



# Interventions for mitigating the effects of mass unemployment events: An agile scope of the literature

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## Introduction

This report outlines the findings of a search conducted by the Public Health Wales Evidence Service to identify evidence on mass unemployment events. The evidence from this agile scoping review will be used to support the response group formed to address the announcement of mass redundancies planned within the Tata steelworks in Port Talbot. A narrative review conducted in 2016 by Public Health Wales, was undertaken to support the development of a framework outlining a public health approach to responding to mass unemployment events. That review sought to answer two research questions:

1. What effect does mass redundancies have on communities?
2. What interventions are effective for mitigating the effects of mass unemployment events?

According to Davies et al (2017), the impact of mass unemployment events on communities include; increased competition for jobs, loss of community links and social networks, strain on communities that provide support for workers, strain on local businesses, and home devaluation in affected areas. It is unlikely that new information on the effects of mass redundancies on communities would have been published since the original review. The work outlined here will update this review, with a focus on the second research question.

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A scoping search of the literature was undertaken in preparation for this work. No systematic review that directly addressed the research question was identified, therefore a decision was made to focus on identifying all available evidence on mass unemployment events, regardless of methodology, using an agile scope approach.

The findings and conclusions included are those of the source authors and not an interpretation by the Evidence Service. Factors relevant to answering the above question identified from the included secondary and primary studies have been extracted and briefly summarised within this report. If a specific factor is of interest, it is advisable to read the sources from where they were taken in more detail. If utilising any studies included in this scope to inform policy, it is important to consider the generalisability of their findings to your context.

The search undertaken for this scope is unlikely to have identified all evidence relating to this topic, as searches were not exhaustive, but instead focused on identifying robust systematic reviews and primary studies from a limited number of sources.

## Objectives

To conduct an agile scoping review to identify published evidence addressing the following question:

1. What interventions are effective for mitigating the effects of mass unemployment events?

## Key Messages

- There is a paucity of academic research on this topic – with some outcomes being reported by only one study.
- Only six sources of evidence were identified, four of which contained evaluations of interventions relevant to the topic.
- Included sources of evidence mainly focused on interventions aimed at improving mental health outcomes or employment-related outcomes.
- Some study populations, though unemployed and of working age, were not explicitly described as having been affected (or at risk of being affected) by a mass unemployment event.
- A qualitative UK study assessing the impact of a football-based mental health intervention set up in response to the mass redundancy of steelworkers in North East England, identified a range of benefits of using football culture as a mechanism for underpinning interventions for building mental health resilience in redundant workers.
- An Australian study evaluating the implementation of a federal government policy fund aimed at aiding redundant steelworkers regain employment, reported that up to half were employed 18 months after redundancy.
- Evidence from one systematic review suggests that short-term intensive jobs skills training ('job-club' interventions) may be effective in reducing depressive symptoms up to two years post-intervention in unemployed people, particularly those at high risk of depression.
- Cognitive behavioural therapy interventions showed mixed evidence of effectiveness on depression.
- Evidence supporting the use of telephone debt advice, expressive writing, guided imagery, and emotional competency training for improving mental health outcomes was limited.
- Brief psychological values-based self-affirmation interventions may be effective at improving employment-related outcomes – such as reemployment success, time needed to find new employment, and number of job offers received – in chronically and recently unemployed individuals.
- Two narrative reviews reported national and international experiences of policies and strategies aimed at assisting displaced workers, and gave recommendations for the development of successful programmes in response to industry transition events.

## Findings

Six sources of evidence were eligible for inclusion in this agile scoping review – three secondary and three primary studies. Of the three secondary studies, one was a systematic review while the remaining two were literature reviews. The three primary studies identified comprised of one randomised controlled trial (RCT), one qualitative study, and one case-study utilising a longitudinal and mixed methods approach in its analyses.

Two primary studies focused on interventions that were specifically designed and implemented in response to mass unemployment events. Dixon et al (2019) was conducted in the UK and evaluated the impact of a football-based mental health intervention. O'Brien & Burrows (2019) was conducted in Australia and assessed the impact of federal government policies aimed at helping redundant workers obtain reemployment. Outcome measures sought included: mental health resilience, employment creation, and employment status post-redundancy.

Two other studies (one systematic review and one primary study) were focused on interventions aimed at reducing the impact of general unemployment. The systematic review (Moore et al 2017), focused on interventions to reduce the impact of unemployment and economic hardship on mental health in the general population, and included 11 RCTS of public health or service delivery interventions designed to mitigate these effects. The primary study (Pfrombeck et al 2023) evaluated a brief values-based self-affirmation intervention aimed at increasing the odds of reemployment after a job loss and during unemployment. This study was conducted across multiple countries across the world. Outcome measures sought included: reemployment success, number of job offers, and time needed to find new employment.

The two included literature reviews (Jobs Queensland 2018 and Phillimore et al 2019) focused on the impacts of industry transition on displaced workers and strategies to support these workers. Both literature reviews were specific to the Australian context but did not report evaluations of specific interventions. Rather, both studies described programmes that had previously been rolled out to support displaced workers, as well as key elements of successful programmes.

A detailed summary of the included sources of evidence can be found in Tables 2 and 3.

Interventions designed and implemented in response to a mass unemployment event

*Interventions aimed at improving mental health-related outcomes*

*Football-based mental health intervention*

The qualitative study by Dixon et al (2019) assessed the impact of a football-based mental health intervention (the Redcar and Cleveland Boot Room), set up in response to the mass redundancy of steel workers in the North East of England, and aimed at building mental health resilience. The Boot Room was facilitated by a Community Health Champion, and was set up with no explicit structural underpinnings, but purely a space to meet under the guise of football. **Through interactive discussions with Boot Room members, this study showed that: (a) the language of football and shared identity were important for initiating and sustaining engagement in the Boot Room; (b) peer-support and mentoring combined with member-led activities were active ingredients of the Boot Room; and (c) that the Boot Room was an effective vehicle for building mental health resilience.** In addition, whilst employment was not a key focus of the Boot Room, 15 members were said to have found employment during the course of the programme. Members firmly believed that boosting confidence (through activities arranged at the Boot Room) was a major contributor to these employment-related successes.

*Interventions aimed at improving employment-related outcomes*

*Federal government policies*

O'Brien and Burrows (2019) evaluated the effectiveness of a federal government \$40 million package aimed at creating sustainable job opportunities and helping redundant steel workers obtain reemployment following a mass unemployment event. This case study utilised a longitudinal and mixed methods approach to analyse the effectiveness of the policy. **The results showed that of the 92 respondents surveyed, 40% were employed six months after redundancy, however unemployment rates ascended with older age. Employment rates increased to 51% 18 months after redundancy, with improvements in unemployment rates from the older age groups.**

Interventions broadly related to general unemployment

*Interventions aimed at improving mental health-related outcomes*

The systematic review by Moore et al (2017) evaluated the effectiveness of interventions aimed at reducing the effects of unemployment and economic hardship on mental health in the general population. All participants in the 11 included primary studies were reported to be unemployed, with mean durations of unemployment ranging from 2.3 to 33 months. Study participants were not explicitly described as having been affected (or at risk of being affected) by a mass unemployment event. All included studies were judged to be at high risk of bias.

Evidence from five trials showed that short intensive (1 to 2 week) jobs skills training ('Job club') interventions for unemployed people is effective at reducing depressive symptoms up to 2 years post-intervention; with effects being strongest among those at increased risk of depression ( $p = 0.01$ ). In high-risk participants depression scores were reduced at 6 weeks (MD:  $-0.26$ , 95% CI  $-0.48$  to  $-0.04$ ;  $p = 0.01$ ), 4 months (MD:  $-0.36$ , 95% CI  $-0.59$  to  $-0.13$ ;  $p = 0.001$ ) and 28 months (MD:  $-0.25$ , 95% CI  $-0.50$  to  $0.0$ ;  $p = 0.01$ ). Cognitive behavioural therapy (CBT) interventions showed mixed evidence of effectiveness on depression (two trials). The effectiveness of four other interventions (Telephone debt advice; expressive writing; guided imagery; and emotional competency training) assessed in a single RCT each, reported limited evidence of benefit.

### *Interventions aimed at improving employment-related outcomes*

#### *Psychological interventions*

One RCT containing two trials (Pfrombeck et al 2023) examined whether a brief psychological values-based self-affirmation intervention is effective at improving the job search success of chronically and recently unemployed individuals. The results showed that assignment to a 15-minute self-affirmation intervention increased key employment-related outcomes after four weeks including the probability of finding new employment [Study 1 ( $b = 0.872$ ,  $P = 0.035$ ,  $OR = 2.392$ ); Study 2 ( $b = 1.241$ ,  $P = 0.012$ ,  $OR = 3.461$ )], the time needed to find new employment [ $F(1,322) = 7.27$ ,  $P = 0.007$ ], and the number of job offers received [(Study 1:  $b = 0.777$ ,  $P = 0.002$ ,  $OR = 2.175$ ; Study 2:  $b = 0.400$ ,  $P = 0.024$ ,  $OR = 1.492$ )]. The intervention was equally effective for individuals below and above the age of 50 years, and for both recently and chronically unemployed individuals.

### Additional studies of potential interest

The literature review by Jobs Queensland (2018) described the impact of industry transition on the workforce and skills supply and demand with a focus on identifying and defining 'best practice'. This paper suggested that eight factors should be considered in the development of a tailored, individualised response to an industry transition event:

1. Time
2. Anticipatory planning
3. Governance and information dissemination
4. Focus on the affected region
5. Human capital
6. Economic diversification
7. Local coordination and case management
8. Evaluation

Similarly, the literature review by Phillimore et al (2019) reported on national and international experience in policies and initiatives aimed at assisting displaced workers, in the context of rapid technological change, and looked at how Australia compared with the rest of the world in dealing with the issue of worker displacement. In addition to the eight factors that should be considered in the development of a tailored, individualised response to an industry transition event (see above), this review suggested a further four criteria crucial to success:

1. Tripartite committees/bodies to plan and oversee initiatives
2. Redundancy pooling
3. Dedicated services for managing the wellbeing of affected workers
4. Tighter regulation of job service providers

### **Options for further work**

It is possible that our searches may not have identified all the evidence (secondary and primary) relevant to this topic. However, based on the scarcity of published primary studies identified in this report, there is limited scope for further work by the Evidence Service on this topic.

## Methods

Appendix A (technical appendix) provides an outline of the general rationale and methods used to develop agile scopes. The following methodology outlines the approach undertaken for this agile scoping report.

As this is a broad topic, this agile scope was limited to only include reviews produced using explicit and reproducible methods of systematic searching, critical appraisal of quality and synthesis of the primary literature on the topic. This is an acceptable way to rapidly assess the majority of the evidence base, and although it does not intend to identify every publication on a topic, it would allow for the production of an overview. However, an initial scoping search of the literature did not identify any secondary evidence addressing the topic and so a decision was made to focus on identifying all available evidence on Mass unemployment events.

**Data sources:** Eighteen reliable evidence sources were searched that adhere to robust systematic review principles<sup>1</sup>. Google scholar, Medline, and Scopus were searched for published evidence using search terms and strategies designed specifically for each data source. Searches were conducted using a combination of the following terms:

- “retrenched or redundant or displaced workers”
- “Mass unemployment or redundancy or large scale closures”
- “Industry or manufacturing or steel industry or large employer”

A full list of resources searched is included in appendix B (search appendix).

**Study selection:** Primary and secondary studies were assessed for inclusion. Two reviewers independently screened the studies for relevance at title, abstract and full-text level against the inclusion criteria outlined in table 1.

**Data extraction:** Where possible, data reporting relevant characteristics were extracted from the included reviews into a data extraction table (table 2). A second reviewer checked the extracted data. Disagreements at any stage were resolved through discussion with a third reviewer.

**Quality assessment:** All included studies were critically appraised for their quality. One reviewer critically appraised all the included studies using study design appropriate checklists by JBI and CASP. A second reviewer checked the appraised studies for consistency.

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<sup>1</sup> Follows core systematic review principles: comprehensive and stated search strategy, selection of sources based on objective criteria, assessment of risk of bias of primary sources and/or is a methodology developed by an expert body e.g. NICE. For a full list of sources searched, please refer to Sources searched section of the report.

<b>Table 1: Inclusion Criteria</b>	
<b>Review question</b>	
What interventions are effective for mitigating the effects of mass unemployment events?	
<b>Participants</b>	Working age populations who have been made redundant or are at risk of a mass unemployment event, and residing in OECD countries (pre-1974)
<b>Intervention</b>	Interventions to mitigate the effects of a mass unemployment event on individuals, families and communities.
<b>Comparison</b>	N/A
<b>Outcomes</b>	Any self-reported or objective measures of physical and mental health or mental wellbeing, or health behaviours. Any short or long-term individual, family or community impacts.
<b>Other Study Considerations</b>	
Setting – all Study design – primary and secondary evidence Language of publication – English Date limit – since 2016 Countries – OECD (pre-1974)	

## References

Davies, A., Homolova, L., Grey, C. N., & Bellis, M. A. (2017). Mass Unemployment Events (MUEs): Prevention and Response from a Public Health Perspective. *Public Health Wales*.

Dixon, K., Belshaw, D., Johnson, P., & Flynn, D. (2019). Using football cultures as a vehicle to improve mental health in men: The case of the Redcar and Cleveland boot room. *Sport in Society*, 22(7), 1258-1274.

Jobs Queensland. (2018). Supporting workforces during industry transition: Key elements for success. Literature review. State of Queensland.

Moore, T. H. M., Kapur, N., Hawton, K., Richards, A., Metcalfe, C., & Gunnell, D. (2017). Interventions to reduce the impact of unemployment and economic hardship on mental health in the general population: a systematic review. *Psychological medicine*, 47(6), 1062-1084.

O'Brien, M., & Burrows, S. (2019). Assessing the effectiveness of regional policy responses to mass redundancies: the case of the Illawarra region, Australia. *Economic Papers: A journal of applied economics and policy*, 38(2), 144-155.

Pfrombeck, J., Galinsky, A. D., Nagy, N., North, M. S., Brockner, J., & Grote, G. (2023). Self-affirmation increases reemployment success for the unemployed. *Proceedings of the National Academy of Sciences*, 120(37), e2301532120.

Phillimore, J., Fitzgerald, S., & Galantino, M. (2019). Assisting workers displaced by technological and structural change. School of Management Curtin University.

## Appendix A: Technical document

AGILE SCOPES are stakeholder-driven, rapid, systematic overviews of the evidence on a topic. They provide a transparent and reliable overview of the evidence landscape and are useful to:

- establish what literature exists
- help to refine a broad question
- identify gaps in the evidence
- inform further work by stakeholders.

The scopes employ a process of *up to* three steps, depending on what evidence is available for the topic. Progress from one step to another is discussed and agreed with stakeholders.

1. The first step is to draw on existing systematic review evidence identified from trusted sources<sup>2</sup> (secondary evidence sources that use robust methodologies) where this exists. The Evidence Service does not undertake critical appraisal of these reviews. A brief report outlining evidence identified is produced.
2. If little or no evidence has been identified at this stage, a very simple search will be conducted in Medline using key words only to establish the benefit of conducting further searches in a broader range of databases. A summary of the search results (i.e. number, study design, relevancy etc.) will be provided in the agile scope to help inform stakeholders.
3. Where little or no trusted secondary evidence exists, and if identified as potentially beneficial from the Medline search conducted in step 2, the scope may be extended, at the request of the stakeholder to include a search for systematic reviews or primary literature in Google Scholar, Scopus or Medline, as appropriate. At this and any subsequent step, quality assessment of the identified evidence would be required.
4. Primary studies are not usually included, unless few or no systematic reviews are identified in the preliminary phase of step 1, or stakeholders request it following earlier work they have undertaken.

### Considerations

- The scope does not attempt to identify all evidence on a given topic.
- Not all outcomes identified in the literature will necessarily be included in this scoping report for a number of reasons, including:
  - Outcomes included in the scope are limited to those that are relevant to the stakeholders' original question.

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<sup>2</sup> The sources on the Evidence Service list of trusted secondary evidence resources are provided in Table 1

- Outcomes may not have been reported in the secondary sources, although it may exist in the primary literature. These outcomes will therefore not be included within the scoping report.
- Findings within included reviews are not assessed for generalisability to the Welsh context. *[It would be a complex process as secondary evidence is likely to include studies from multiple countries.]* This would need to be considered by stakeholders if using secondary evidence to inform policy and practice. Additional work could be requested if necessary.
- The scope summarises the findings and conclusions of the source authors. If a specific element of the report is of particular interest, it is advisable to read the source(s) from which it originates in more detail, as this will provide more context. Further work may be undertaken on specific areas if required.
- Hyperlinks to the included evidence are provided in the data summary table. In many instances, that evidence is freely available. If not, your Trust's Knowledge and Library service can help. [NHS Wales Library Service | NHSWLS](#)

## Methods

All agile scopes follow a broad methodology and structure, with only small variations according to the question and evidence base identified. Through discussions with stakeholders, a research question and inclusion/exclusion criteria are developed using the PICO/PECO format (population, intervention/exposure, comparator, outcome). **Note: stakeholders are requested to indicate evidence/information they have already identified.**

As noted above, the methodology utilised is designed to provide rapid information to stakeholders. In the first step, restricting the search to sources from the trusted secondary evidence resources list reduces the time taken both in terms of search scope and by excluding the need for critical appraisal.

The search strategy developed is based on the inclusion criteria and uses key words. The scope is restricted to including only English language evidence and publication date limits may be imposed when the search results are too large to manage in a short timeframe, or where the stakeholder requires work to be completed within a specific timeframe. Additionally, the countries included may be limited, particularly where generalisability to a Welsh context is a particular concern.

All search results and screening for relevant systematic reviews are maintained in an EndNote library or suitable reference management system. Inclusion at title and abstract are calibrated by two reviewers independently screening the first 10% to 20% of systematic reviews for relevance, with the remainder being screened by a single reviewer. Full text screening decisions are made by two reviewers. Data on study characteristics and findings relevant to the question are extracted by one reviewer and checked by a second. The evidence is then summarised narratively to answer stakeholder questions. Evidence gaps within the secondary literature are reported.

If none, or limited evidence is identified from the trusted secondary sources list, a brief search is conducted in Medline using basic key word searches to establish the benefit of conducting further searches in a broader range of databases. A summary of the search results (i.e. number, study design, relevancy etc.) will be provided in the agile scope.

## Findings

The agile scoping report contains a narrative summary and a data table. The narrative summary is a broad overview of the evidence identified, with a particular focus on elements highlighted as important by stakeholders. Data tables include the reference (with a hyperlink), information on study characteristics and findings. The information in the data tables will vary according to the question, types of included studies and requirements of stakeholders. The table also includes a comment section highlighting any elements of particular interest to stakeholders along with any limitations that should be considered.

The report concludes with an 'options for further work' section. These suggestions are based on the evidence identified and provide an explicit rationale where further evidence review work is recommended. This information will be informed by the additional brief search conducted in Medline to help assess how much additional information, and the likely benefits of conducting additional work are. These findings will be provided to stakeholders to ensure they can make an informed decision on what to do next.

## Appendix B: Search Appendix

Table 1: Resources to be searched	
<p><a href="#">Cochrane database of systematic reviews</a></p> <p>Systematic reviews on health care interventions, diagnostics, and public health interventions.</p> <p><b>Search tips</b></p> <p>Cochrane also has an advanced search option here, that allows for operators between keywords, and MeSH searching:  <a href="https://www.cochranelibrary.com/advanced-search">https://www.cochranelibrary.com/advanced-search</a> and</p> <p>John Hopkins University has search tips for Cochrane here:  <a href="https://browse.welch.jhmi.edu/searching/cochrane-library-search-tips#keywords">https://browse.welch.jhmi.edu/searching/cochrane-library-search-tips#keywords</a></p>	<p>Date of search:</p> <p>16/02/2024</p> <p>0 results</p>
<p><a href="#">NICE: National Institute for Health and Care Excellence</a></p> <p>Guidelines of health care and public health topics. Note: you should be looking for systematic evidence reviews that may underpin guidance on your topic, not the guidance itself. Not all recommendations are based on evidence reviews.</p> <p><b>Search tips</b></p> <p>Check the 'Evidence' tab of the Guidance for more detail. Search with free text terms and then browse the Guidance by topics. If browsing, select 'Find guidance by conditions and diseases', and browse the published Guidance and underpinning Evidence for each of the following topics.</p>	<p>Date of search:</p> <p>16/02/2024</p> <p>0 results</p>
<p><a href="#">Joanna Briggs Institute</a></p> <p>This organisation's journal, JBI Evidence Synthesis includes systematic and scoping reviews of both quantitative and qualitative evidence on healthcare and public health topics.</p> <p><b>Search tips</b></p> <p>Search using your keywords one by one AND "systematic review". JBI's advanced search page doesn't seem to comply with nesting terms (grouping with parentheses), nor with too many keywords and the Boolean operator 'OR' all in one search string.</p> <p>If you search for JBI in a new browser, rather than following the link above, a search engine will take you to the main global JBI page, but the site you need to look for is 'JBI evidence synthesis'.</p>	<p>Date of search:</p> <p>16/02/2024</p> <p>1 result</p>
<p><a href="#">Prospero: international prospective register of systematic reviews</a></p> <p><b>Search tips</b></p>	<p>Date of search:</p> <p>16/02/2024</p>

<p>Search using your keywords and any relevant operators (AND, OR, NOT...). Truncation (*) can also be used. Search the MeSH with your keyword and 'permute' to find all subject headings with that word contained within, or 'stem' to select subject headings that <i>begin</i> with that term. Click 'expand tree' to bring up terms under that umbrella (e.g., searching MeSH for 'endocrine' will bring up 'endocrine system diseases' under which is contained adrenal, pituitary, thyroid disease subject headings etc.)</p>	<p>0 results</p>
<p><a href="#">National Institute for Health Research (NIHR) Public Health Research</a></p> <p>Some reports in this journal are systematic reviews of interventions to improve public health.</p> <p><b>Search tips</b></p> <p>Search using your keywords AND "systematic review", <b>one by one</b>. Or if searching multiple keywords with operator OR, do not nest terms, and remember to place "systematic review AND... at the start of the search. Truncation is permitted.</p>	<p>Date of search:</p> <p>16/02/2024</p> <p>0 results</p>
<p><a href="#">The Evidence for Policy and Practice Information and Co-ordinating Centre (EPPI-Centre)</a></p> <p><b>Search tips</b></p> <p>Navigate to 'Publications', and to Chronological list of EPPI Centre systematic reviews. Scan the titles for appropriate titles. Alternatively, search using your keywords AND "systematic review". AND must be in capital letters according to their search tips.</p>	<p>Date of search:</p> <p>16/02/2024</p> <p>0 results</p>
<p><a href="#">Campbell Collaboration systematic reviews</a></p> <p>Systematic reviews of the effects of social interventions in Crime &amp; Justice, Education, International Development, and Social Welfare.</p> <p><b>Search tips</b></p> <p>Use Advanced search using Keyword+ Type of Document (Reviews) + Published Date. For monthly updates: It is easier to apply the date limits and scan the titles instead of using keywords and running individual searches. Search using your keywords (the question mark option above 'Keyword' has tips). Tick 'Review' option under 'Type of Document' for reviews, rather than evidence maps. If a keyword search is unresponsive, browse the list of all systematic reviews by date (newest &gt; oldest) instead.</p>	<p>Date of search:</p> <p>16/02/2024</p> <p>1 result</p>
<p><a href="#">What Works for Wellbeing</a></p> <p>Systematic reviews of the impacts of policies and projects on wellbeing.</p>	<p>Date of search:</p> <p>16/02/2024</p>

<p><b><u>Search tips</u></b></p> <p>Search the Evidence Hub by keyword, under the Research &amp; Analysis tab.</p>	<p>0 results</p>
<p><b><u>What Works Clearinghouse</u></b></p> <p>Systematic reviews on what works in education.</p> <p><b><u>Search tips</u></b></p> <p>Navigate to 'Reviews of Individual Studies' and search by keyword and filters.</p>	<p>Date of search:</p> <p>16/02/2024</p> <p>0 results</p>
<p><b><u>Early Intervention Foundation</u></b></p> <p>Systematic reviews about early interventions for tackling the root causes of social problems for children and young people. The <i>Early Intervention Foundation</i> has recently merged with <i>What Works for Children's Social Care</i> into <i>Foundations: What Works Centre for Children &amp; Families</i>: <a href="https://foundations.org.uk/">https://foundations.org.uk/</a></p> <p><b><u>Search tips</u></b></p> <p>Search by keyword and apply filters.</p> <p><i>The Early Intervention Foundation</i> has recently merged with <a href="#">What Works for Children's Social Care</a>. Older reports may still be archived (navigate to the Evidence Store, and filter by needs, service area, or keywords).</p>	<p>Date of search:</p> <p>16/02/2024</p> <p>0 results</p>
<p><b><u>What Works Centre for Local Economic Growth</u></b></p> <p>Systematic reviews on policies for local economic growth.</p> <p><b><u>Search tips</u></b></p> <p>Navigate to 'Resources', then 'Resource Library', and filter by resource type to 'Evidence review', search by keyword and apply filters. Be aware a keyword search will also retrieve blogs and opinion pieces. The better option may be to visit 'Resources' &gt; 'Resource Library', and filter by resource type to 'Evidence Review'.</p>	<p>Date of search:</p> <p>16/02/2024</p> <p>0 results</p>
<p><b><u>Health Technology Wales</u></b></p> <p>Reports and guidance on use of medical devices, surgical procedures, psychological therapies, tele-monitoring, or rehabilitation.</p>	<p>Date of search:</p> <p>16/02/2024</p> <p>0 results</p>

<p><b><u>Search tips</u></b></p> <p>Navigate to 'Reports &amp; Publications, then 'Resource Library', and the search options allow to narrow to 'Evidence Appraisal Report' (EAR), which encompasses rapid evidence reviews. It may be more useful to narrow by date and specialty, than search keywords.</p>	
<p><b><u>Health Information and Quality Authority (Ireland)</u></b></p> <p>Health technology assessments on the clinical and cost-effectiveness of drugs, equipment, diagnostic techniques, and public health activities.</p> <p><b><u>Search tips</u></b></p> <p>Navigate to 'Reports &amp; Publications, then 'Academic Publications. From here, you can narrow down by 'Output Type' to 'Evidence Synthesis'.</p>	<p>Date of search:</p> <p>16/02/2024</p> <p>0 results</p>
<p><b><u>National Institute for Health Research: Health Technology Assessment Journal</u></b></p> <p>Some reports in this journal are systematic reviews of interventions to prevent and treat disease and improve rehabilitation and long-term care.</p> <p><b><u>Search tips</u></b></p> <p>Search using your keywords AND "systematic review".</p>	<p>Date of search:</p> <p>16/02/2024</p> <p>0 results</p>
<p><b><u>Agency for Healthcare Research and Quality (AHRQ)</u></b></p> <p>Effectiveness and comparative effectiveness reviews of health care interventions.</p> <p><b><u>Search tips</u></b></p> <p>Search by keyword and/or narrow report type to Systematic Reviews, Rapid Evidence Products, Comparative Effectiveness Reviews and Evidence Reports. It is worth filtering by topic/date and browsing all EPC reports, as well as a keyword search, as one key result was missed in a keyword search.</p>	<p>Date of search:</p> <p>16/02/2024</p> <p>0 results</p>
<p><b><u>Canada's Drug and Health Technology Agency</u></b></p> <p>Rapid response systematic reviews and meta-analyses of health technologies, including drugs and diagnostic tests, medical, dental, and surgical devices and procedures.</p> <p><b><u>Search tips</u></b></p> <p>Search by keyword or browse the Evidence bundles by topic. Filters can only be selected one at a time. Select from 'Project Sub-Line': Health Technology Assessment; Rapid Review; Summary of Abstracts; Summary with Critical Appraisal; Systematic Review. Note: searches cannot be longer than 128 characters long.</p>	<p>Date of search:</p> <p>16/02/2024</p> <p>0 results</p>

<p><a href="#">Evidence Synthesis Program Reports (va.gov)</a></p> <p>Evidence syntheses of health care interventions of relevance to veterans.</p> <p><b>Search tips</b></p> <p>Be sure to go to the Evidence Synthesis Programme page and scroll down to search 'ALL ESP REPORTS'. Search using your keywords AND systematic review (no quotation marks). Do not truncate keywords. Search keywords one by one as Boolean operator OR is not usable here as it appears to <i>reduce</i> results but <b>can</b> search with 'AND systematic review'. Try both US and UK spellings</p>	<p>Date of search:</p> <p>16/02/2024</p> <p>0 results</p>
<p><a href="#">Scottish Intercollegiate Guidelines Network (SIGN) clinical guidelines</a></p> <p>Clinical practice guidelines. Note: you should be looking for systematic evidence reviews that may underpin guidance on your topic, not the guidance itself. Not all guidance is based on evidence reviews.</p> <p><b>Search tips</b></p> <p>Search by keyword or browse the guidance. Click on Our Guidelines. The Guidelines are listed in descending order of Publication Date. Have a quick scan for any relevant guidelines. Reviews, scoping reviews, and reports are under 'Supporting Material'. Best to browse the guidance by date rather than searching but can always search keywords one-by-one to double check for any reviews that might have been missed when scanning the titles of the guidelines. Truncation is permitted. Use of Boolean operator OR can yield everything on the website including <b>mentions of the keyword on webpages</b>, and is best avoided for this reason. Better to search keywords one-by-one.</p>	<p>Date of search:</p> <p>16/02/2024</p> <p>0 results</p>
<p><a href="#">Google Scholar</a></p> <p><b>Search tips</b></p> <p>Search using your keywords AND "systematic review". Alternatively, the three dashes at the top left-hand corner provides an advanced search with fields to search 'all', 'at least one of the following', or 'without' your keywords, as well as an 'exact phrase' search.</p> <p>You can check for NHS Wales e-library availability by setting up 'Library Links' in Google Scholar's settings, and ticking 'NHS Wales – full text @ NHSWales'. When an article is available via the NHS Wales e-library the text and link 'Full Text @ NHSWales' will appear on the right side of the screen.</p>	<p>Date of search:</p> <p>23/02/2024</p> <p>196 results</p>
<p><a href="#">Epistemonikos</a></p> <p><b>Search tips</b></p>	<p>Date of search:</p> <p>16/02/2024</p>

<p>Search using keywords and select “systematic reviews” in the ‘filter by category’ menu in the results. Alternatively, the ‘advanced search’ option allows you to copy and paste an existing search strategy, or to search by title/abstract/author.</p>	<p>0 results</p>
<p><b><u>Scopus</u></b></p> <p>Suitable for Social Science related topics, and distinguishing between authors with the same name, finding related works that share references or authors, or identify highly cited works on a particular topic, for example.</p> <p><b><u>Search tips</u></b></p> <p>Navigate to the <a href="#">NHS Wales e-library</a> firstly, to sign in, choose databases. On the Scopus homepage, ‘Check Scopus access’, search for ‘Public Health Wales’, and OpenAthens should automatically authenticate your login.</p> <p>Search using keywords and select “review”, and ‘limit to’ in the filter by document type in the results.</p>	<p>Date of search:</p> <p>23/02/2024</p> <p>152 results</p>
<p><b><u>MEDLINE</u></b></p> <p>Suitable for clinical and health related topics.</p> <p><b><u>Search tips</u></b></p> <p>Navigate to the <a href="#">NHS Wales e-library</a> firstly, to sign in, choose databases and ‘Ovid MEDLINE &lt;ALL&gt;’. On the Scopus homepage, ‘Check Scopus access’, search for ‘Public Health Wales’, and OpenAthens should automatically authenticate your login.</p> <p>Search using your keywords and operators (AND, OR, NOT etc.) in the ‘Basic Search’ section, and then limit your results by clicking ‘Additional Limits’ to limit by publication type to systematic reviews.</p>	<p>Date of search:</p> <p>23/02/2024</p> <p>185 results</p>

## Appendix C: Data extraction

Table 2: Data extraction of the included secondary studies (in alphabetical order)			
Reference	Aim/Question	Abstract or summary	Comments
Jobs Queensland. (2018). <a href="#">Supporting workforces during industry transition: Key elements for success.</a> <a href="#">Literature review.</a> (2018). State of Queensland.	To investigate the impact of industry transition on the workforce and skills supply and demand with a focus on identifying and defining 'best practice'	<p><b>Evidence Type:</b> Literature Review</p> <p><b>Number of included studies:</b> N/A</p> <p><b>Included study designs:</b> Grey literature (Australian Bureau of Statistics reports, Census counts, OECD reports, Gov.au reports, EU reports).</p> <p><b>Recency (search dates):</b> Not reported, however the report was published in 2018.</p> <p><b>Population:</b> Individuals, communities, and regions affected by industry transition.</p> <p><b>Intervention type:</b> Industry transition/Structural Adjustment Assistance Programmes</p> <p><b>Outcome measures:</b> N/A</p> <p><b>Results:</b></p>	<p>This is a literature review and therefore does not follow systematic reviewing methodology, i.e. searching, inclusion or exclusion criteria, quality appraisal etc. Original research undertaken by National Centre for Vocational Education Research [NCVER].</p> <p>Largest industries in Queensland are manufacturing</p>

		<p><u>Industry transition/structural adjustment assistance programmes:</u></p> <p>Labour market programmes focus on individual workers who are displaced by the closure of an organisation or other major economic impact such as that sustained through natural disasters. These programmes provide assistance in the form of support from Australian job service providers; career advice and job preparation assistance (e.g. résumé writing, information about job opportunities, job fairs); and training/re- skilling/recognition of prior learning assistance.</p> <p><u>What works for displaced workers?</u></p> <ul style="list-style-type: none"> <li>•Interventions need to be implemented early as it can take time for workers to make future plans and act on them.</li> <li>•Mechanisms need to be in place to ensure a coordinated approach to the provision of services, particularly by government bodies, occurs.</li> <li>•Helping displaced workers identify and access their skills and training needs is critical, including the completion of recognition of prior learning assessments.</li> </ul> <p><u>What works for employers and remaining workers?</u></p> <ul style="list-style-type: none"> <li>•A focus on reskilling and training remaining workers: the Australia Post example.</li> </ul> <p>In 2013 Australia Post launched its 'Post People 1st' initiative. The premise of this programme was to offer more opportunities for career transition for the existing workforce through the provision of training and re-skilling.</p> <ul style="list-style-type: none"> <li>•The implementation of short-time working models.</li> </ul>	<p>and retail-manufacturing examples may be generalisable to TATA/ Wales. Steel example, the BHP Steelworks' Pathways Programme, may be applicable.</p> <p>Extracted detail on what works for displaced workers and what factors may increase success of skills training may be most useful.</p>
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		<p>Short Term Working strategies allow employers to retain workers during times of economic crisis. It involves an employee working less than full-time but for a co-determined number of hours per week and being paid an agreed proportion of their full-time wage.</p> <p><u>What works for communities or regions?</u> Regional risk analysis to inform strategy development. Regular (3–5 yearly) undertaking of risk assessments by local and state governments is advocated as a way of informing an integrated regional strategy and assessing the adaptive capacity of the region.</p> <p><u>The role of skills training and employment-based initiatives</u> Factors which may increase the effectiveness of skills/job training and retraining programmes in mitigating the effects of industry restructuring on affected workers:</p> <ul style="list-style-type: none"> <li>• Temporary reduction in regular working hours in periods of downturn provides the opportunity for workers to access skills training</li> <li>• Short training programmes can help facilitate retrenched workers into new jobs, can act as a form of compensation for loss of income and can keep retrenched workers attached to the labour market</li> <li>• The training needs to be relevant to current or anticipated labour market requirements</li> </ul> <p>Also, More intensive retraining programs and those provided to retrenched workers soon after their job loss have better outcomes in terms of future wages and employment.</p>	
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		<p>Programs need to be tailored to the characteristics and needs of the person, and recognise upfront peoples' strengths and transferable skills.</p> <p>Older workers who have been displaced, for example, are more willing to participate in training when the program has been modified to acknowledge their life and work experience, and provide them with new skills that allow them to be competitive in a changing workplace.</p> <p>Undertaking formally recognised accredited training is far more beneficial for workers as it results in qualifications that are recognised nationally. Employers are more likely to be able to recognise the transferable skills of workers if they have formally recognised qualifications.</p> <p><u>Transferability of skills and enabling mobility between occupations</u></p> <p>An alternative is to focus on the identification of transferable skills of workers to help them find employment in other areas.</p> <ul style="list-style-type: none"> <li>•Increasing awareness of transferable skills</li> <li>•Reconfiguring training packages</li> <li>•Improving knowledge of local labour markets</li> </ul>	
Moore et al. (2017). <a href="#">Interventions to reduce the</a>	To systematically review the evidence from randomised controlled trials of interventions	<p><b>Evidence Type:</b> Systematic Review</p> <p><b>Number of included studies:</b> 11 studies from 26 Papers</p>	This systematic review focuses on working age individuals in the

<p><a href="#">impact of unemployment and economic hardship on mental health in the general population: a systematic review.</a> Psychological medicine, 47(6), 1062-1084.</p>	<p>given to the general population to reduce the effects of unemployment and economic hardship on mental health.</p>	<p><b>Included study designs:</b> Randomised Controlled Trials (RCTs)</p> <p><b>Recency (search dates):</b> Searches were conducted on 27 March 2015 and re-run on 16 Jan 2016</p> <p><b>Population:</b> Working age individuals in the general population</p> <p><b>Intervention type:</b> Interventions given to the general population to reduce the effects of economic hardship on mental health.</p> <p><b>Outcome measures:</b> Any mental health outcome (e.g., measures of either mental disorder or mental health symptom scales).</p> <p><b>Results:</b> Eleven RCTs (including 5303 participants) from 26 papers were included in the review. Six studies were from the USA, two from the UK, and one each from Spain, Australia and Finland. Interventions reported included: 'job-club' type interventions for unemployed people to cope with job loss and assist them into new employment (n = 5), cognitive behavioural therapy (CBT) for unemployed people (n = 2), expressive writing (n = 1), guided mental imagery (n =1), emotional competencies training (n = 1), and debt advice for people in debt (n =1). All participants in the included studies were unemployed, with mean durations of unemployment ranging from 2.3 to 33 months.</p>	<p>general population, and not necessarily people affected (or at risk of being affected) by a mass unemployment event. However, all participants in the included studies were unemployed.</p> <p>Six studies were from the USA, two from the UK, and one each from Spain, Australia and Finland, so findings are likely to be generalisable to Wales</p> <p>Most studies were assessed as at high or unclear 'risk of bias' so the numerical</p>
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		<p>Most studies were assessed as being at high or unclear 'risk of bias'.</p> <p><u>'Job-club' interventions:</u> Five studies, reported in 17 papers assessed the effects of 'job-club' interventions. Four of these compared 'job-club' to written, self-administered job-search materials (JOBS I, JOBS II, Tyohon) and one compared 'job-club' to usual unemployment centre services. The JOBS I intervention delivered job skills training seminars to groups of 16 to 20 people in eight sessions of 3 hours. The JOBS I intervention was modified in JOBS II to focus more on enhancement of personal control, sense of mastery and job-search self-efficacy; sessions were reduced from eight sessions over 2 weeks in JOBS I to daily 4 h sessions provided over 5 days in JOBS II and training of group facilitators was also increased.</p> <p>The 'job club' intervention delivered in JOBS I had no effect on levels of anxiety or depression at 6 weeks or 4 months. A post-hoc subgroup analysis showed that the participants with higher risk of developing depression, benefitted most from the intervention (<math>p = 0.01</math>).</p> <p>In high-risk participants depression scores were reduced at 6 weeks [difference in means: <math>-0.26</math>, 95% confidence interval (CI) <math>-0.48</math> to <math>-0.04</math>; interaction: <math>F = 6.07</math> <math>p = 0.01</math>], 4 months (difference in means: <math>-0.36</math>, 95% CI <math>-0.59</math> to <math>-0.13</math>; interaction: <math>F = 12.14</math> <math>p = 0.001</math>) and 28 months (difference in means: <math>-0.25</math>, 95% CI <math>-0.50</math> to <math>0.0</math>; interaction: <math>F = 6.05</math> <math>p = 0.01</math>) by up to almost 0.5 S.D. on the depression subscale of the Hopkins Symptom Checklist 90 (HSCL-90).</p> <p>Study authors reported a small improvement of depressive symptoms at 2 years for those who received the JOBS II</p>	<p>outcomes need to be interpreted with some caution.</p> <p>Insufficient data reported in the studies to prepare a meta-analysis for 'job-club' type interventions; the remaining interventions were too heterogeneous in terms of interventions to attempt to pool data, so only narrative synthesis was performed.</p>
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		<p>intervention (standardised linear regression coefficient <math>-0.06</math>, <math>p &lt; 0.05</math>). As in JOBS I, stronger effects of approximately 0.2 S.D. improvements were seen in participants at high risk of depression (around 40% of the trial participants) (interaction: <math>F_{1,1331} = 4.10</math>, <math>p = 0.043</math>).</p> <p><u>CBT interventions:</u> Two trials of 195 to 289 participants, assessed the effect of group CBT on long-term unemployed individuals. The intervention content was similar in both trials, including cognitive restructuring, behaviour modification and homework assignments. One trial found that CBT improved mental health (GHQ-30) scores (difference in means: <math>-1.44</math>, 95% CI <math>-3.20</math> to <math>0.32</math>, <math>p &lt; 0.05</math>) at 7 weeks but found no effect on the proportion of participants meeting thresholds for a psychiatric 'case' (defined as a score <math>&gt;5</math> on GHQ-30) in the intervention group (21%) compared to the control group (23%) (<math>p = 0.78</math>). However, people receiving CBT were more likely to be employed at 7 weeks compared to those in the control group (34% v. 13%, <math>p = 0.0006</math>). The second smaller CBT trial showed no effect on employment or the mental health indicators.</p> <p><u>Telephone debt advice:</u> Two studies (<math>n = 402</math>) providing telephone debt advice to people who were in debt (recruited from unemployment offices) had no effect on measures of anxiety, or on numerous measures of indebtedness, but only 31% of participants in the intervention group actually received debt advice and 10% of the control (no intervention) group independently sought debt advice.</p>	
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		<p><u>Expressive writing</u>: One study (n=41) providing unemployed people with opportunities for expressive writing, showed that this intervention had no effect on symptoms of anxiety at 3 months but appeared to improve employment.</p> <p><u>Guided imagery</u>: Two studies involving 76 participants assessed the effects of guided imagery (20 min over six sessions) that allowed participants to finding and obtaining employment and also included relaxation techniques compared to control imagery. People who received guided imagery were more likely to be in employment at 7 weeks but there was no effect on depression.</p> <p><u>Emotional competency training</u>: Provision of group emotional competency training (One study, n = 75) for unemployed people compared to no intervention did not present an analysis of the effects of emotional competency training on mental health but calculation of the difference in means and 95% CIs showed no effect on (GHQ-12), nor on symptoms of depression, anxiety or stress.</p>	
<p>Phillimore et al. (2019). <a href="#">Assisting Workers Displaced by Technological and Structural Change</a>. School of Management Curtin University.</p>	<p>This report reports on national and international experience in policies and initiatives aimed at assisting displaced workers, especially in the context of rapid technological change. It also looks at how Australia compares in</p>	<p><b>Evidence Type:</b> Narrative/literature review</p> <p><b>Number of included studies:</b> N/A</p> <p><b>Included study designs:</b> Grey literature</p> <p><b>Recency (search dates):</b> Not stated, however the report was published in 2019</p>	<p>This paper is not a systematic review but is based on a literature review of several reports by bodies such as the OECD, International Labour Organisation</p>

	dealing with the issue of worker displacement	<p><b>Population:</b> Displaced workers/workers facing loss of employment due to technology or energy transition.</p> <p><b>Intervention type:</b> Policies and initiatives aimed at assisting displaced workers</p> <p><b>Outcome measures:</b> N/A</p> <p><b>Results:</b></p> <p><i>Measures to address labour market adjustment for displaced workers</i></p> <p><u>General measures</u></p> <p>Direct:</p> <ul style="list-style-type: none"> <li>• Unemployment insurance / benefits available to all unemployed workers</li> <li>• Active labour market programs available to all unemployed</li> <li>• Public insurance schemes to cover unpaid entitlements if employer declares bankruptcy without making provision to fully compensate workers</li> </ul> <p>Indirect:</p> <ul style="list-style-type: none"> <li>• Macroeconomic and structural policies to promote growth and employment</li> <li>• Framework' policies to assist efficient reallocation of labour in response to structural change, e.g. housing and labour market policies</li> <li>• Education and training policies to meet and anticipate skill demands</li> </ul>	(ILO), trade unions, governments, and business. It contains no effectiveness data
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		<p><u>Targeted measures</u></p> <p>Direct:</p> <ul style="list-style-type: none"> <li>• Special adjustment or income assistance measures for displaced workers</li> <li>• Employment protection legislation and rules regulating layoffs</li> <li>• Private outplacement services offered to displaced workers by companies or unions</li> </ul> <p>Indirect:</p> <ul style="list-style-type: none"> <li>• Industry redevelopment or rationalisation programmes</li> <li>• Local economic development policies</li> <li>• Trade policies to restrict imports impacting on the industry</li> </ul> <p><b>Systematic government support for displaced workers in Australia</b></p> <p><b>Structural Adjustment Programmes:</b> These involve provision of significant funds to a relatively small number of industries and companies, covering less than one per cent of all workers affected by restructuring. This includes four main types of programmes:</p> <ol style="list-style-type: none"> <li>1. Industry Restructuring Programmes: aimed to help industries adapt or adjust to new economic conditions in order to remain viable in the longer term, e.g. automotive, TCF, steel, forestry, fisheries, and taxi industries.</li> </ol>	
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		<p>2. Enterprise Assistance Programmes, designed to help individual enterprises remain in the industry e.g. Ford Australia, and BlueScope Steel.</p> <p>3. Labour Market Programmes, designed to assist individual workers who are displaced through industry transition processes.</p> <p>Investment Attraction Strategies, which provide funding pools typically to attract new investment in affected regions in order to diversify their economies and provide new employment opportunities.</p>	
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Table 3: Data extraction of the included primary studies (in alphabetical order)			
Reference	Aim/Question	Abstract or summary	Comments
Dixon et al. (2019). <a href="#">Using football cultures</a>	To appraise (from the perspective of members) the impact of a localised,	<b>Study design:</b> Qualitative study	<b>Generalisability:</b> The study took place in England,

<p><a href="#">as a vehicle to improve mental health in men: the case of the Redcar and Cleveland Boot Room.</a> Sport in Society, 22 (7). pp. 1258-1274. ISSN 1743-0437</p>	<p>Football-based mental health intervention: a football themed 'Boot Room' discussion and peer support space.</p>	<p><b>Population:</b> Middle aged men who were made redundant from the recent closure of the Sahaviriya Steel Industries (SSI) Steelworks.</p> <p><b>Location:</b> The borough of Redcar and Cleveland, situated in the Tees Valley region of North Yorkshire in the North East of England.</p> <p><b>Intervention:</b> A localised community-based mental health intervention - the 'Redcar and Cleveland Boot Room (BR)' – implemented as a forward-thinking mental health strategy, in response to the mass redundancies of steel workers in the North East of England.</p> <p><b>Outcomes:</b> Mental health resilience</p> <p><b>Methods:</b> Following discussion with the Boot Room (BR) lead and community health champion, qualitative methods were used to investigate the lived experience of Redcar and Cleveland Boot Room members. Two stages were utilised: stage one involved non-participant observation, where two researchers attended a two hour BR meeting in order establish a rapport with members and to gain a sense of the BR context, to establish discussion points. In stage two the authors returned to hold an interactive group discussion lasting one hour and 48 minutes. The discussion, with the permission of the participants was audio recorded and transcribed verbatim to facilitate data analysis. The verbatim transcript was analysed using a manual form of thematic analysis. To minimise subjectivity authors read through the data separately before</p>	<p>UK, amongst middle-aged male ex-steelworkers who had experienced mass redundancy. This is very generalisable to the closure and mass unemployment at TATA Steel, Port Talbot. One key difference may be the popularity of rugby in Wales, as opposed to football.</p>
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		<p>any categorisation took place. The transcripts were then re-read in full and emergent themes were recorded.</p> <p><b>Results:</b>  Twelve members of the Redcar/Cleveland BR were involved in group discussions. Their ages ranged from 45 to 65 years.</p> <p>The Boot Room utilised a practical and pro-active approach to supporting individual and group members' agendas to help them to manage their adverse circumstances, combined with informality and enjoyment, underpinned by the common language of football and shared social identity.</p> <ul style="list-style-type: none"> <li>- football as a metaphor can act as a 'cognitive bridge' which enables personal experiences and emotions to be understood and communicated.</li> <li>- it offers a context for alternative non-medical interventions to develop mental resilience</li> <li>- football culture can be used to underpin an intervention targeting older men, and without the need for structured sessions.</li> <li>- The BR initiative supported member autonomy, with group activities responsive to the needs and interests of members at individual and group level.</li> <li>- The atmosphere and ways of working of the BR enabled members to empathise with one another based on shared experiences, which helped the members to accept advice from, and provide peer support to one another. The latter also served as a medium of spreading knowledge and experience within the BR members</li> <li>- Wider benefits of the BR (also important for mental health resilience) were opportunities to develop life skills to</li> </ul>	
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		<p>manage the transition from redundancy to employment (paid and unpaid). Inviting speakers from external agencies to attend BR meetings was an effective medium for health, career, and financial services to positively engage with the members.</p> <p>- helping their families to cope more positively with the often very stark changes to their home lives.</p>	
<p>O'Brien &amp; Burrows. (2019). <a href="#">Assessing the effectiveness of regional policy responses to mass redundancies: the case of the Illawarra region, Australia.</a> Economic Papers: A journal of applied economics and policy, 38(2), 144-155.</p>	<p>To document post-redundancy employment outcomes of steelworkers at a major steelmaker in the Illawarra region (BlueScope Steel) Australia and the Illawarra Region Innovation and Investment Fund (IRIIF) job creation, and offer an evaluation of the effectiveness of these policies.</p>	<p><b>Study design:</b> Case study - using a longitudinal and mixed methods approach.</p> <p><b>Population:</b> Redundant steelworkers (ex-BlueScope workers and IRIIF recipients)</p> <p><b>Location:</b> Illawarra region, New South Wales, Australia</p> <p><b>Intervention:</b> A federal government \$40 million package consisting of the \$30 million Illawarra Region Innovation and Investment Fund (IRIIF) to attract capital investment to the region to create sustainable and diversified employment, in addition to a \$10 million Labour Market Program (LMP) focusing on Job Service Providers (JSPs) aiding redundant steelworkers regain employment.</p> <p><b>Outcomes:</b> Policy effects - employment creation, employment status post-redundancy</p> <p><b>Methods:</b> Post-redundancy experiences of steelworkers displaced after the 2011 downsizing were traced over an</p>	<p>This case study utilised a mixed methods approach, however qualitative findings were not reported in detail and no statistical measures of effectiveness of the policy was presented.</p> <p>Limited demographic and outcome data reported due to lack of data in the public domain and refusal of</p>

		<p>eighteen-month period using longitudinal surveys and interviews. Survey data were collected from ninety-two respondents in May 2012, with a matched sample of fifty-four respondents in July 2013. In addition to the surveys, interviews were conducted with fifteen respondents to collect deeper qualitative insights. Of interest to both survey and interviews were job mobility for workers of different ages, the effectiveness of JSPs in assisting displaced workers find employment and also whether any found jobs in IRIIF organisations.</p> <p>A policy evaluation of IRIIF, and to a lesser extent the LMP administered by JSPs, was also conducted.</p> <p><b>Results:</b>  <b>Employment status</b> – Approximately six months after redundancy (May 2012), 40% of respondents were reemployed, with a labour force participation rate (LFPR) of 66% and an unemployment rate of 40%. The percentage of those employed decreased, and unemployment rates ascended, with older age.</p> <p>Eighteen months post-redundancy, employment rates had increased from 40 to 51%, with a near identical LFPR as May 2012 of 67%, while the unemployment rate had declined from 40 to 25%. The main improvement in unemployment rates came from the older age group of 55 to 59 years.</p> <p>While 80% of the unemployed in wave one stated that they were reliant upon their JSP in the months after redundancy, many gave up relying on this means, with the majority indicating that either the Internet or their friends and</p>	<p>government agencies to provide data.</p>
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		<p>networks were the means through which they ultimately achieved their new job.</p> <p><b>Policy evaluation</b> (LMP) – Only 16% attributed their employment success to their JSP, while virtually no respondents who obtained their employment in the following twelve months gave their JSP any credit for their re-employment.</p> <p><b>Policy evaluation</b> (IRIIF) – twelve projects were approved in manufacturing, nine in IT and five in mining support. Job creation – under 50% (35-39%) of the original job creation target was met. From the scant public data available, thirty-one IRIIF contracts were registered with the Department of Industry in 2013 worth \$25.8 million, but in 2014–2015, this was reduced to twenty-two contracts worth only \$13 million.</p>	
<p>Pfrombeck et al. (2023). <a href="#">Self-affirmation increases reemployment success for the unemployed</a>. Proceedings of the National Academy of Sciences, 120(37), e2301532120.</p>	<p>To test whether a brief values-based self-affirmation intervention increases the odds of reemployment after a job loss and during unemployment</p>	<p><b>Study design:</b> Randomised controlled trial</p> <p><b>Population:</b> Study 1- Chronically unemployed individuals (unemployed for an average 3.21 years). Sample size=334 Study 2- Unemployed individuals who registered at a governmental employment agency (28.2% still working due to notice period and 71.8% already unemployed). Sample size=532.</p> <p><b>Location:</b> Study 1- Participants were based in the USA (24.0%), the UK (28.1%), other European countries (39.9%), and further countries (8.0%).</p>	<p>Study participants, though unemployed, were not explicitly described as having been affected (or at risk of being affected) by a mass unemployment event.</p>

		<p>Study 2- All participants were based in Switzerland.</p> <p><b>Intervention type:</b> A brief psychological values-based self-affirmation intervention.</p> <p>Study 1 – participants were assigned to either a standard self-affirmation writing task or to a control writing task.</p> <p>Study 2 - participants in the intervention group were assigned to the self-affirmation writing task shortly after their registration at the governmental employment agency, while the waiting control group did not complete a writing exercise at this point but were invited to complete the self-affirmation intervention 2 months later.</p> <p>The self-affirmation and control writing exercises were administered online and based on preexisting and pretested material suitable for the job market context</p> <p><b>Outcome measures:</b></p> <ul style="list-style-type: none"> <li>• Reemployment success</li> <li>• Number of job offers</li> <li>• Time needed to find new employment</li> </ul> <p><b>Methods:</b> In both studies, participants were randomly assigned to two different experimental conditions (values-based self-affirmation or a control condition). The self-affirmation writing task and the control writing task were based on preexisting and pretested materials suitable for the job market context; and administered online.</p>	<p>The majority of study participants were based in the USA and Europe, so findings are likely to be generalisable to Wales.</p> <p>An intention to test analyses was conducted.</p>
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		<p>Study 1: Participants were assigned to either a standard self-affirmation writing task or a standard control writing exercise one week after they had signed up for the study. Two follow-up surveys with a time lag of 2 weeks were conducted after the intervention to obtain information about participants' job search success.</p> <p>Study 2: Participants in the intervention group were assigned to the self-affirmation writing task shortly after their registration at the governmental employment agency, while the waiting control group did not complete a writing exercise at this point. The waiting control group was invited to complete the self-affirmation exercise two months later to ensure that all participants would benefit from the proposed intervention. Staff at the governmental employment agency who directly interacted with study participants were blind to participants' experimental condition and the specific research hypothesis. Two follow-up surveys with a time lag of 4 weeks were conducted after the intervention to obtain information about participants' job search success.</p> <p><b>Results:</b>  <u>Intervention effect on reemployment success</u>  Assignment to the self-affirmation condition increased the probability of finding new employment within 4 weeks by a factor of 2.4 in Study 1 (b =0.872, P = 0.035, OR = 2.392) and by a factor of 3.5 in Study 2 (b = 1.241, P = 0.012, OR= 3.461) compared to a control condition. The probability of finding a job within 4 weeks was 7.5 percentage points higher in the intervention group compared to the control group in Study 2.</p>	
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		<p>After 8 weeks, the intervention effect wasn't statistically significant in Study 2 (<math>b = 0.429</math>, <math>P = 0.138</math>, <math>OR = 1.536</math>).</p> <p><u>Intervention effect on the time needed to find a new employment</u>  In study 2, four weeks after the intervention, the average registration period was significantly lower in the intervention group (<math>M = 27.6</math> d, <math>SE = 0.30</math>) than in the control group (<math>M = 28.7</math> d, <math>SE = 0.27</math>), <math>F(1,322) = 7.27</math>, <math>P = 0.007</math>. this tendency increased 8 weeks after the intervention to a difference of 2.56 d, <math>F(1,322) = 4.14</math>, <math>P = 0.043</math>. The average registration period was significantly lower in the intervention group with 51.11 d (<math>SE = 0.93</math>) compared to the control group with 53.67 d (<math>SE = 0.85</math>).</p> <p><u>Intervention effect on number of received job offers</u>  Participants in the intervention group were significantly more likely to receive job offers within 4 weeks of the intervention compared to the control condition in both studies (Study 1: <math>b = 0.777</math>, <math>P = 0.002</math>, <math>OR = 2.175</math>; Study 2: <math>b = 0.400</math>, <math>P = 0.024</math>, <math>OR = 1.492</math>).  Relative to the control condition, the intervention increased the number of job offers by 118% (0.24 extra job offers per person) in Study 1 and by 49% (0.21 extra job offers per person) in Study 2 after 4 weeks. No significant effect found after 8 weeks.</p> <p><u>Intervention effect on reemployment success for individuals aged 50 years and above versus those younger than 50 years</u>  The interaction term of the binary age group variable (age 50 years and above vs. below) and the experimental condition was not</p>	
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		significant in Study 1 ( $b = 0.155$ , $P = 0.755$ , $OR = 1.167$ ) nor in Study 2 (after 4 weeks: $b = -0.480$ , $P = 0.388$ , $OR = 0.619$ ; after 8 weeks: $b = -0.112$ , $P = 0.728$ , $OR = 0.894$ ). There was also no moderation by age for the number of job offers in either study (Study 1: $b = 0.561$ , $P = 0.088$ , $OR = 1.753$ ; Study 2, 4 weeks: $b = -0.151$ , $P = 0.515$ , $OR = 0.859$ ; Study 2, 8 weeks: $b = -0.137$ , $P = 0.470$ , $OR = 0.872$ ). This lack of significant interaction terms demonstrates that the self-affirmation intervention was equally effective for older and younger job seekers' job search success.	
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