

Literature Review (Io1 – Litterature Review)	
Title	Work, employment and psychiatric disability
Author	Jed Boardman
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Type (article, report, book etc)	Article
No of Pages	9
Language	English
Reference (APA style)	Boardman, J. (2003) Work, employment and psychiatric disability, <i>Advances in Psychiatric Treatment</i> , 9, 327-334
Source (link)	
Summary	Unemployment is high among those with mental disorders, particularly severe mental disorders, and there are a range of social and economic barriers impeding their employment. In general, there is a lack of vocational rehabilitation services in the UK for people with both physical and mental illnesses, despite good evidence for the effectiveness of some work schemes. Here, the need is discussed for a national strategy for vocational rehabilitation that involves employment and health services, and covers both physical and mental disorders.
Does the paper refer to People with Mental Health Problems, NEETs or MH NEETs?	People with Mental Health Problems

<p>What types of intervention or methodology of career counselling / vocational training / career intervention or good practice are mentioned?</p>	<ul style="list-style-type: none"> • Sheltered employment • Prevocational training • Supported employment <ul style="list-style-type: none"> ○ Assertive community treatment model ○ Transitional employment (such as the clubhouse approach) ○ Job coach model ○ Individual placement and support • Club House model • Social firms • Opportunities for volunteering • User employment programmes
<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>Assessment</p> <p>1. Detailed work histories are more useful in assessment than are most clinical measures: diagnosis or traditional psychometric testing such as IQ or aptitude measures have very limited predictive value when it comes to occupational performance.</p> <p>2. There is the importance of personal factors such as motivation, confidence and personal objectives. They have consistently been shown to be highly predictive of outcomes and are generally superior to traditional skills or IQ assessments.</p> <p>In the assessment and planning process, the main components are whether people really want to work, what their skills are and what they are interested in doing.</p> <p>Outcomes will be determined by a combination of historical factors (work history, skills, previous work performance); individual factors (confidence, motivation, personal aims and objectives); and setting factors (expectations of staff, opportunities for training and development, links to other programmes and so on). The assessment process must therefore begin by examining these variables.</p> <p>Motivation is contingent and is linked to success, mastery and other factors</p>

<p>Does the paper mention any barriers in the work integration process produced by family members, MH professionals or careers counselors?</p>	<ul style="list-style-type: none">• Mental health professionals, GPs and employers can underestimate the capacities and skills of mentally ill people and overestimate the risk to employers• Many mental health professionals lack expertise in business development
<p>Main Conclusions (in bullets)</p>	