



**PROVIDING SUPPORT FOR DEPRIVED FORMER COAL MINING COMMUNITIES**

# Family Employment Initiative (FEI)

Information review: October 2015

## UNITED KINGDOM

Coal mining areas tend to be isolated, have higher mortality rates, higher deprivation and higher employment deprivation than the average for all districts of England. They also have fewer businesses per head, 25% fewer jobs per resident than non-coal mining areas and more young people not in education, training or employment than the national average for England. The Family Employment Initiative (FEI) is an initiative developed by the Coalfields Regeneration Trust (CRT). It is the Trust's flagship programme for addressing the problem of worklessness in deprived former coal mining communities in England. The client satisfaction with the FEI was very high: 86% of those interviewed stated that they were 'satisfied' or 'very satisfied' with the FEI. The main reason for the high level of satisfaction was the tailoring of services to individual needs.

Name of the PES	Coalfields Regeneration Trust
When was the practice implemented?	2006 – on-going
Which organisation was involved in its implementation?	<ul style="list-style-type: none"> <li>▶ Nottinghamshire County Council</li> <li>▶ Derbyshire County Council</li> <li>▶ Bolsover District Council</li> <li>▶ EMDA</li> <li>▶ EPIC Housing Association</li> <li>▶ Jobcentre Plus</li> <li>▶ Newcastle-under-Lyme Borough Council</li> <li>▶ Sunderland North Community Business Centre</li> <li>▶ Homes and Communities Agency</li> <li>▶ Working Neighbourhoods Fund</li> <li>▶ Nuclear Decommissioning Authority</li> </ul>
Which social groups were targeted by the practice?	<p>Jobseekers:</p> <ul style="list-style-type: none"> <li>▶ All unemployed</li> <li>▶ Unemployed people in former coal mining communities</li> </ul>
What were the practice's main objectives?	<p>The initiative targets the hardest to reach residents in six former coal mining communities to provide support for them to gain employment. A focus on the needs of the workless person and their family is central to the approach.</p> <p>The initiative operates in six areas across the north of England and the Midlands where employment deprivation is concentrated.</p>
What activities were carried out?	<p>Each FEI project differs in its approach as it is tailored to the specific needs and circumstances of the different areas. However, the FEIs share a number of characteristics in terms of the services that are delivered:</p> <ul style="list-style-type: none"> <li>▶ personalised support which helps unemployed individuals move towards employment;</li> <li>▶ actively engaging communities within which the support is delivered;</li> <li>▶ a strong underpinning of local partnership working so that clients can be referred to the most appropriate support;</li> <li>▶ preventative health;</li> <li>▶ housing advice; and</li> <li>▶ debt advice and other specialist services wherever the need is identified.</li> </ul> <p>Central to the FEI model is the 'whole family' approach. The initiative engages unemployed individuals, and their families, to address barriers to employment. It recognises the multiplicity of barriers facing workless people in these deprived communities and that many of these operate at the family level.</p>

<p>What resources and other relevant organisational aspects were involved?</p>	<p>Coalfields Regeneration Trust developed the FEI to deliver this range of support. FEI has established partnership arrangements (including the provision of match funding) with organisations including district and county councils, Job Centre Plus, primary health care trusts, the Homes and Communities Agency, and debt advice services. The wide range of agencies, including Jobcentre Plus referred clients to the FEI.</p>
<p>Source(s) of funding</p>	<p>National budget (tax revenue) – Local/municipal budget (tax revenue) – European Social Fund</p>
<p>What were the outputs of the practice: people reached and products?</p>	<p><b>People reached:</b> 4 563 clients were registered on the FEI programme, between April 2008 and December 2009. Between April 2008 and the end of January 2011, a total of 8 001 clients were registered on the FEI programme</p> <p><b>Products:</b> N/A</p>
<p>What outcomes have been identified?</p>	<p>As identified in the evaluation reports, the outcomes of the initiative were as follows:</p> <ul style="list-style-type: none"> <li>▶ 2 421 FEI clients entered employment by the end of January 2011, representing a 33% job outcome rate. This was regarded as a strong result within the labour market context of the recession.</li> <li>▶ In 2010, around 70% of clients were claiming Jobseeker Allowance on registering for the FEI, a figure that fell to under 50% at the time of the interviews (due to clients entering employment). However, between April 2008 and January 2011 60.2% were claiming JSA at the moment of registering. In addition, 5.1% were claiming Incapacity Benefits (IB) or Employment and Support Allowance (ESA).</li> <li>▶ 86% of clients had received various types of 'jobsearch' skills.</li> <li>▶ 67% undertook training leading to a qualification.</li> </ul> <p>The key soft-outcomes were:</p> <ul style="list-style-type: none"> <li>▶ 80% of clients interviewed had improved confidence to look for and apply for jobs.</li> <li>▶ Clients also reported being less stressed, better able to cope with problems and issues and perceived a positive health impact.</li> </ul>
<p>What are the lessons learnt and success factors?</p>	<p>The main finding of the evaluation were as follows:</p> <ul style="list-style-type: none"> <li>▶ The FEI had generated Exchequer benefits of £8.13m, more than covering the £4.39m cost of delivering the programme.</li> <li>▶ The cost per job achieved by FEI was £2 077, indicating that the programme was very cost effective in relation to comparable programmes which achieved cost per job figures in excess of £5 000.</li> <li>▶ £17.7m of net social benefits had been generated by the FEI. Over the next five years, the FEI programme could generate up to £97.8m in Exchequer and social benefits. This represents a social return on investment of up to £22.28 for every £1 invested, an increase from the £19.20 for every £1 invested estimated at the time of the interim evaluation.</li> <li>▶ Consultations with stakeholders showed that there was a perception that the FEI has generated significant strategic added value impact.</li> </ul> <p>Stakeholder judged that the key success factors of the FEI were:</p> <ul style="list-style-type: none"> <li>▶ the tailoring of individual support;</li> <li>▶ flexible provision;</li> <li>▶ holistic support and advice;</li> <li>▶ the strength of local partnerships to meet identified needs;</li> <li>▶ the strategic and flexible approach which added value to existing employability provision; and</li> <li>▶ embedding the FEI effectively within the communities thus gaining trust.</li> </ul> <p>The evaluation also highlighted a number of less favourable issues from the perspective of stakeholders. The FEI has been more effective at supporting Jobseeker Allowance claimants rather than Incapacity Benefits claimants or the long-term employed. A minority of stakeholders raised concerns that the FEI tends to support individuals far more than it supports families.</p>
<p>More information on the practice</p>	<p><a href="http://ec.europa.eu/employment_social/empl_portal/weesp/UK-9.pdf">http://ec.europa.eu/employment_social/empl_portal/weesp/UK-9.pdf</a></p>

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