Implementation and first-year impacts of the UK Employment Retention and Advancement (ERA) demonstration


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Alderton, T. and Campbell-Barr, V. 2005. Quality early education-quality food and nutrition practices?: Some initial results from a pilot research project into food and nutrition practices in early years settings in Kent, UK. International Journal of Early Years Education. 13 (3), pp. 197-221. doi:10.1080/09669760500295839

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Campbell-Barr, V. 2005. What is childcare: the need for the voice of the child. In: Alderton, T. and Campbell-Barr, V. (ed.) Putting the child into childcare Maidstone, Kent Kent EYDCP.

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The Employment Retention and Advancement (ERA) programme was a social policy demonstration project which ran in six UK regions between October 2003 and October 2007. DWP has previously published a range of ERA reports which are available on the DWP website. With over 16,000 individuals being randomly assigned over one year, the ERA study represented at its inception the largest randomised evaluation of a social programme in Great Britain. The programme targeted three groups of people: Lone parents volunteering for the New Deal for Lone Parents programme (NDLP). Lone parents working between 16 The Employment Retention and Advancement programme in the United Kingdom (UK ERA) represents the first European RCT of this policy strategy. 2.1 Policy context. Employment retention bonus. To motivate ERA participants to enter full-time work, and to do so earlier than they might normally have considered, ERA offered up to six payments of £400 when participants worked 30 or more hours per week4 for 13 out of 17 weeks (or about 75 per cent of the time).5 This amounted to £2,400 for a participant who received all six payments.6 Participants were required to provide evidence of their employment and hours by showing wage slips and to come into the office to claim their retention bonus. This contact provided another opportunity for face-to-face interaction. 2007 Implementation and first-year impacts of the UK Employment Retention and Advancement (ERA) demonstration. Dorsett, R., Campbell-Barr, V., Hamilton, G., Hoggart, L., Marsh, A., Miller, C., Phillips, J., Ray, K., Riccio, J., Rich, S. and Vegeris, S. (2007) Implementation and first-year impacts of the UK Employment Retention and Advancement (ERA) demonstration, DWP Research Report 412. Read the paper [pdf]. This website is not currently being updated. This is an archive of the Policy Studies Institute website as it was on 31 March 2018, when PSI marked the end of its most recent chapter at t