

Literature Review (Io1 – Litterature Review)	
Title	International employment schemes for people with mental health problems
Author	Bob Grove
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Source (link)	
Summary	It has been recognised that work is a positive factor for mental health since the days of Galen (2nd century CE). It was central to the theories and practice of William Tuke at the Retreat in York (founded 1796) and has continued in different forms as a therapy and/or a form of rehabilitation ever since. These forms can be usefully divided into four main categories: sheltered work, vocational training, transitional employment (or work experience) and supported employment. These broad categories have been adapted to different cultures and economic circumstances across the world. There are advantages and disadvantages to all forms but the burgeoning research literature of the past 20 years does show that when it comes to finding people paid work in the open labour market, supported employment is markedly more successful than other methods.
Does the paper refer to People with Mental Health Problems, NEETs or MH NEETs?	People with mental health problems

What types of intervention or methodology of career counselling / vocational training / career intervention or good practice are mentioned?

- Sheltered work

Sheltered work – work in specially constructed protected environments – is slowly disappearing from modern mental health services across the world, along with other forms of institutional care. Newer forms of sheltered work – social firms, social cooperatives – have minimised many of the disadvantages of the sheltered workshop.

- Vocational training

The idea of preparing people for work by providing them with vocational skills (train, then place) sounds like common sense. However, in practice the way such training is usually organised gives poor results when it comes to finding paid work.

- Transitional employment (or work experience)

Transitional employment is a way of working which is specific to the International Clubhouse Movement. It is based on the idea that people can prepare psychologically and socially for paid work by taking on a temporary job, which if successful gives them the confidence and discipline to apply for more permanent jobs. In one randomised controlled trial (RCT) involving 120 participants, directly comparing clubhouse-supported employment with that practiced in ACT (assertive community treatment) the clubhouse version performed as well or better in terms of employment outcomes

- Supported employment

Supported employment reverses the proposition behind vocational training – it is place then train not train then place. Adapted originally from the ‘job coach’ model of supported employment for people with intellectual disabilities, the form of supported employment known as individual placement and support (IPS) is the most researched model of employment scheme in the mental health field. Individual placement and support is a manualised methodology using a fidelity scale with 24 items based on eight basic principles:

- It aims to get people into competitive employment.
- It is open to all those who want to work.
- It tries to find jobs consistent with people’s preferences.
- It works quickly.
- It brings employment specialists into clinical teams.
- Employment specialists develop relationships with employers, based upon a person’s work preferences.

	<ul style="list-style-type: none"> • It provides time-unlimited, individualised support for the person and the employer. • Benefits counselling is included.
<p>Does the paper mention any specific tools used during the work integration process (evaluation, counselling etc)? In case the paper refers to a good practice provide a brief description.</p>	<p>,</p>
<p>Does the paper mention any barriers in the work integration process produced by family members, MH professionals or careers counselors?</p>	
<p>Main Conclusions (in bullets)</p>	<ul style="list-style-type: none"> • With one exception (Heslin et al, 2011) almost 20 RCTs have shown IPS to be superior to a range of alternative methods (including all those discussed above) in terms of employment outcomes, however these are measured. The EQOLISE study used as controls the best available alternative methods and showed IPS to be superior in each country. It also showed that the intervention group had a lower dropout rate and fewer hospital admissions than the controls, thus countering the suggestion that the rigours of open employment might be harmful to health. • There is sufficient evidence to say that IPS is the most effective technology so far devised for enabling people with mental health problems to gain competitive employment and it should be available to everyone with this aspiration, no matter where they live.