.)

N.B.: The IAA funds the conversion of unique research into impact by supporting activities which engage and generate change for beneficiaries outside academia. The IAA does not fund primary research.

Max. 300 words:

The job-specific digital skills toolkit will equip refugee women with online job search and application skills, initially in Jordan and the UK which host over 3 million and 480,000 refugees respectively. This is a particularly pertinent issue. Firstly, the number of refugee women is increasing worldwide (over 20 million by mid-2024). Secondly, developments in digital technology are transforming how people seek employment, and certain groups are particularly at risk of being left behind by these developments. Thirdly, international aid budgets are increasingly under pressure, and both service delivery organisations and government policy-makers require cost-effective, evidenced solutions to respond to identified needs. This aligns with the Sustainable Development Goals SDG5-Gender equality and SDG8-Decent work and economic growth.

This project would benefit:

- Refugee women, who would be able to access appropriate pre-employment support that responds to their circumstances (short-term) and apply the skills gained to seek suitable employment (longer-term), thus improving their financial situation and promoting employment-led social integration (longer-term).
- NGO stakeholders, who would have a greater understanding of the specific challenges facing refugee women and be able to use (short-term) and expand on the toolkit (longer-term) to ensure their services are inclusive and beneficial.
- Host governments, which would gain knowledge that can be used in policy-making around employability, particularly of marginalised groups, and on the extent of transferability between different country contexts (longer-term).

To deliver this impact, the practical toolkit will have interactive resources including CV/cover letter guides, online sources for job search and skills development training. To maximize engagement and impact:

- Stakeholder workshops with NGOs and refugees will be held to test, evaluate and refine the toolkit.
- The toolkit will be available online as an open-access resource.
- Working closely with NGOs to understand their needs and limitations will promote the embedding/integration of the toolkit into existent training, enhancing long-term adoption.

External partners, stakeholders and/or beneficiaries:

- Names of existing or proposed partner organisations for the project (if applicable). (Please indicate whether or not proposed partners have expressed any sort of commitment to the project, or if they are yet to be contacted/brought on board.)
- List of potential non-academic beneficiaries of the project activity (e.g., policymakers, NGOs, specific communities, etc.) (**essential**).
- Summary of any previous collaborations or activities with proposed partners and/or beneficiaries, if relevant to the fellowship activities.

Max. 200 words:

Potential non-academic beneficiaries include:

- Refugee women (the target group), particularly Arab refugee women.
- Local NGOs supporting refugees, including those who provide digital skills training, employability support and employment advice. For example, in Coventry, I would intend to engage with the Coventry Refugee and Migrant Centre and other member organisations of the Coventry Migration network. In Jordan, I would intent to engage with local NGOs or internationally funding NGOs like the Charitable Society for Family Care.
- International NGOs or Intragovernmental organisations working with refugees, particularly ones focusing on their employment integration. For example, UNICEF and WHO.
- Public entities and NGOs providing digital skills training to refugees and/or refugee women, e.g. Hopes for Women.
- Host country Governments and other policy-makers involved in developing policy on employment support and migration and integration.

For my PhD research, I collaborated with around 10 NGOs and public entities in the UK and Jordan as stakeholder interviewees to help me recruit my research participants who were Arab refugee women. I collaborated with 7 gatekeepers in Jordan and 2 in Coventry. I have an ongoing relationship with these organisations and have been invited to meetings to share the findings of my PhD.

Project Management and Activity Timeline:

Provide a timeline of your proposed activities or a project management overview, including milestones for key outputs and/or outcomes. You could consider using a Gantt chart (or similar) to convey your plans and timelines.

Advice on planning your project can be sought from the ESRC IAA team on

ESRCImpactAccount@warwick.ac.uk.

Max. 200 words:

My research has four main phases. Firstly, a period of initial planning and stakeholder engagement during which I will share initial policy-and-practice relevant findings from my PhD and consult with organisations about the best format and channels to disseminate these findings to a wider audience. Secondly (and concurrent with the first stage), I will engage with stakeholders about their existing use of toolkits and their needs regarding content and format. Thirdly, I will develop the toolkit, working closely with stakeholders including refugee informants, and pilot and test the toolkit in the UK. Fourthly, I will refine the toolkit in collaboration with stakeholders in Jordan and test its implementation there. I intend to design a framework for evaluating the impact of the toolkit at the start of the project and will conduct activities to capture the impact throughout the life of the project.

Milestones	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26
UK												
Initial Planning & Stakeholder Engagement - UK												
Toolkit Content Development												
Pilot Testing & Feedback Collection - UK												
Finalization & Dissemination Strategy - UK												
Implementation - UK												
UK												
Stakeholder Engagement - Jordan												
Toolkit content refinement - Jordan												
Finalization & Dissemination Strategy												
Implementation - Jordan												
Impact measurement (Jordan and UK)												

Project Budget:

Provide an outline of the proposed budget for your project, including justification of cost for each item. The maximum budget is £2,000.

Max. 200 words:

Item	Estimated Cost (GBP)
Room Hire (Meeting Space)- 2 rooms 1 in Jordan and other in UK	£550
Refreshments - 2 workshops	£150
Participants' Travel Cost (Jordan and UK)	£150
Travel to and from Coventry	£100
Accommodation in Coventry	£150
Translation Cost	£200
Toolkit Design & Online Support	£390
Token of appreciation for refugee participants (6- 8 in the UK and 6 - 8 in Jordan)	£200
My travel cost to refugees in Jordan	£110
Travel and accomodation is Jordan	
Total	£2,000

What are your impact objectives?			
Please note that you will be asked to report against these objectives once your project is complete. We recognise that your impact objectives may evolve or need to be adjusted as your project develops.			
Objective:	Beneficiary/Stakeholder:	Reach:	Evidence:
<i>E.g., what in society, the economy or culture are you hoping to change or improve? How will non-academic stakeholders or audiences be affected by your research findings?</i> Max. 100 words per box	<i>E.g., who will benefit from this change? Why are you targeting them? What role will they play in bringing about the impact (if applicable)?</i> Max. 100 words per box	<i>E.g., how will you reach your target groups or beneficiaries? How will they be engaged? How will you get your findings in front of the most relevant people? How will you maximise the chances of change being made?</i> Max. 100 words per box	<i>E.g., what evidence of change or benefit will you gather? How will you evaluate your impact? What are your indicators for success?</i> Max. 100 words per box
1. Improve the job-specific digital skills of refugee women.	1. Refugee women. 2. The NGOs who support the refugees.	I will reach my target audience through: 1- Workshops with refugee women to promote use of the toolkit and to evaluate it. 2- Stakeholder workshops and training to understand their needs and to promote use. 3- Free online access to the toolkit. 4- Embed the toolkit into the already existing digital skills training provided to refugees.	1- Baseline study with the refugee women, follow up to establish whether their skills and knowledge have improved after engaging with the training toolkit. This would be done as a self-assessment scale given to them before the training and after the training (quantitative). 2- Feedback from the women on the benefits of the toolkit (qualitative). 3- Feedback from service-delivery providers using the toolkit (qualitative)
2. Development of inclusive training making it more accessible to refugee women.	1. NGOs who support the refugees. 2. Refugee women.	1- Workshops with refugee women to understand current barriers to take-up of training and their use of digital skills	1- Evaluation by refugees (as above, quantitative and qualitative measures to be developed).

		to ensure the toolkit meets their needs. 2- Interviews and workshops with stakeholders to encourage their participation in testing the toolkit and any resource or other barriers they face in using such provision. 3- Free online access to the toolkit. 4- Embed the toolkit into the already existing digital skills training provided to refugees to avoid duplication.	2- Evaluation by NGOs of the training toolkit (qualitative to promote continued improvement and refinement of the toolkit). 3- Evaluation of use of the toolkit in terms of the profile of users (quantitative), taken from website usage data on total numbers data from NGOs on participant profiles. 4- Evaluation of the potential future use of the toolkit by refugees and NGOs. This data might be collected from refugees using a short, primarily quantitative survey administered via refugee organisations, and from NGOs using similar methods or through targeted interviews.
3. Improve employment rates for Arab refugee women through take-up of training and influencing government policy.	1- The country's government and society. 2- Refugee women.	1- Stakeholder workshops and training to share my understanding of the barriers faced by refugee women. 2- Promoting the ongoing use of the toolkit.	1- This is a long-term aspiration and it may be difficult to capture the full extent of this impact during the life of the project, as refugee women will take time to move into employment. To assess the impact in the short term, I would collect data on how confident refugee women feel about their job search skills, using a baseline and

			follow-up method employing a Likert scale. I would also collect qualitative evidence/testimonials from refugee women who had searched for, and potentially found, employment through the internet. 2- I would collect data on my engagement with stakeholders, including NGOs, officials from governmental and other agencies, including the number and content of the meetings, their evaluation of the toolkit and other information provided to them and any follow-up they indicated they proposed to engage in.
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Please add/delete rows as required.

Research Governance and Compliance	
If your project has an overseas or international dimension, confirm you have read the University guidance on International Working and discussed any risks or implications with the relevant Departmental Administrator:	☒ Yes ☐ No ☐ N/A
The University takes seriously its commitment towards the provision of a healthy research culture for all staff, students, and research participants. Researchers supported by the ESRC IAA 2023-28 are therefore required to undertake either the concise or full version of the Epigeum Research Integrity Training, which can be accessed here. <i>Please note that completion of this training will be reviewed when applying for any future internal funds.</i>	Please tick here to confirm that you have understood this requirement: ☒
Does the proposed project require ethical review and, if so, by which committee? If not, please provide a brief explanation as to why. <i>Information on ethics approvals is available here.</i>	☒ Yes ☐ No Details: Humanities & Social Sciences Research Ethics Committee (HSSREC)
Researchers need to complete a Risk Assessment for activities beyond desk-based research, which requires approval by Heads of Department and/or Departmental Administrators. It's possible that Ethics Approval might not be necessary for a project, but a Risk Assessment might be. Funding is subject to satisfactory sign-off of a Risk Assessment where required.	Please tick here to confirm that you have understood this requirement: ☒
Are any of the following applicable to your project? Please tick all that apply.	☒ Involvement of human participants, their data or tissue. ☒ Working with minors or vulnerable adults. ☒ Use of data that has been obtained via social media (including to recruit stakeholder participants, as a data source, as a data collection tool, or as a stakeholder communication tool). ☐ Involvement of NHS patients, staff, premises, or facilities and/or an overseas clinical trial.

	☐ Commissioned by (or relating to research commissioned by) the military. ☐ Commissioned under (or relating to research commissioned under) an EU security call. ☐ Acquisition of security clearance is required (or relating to research for which security clearance was required). ☐ Concerns terrorist or extreme groups. ☐ Collection, processing, or storage of Protected, Restricted, or Reserved data. ☐ Not for publication on University or funder webpages.
You may be required to undertake a DBS check if your project involves working with minors or vulnerable adults.	Please tick here to confirm that you have understood this requirement: ☒
Export Control: are any of the following applicable to your project? Please tick all that apply. <i>International export controls and sanctions apply to universities with regards to the transfer of technology, equipment, or know-how from a University to an overseas organisation. This is because research that may appear benign and/or intended for use with civilian purposes may have a potential military application and therefore require an Export Control Licence. Answering 'yes' to any of these questions will trigger a discussion with R&IS to ensure that either:</i> <i>The project has an acceptable exemption;</i> <i>Or supports PIs to progress the relevant documentation.</i> <i>Export Control guidance notes have been produced and are available here.</i>	☐ Collaboration with (or relating to research which was commissioned or funded by) a non-UK military organisation. (Military organisation means organisations, departments, or individuals authorized by a Governmental Entity to defend or engage in combat for a country, or who otherwise engage in activities of a military nature or function.) ☐ The physical, electronic, or verbal transfer of any technologies, material, equipment, or know-how listed in the categories below, to any non-UK organisation: • Nuclear materials, facilities, and equipment • Special materials and related equipment • Materials processing • Electronics • Computers • Telecommunications and "information security" • Sensors and lasers • Navigation and avionics • Marine • Aerospace and Propulsion ☐ The technologies, material, equipment, or know-how has potential to support the design, development, production, stockpiling or use of nuclear, chemical, or biological weapons. ☐ You have concerns that the end user of this research could use the technology, material, equipment, or know-how to support the design, development, production, stockpiling or use of nuclear, chemical, or biological weapons. (The end user can be one or any of the following: • The funder of research; • Partners and/or collaborators in the research project and organisations that these partners/collaborators engage with, whether or not these are directly involved in the project;

	Organisations that you are sharing data/materials/know-how with, whether or not these organisations are directly involved in the production of the research.) ☐ You are receiving technology, material, equipment, or know-how from the US or which is subject to US export control. ☐ You intend to transfer either physically, electronically, or orally this technology, material, equipment, or know-how to a collaborator or third party outside of the UK.
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*External partner statement of support and involvement (if applicable) <i>A supporting letter can be attached to the application in addition to/in place of the supporting statement here. Please note that it is not mandatory to have an external partner as part of your application.</i>

Project Mentor Statement of Support This application is not complete unless supported by a named mentor, who should be an academic experienced in developing research impact either within or outside your own discipline and be based at the University of Warwick. Please note that the Project Mentor does not need to be your PhD Supervisor. Advice on identifying potential mentors can be sought from the ESRC IAA team via: ESRCImpactAccount@warwick.ac.uk. Max. 150 words:	
Mentor signature:	

Home Department Support Please confirm that the applicant has secured support in principle from the proposed 'Home' Department:
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Head of Department signature:		
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Please submit the completed form, together with any relevant supporting statements and documents – including a CV of up to two sides of A4 - to: ESRCImpactAccount@warwick.ac.uk

External Partner Form

*This form is to collect the details of collaborative partners to support collaboration agreements and/or due diligence searches, where these are required. Please complete for **all external, non-academic partners**.*

	Partner 1:	Partner 2:	Partner 3:
Name of partner or organisation			
Type of organisation/ practitioner (E.g.: charity; theatre group; museum curator; etc.)			
Primary contact name/s (If different to above)			
Role/s in organisation (If applicable)			
Email address/es			
Phone number/s			
Address (E.g., postal address/address of organisation's offices)			
Webpage (If applicable)			
Overseas partner? (Y/N)			
Charity number (If applicable)			
Amount of funding going directly to the partner (If applicable)			
Any other relevant information?			

Please add/delete columns as required. If you have a large number of external partners and the above table will not be sufficient, please get in touch on ESRCImpactAccount@warwick.ac.uk so that this information can be captured via an alternative method.

