



National Resource Center on Homelessness and Mental Illness

Education, Vocational Rehabilitation and Employment

March 2004

*Resources listed herein are a selection of materials available on this topic. Many are available from your local library or inter-library loan. Unless otherwise noted, all other materials are available from the National Resource Center on Homelessness and Mental Illness. Photocopying charges are \$.10 per page; make checks payable to **Policy Research Associates, Inc.** If you have difficulty locating any of the materials listed in this bibliography, please contact the Resource Center at the phone number or e-mail address below.*

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Policy Research Associates, Inc., under contract to the Center for Mental Health Services

Education and Employment

Order #: 6727

- Authors:** ADA Division, Equal Employment Opportunity Commission.
- Title:** **EEOC Enforcement Guidance on the Americans with Disabilities Act and Psychiatric Disabilities.**
- Source:** Washington, DC: ADA Division, Office of Legal Counsel, Equal Employment Opportunity Commission, 1997. (Guide: 26 pages)
- Abstract:** This enforcement guidance explains the EEOC interpretation of the application of Title I of the Americans with Disabilities Act of 1990 to individuals with psychiatric disabilities. This guide is designed to facilitate the full enforcement of the ADA with respect to individuals alleging employment discrimination based on psychiatric disability; respond to questions and concerns expressed by individuals with psychiatric disabilities regarding the ADA; and answer questions posed by employers about how principles of ADA analysis apply in the context of psychiatric disabilities. Topics include: the definition of a psychiatric disability under the ADA; disclosure of a disability; requesting reasonable accommodation; selected types of reasonable accommodation; conduct; direct threat; and professional licensing.
- Available From:** U.S. Equal Employment Opportunity Commission, Publication Distribution Center, P.O. Box 12549, Cincinnati, OH 45212, (800) 669-3362, www.eeoc.gov/teledir.html.

Order #: 5987

- Authors:** Alverson, M., Becker, D.R., Drake, R.E.
- Title:** **An Ethnographic Study of Coping Strategies Used by People with Severe Mental Illness Participating in Supported Employment.**
- Source:** Psychosocial Rehabilitation Journal 18(4): 115-128, 1995. (Journal Article: 14 pages)
- Abstract:** In response to the need for qualitative studies of mental health consumers in the process of rehabilitation and recovery, the authors conducted a one-year ethnographic study with 13 participants in the New Hampshire Supported Employment Study. Ethnographic methods included participant-observation and interviewing. Six common strategies for maintaining health and employment were identified: 1) keeping a positive outlook; 2) avoiding substance abuse; 3) using a diverse support network; 4) using medications strategically; 5) avoiding relapse of illness; and 6) overcoming stigma (authors).

Order #: 8637

- Authors:** Anthony, W.A., Brown, M.A., Rogers, E.S., Derringer, S.
- Title:** **A Supported Living/Supported Employment Program for Reducing the Number of People in Institutions.**
- Source:** Psychiatric Rehabilitation Journal 23(1): 57-61, 1999. (Journal Article: 5 pages)
- Abstract:** This study investigates the program cost and community functioning of individuals discharged to an innovative transition project that was sponsored and funded jointly by the Division of Vocational Rehabilitation and the Department of Mental Health. In the original study, 26 people were discharged to a supported living/supported employment program. This paper reports on a follow-up study conducted one year after the original formal evaluation of the project was completed. Similar to the original study, the follow-up study assessed residential and vocational status; data on ongoing need for program support and program costs were collected (authors).

Education and Employment

Order #: 11223

Authors: Anthony, W.A., Rutman, I.D. (eds.)

Title: **Making Work a Priority.**

Source: Psychosocial Rehabilitation Journal 18(4): 1-170, 1995. (Journal:Entire Issue: 170 pages)

Abstract: This issue reviews current research undertakings that share an explicit focus on understanding and improving the vocational performances of persons with serious mental illness. The individual articles describe new theoretical directions, service models, interagency collaboration strategies, value systems, and the relationship between them.

Order #: 1238

Authors: Bailis, L.N., Blasinsky, M., Chesnutt, S., Tecco, M.

Title: **Job Training for the Homeless: Report on Demonstration's First Year.**

Source: Washington, DC: U.S. Department of Labor, 1991. (Report: 137 pages)

Abstract: The Stewart B. McKinney Homeless Assistance Act of 1987 authorized the Department of Labor to plan and implement the Job Training for the Homeless Demonstration Program (JTHDP) and required an evaluation of the results of the demonstration. The purpose of this interim evaluation report is to describe and analyze the first year of program operations. It is based primarily on quarterly progress reports and evaluation reports submitted by 32 local JTHDP projects.

Available From: U.S. Department of Labor, 200 Constitution Avenue, NW, Washington, DC 20210, (866) 4-USA-DOL, www.dol.gov.

Order #: 12960

Authors: Baldwin, P., Last, M.

Title: **Practical Living Skills: Utilizing Community Partnerships to Embrace Self-Sufficiency.**

Source: South Bend, IN: The Center for the Homeless, Inc., 2003. (Presentation: 22 pages)

Abstract: This presentation is a product of the Center for the Homeless, Inc., which was founded in 1988, and focuses on helping people break the cycle of homelessness, bringing together disparate groups so that each can discover the work of the other, and pioneering a service model worthy of replication. The Center for the Homeless provides counseling and case management; medical, dental, and eye care; AIDS education and testing; drug and alcohol treatment; adult education; school enrollment and tutoring; job training and employment placement; budgeting and debt reconciliation; rental assistance; and home ownership. This presentation discusses the Center's continuum of care, the life cycle of homelessness, as well as the objectives, methodology, impact and tools of their practical living skills program (author).

Available From: The Center for the Homeless, Inc., 813 South Michigan Street, South Bend, IN 46601, (574) 282-8700, pbaldwin@cfh.net, mlast@cfh.net.

Order #: 11211

Authors: Baron, R.C.

Title: **Establishing Employment Services as a Priority for Persons with Long-Term Mental Illness.**

Source: American Rehabilitation 21(1): 32-34, 1995. (Journal Article: 2 pages)

Abstract: Despite the widespread recognition of the advantages of employment - increased income, a structured day, social opportunities, and heightened self-esteem - far too little progress has been made over the past twenty years to improve the job prospects of those who have had a serious mental illness. In fact, the overwhelming majority of people with long-term mental illness do not work. There is considerable evidence that older research estimates of an eighty-five percent rate of unemployment remain valid. This article discusses a number of emerging issues which must be addressed before progress in this area can be realized (author).

Education and Employment

Order #: 7037

Authors: Baron, R.C., Granger, B.

Title: **Employment for People with Psychiatric Disabilities: Knowledge Dissemination and Utilization Experiences.**

Source: New Directions for Mental Health Services 74: 67-77, 1997. (Journal Article: 11 pages)

Abstract: This article explores how attitudes have changed toward vocational activities for individuals with disabilities, and discusses the importance of continued funding and training in this area. The authors discuss attitudinal changes on the part of professionals toward recognizing both the value of work in the lives of people with psychiatric disabilities and their potential for employment. Also discussed are the various types of trainings that have been offered to professionals in the field around development of employment models and skills training for such things as job placement and job coaching, and policy and management. The authors then discuss the implications for knowledge dissemination utilization.

Order #: 11584

Authors: Basen, G., Sky, L.

Title: **Working Like Crazy.**

Source: Boston, MA: Fanlight Productions, 1999. (Videotape: 54 minutes)

Abstract: This video takes an engaging look at the struggles and victories of six former mental health patients. Though once labeled unemployable, they now work in businesses run and staffed by other psychiatric survivors - places where they can make a living, rebuild their lives, connect with others and contribute to society. From tears to laughter, isolation to friendship, rejection to acceptance, their stories offer an illuminating glimpse of this complex community (authors).

Available From: Fanlight Productions, 4196 Washington Street, Suite 2, Boston, MA 02131, (617) 469-4999, orders@fanlight.com, www.fanlight.com. (COST: \$195/purchase; \$60-70/rent).

Order #: 10403

Authors: Bebout, R., Bond, G., Resnick, S., Drake, R., Xie, H., McHugo, G.

Title: **Does Competitive Employment Improve Nonvocational Outcomes for People With Severe Mental Illness?**

Source: Journal of Consulting and Clinical Psychology 69(1): 489-501, 2001. (Journal Article: 13 pages)

Abstract: This article examines the cumulative effects of work on symptoms, quality of life, and self-esteem for 149 unemployed clients with severe mental illness receiving vocational rehabilitation. Nonvocational measures were assessed at 6-month intervals throughout the 18-month study period, and vocational activity was tracked continuously. On the basis of their predominant work activity over the study period, participants were classified into four groups: competitive work, sheltered work, minimal work, and no work. The groups did not differ at baseline in any of the nonconventional measures. Using mixed effects regression analysis to examine rates of change over time, the authors found that the competitive work group showed higher rates of improvement in symptoms; in satisfaction with vocational services, leisure, and finances; and in self-esteem than did participants in a combined minimal no-work group. The sheltered work group showed no such advantage (authors).

Education and Employment

Order #: 8835

Authors: Becker, D.R., Bond, G.R., McCarthy, D., Thompson, D., Xie, H., McHugo, G.J., Drake, R.E.

Title: **Converting Day Treatment Centers to Supported Employment Programs in Rhode Island.**

Source: Psychiatric Services 52(3): 351-357, 2001. (Journal Article: 7 pages)

Abstract: This article compares vocational and nonvocational outcomes of clients of two community mental health centers that underwent conversion from day treatment programs to supported employment programs with outcomes of clients of a center that delayed conversion until after the study was completed. The authors assessed 127 day treatment clients with severe mental illness in three community mental health centers. Two of the centers converted to supported employment, and one continued its rehabilitative day program. Participants were assessed prospectively for 30 to 36 months, with special attention to vocational and social outcomes. Former day treatment clients in the converted centers attained higher rates of competitive employment than those in the comparison group (44% and 57% versus 19%). Other employment outcomes also improved, and hospitalization rates and overall social functioning were unchanged (authors).

Order #: 8416

Authors: Becker, D.R., Drake, R.E.

Title: **A Working Life: The Individual Placement and Support (IPS) Program.**

Source: Concord, NH: New Hampshire-Dartmouth Psychiatric Research Center, 1993. (Manual: 87 pages)

Abstract: The purpose of this manual is to outline and describe a vocational service intervention that is helpful for people with severe mental disabilities. The reader should gain an overall understanding of IPS and specific information on how to set up and implement the program in a community mental health center (CMHC). The target audience of the manual is CMHC staff at all levels. (authors)

Available From: New Hampshire-Dartmouth Psychiatric Research Center, 105 Pleasant Street, Concord, NH 03301, (603) 271-5747, www.dartmouth.edu/~psychrc/.

Order #: 7444

Authors: Becker, D.R., Drake, R.E., Bond, G.R., Xie, H., Dain, B.J., Harrison, K.

Title: **Job Terminations Among Persons with Severe Mental Illness Participating in Supported Employment.**

Source: Community Mental Health Journal 34(1): 71-82, 1998. (Journal Article: 12 pages)

Abstract: This article explored job terminations among 63 persons with severe mental illness who participated in competitive jobs through supported employment programs. More than half of the job terminations were unsatisfactory, defined as the client quitting without having other job plans or being fired. Baseline ratings of demographic and clinical characteristics, preemployment skills training, and early ratings of job satisfaction and work environment did not predict unsatisfactory terminations. These terminations were associated retrospectively with problems on the job related to interpersonal functioning, mental illness, quality of work, dependability, and substance abuse. The authors suggest that supported employment programs need to address job maintenance with interventions that identify and address difficulties as they arise on the job.

Education and Employment

Order #: 6249

Authors: Becker, D.R., Drake, R.E., Farabaugh, A., Bond, G.R.

Title: **Job Preferences of Clients With Severe Psychiatric Disorders Participating in Supported Employment Programs.**

Source: Psychiatric Services 47(11): 1223-1226, 1996. (Journal Article: 4 pages)

Abstract: The job preferences of adults with serious mental illnesses who were participating in supported employment programs were examined. Data were collected on job preferences, attainment of competitive employment, job satisfaction, and job tenure of 135 adults who participated in two supported employment programs in New Hampshire. Data obtained at baseline and at six-month follow-up were analyzed. Eighty-one percent of the clients expressed realistic and stable job preferences. People who obtained employment in preferred areas were more satisfied with their jobs and remained in the jobs twice as long as those who worked in nonpreferred areas. In conclusion, helping people with serious mental illnesses obtain competitive jobs that correspond with their job preference increases job satisfaction and tenure (authors).

Order #: 7934

Authors: Becker, R.E., Meisler, N., Stormer, G., Brondino, M.J.

Title: **Employment Outcomes for Clients With Severe Mental Illness in a PACT Model Replication.**

Source: Psychiatric Services 50(1): 104-106, 1999. (Journal Article: 3 pages)

Abstract: In this article, outcomes of clients with severe mental illness in a psychosocial and vocational rehabilitation program modeled after the Program for Assertive Community Treatment were tracked through record review to determine if clients' employment gains were sustained while they were in the program. A total of 184 clients participated in the program between December 1984 and February 1994, of whom 34% remained for one to four years and 33% remained longer than four years. Sixty-four percent of the clients who stayed in the program a year or longer attained employment. The program maintained an average of employment rate of 33% of all participating clients. More than half of the clients who held jobs worked part time and were employed more than half of the time that they were in the program (authors).

Order #: 7329

Authors: Bedell, J.R., Draving, D., Parrish, A., Gervery, R., Guastadisegni, P.

Title: **A Description and Comparison of Experiences of People with Mental Disorders in Supported Employment and Paid Prevocational Training.**

Source: Psychiatric Rehabilitation Journal 21(3): 279-283, 1998. (Journal Article: 5 pages)

Abstract: The authors define supported employment (SE) as an innovative treatment using immediate placement in competitive employment without extensive prevocational training. This article evaluated the experiences of clients involved in SE and a program using prevocational training. The purpose was to describe and compare changes in self-perception, positive and negative features associated with being in vocational training, preference of employment training type, and work stress experienced in vocational training. Results indicated that both types of employment training had primarily positive effects with few differences between them. The authors state this suggests that SE does not have a negative effect on clients compared to a program using extensive work readiness training (authors).

Education and Employment

Order #: 11242

Authors: Bell, M., Greig, T., Gill, P., Whelahan, H., Bryson, G.

Title: **Work Rehabilitation and Patterns of Substance Use Among Persons with Schizophrenia.**

Source: Psychiatric Services 53(1): 63-69, 2002. (Journal Article: 7 pages)

Abstract: The aim of this study was to identify patterns of substance use among participants in work rehabilitation, to identify symptoms patterns associated with substance use, and to assess the impact of substance use on work rehabilitation outcomes. Addiction Severity Index interviews were conducted and Positive and Negative Syndrome Scale ratings were obtained at the start of the study and again five months and 12 months later for 220 patients with schizophrenia or schizoaffective disorder who were already enrolled in a study of work rehabilitation. Eighty percent of the participants met Addiction Severity Index criteria for lifetime substance use, but 75 percent were abstinent at intake. During the 12-month follow-up period, abstinence rates remained above 66 percent. Participants with a lifetime history of cocaine use were more likely to return to substance use. The type of substance used was also related to distinct symptom patterns. Participants with past cocaine use had more severe hostility symptoms and less severe negative symptoms. No significant relationships were found between lifetime or current substance use and participation in the work rehabilitation program. Even though a high rate of lifetime substance use was observed in this sample, most participants were in stable remission of substance use throughout the one-year study. Substance use and work participation appeared to be semi-autonomous: substance use did not directly affect work participation, and work participation did not directly affect substance use.

Order #: 3146

Authors: Bell, M.D., Lysaker, P.H.

Title: **Psychiatric Symptoms and Work Performance Among Persons With Severe Mental Illness.**

Source: Psychiatric Services 46(5): 508-510, 1995. (Journal Article: 3 pages)

Abstract: This article examines the relationship between psychiatric symptoms and work performance in a vocational rehabilitation program. The correlation between work performance and psychiatric symptoms was analyzed with the Positive and Negative Syndrome Scale (PANSS). Findings indicated that 27% of the variance in work performance measures could be explained by severity of psychiatric symptoms (authors).

Order #: 1813

Authors: Bennett, G., Shane, P., Tutunjian, B., Perl, H.I.

Title: **Job Training and Employment Services for Homeless Persons with Alcohol and Other Drug Problems.**

Source: Rockville, MD: U.S. Department of Health and Human Services, 1992. (Report: 96 pages)

Abstract: The purpose of this technical assistance report is two-fold. First, it summarizes the relevant research that connects the arenas of homelessness, alcohol and other drug abuse, and employment and job training services. Second, it draws on the National Institute on Alcohol Abuse and Alcoholism and the Department of Labor demonstration projects as well as other programs to provide examples of innovative programs across the country that have made progress in meeting the challenge of serving the comprehensive employment needs of homeless persons who have alcohol and other drug problems (authors).

Education and Employment

Order #: 11210

Authors: Blanketz, L., Robinson, S., Goldberg, M., Herbert, S., Kerlin, R.

Title: **The Employment Specialist Instruction Manual.**

Source: Philadelphia, PA: Matrix Research Institute, 1995. (Manual: 400 pages)

Abstract: This manual provides a hands-on guide to vocational rehabilitation (VR) for the individual with severe mental illness. It includes discussions and materials related to: engagement and motivation, using the Employment Specialist Vocational Ladder, strengthening linkages to the VR system, providing support during the VR process, and assuring the availability of long-term supports on the job, as well as thirty-eight group activities, worksheets, and research instruments.

Order #: 10336

Authors: Bogard, C.J., Trillo, A., Schwartz, M., Gerstel, N.

Title: **Future Employment Among Homeless Single Mothers: The Effects of Full-Time Work Experience and Depressive Symptomatology.**

Source: Women & Health 32(1-2): 137-157, 2001. (Journal Article: 11 pages)

Abstract: This study examines the relationship between work and depressive symptomatology for extremely destitute single mothers who have experienced an episode of homelessness. Using longitudinal data collected from 294 respondents who became homeless in 1992 and were followed for approximately two years, it was found that a history of full-time work was the best predictor of whether a woman would find full-time employment in the aftermath of an episode of homelessness. Even an extensive history of part-time or informal work was not predictive of finding employment after leaving a homeless shelter. A woman's level of depressive symptomatology at the onset of homelessness predicted her strategy in dealing with the shelter bureaucracy. Women with full-time work histories who experienced high levels of depressive moods at the onset of a shelter episode were likely to leave the shelter quickly. Those with lower levels of depressive symptomatology stayed and were more likely than others to complete an education or job training program. Both types of women with full-time work histories were more likely than others to find full-time employment after a homeless episode. These findings suggest that policy makers must focus on providing full-time and not part-time, work for impoverished mothers and take depressive symptomatology into account when offering assistance to homeless mothers (authors).

Order #: 13173

Authors: Bond, G., Kim, H., Meyer, P., Gibson, J., Tunis, S., Evans, J., Lysaker, P., McCoy, M., Dincin, J., Xie, H.

Title: **Response to Vocational Rehabilitation During Treatment with First or Second Generation Antipsychotics.**

Source: Psychiatric Services 55(1): 59-66, 2004. (Journal Article: 8 pages)

Abstract: This article discusses second-generation antipsychotics, and the notion that they may enhance the rehabilitation of individuals with schizophrenia. The authors hypothesized that clients receiving second-generation antipsychotics would use vocational rehabilitation services more effectively and would have better employment outcomes than those receiving first-generation antipsychotics. Ninety unemployed clients with schizophrenia and related disorders who were beginning a vocational rehabilitation program were followed for nine months. Three groups were defined according to the medication in use at study entry: olanzapine, risperidone, or first-generation antipsychotics only. Participants were interviewed monthly. The olanzapine and risperidone groups did not differ on any employment outcomes. On most vocational indicators, clients receiving second-generation agents did not differ from those receiving first-generation agents. However, at nine months the second-generation group had a significantly higher rate of participation in vocational training; a trend was found toward a higher rate of paid employment. All groups showed substantial improvement in employment outcomes after entering a vocational program. The hypothesis that second-generation antipsychotics promote better employment outcomes than first-generation antipsychotics was not upheld. However, second-generation agents appear to be associated with increased participation in vocational rehabilitation (authors).

Education and Employment

Order #: 8834

Authors: Bond, G.R., Becker, D.R., Drake, R.E., Rapp, C.A., Meisler, N., Lehman, A.F., Bell, M.D., Blyler, C.R.

Title: **Implementing Supported Employment as an Evidence-Based Practice.**

Source: Psychiatric Services 52(3): 313-322, 2001. (Journal Article: 10 pages)

Abstract: The authors state that supported employment for people with severe mental illness is an evidence-based practice, based on converging findings from eight randomized controlled trials and three quasi-experimental studies. The critical ingredients of supported employment have been well described, and a fidelity scale differentiates supported employment programs from other types of vocational services. The effectiveness of supported employment appears to be generalizable across a broad range of client characteristics and community settings. More research is needed on long-term outcomes and on cost-effectiveness. Access to supported employment programs remains a problem, despite their increasing use throughout the United States. The authors discuss barriers to implementation and strategies for overcoming them based on successful experiences in several states.

Order #: 6673

Authors: Bond, G.R., Drake, R.E., Mueser, K.T. and Becker, D.R.

Title: **An Update on Supported Employment for People With Severe Mental Illness.**

Source: Psychiatric Services 48(3): 335-346, 1997. (Journal Article: 12 pages)

Abstract: This article examines the effectiveness of supported employment for people who have serious mental illnesses and identifies key principles of supported employment programs. Initial findings indicate the importance of an explicit focus on competitive employment outcomes, direct placement, and the integration of vocational and clinical services.

Order #: 8376

Authors: Bond, G.R., Meyer, P.S.

Title: **The Role of Medications in the Employment of People with Schizophrenia.**

Source: Journal of Rehabilitation 65(4): 9-14, 1999. (Journal Article: 6 pages)

Abstract: Medications and vocational rehabilitation are both integral to the recovery process for schizophrenia. The development of new medications for schizophrenia, combined with promising research on supported employment, has led to renewed attention to the interrelationship between the two. These new medications have fewer motor side effects and greater impact on cognitive functioning than traditional medications. Consequently, they are hypothesized to enable more consumers to benefit from rehabilitation programs and to obtain competitive jobs. More rigorous research is needed in all of these areas. Suggestions are offered to rehabilitation professionals regarding the role of medications in employment. (authors)

Order #: 6950

Authors: Brooks, M.G., Buckner, J.C.

Title: **Work and Welfare: Job Histories, Barriers to Employment, and Predictors of Work Among Low-Income Single Mothers.**

Source: American Journal of Orthopsychiatry 66(4): 526-537, 1996. (Journal Article: 12 pages)

Abstract: This article describes a study that analyzed the work histories of 220 homeless and 216 low-income housed mothers in Worcester, MA, in order to develop a predictive model of factors that facilitate employment possibilities for some low-income women and deter others from obtaining work. Findings of the study suggest the need for programs of education, early intervention, and job training as the availability of adequate jobs and affordable child-care appear to be prerequisites for poor, single mothers to become self-supporting (authors).

Education and Employment

Order #: 5932

Authors: Camardese, M.B., Youngman, D.

Title: **H.O.P.E.: Education, Employment, and People Who are Homeless and Mentally Ill.**

Source: Psychiatric Rehabilitation Journal 19(4): 46-56, 1996. (Journal Article: 11 pages)

Abstract: The authors surveyed 100 volunteers who are homeless and have mental illness using consumers as interviewers. Objectives were to initiate educational and vocational planning; to learn which services they perceive most useful; and to structure a model learn/work environment for consumer collaborators. Survey responses indicate significant interest in training for diverse and meaningful employment. Findings suggest that communication and social skills training, as well as technical skills training and efforts at facilitating sustained access to available services, deserve funding priority (authors).

Order #: 12667

Authors: Campbell, K., Baumohl, J., Hunt, S.

Title: **The Bottom Line: Employment and Barriers to Work Among Former SSI DA&A Beneficiaries.**

Source: Contemporary Drug Problems 30(1-2): 195-240, 2003. (Journal Article: 45 pages)

Abstract: In this article, the authors discuss data from a nine-site, two-year panel study of 1,764 former drug addiction and alcoholism (DA&A) recipients and detailed semistructured interviews with subsamples in four sites. The article examines employment outcomes and barriers to employment among 611 respondents who lost SSI and did not replace it with another form of publicly funded income assistance. According to the authors, it is likely that many former DA&A beneficiaries will remain indigent, returning to the SSI rolls when they requalify upon turning 65, given their age, health problems and limited human capital (authors).

Order #: 7108

Authors: Carling, P.J.

Title: **Creating Employment Opportunities.**

Source: In Carling, P.J., Return to Community: Building Support Systems for People with Psychiatric Disabilities. New York, NY: The Guilford Press, 227-248, 1995. (Book Chapter: 22 pages)

Abstract: This chapter discusses how strategies for helping people with psychiatric disabilities to obtain meaningful work have changed in recent years. It describes how employment approaches that are based on integration and empowerment principles emphasize work assistance to a broad range of individuals with psychiatric disabilities. The author describes strategies that have been successfully used to increase community employment opportunities for mental health consumers by outlining characteristics of successful employment assistance approaches and initiatives. The author also discusses specific community strategies for responding to employment needs including developing community resources, working with employers, and creating other employment opportunities. The author concludes with local community examples of employment initiatives.

Order #: 12816

Authors: Center for Community Change.

Title: **Getting Ahead: New Approaches to Generating Jobs and Opportunities for Residents of Low Income Communities.**

Source: Washington, DC: Center for Community Change, 1997. (Guide: 53 pages)

Abstract: This guidebook examines current thinking about how to economically revitalize low income communities and connect low income people with jobs. The authors explain how to do an economic analysis of a community. This guide also includes more than a dozen lessons about economic revitalization and many stories about what community organizations have accomplished (authors).

Available From: Center for Community Change, 1000 Wisconsin Avenue, NW, Washington, DC 20007, (202) 342-0519, www.communitychange.org.

Education and Employment

Order #: 12817

Authors: Center for Community Change.

Title: **JOBS: Some Organizing Strategies.**

Source: Washington, DC: Center for Community Change, 1997. (Guide: 35 pages)

Abstract: This report first addresses the strategies around corporate welfare campaigns, and then strategies around federal programs which provide dollars to states or localities which may be used for jobs or support programs. Following these sections, the authors review a few strategies for jobs campaigns related to welfare reform, and briefly address some possible approaches to issues of job training and support services such as child care, transportation and the Earned Income Tax Credit (authors).

Available From: Center for Community Change, 1000 Wisconsin Avenue, NW, Washington, DC 20007, (202) 342-0519, www.communitychange.org.

Order #: 7009

Authors: Center for Psychiatric Rehabilitation.

Title: **ADA and Reasonable Accommodations.**

Source: Boston, MA: Community Support and Network News 12(1): Summer/Fall 1997. (Newsletter: 19 pages)

Abstract: This newsletter is an entire issue devoted to the ADA and reasonable workplace accommodations for people with psychiatric disabilities. The issue presents findings from a 1993 study that examined employment outcomes and characteristics of individuals receiving workplace accommodations through supported employment programs. Types of accommodations most frequently used and limitations accommodated were discussed and as well as implications of the findings for supported employment providers. Also in this issue: The EEOC and the ADA's reasonable accommodation mandate, the dilemma of disclosure, developing and maintaining employer relationships, employers as partners in the creation of reasonable accommodations, a consumer/survivor perspective, mediation of ADA disputes, and resource materials and services.

Available From: Boston University Center for Psychiatric Rehabilitation, 940 Commonwealth Avenue West, Boston, MA 02215, (617) 353-3549, www.bu.edu/cpr.

Order #: 8115

Authors: Center on Budget and Policy Priorities.

Title: **The Family Self-Sufficiency Program.**

Source: Washington, DC: Center on Budget and Policy Priorities, 1999. (Fact Sheet: 6 pages)

Abstract: This fact sheet describes the Family Self-Sufficiency (FSS) Program, which is designed to promote employment and increase savings among families receiving Section 8 vouchers or certificates, or living in public housing. There are two main features to FSS: an escrow account and case management. The escrow account allows families to place 30% of an increase in earnings through work into an escrow account from which they can receive all of the funds upon completion of the FSS program. Each family is also provided a case manager that works with the family to further access services in the community. The fact sheet also describes eligibility requirements, the responsibilities of families and housing agencies, and describes the escrow account in detail.

Available From: Center on Budget and Policy Priorities, 820 First Street, NE, Suite 510, Washington, DC 20002, (202) 408-1080, www.cbpp.org/5-5-99hous.htm

Education and Employment

Order #: 5957

Authors: Clark, R.E., Bush, P.W., Becker, D.R., Drake, R.E.

Title: A Cost-Effectiveness Comparison of Supported Employment and Rehabilitative Day Treatment.

Source: Administration and Policy in Mental Health 24(1): 63-77, 1996. (Journal Article: 16 pages)

Abstract: Recent research suggests that, for some people with severe mental illness, supported employment could improve vocational outcomes for little additional expense. This article describes the costs and client outcomes in one mental health center that converted two rehabilitative day treatment programs to supported employment programs. The conversion improved vocational outcomes significantly without increasing costs. Results illustrate the importance of testing the effects of cost estimation methods on findings (authors).

Order #: 8528

Authors: Collins, M.E., Mowbray, C.T., Bybee, D.

Title: Characteristics Predicting Successful Outcomes of Participants with Severe Mental Illness in Support Education.

Source: Psychiatric Services 51(6): 774-780, 2000. (Journal Article: 7 pages)

Abstract: The study sought to identify characteristics of participants in a supported education program that were related to a successful outcome. Supported education programs provide rehabilitation and support services to help people attain postsecondary education. It concludes that factors related to a successful outcome from a supported education program for persons with severe mental illness are also likely to be important factors for nondisabled populations. Among those with mental illness, social support is a key factor in attaining educational and vocational goals (authors).

Order #: 9922

Authors: Cook, J., Pickett-Schenk, S., Grey, D., Banghart, M., Rosenheck, R.A., Randolph, F.

Title: Vocational Outcomes Among Formerly Homeless Persons With Severe Mental Illness in the ACCESS Program.

Source: Psychiatric Services 52(8): 1075-1080, 2001. (Journal Article: 5 pages)

Abstract: This study examined the vocational outcomes of 4,778 formerly homeless individuals with severe mental illness who were enrolled in the Access to Community Care and Effective Services and Support (ACCESS) program, a multisite demonstration project designed to provide services to this population. ACCESS participants reported receiving relatively few job-related services. Nonetheless, modest but significant increases occurred between baseline and three months and between three months and 12 months in the total proportion of participants who were employed and who were employed full-time and in hourly earnings and estimated monthly earnings. The number of hours worked per week increased significantly between three months and 12 months. Participants who were employed at 12 months were more likely to have received job training and job placement services. The conclusion was made that programs that work with homeless mentally ill persons may better serve their clients by placing as great an emphasis on providing employment services as on providing housing and clinical treatment (authors).

Education and Employment

Order #: 2891

Authors: Cook, J.A.

Title: **Job Ending Among Youth and Adults With Severe Mental Illness.**

Source: Journal of Mental Health Administration 19(2): 158-169, 1992. (Journal Article: 12 pages)

Abstract: This study examined the incidence of leaving jobs over a 36-month period among 326 persons (74 youth and 252 adults) with serious mental illnesses who were participating in an urban vocational rehabilitation program. The youth and adult respondents displayed similar tenure on agency-sponsored placements but significantly different tenure on independent jobs. While adults held their independent jobs for an average of seven months, youth averaged only three months at competitive employment. Youth also were significantly more likely than adults to be fired from both agency-sponsored and independent jobs. These findings and their implications are important for the development of public policy and service delivery models for providing on-going job support to youth and adults with serious psychiatric disabilities (author).

Order #: 1685

Authors: Cook, J.A., Bond, G.R., Hoffschmidt, S.J., Jonas, E.A., Razzano, L., Weakland, R.

Title: **Assessing Vocational Performance Among Persons with Severe Mental Illness.**

Source: Chicago, IL: Thresholds National Research and Training Center on Rehabilitation and Mental Illness, 1992. (Report: 155 pages)

Abstract: This manual has been designed for use by mental health and rehabilitation service delivery staff, administrators, and researchers to assess clients' vocational abilities, skills, reactions to employment experiences, and vocational outcomes. The first section contains a selection of vocational assessment and ongoing case logging tools, along with instructions and suggestions for their use. The second section consists of a selection of research instruments that operationalize various employment outcomes typically studied in vocational rehabilitation research. This section offers a basic introduction to measurement of variables often studied in employment research involving persons with disabilities, particularly psychiatric disabilities (authors).

Order #: 11694

Authors: Cook, J.A., Carey, M.A., Razzano, L.A., Burke, J., Blyler, C.R.

Title: **The Pioneer: The Employment Intervention Demonstration Program.**

Source: New Directions for Evaluation (94): 31-42, 2002. (Journal Article: 12 pages)

Abstract: This article discusses the Employment Intervention Demonstration Program, which was funded in 1995, and was the first Substance Abuse and Mental Health Services Administration multisite evaluation study to require the use of a common data collection protocol that was developed collaboratively by the participating sites. The influence of the phase of research on the development of the program, the role of participants and stakeholders in shaping the common protocol, the dissemination of early findings, and the impact of the program on policy, are each discussed (authors).

Education and Employment

Order #: 11973

Authors: Cook, J.A., Pickett, S.A.

Title: **Recent Trends in Vocational Rehabilitation for People with Psychiatric Disability.**

Source: American Rehabilitation 20(4): 2-12, 1997. (Journal Article: 10 pages)

Abstract: This article reviews recent developments in psychiatric vocational rehabilitation program design and evaluation research. Topics addressed include new directions in vocational assessment, the link between psychiatric symptoms and employment, effects of work on self-esteem and life satisfaction, employer and coworker relationships, new vocational service delivery approaches, the development of consumer-provided vocational services, and the tailoring of services for women, minorities and youth. Implications for the future direction of the field are also discussed (authors).

Order #: 11799

Authors: Cook, J.A., Razzano, L.

Title: **Vocational Rehabilitation for Persons with Schizophrenia: Recent Research and Implications for Practice.**

Source: Schizophrenia Bulletin 26(1): 87-103, 2000. (Journal Article: 16 pages)

Abstract: This article presents research-based principles of vocational rehabilitation that have emerged from the study of diagnostically heterogeneous populations of persons with severe mental illness. Employment and vocational functioning outcomes of people with schizophrenia from recently published follow-up studies are described. In addition, the authors present research conducted over the past decade concerning differential outcomes of vocational rehabilitation services for people with schizophrenia versus other psychotic and nonpsychotic disorders, and explore studies of people with schizophrenia that may illuminate the links between specific features of this disorder. The authors conclude with a set of recommendations for clinical practice that draw upon the most recent discoveries and insights in this field (authors).

Order #: 3089

Authors: Cook, J.A., Solomon, M.L., Jonikas, J.A.

Title: **Thresholds Transitional Employment Program for Mentally Ill Young Adults: Final Report to the U.S Department of Education, Office of Special Education and Rehabilitative Services.**

Source: Chicago, IL: Thresholds, Inc., 1990. (Report: 116 pages)

Abstract: This report describes the Transitional Employment Program for Mentally Ill Young Adults runs by Thresholds, Inc. in Chicago. The purpose of this program is to enable adolescents with serious mental illnesses to make the transition from school to employment. This is accomplished through delivery of comprehensive job placement and training services located within the Thresholds youth psychiatric rehabilitation program.

Order #: 3057

Authors: Cook, J.A., Solomon, M.L., Mock, L.O.

Title: **What Happens After the First Job Placement: Vocational Transitioning Among Severely Emotionally Disturbed and Behavior Disordered Adolescents.**

Source: In Braaten S.L., Rutherford, R.B., Reilly, T.F., and Digamgi, S.A. (eds.), Programming for Adolescents with Behavioral Disorders. Reston, VA: Council for Children with Behavioral Disorders, 1989. (Book Chapter: 23 pages)

Abstract: This chapter explores the experiences of adolescents (ages 16 through 22), who have serious emotionally disturbed/behaviorally disordered conditions, in a transitional employment program in inner-city Chicago. The authors sought to understand what factors are associated with vocational success for this population. The findings indicate that young adults achieving vocational success in the program tend to use more than one group placement (making lateral transitions) before moving on to individual job placements on their own.

Education and Employment

Order #: 12518

Authors: Corcoran, M., Heflin, C.

Title: **Barriers to Work Among Recipients of Housing Assistance.**

Source: Cityscape Journal of Policy Development and Research (6)2: 73-87, 2003. (Journal Article: 14 pages)

Abstract: This article describes how current and former welfare recipients receiving housing assistance differ from those not receiving assistance on various potential barriers to employment. The authors evaluate whether housing-assisted welfare recipients have different welfare and employment outcomes compared with unassisted welfare recipients. They examine eight outcomes: whether employed, whether on welfare, whether sanctioned, whether left a job, months on welfare, months employed, the number of hours worked, and the natural log of wages. They find more similarities than differences between women who receive housing assistance. In the authors' multivariate analysis, they find housing assistance is not associated with the probability of receiving welfare or being sanctioned for noncompliance with the work requirement. Additionally, they find that support for the relationship between housing assistance and work outcomes is weak. Housing assistance has no effect on the probability of being employed, the natural log of weekly earnings, the percentage of months observed working, or the percentage of months observed receiving welfare. The authors find weak support for the role of vouchers in fostering attachment with employers and the role of public housing residence in increasing the number of hours worked on all jobs (authors).

Order #: 6895

Authors: Corporation for Supportive Housing.

Title: **Work in Progress: An Interim Report From The Next Step: Jobs Initiative.**

Source: New York, NY: Corporation for Supportive Housing, 1997. (Report: 53 pages)

Abstract: This report provides interim progress notes from the Next Step: Jobs Initiative, a three-year project that is a partnership between CSH, The Rockefeller Foundation and 20 non-profit providers in Chicago, the San Francisco Bay Area, and New York City. The goal is to enhance employment opportunities for tenants of supportive housing. The providers in this initiative are pioneering housing-based strategies for returning formerly homeless and disabled individuals to work. This report documents the rich dialogue and healthy debates that occurred at the national meeting of initiative participants in October 1996, and shares what has been learned about how to effectively return people to work.

Available From: Corporation for Supportive Housing, 50 Broadway, 17th Floor, New York, NY 10004, (212) 986-2966, www.csh.org.

Order #: 5629

Authors: Drake, R.E., Becker, D.R.

Title: **The Individual Placement and Support Model of Supported Employment.**

Source: Psychiatric Services 47(5): 473-475, 1996. (Journal Article: 3 pages)

Abstract: This article describes the rationale and methods of a supported employment program called the Individual Placement and Support Model, which was developed at the New Hampshire-Dartmouth Psychiatric Research Center. It describes the clinical characteristics of the population served by the program, including diagnosis and phase disorder; discusses the modalities of treatment and rehabilitation used in the program; and reports on the context of the modalities in terms of institutional and community supports.

Education and Employment

Order #: 3199

Authors: Drake, R.E., Becker, D.R., Biesanz, J.C., Torrey, W.C., McHugo, G.J. and Wyzik, P.F.

Title: **Rehabilitative Day Treatment vs. Supported Employment: I. Vocational Outcomes.**

Source: Community Mental Health Journal 30(5): 519-532, 1994. (Journal Article: 13 pages)

Abstract: As part of the movement toward supported employment, the New Hampshire Division of Mental Health has in recent years strongly endorsed competitive jobs in integrated work settings for persons with serious mental illnesses. An opportunity to study the differences between rehabilitative day treatment and an intensive supported employment approach occurred when a local mental health center agreed to convert one of its two-day treatment programs to a supported employment program. A similar day treatment program, located in a nearby city and directed by the same mental health center, was to remain unchanged and therefore served as a comparison group. The purpose of this article is to examine the vocational outcomes as well as potential negative outcome of this quasi-experiment, one year after the program change. Results indicate that competitive employment of program participants improved from 25.4% to 39.4%. In addition, hours worked and wages earned similarly improved after the program change (authors).

Order #: 6185

Authors: Drake, R.E., Becker, D.R., Biesanz, J.C., Wyzik, P.F., Torrey, W.C.

Title: **Day Treatment Versus Supported Employment for Persons With Severe Mental Illness: A Replication Study.**

Source: Psychiatric Services 47(10): 1125-1127, 1996. (Journal Article: 3 pages)

Abstract: This article describes a study in which outcomes for 112 clients who have serious mental illness in a community mental health center that converted its rehabilitative day treatment program to a supported employment program were assessed during the year after the program conversion. The study replicated a previous study in showing that the rate of competitive employment improved, especially among clients who had formerly attended the day treatment program, without evidence of adverse effects (authors).

Order #: 8387

Authors: Drake, R.E., Becker, D.R., Clark, R.E., Mueser, K.T.

Title: **Research on the Individual Placement and Support Model of Supported Employment.**

Source: Psychiatric Quarterly 70(4): 289-301, 1999. (Journal Article: 13 pages)

Abstract: This article reviews research on the Individual Placement and Support (IPS) model of supported employment for people with severe mental illness. Current evidence indicates that IPS supported employment is a more effective approach for helping people with psychiatric disabilities to find and maintain competitive employment than rehabilitative day programs or than traditional, stepwise approaches to vocational rehabilitation. There is no evidence that the rapid-job-search, high-expectations approach of IPS produces untoward side effects. IPS positively affects satisfaction with finances and vocational services, but probably has a minimal impact on client adjustment. The cost of IPS is similar to the cost of other vocational services, and cost reductions may occur when IPS displaces traditional day treatment programs. (authors)

Education and Employment

Order #: 7845

Authors: Drake, R.E., Fox, T.S., Leather, P.K., Becker, D.R., Musumeci, J.S., Ingram, W.F., McHugo, G.J.

Title: **Regional Variation in Competitive Employment for Persons with Severe Mental Illness.**

Source: Administration and Policy in Mental Health 25(5): 493-504, 1998. (Journal Article: 12 pages)

Abstract: This article examines regional variation in rates of employment across one state to ascertain the factors that affect outcomes. Mental health centers that emphasized supported employment programs achieved higher rates of competitive employment than centers that continued to offer pre-employment programs, such as day treatment and sheltered workshops. Mental health centers that attained high rates of competitive employment spent a larger proportion of their total budget on vocational services than other centers. Rural centers were also more likely to attain high employment rates than urban centers (authors).

Order #: 6133

Authors: Drake, R.E., McHugo, G.J., Becker, D.R., Anthony, W.A., Clark, R.E.

Title: **The New Hampshire Study of Supported Employment for People With Severe Mental Illness.**

Source: Journal of Consulting and Clinical Psychology 64(2): 391-399, 1996. (Journal Article: 9 pages)

Abstract: This article describes a study that compared supported employment services in two contrasting programs: (a) Group Skills Training, a professional rehabilitation agency outside of the mental health center, that provided pre-employment skills training and support in obtaining and maintaining jobs, and (b) the Individual Placement and Support (IPS) model, which integrated clinical and vocational services within the mental health center. People with severe mental disorders who expressed interest in competitive employment (n=143) were randomly assigned to one of these two programs. Results showed that clients in the IPS program were more likely to be competitively employed throughout most of the 18-month follow-up. Among those who obtained jobs, there were few group differences, although workers in the IPS program did work more total hours and earn more total wages during the 18-month follow-up. There were no group differences on nonvocational outcomes (authors).

Order #: 12941

Authors: Drebing, C., Rosenheck, R., Schutt, R., Kaspro, W., Penk, W.

Title: **Patterns in Referral and Admission to Vocational Rehabilitation Associated with Coexisting Psychiatric and Substance-Use Disorders.**

Source: Rehabilitation Counseling Bulletin 47(1): 15-23, 2003. (Journal Article: 9 pages)

Abstract: In this article, archival data from 17,929 homeless adults entering the Veterans Health Administration's Healthcare for Homeless Veterans program were analyzed to identify whether the rate of referral and admission to vocational rehabilitation differed between adults with psychiatric disorders alone and those with psychiatric disorders with a coexisting substance-use disorder (SUD). According to the authors, participants with an SUD had an eleven percent greater chance of being referred to vocational rehabilitation than did those with a psychiatric disorder alone. The article also states that of the participants referred to vocational rehabilitation, those with an SUD were almost twice as likely to participate. Those with an SUD also had a higher rate of employment prior to evaluation than did those with a psychiatric disorder alone. The authors assert that these advantages were significant after covarying for demographic variables, specific psychiatric diagnosis, and Addiction Severity Index psychiatric composite score. The authors conclude that these findings fail to support the hypothesis that there is a bias in the process of referral or admission into vocational rehabilitation and suggests that work and participation in work rehabilitation are not negatively affected by a coexisting SUD (authors).

Education and Employment

Order #: 7867

Authors: Dressner, J., Fleisher, W., Sherwood, K.E.

Title: **Next Door: A Concept Paper for Place-Based Employment Initiatives.**

Source: New York, NY: Corporation for Supportive Housing, 1998. (Report: 61 pages)

Abstract: This report explores the transferability of the place-based employment model that is being used in the Corporation for Supportive Housing's (CSH) Next Step: Jobs employment initiative. After conducting an extensive literature review and numerous interviews with experts in the field, the authors developed a program model for a place-based employment initiative that builds upon what CSH has learned to date working to integrate employment into supportive housing. Findings suggest a model with job development, job creation, and job placement services at its center along with support services to ensure that unemployed people are able to make all the logistical and lifestyle changes necessary to make work a long-lasting way of life (authors).

Available From: Corporation for Supportive Housing, 50 Broadway, 17th Floor New York, NY 10004, (212) 986-2966 x500, www.csh.org.

Order #: 11231

Authors: Drew, D., Drebing, C.E., Van Ormer, A., Losardo, M., Krebs, C., Penk, W., Rosenheck, R.A.

Title: **Effects of Disability Compensation on Participation in and Outcomes of Vocational Rehabilitation.**

Source: Psychiatric Services 52(11): 1479-1493, 2001. (Journal Article: 15 pages)

Abstract: The authors sought to determine the relationship between receipt of disability compensation and participants' success in a vocational rehabilitation program. Administrative data for 22,515 individuals who participated in the Veterans Health Administration compensated work therapy program between 1993 and 1998 were analyzed. Six dependent variables were compared between participants who were receiving disability compensation and those who were not: duration of participation in compensated work therapy, number of hours worked per week, mean hourly earnings, total income from compensated work therapy, dropout rate, and competitive employment status at discharge. Regression equations were determined for each dependent variable to assess associations with the degree of disability, the amount of disability compensation, and the type of compensation program. Participants who were receiving disability benefits worked fewer hours in compensated work therapy each week, earned less income, had had a higher dropout rate, and were less likely to be competitively employed at discharge. The amount of compensation and the type of program were modestly but significantly associated with participation in compensated work therapy and with outcome. Unintended effects of disability compensation programs discourage full participation in vocational rehabilitation and result in poorer rehabilitation outcomes (authors).

Education and Employment

Order #: 10471

Authors: Ehrenreich, B.

Title: **Nickel and Dimed: On (Not) Getting By in America.**

Source: New York, NY: Metropolitan Books, 2001. (Book: 221 pages)

Abstract: Millions of Americans work full-time, year-round, for poverty-level wages. In 1998, Barbara Ehrenreich decided to join them. She was inspired in part by the rhetoric surrounding welfare reform, which promised that a job -- any job -- could be the ticket to a better life. But how does anyone survive, let alone prosper, on six to seven dollars an hour? To find out, Ehrenreich left her home, took the cheapest lodgings she could find, and accepted whatever jobs she was offered as a woefully inexperienced homemaker returning to the workforce. So began a grueling, hair raising, and darkly funny odyssey through the underside of working America. Nickel and Dimed reveals low-wage America in all its tenacity, anxiety, and surprising generosity -- a land of Big Boxes, fast food, and a thousand desperate stratagems for survival. Read it for the smoldering clarity of Ehrenreich's perspective and for a rare view of how "prosperity" looks from the bottom. You will never see anything -- from a motel bathroom to a restaurant meal -- quite the same way again (authors).

Available From: Metropolitan Books, Henry Holt and Company, Inc., 115 West 18th Street, New York, NY 10011, (212) 886-9200, www.henryholt.com/metropolitanbooks.htm

Order #: 8630

Authors: Ellison, M.L., Danley, K.S., Bromberg, C., Palmer-Erbs, V.

Title: **Longitudinal Outcome of Young Adults Who Participated in a Psychiatric Vocational Rehabilitation Program.**

Source: Psychiatric Rehabilitation Journal 22(4): 337-341, 1999. (Journal Article: 5 pages)

Abstract: A longitudinal study presents the outcomes for participants in a psychiatric rehabilitation program for young adults. Five to nine years after the baseline and end of intervention, participants showed a maintenance of initial gains in vocational and educational status, self-esteem scores, and hospitalization rates. Additional data on work outcomes and quality of life are presented (authors).

Order #: 6954

Authors: Ellison, M.L., Russinova, Z.

Title: **Professional and Managerial Careers of People Who Have Psychiatric Conditions: A National Survey.**

Source: Boston, MA: Center for Psychiatric Rehabilitation, Boston University, 1997. (Instrument: 39 pages)

Abstract: This survey instrument was developed by the Center for Psychiatric Rehabilitation at Boston University for use in a study that will survey the experiences of people with psychiatric disabilities who have been able to maintain professional or managerial employment. The survey focuses on workplace accommodations, coping strategies, and issues surrounding disclosure. The survey results are meant for use in improving employment opportunities for other people with a psychiatric conditions.

Order #: 6273

Authors: Emerson, J., Twersky, F., (eds).

Title: **New Social Entrepreneurs: The Success, Challenge and Lessons of Non-Profit Enterprise Creation.**

Source: San Francisco, CA: The Roberts Foundation Homeless Economic Development Fund, 1996. (Book: 420 pages)

Abstract: This book is designed to help social service providers plan and start micro enterprises to address the lack of employment opportunities available to their program participants. It is filled with examples of how agencies, primarily homeless service organizations, have responded to the needs of very low income individuals.

Available From: The Homeless Economic Development Fund c/o The Roberts Foundation, Box 29906, San Francisco, CA 94129-0906, (415) 561-6533.

Education and Employment

Order #: 11679

Authors: Enelow, A.J., Leo, R.J.

Title: **Evaluation of the Vocational Factors Impacting on Psychiatric Disability.**

Source: Psychiatric Annals 32(5): 293-297, 2002. (Journal Article: 5 pages)

Abstract: In this article, the authors state that psychiatric disorders that interfere with an individual's ability to perform prior work, such as an accountant or physician, does not necessarily preclude performance in any other work available, like housekeeping, or sales. To make these determinations, adjudicators employed by the SSA look at an individual's history of education, prior work achievements and vocational factors to ascertain whether there are other aspects of work the individual is capable of, which will, in turn, best facilitate adjudication of disability claims through the SSA. The article also states that the psychiatrist may be instrumental in encouraging the patient to undertake vocational training and educational experiences that may foster independence and autonomy (authors).

Order #: 3906

Authors: Enterprise Foundation.

Title: **Working Toward the Future: Profiles of Six Employment Training and Placement Programs.**

Source: Columbia, MD: Enterprise Foundation, 1995. (Information Packet: 47 pages)

Abstract: This information packet describes six employment training and placement programs for homeless persons including: Center for Employment Training, San Jose, Calif.; Crispus Attucks Center for Employment and Training, York, Pa.; Jobs for Homeless People, Inc., and Jubilee Jobs, Inc., in Washington, D.C.; Osage Initiatives, Denver; and Promised Land Employment Service, Rockford, Ill. These six programs cover a range of approaches from shelter-based programs for homeless individuals, to alliances between nonprofit service providers and for-profit businesses, to the integration of job skills training and basic educational programs. Its purpose is to provide examples of programs that have been effective in placing homeless persons in the work force.

Available From: The Enterprise Foundation, Communications Dept., 10227 Wincopin Circle, Suite 500, Columbia, MD 21044-3400, (410) 964-1230, www.enterprisefoundation.org (COST: \$10.00).

Order #: 2004

Authors: Filipowski, D.

Title: **Homeless Workers Contradict Myths.**

Source: Personnel Journal: 49-52, 1993. (Journal Article: 4 pages)

Abstract: Many employers have resisted hiring the homeless out of fear that they have a mental illness, substance abuse problems or are unclean. This article reports how TW Recreational Services (TWR) found instead that homeless people want to develop job skills, and they make good employees. Since 1990, TWR has hired approximately 200 homeless individuals through the shelter and, in the process, has created a cost-effective recruiting program.

Order #: 8746

Authors: Finch, J.R.

Title: **Patterns of Services to Vocational Rehabilitation Consumers with Serious Mental Illness.**

Source: Rehabilitation Counseling Bulletin 42(3): 214-227, 1999. (Journal Article: 14 pages)

Abstract: This article investigates the types of vocational rehabilitation services received and the employment outcomes of state vocational rehabilitation consumers with serious mental illness. A cluster analysis of individuals who were successfully employed identified five service patterns. A chi-square analysis demonstrated a moderate relationship between these service patterns and occupational outcome. Planned contrasts of wages by service pattern indicated that counseling had a positive effect on wages (author).

Education and Employment

Order #: 12266

Authors: Fisk, D., Frey, J.

Title: **Employing People with Psychiatric Disabilities to Engage Homeless Individuals through Supported Socialization: The Buddies Project.**

Source: Psychiatric Rehabilitation Journal 26(2): 191-196, 2002. (Journal Article: 5 pages)

Abstract: This article describes the Buddies Project, a small time-limited grant that employed two part-time formerly homeless persons on a community-based mental health outreach team to participate in social activities with "difficult to engage" homeless individuals. The authors offer clinical examples that point to the success of this small supported socialization project. The article suggests that employing people with psychiatric disabilities can be an important tool to decrease the social isolation of people who are homeless and engage them into mental health treatment and independent housing (authors).

Order #: 8633

Authors: Fisk, M., Rowe, M. Brooks, R., Gildersleeve, D.

Title: **Integrating Consumer Staff Members Into a Homeless Outreach Projects: Critical Issues and Strategi**

Source: Psychiatric Rehabilitation Journal 23(3): 244-252, 2000. (Journal Article: 9 pages)

Abstract: In this article, clinical and consumer staff members describe their experiences employing formerly homeless persons with mental disorders and/or substance abuse disorders on a federally funded homeless outreach team. The authors identify three challenging issues that emerged: 1) disclosure of disability status; 2) client-staff member boundaries; and 3) workplace discrimination. The authors then propose three strategies to ease the integration of consumer staff members into their work positions in clinical projects: 1) education and training of agency staff members; 2) individual supervision; and 3) distinguishing between when it is necessary to make reasonable accommodations for consumer staff members from when their work responsibilities need to be modified (authors).

Order #: 8907

Authors: Fleischer, W., Dressner, J., Herzog, N., Hong, A.

Title: **Keeping the Door Open: A Guide for Employment Programs Serving People with Drug Problems. Part I: For Managers.**

Source: New York, NY: Corporation for Supportive Housing, 2001. (Guide: 46 pages)

Abstract: This three-part guide offers employment program managers and staff encouragement, strategies and tips for serving people with drug problems. The guide is divided into three volumes. Volume I is written with managers in mind. It focuses on the systems needed to train, manage, and support staff in a program serving people with drug problems. It includes ideas for establishing program rules and a system to refer clients to treatment. It also includes both the federal policy restrictions and funding sources for working with people with drug problems.

Available From: Corporation for Supportive Housing, 50 Broadway, 17th Floor, New York, NY 10004, (212) 986-2966, www.csh.org

Education and Employment

Order #: 8908

Authors: Fleischer, W., Dressner, J., Herzog, N., Hong, A.

Title: **Keeping the Door Open: A Guide for Employment Programs Serving People with Drug Problems. Part II: For Program Staff.**

Source: New York, NY: Corporation for Supportive Housing, 2001. (Guide: 74 pages)

Abstract: This three-part guide offers employment program managers and staff encouragement, strategies and tips for serving people with drug problems. The guide is divided into three volumes. Volume II is targeted to employment program staff. It covers basic information about drug addiction and treatment and offers tips for working with people including sample dialogues and forms.

Available From: Corporation for Supportive Housing, 50 Broadway, 17th Floor, New York, NY 10004, (212) 986-2966, www.csh.org

Order #: 8909

Authors: Fleischer, W., Dressner, J., Herzog, N., Hong, A.

Title: **Keeping the Door Open: A Guide for Employment Programs Serving People with Drug Problems. Part III: For Programs in Public Housing.**

Source: New York, NY: Corporation for Supportive Housing, 2001. (Guide: 43 pages)

Abstract: This three-part guide offers employment program managers and staff encouragement, strategies and tips for serving people with drug problems. The guide is divided into three volumes. Volume III is focused on employment programs operating in public housing. It discusses the related housing policies and regulations and some of the challenges and opportunities provided by the public housing context. This section also lists relevant public funding streams.

Available From: Corporation for Supportive Housing, 50 Broadway, 17th Floor, New York, NY 10004, (212) 986-2966, www.csh.org

Order #: 8689

Authors: Fleischer, W., Sherwood, K.E.

Title: **The Next Wave: Employing People with Multiple Barriers to Work: Policy Lessons from the Next Step Jobs Initiative and the Next Wave Symposium.**

Source: New York, NY: Corporation for Supportive Housing, 2000. (Report: 73 pages)

Abstract: This report draws upon the lessons of the Next Step: Jobs initiative to assist in the development of return-to-work policies for people with multiple barriers to employment. Recommendations are built upon the practical experience of nonprofit/government/private sector partnerships that were created as part of this initiative. The Next Step: Jobs Initiative tested the premise that a range of employment services targeted to supportive housing tenants can help them access employment. It used supportive housing as the focal point for deploying a range of services to address the multiple barriers to employment that tenants face. It also capitalizes on the residential stability and sense of community that supportive housing offers.

Available From: Corporation for Supportive Housing, 50 Broadway, 17th Floor, New York, NY 10004, (212) 986-2966, www.csh.org

Education and Employment

Order #: 11653

Authors: Francis, L.E., Colson, P.W., Mizzi, P.

Title: **Beneficence vs. Obligation: Challenges of the Americans with Disabilities Act for Consumer Employment in Mental Health Services.**

Source: Community Mental Health Journal 38(2): 95-110, 2002. (Journal Article: 16 pages)

Abstract: Involvement of mental health service consumers in the provision of mental health services is a growing model in community mental health. It is, however, a complicated issue, made ever more so by the passage of the Americans with Disabilities Act. In this ethnographic case study, the authors seek to explore the changes one social services agency has made to adjust to the requirements of the ADA and the impact of these changes on their consumer employees. Their results indicate potential for positive progress as a result of the ADA, but also unexpected pitfalls as organizational cultures change as well (authors).

Order #: 8378

Authors: Garske, G.G., Stewart, J.R.

Title: **Stigmatic and Mythical Thinking: Barriers to Vocational Rehabilitation Services for Persons with Severe Mental Illness.**

Source: Journal of Rehabilitation 65(4): 4-8, 1999. (Journal Article: 5 pages)

Abstract: Vocational rehabilitation programs have demonstrated limited success for people with severe mental illness (SMI). Reasons for this failure may be found in how rehabilitation professionals label and react to consumers with SMI. The purpose of this article is to address how this population has been stigmatized and neglected. Emphasis is given to the effects of stigma, labeling, and myths as they relate to persons with severe mental illness. Special attention is also given to the need for qualified rehabilitation counselors to work in psychiatric rehabilitation. (authors)

Order #: 7333

Authors: Gates, L.B., Akabas, S.H., Oran-Sabia, V.

Title: **Relationship Accommodations Involving the Work Group: Improving Work Programs for Persons with Mental Illness.**

Source: Psychiatric Rehabilitation Journal 21(3): 264-272, 1998. (Journal Article: 9 pages)

Abstract: This article presents a workplace mapping technique that identifies work group members who should be targeted as part of an accommodation intervention strategy and describes its use with workers with mental health conditions. The technique was tested with 25 workers with a psychiatric disability. Results show that it is an important companion to the intake interview. It helps to focus on the workplace and clarifies a strategy for intervention by adding specificity about who offers supports and which behaviors may serve as barriers. Case examples are provided and implications are discussed (authors).

Education and Employment

Order #: 10274

Authors: Gates, L.B., Akabas, S.H., Zwelling, E.

Title: **Have I Got a Worker for You: Creating Employment Opportunities for People with Psychiatric Disability.**

Source: Administration and Policy in Mental Health 28(4): 319-325, 2001. (Journal Article: 7 pages)

Abstract: While barriers to employment for people with psychiatric disabilities have decreased, the unemployment rate for this group, as well as for all Americans with disabilities, remains dismally high. The purpose of this paper is to explain how providing vocational rehabilitation services contributes to these rates and to describe a cutting edge strategy, the Neighborhood Labor Market Employment Strategy, which may increase employment opportunities for persons with serious, persistent mental health conditions. The Neighborhood Labor Market Employment Strategy represents a departure from traditional placement and job development activities because it responds more completely to the career needs of consumers. This approach promotes organizational change within provider agencies; this is consistent with the perspective that work is a treatment outcome. It requires thinking of employment not as a job, but as a development process. This approach also promotes consumer self-determination, in which the consumer can go beyond responsibility for selecting a specific job, helping to create the employer network (authors).

Order #: 5986

Authors: Gervey, R., Kowal, H.

Title: **Job Development Strategies for Placing Persons with Psychiatric Disabilities into Supported Employment Jobs in a Large City.**

Source: Psychosocial Rehabilitation Journal 18(4): 95-113, 1995. (Journal Article: 18 pages)

Abstract: This article describes a study that examined the relative effectiveness of various job development strategies in obtaining job offers for persons with psychiatric disabilities living in an large urban area. During a nine-month period, a total of 1,255 job leads were pursued, resulting in 188 job interviews, which in turn, resulted in 27 job offers. The results confirm the long standing belief that "previous employers" are the best sources of job placements, as 70% of the job offers came from employers previously known to the job developer. The study also illustrates the fact that job placement, regardless of the approach used, is an extremely difficult, labor intensive activity that more often than not leads to no interviews and no placements. The methodology described offers an example as to how supported employment programs can systematically collect job development data for the purposes of monitoring and enhancing job development strategies (authors).

Order #: 11801

Authors: Gold, J.M, Goldberg, R.W., McNary, S.W., Dixon, L.B., Lehman, A.

Title: **Cognitive Correlates of Job Tenure Among Patients with Severe Mental Illness.**

Source: American Journal of Psychiatry 159(8): 1395-1402, 2002. (Journal Article: 7 pages)

Abstract: The objective of this study was to examine the cognitive predictors of vocational functioning in the context of a controlled clinical trial by comparing two approaches to vocational rehabilitation. The authors' suggest that many persistently unemployed patients are capable of obtaining competitive employment with effective vocational services. According to this article, longer-term employment success, however, may be related to multiple aspects of baseline cognitive performance (authors).

Education and Employment

Order #: 8775

Authors: Goldberg, R.W., Lucksted, A., McNary, S., Gold, J.M., Dixon, L., Lehman, A.

Title: **Correlates of Long-Term Unemployment Among Inner-City Adults with Serious and Persistent Mental Illness.**

Source: Psychiatric Services 52(1): 101-103, 2001. (Journal Article: 3 pages)

Abstract: This study identified demographic, clinical, and vocational rehabilitation-related correlates of long-term unemployment among 219 adults with severe mental illness. Fifty-one percent of the sample had been unemployed five or more years before enrollment. Older age, a diagnosis of psychosis, severity of negative symptoms, and more previous hospitalizations were all significantly related to long-term unemployment. Gender, race, education, substance disorder diagnosis, severity of negative symptoms, and vocational training experience were not. The findings underscore the relevance of clinical and neurocognitive impairments to long-term unemployment and point to the need to critically reevaluate the effectiveness of traditional vocational rehabilitation services (authors).

Order #: 2700

Authors: Granger, B., Baron, R.C.

Title: **A National Survey of Agency-Sponsored Entrepreneurial Businesses Employing Individuals With Long Term Mental Illness.**

Source: Philadelphia, PA: Matrix Research Institute, 1993. (Report: 95 pages)

Abstract: Over the last several years, a surprising number of agencies providing vocational rehabilitation services to persons with long-term mental illness have established their own small business enterprises. Some of these businesses include restaurants, lawn care services, janitorial programs, and recycling centers. Through the businesses, agencies provide rehabilitation and employment opportunities for their clients. This study presents a first-hand examination of agency-sponsored entrepreneurial businesses (Saabs) on a national scale. The findings indicate that such programs are both rapidly escalating in their popularity and proving to be a viable vocational programmatic innovation for meeting the employment needs of those with serious psychiatric disabilities (authors).

Order #: 11665

Authors: Halter, A.P.

Title: **State Welfare Reform for Employable General Assistance Recipients: The Facts Behind the Assumptions.**

Source: Social Work 41(1): 106-110, 1996. (Journal Article: 5 pages)

Abstract: This article discusses the results of studies done in Pennsylvania, Michigan and Ohio, on the effects of legislative changes to discontinue cash assistance for employable people, limit the benefit period, and reduce the level of their benefits, on the general assistance population. These results were examined in terms of the diversity of the General Assistance (GA) population, availability of employment, barriers to employment, and effects of GA reductions on human services agencies (authors).

Education and Employment

Order #: 7327

Authors: Hamilton, V.H., Merrigan, P., Dufresne, E.

Title: **Down and Out: Estimating the Relationship Between Mental Health and Unemployment.**

Source: Health Economics 6(4): 397-406, 1997. (Journal Article: 10 pages)

Abstract: In this article, the authors used a data set of Montreal residents to estimate the relationship between employment and mental health. The survey contains data on 350 persons who were unemployed and 330 persons who were employed at the start of the survey. Each individual was surveyed four times and interviewed every three months between November 1985 and January 1987. The authors found tangible beneficial effects of mental health on employability. It was also found that employment appears to improve mental health. The authors conclude that with more research valuable insights can be gained on the relationship between mental health and unemployment with potentially beneficial results for policy makers (authors).

Order #: 6617

Authors: Hardin, B.

Title: **Why the Road Off the Street Is Not Paved with Jobs.**

Source: In Baumohl, J. (ed.), Homelessness in America. Phoenix, AZ: Oryx Press, 46-62, 1996. (Book Chapter: 17 pages)

Abstract: This chapter analyzes labor market trends and related developments affecting homeless people's employment options and the viability of an "employment strategy" for mitigating homelessness. It emphasizes two points: 1) homeless people are the most dispossessed and disfranchised members of American society; and 2) analyzing social problems such as poverty and homelessness by focusing on the attributes and characteristics of "the poor" or "the homeless." Other topics discussed include: labor market transformations from the 1960s to the 1990s; unemployment and underemployment; income and wage levels; proximate causes of trends; the social and historical contexts of recent labor market upheavals; and politics and policies to mitigate poverty and homelessness.

Available From: Greenwood Publishing Group, 88 Post Road West, Westport CT 06881, (203) 226-3571

Order #: 6846

Authors: Harris, M., Bebout, R., Freeman, D., Hobbs, M., Kline, J., Miller, S., Vanasse, L.

Title: **Work Stories: Psychological Responses to Work in a Population of Dually Diagnosed Adults.**

Source: Psychiatric Quarterly 68(2): 131-153, 1997. (Journal Article: 22 pages)

Abstract: As part of a three-year project designed to enhance the vocational opportunities of a group of dually-diagnosed men and women enrolled in a case management program in a large urban area, clinicians conducted a series of focus groups to discover the "work stories" that formed part of the context in which people sought employment. All participants had histories of multiple episodes of inpatient hospitalization, homelessness, or both. The lifetime incidence for a co-occurring substance use disorder was more than 70%, more than one-third were known to be using alcohol, and a quarter were using other substances. The authors explain that these figures reflect case manager ratings of alcohol and drug use severity at baseline and are viewed as conservative estimates. The authors also discuss the following: constructive strategies to help clients deal with fears about the implications of mental illness for entering the work force; impact on job seeking and job retention; and clinician responses.

Education and Employment

Order #: 11911

Authors: Henry, A.D., Nicholson, J., Clayfield, J., Phillips, S., Stier, L.

Title: **Creating Job Opportunities for People with Psychiatric Disabilities at a University-Based Research Center.**

Source: Psychiatric Rehabilitation Journal 26(2): 181-190, 2002. (Journal Article: 10 pages)

Abstract: In this article, the authors describe their experiences creating employment opportunities for people with psychiatric disabilities in a university-based mental health services research center. Working with two local clubhouse programs, the authors developed research assistant positions using both transitional and supported employment approaches. The authors describe the development of the jobs, employee characteristics, the orientation and training provided to new employees, job characteristics and typical responsibilities, supports and accommodations provided to employees, boundary issues they encountered, and the perspectives of employees on rewards and challenges of the jobs. The authors also offer recommendations to mental health researchers wishing to create these types of opportunities for people with psychiatric disabilities (authors).

Order #: 8716

Authors: HomeBase.

Title: **Employing Homeless Job Seekers: A Primer for Businesses**

Source: San Francisco, CA: HomeBase, 1993. (Report: 31 pages)

Abstract: This report is designed to help people in the business community, whether representative of small business or large corporations, in their efforts to employ people who are homeless. There are government and non-profit organizations that have developed services to help people who are homeless become "job ready" and find employment, but there is an information gap between businesses and these successful approaches to hiring a person who is homeless. The information in this report will explain the investment and hiring incentive programs and will help businesses locate, hire, and retain employees who are presently homeless. It gives businesses the "how to's" of employing job seekers who are homeless- from tax incentives, how to match up with potential employees, and how to ensure a productive employment relationship. It concludes that the private sector must be an active participant in our communities, and that wise investment in people and solutions can directly benefit businesses and society.

Available From: HomeBase, 870 Market Street, Suite 1228, San Francisco, CA, 94102, (415) 788-7961, www.homebaseecc.org

Order #: 6953

Authors: Homes for the Homeless.

Title: **Common Sense: Why Jobs and Training Alone Won't End Welfare for Homeless Families.**

Source: New York, NY: Institute for Children and Poverty, 1996. (Report: 4 pages)

Abstract: This report examines the unemployability of homeless families and explores ways to overcome obstacles to gainful employment. The report finds that a growing number of welfare recipients do not meet the minimum requirements necessary to participate in an employment training program or secure continuous employment. The report suggests that these obstacles cannot be addressed with traditional job training or immediate placement. The solution suggested is one that provides not only work skills but also job readiness to ensure that persons who receive skills training also learn how to integrate work into their lives.

Available From: Homes for the Homeless & The Institute for Children and Poverty, 36 Cooper Square, 6th Floor, New York, NY 10003 (212) 529-5252, www.homesforthehomeless.com (FREE).

Education and Employment

Order #: 8634

Authors: Honey, A.

Title: **Psychiatric Vocational Rehabilitation: Where are the Customers' Views?**

Source: Psychiatric Rehabilitation Journal 23(3): 270-277, 2000. (Journal Article: 8 pages)

Abstract: The purpose of this article is to review the research literature on people with psychiatric disabilities and employment outcomes. The bulk of this knowledge has been gathered using methods that rely on statistical techniques based on the notion of probability. Missing from our current knowledge base is how people with psychiatric disabilities view their own employment experiences. An argument is presented for researchers to incorporate qualitative methods into their work to ensure that personal experiences of work are explored and documented (author).

Order #: 8092

Authors: Hopper, K., Rog, D.J., Holupka, C.S., Brito, M.C., Davidson, C., Lester, R., Roy, K.

Title: **Next Step: Jobs. Interim Evaluation/Documentation Report.**

Source: Washington, DC: Vanderbilt Institute for Public Policy Studies, Center for Mental Health Policy, 1997. (Report: 71 pages)

Abstract: "Next Step: Jobs" seeks to promote work readiness and increase the rate of employment among residents of supportive housing. This report describes the initiative, the tenants it is intended to serve, the activities underway 18 months after the initial announcement of funding availability, and some provisional findings. These findings can be summarized as follows: the employment initiative seems firmly rooted in the organizational missions of participants and in the building cultures; the supportive housing industry itself has proven to be a rich source of jobs for its tenants; the position of job developer has proven invaluable for lining up and filling jobs in outside markets; job coaching and counseling are key ingredients to support the continued employment of newly working tenants; and as organizations assume new risks, unforeseen problems arise (authors).

Available From: Vanderbilt Institute for Public Policy Studies, 1207 18th Avenue South, Nashville, TN 37212, (615) 322-8505, www.vanderbilt.edu/VIPPS/.

Order #: 1973

Authors: Jubilee Jobs.

Title: **Helping the Homeless Find Permanent Jobs: A Manual for Job Placement.**

Source: Washington, DC: Jubilee Jobs, Inc., 1989. (Manual: 31 pages)

Abstract: This manual describes the obstacles faced by the homeless individual who is looking for work and outlines a job placement model that has been successful in employing the chronically unemployed, and specifically, the homeless. The model is based on access to real jobs and careful interviewing and screening of applicants. Other sections emphasize important elements in setting up the mechanics of a homeless placement program and offer an encouraging perspective on working with this special population (authors).

Available From: Jubilee Jobs, Inc., 2712 Ontario Road, NW, Washington, DC 20009, (202) 667-7390. (COST: \$8.00)

Education and Employment

Order #: 6755

Authors: Kannenberg, K., Boyer, D.

Title: Occupational Therapy Evaluation and Intervention in an Employment Program for Homeless Youths.

Source: Psychiatric Services 48(5): 631-636, 1997. (Journal Article: 6 pages)

Abstract: In 1995, a demonstration project in Seattle that employs homeless youths and includes an occupational therapist as part of the program staff was initiated. The authors describe the use of a therapist in an employment setting as a unique approach to addressing clients' developmental and functional deficits. The approach tests several assumptions about the service needs of high-risk youths. The employment program, called the Working Zone, promotes normal developmental processes for homeless youth. This article outlines the rationale for using the occupational therapy (OT) evaluation and intervention process. A case study illustrates the type of information collected in the OT evaluation and describes an OT intervention.

Order #: 11872

Authors: Kashner, T.M., Rosenheck, R., Campinell, A.B., Surtis, A.

Title: Impact of Work Therapy on Health Status Among Homeless, Substance-Dependent Veterans.

Source: Archives of General Psychiatry 59(10): 938-944, 2002. (Journal Article: 7 pages)

Abstract: This article examines the effect of the Department of Veterans Affairs compensated work therapy program (CWT) on nonvocational outcomes. With mandatory urine screenings and adherence to addiction treatment schedules, CWT provided work opportunities (wages, hours, and responsibilities) with jobs created from private industry. The authors conclude that work therapy can enhance nonvocational outcomes of addiction treatment for homeless persons, although long-term gains remain unknown (authors).

Order #: 1623

Authors: Katz, L.J.

Title: Interagency Collaboration in the Rehabilitation of Persons with Psychiatric Disabilities.

Source: Journal of Vocational Rehabilitation 1(3): 45-57, 1991. (Journal Article: 13 pages)

Abstract: Impetus for the promotion of interagency collaboration between the vocational rehabilitation system and the mental health system came about after the signing of the joint National Institute for Mental Health/Rehabilitation Services Administration (RSA) Interagency Agreement in 1978, drawing particular attention to the needs of persons with long-term mental illness. As a result of this federal agreement, joint demonstration projects and cross-agency training grants were funded in order to facilitate collaborative activities between the mental health system and the vocational rehabilitation system on state and local levels. The efforts of one such federally funded interagency training program conducted by faculty and staff from the University of Pittsburgh throughout the six state of RSA Region III are detailed. Recommendations are made with respect to facilitating interagency collaborative efforts based on these training experiences (author).

Education and Employment

Order #: 5990

Authors: Kaufmann, C.L.

Title: The Self-Help Employment Center: Some Outcomes from the First Year.

Source: Psychosocial Rehabilitation Journal 18(4): 145-162, 1995. (Journal Article: 18)

Abstract: The Self Help Employment Center project was designed to test the effects of peer support and self help in conjunction with professional vocational rehabilitation services on employment for people with serious mental illness. This article describes a study in which 161 individuals were randomly assigned to either an experimental or a control group. Those in the experimental group received services at the Self Help Employment Center. Those in the control group continued with their customary community service. Outcomes measured in intervals of six months included: time to first job; average hourly wage; and vocational rehabilitation status. Results from the first year of follow-up assessments indicated significant improvement in vocational rehabilitation at twelve months for consumers receiving the Employment Center Services. Implications for the incorporation of peer supports and self help group activities in professional vocational rehabilitation programs are discussed (author).

Order #: 5988

Authors: Kinney, R., Macias, C., Rodican, C.

Title: Fountain House Work Attitude Scale: Psychometrics and Preliminary Research.

Source: Psychosocial Rehabilitation Journal 18(4): 129-136, 1995. (Journal Article: 7 pages)

Abstract: This Fountain House Work Attitude Scale is a brief self-report instrument designed to measure member perceptions of work experience. One hundred six Fountain House members active in the Transitional Employment program identified four subscales including: work acceptance; work fear; work value; and work dignity. The work fear subscale was related to length of tenure in the most recent transitional employment experience completed. Members with longer tenure reported significantly less fear of failing in future work than members with shorter tenure. The work satisfaction subscale was also associated with previous tenure in the TE program: Members who had three-month tenure or three or more transitional employment programs reported significantly higher satisfaction with their most recent work position than members with less tenure. In addition, members with post-secondary education had higher work satisfaction and saw their transitional employment as offering more practical value than members with only a high school education (authors).

Order #: 8757

Authors: Kirsh, B.

Title: Factors Associated with Employment for Mental Health Consumers.

Source: Psychiatric Rehabilitation Journal 24(1): 13-21, 2000. (Journal Article: 9 pages)

Abstract: Research on work for people with psychiatric disabilities has typically examined the relationship of clinical variables to employment. This study shifts the focus of inquiry to include environmental as well as individual variables. An analysis was carried out on the relationship of four variables to employment: empowerment, social support, organizational culture/climate, and person/environment fit. Thirty-six consumers were recruited into one of two groups: (1) consumers who were employed in integrated settings (n=17); and (2) consumers who had recently left their jobs (n=19). Data analysis revealed significant group differences along the dimensions of organizational climate and person/environment fit. The results point to the importance of considering workplace climate and its congruence with individuals' value systems in promoting vocational outcomes (author).

Education and Employment

Order #: 11128

Authors: Lehman, A., Goldberg, R., Dixon, L., McNary, S., Postrado, L., Hackman, A., McDonnell, K.

Title: **Improving Employment Outcomes for Persons With Severe Mental Illnesses.**

Source: Archives of General Psychiatry 59(2): 165-172, 2002. (Journal Article: 7 pages)

Abstract: This study assesses the effectiveness of the Individual Placement and Support model of supportive employment relative to usual psychosocial rehabilitation services for improving employment among inner city patients with severe mental illness. The study found that the Individual Placement and Support program was more effective than the psychosocial rehabilitation program in helping patients achieve employment goals. Achieving job retention remains a challenge with both interventions. Unemployment remains a major consequence of schizophrenia and other severe mental illnesses (authors).

Order #: 12171

Authors: Lewis, J., Payton-Bernard, A., Kane-Willis, K.

Title: **Lakefront SRO Job Training and Placement Evaluation.**

Source: Chicago, IL: Roosevelt University, 2002. (Report: 94 pages)

Abstract: The report is based on an evaluation of Lakefront SRO's experience providing onsite employment services to public housing residents in and around two public housing developments on the south side of Chicago, compared with similar programs at Lakefront's SRO (Single Room Occupancy) buildings. Low staff-to-client ratios and intensive follow-up are the keys to helping clients get and keep jobs. Among the findings highlighted in the report are: interventions that aid in high employment outcomes; using training and employment preparation resources effectively; mental health issues faced by clients; and impact of gender on social service delivery.

Available From: Roosevelt University, 430 South Michigan Avenue, Chicago, IL 60605, (312) 341-3500, www.roosevelt.edu/ima/pdfs/housing-employment.pdf

Order #: 13069

Authors: Long, D.A., Amendolia, J.M.

Title: **Next Step: Jobs. Promoting Employment for Homeless People.**

Source: Cambridge, MA: Abt Associates, 2003. (Report: 36 pages)

Abstract: Abt Associates conducted a cost-effectiveness assessment of employment services in supportive housing. In this second and final report, the authors conclude that it is cost effective to finance employment services in supportive housing and that benefits accrue to tenants, funders, and society. The study follows a cohort of 536 participants in nine supportive housing sites for nearly four years (authors).

Available From: Corporation for Supportive Housing, 50 Broadway, 17th Floor, New York, NY 10004, (212) 986-2966, www.csh.org.

Education and Employment

Order #: 8342

Authors: Long, D.A., Doyle, H., Amendolia, J.M.

Title: **The Next Step: Jobs Initiative Cost-Effectiveness Analysis.**

Source: New York, NY: Corporation for Supportive Housing, 1999. (Report: 62 pages)

Abstract: This report assesses the cost-effectiveness of the Next Step: Jobs demonstration, which provided services intended to boost the employment and earnings of supportive housing residents who earlier had been homeless or at risk of homelessness. This is a population whose difficulties have become increasingly apparent to the general public and whose obstacles to employment and self-sufficiency have been well documented. The demonstration, managed by the Corporation for Supportive Housing between 1995 and 1998, sought to dramatically change the economic prospects of such people in New York, Chicago, and San Francisco by providing them intensive employment-related services in their supportive housing buildings. (authors)

Available From: Corporation for Supportive Housing, 50 Broadway, 17th Floor, New York, NY 10004, (212) 986-2966.
www.csh.org

Order #: 12525

Authors: Lubell, J.M., Shroder, M., Steffen, B.

Title: **Work Participation and Length of Stay in HUD-Assisted Housing.**

Source: Cityscape Journal of Policy Development and Research (6)2: 207-223, 2003. (Journal Article: 16 pages)

Abstract: To what extent do HUD-assisted tenants participate in paid work? How long do tenants remain assisted once admitted to one of the assistance programs? The authors use extracts from very large HUD tenant administrative data systems to answer these questions, with special attention to tenants who are neither elderly nor disabled. Five out of every nine nonelderly nondisabled assisted tenants are employed; earnings for most of the employed do not exceed the federal poverty level. The typical current spell in housing assistance for the nonelderly nondisabled is approximately 3 years, with wide variance (authors).

Order #: 11704

Authors: MacDonald, K., Rogers, E.S., Anthony, W.A.

Title: **Unique Issues in Assessing Work Function Among Individuals with Psychiatric Disabilities.**

Source: Journal of Occupational Rehabilitation 11(3): 217-232, 2001. (Journal Article: 16 pages)

Abstract: In this article, the authors explore the weak relationship between measures of psychiatric diagnosis or symptoms and work outcome. In an effort to identify valid and reliable methods of assessing the ability of people with psychiatric disabilities to work, the authors review methods of assessing work function for this population, and literature on predictors of work functioning and the nature of psychiatric disability. The authors also suggest implications for disability determination policies and for future research (authors).

Education and Employment

Order #: 11392

Authors: MacDonald-Wilson, K.

Title: **Frequently Asked Questions about Employees with Psychiatric Disabilities: Tips and Resources on the ADA, Job Accommodations, and Supervision.**

Source: Boston, MA: Center for Psychiatric Rehabilitation, 1997. (Brochure: 13 pages)

Abstract: The Americans with Disabilities Act (ADA) prohibits discrimination on the basis of disability in employment, public services, public accommodations, transportation, and telecommunications. As employers, it is important to understand the critical issues involved in providing reasonable accommodations for people with psychiatric disabilities. Many employers have serious questions about people with psychiatric disabilities in the workplace since the Americans with Disabilities Act was passed in 1990. This booklet is an attempt to answer some of those questions and direct employers to relevant resources. Learn what researchers, service providers, and educators at the Center for Psychiatric Rehabilitation at Boston University have learned about providing reasonable accommodations for people with psychiatric disabilities in work settings (authors).

Available From: Boston University Center for Psychiatric Rehabilitation, 940 Commonwealth Avenue West, Boston, MA 02215, (617) 353-3549, www.bu.edu/cpr.

Order #: 10189

Authors: MacDonald-Wilson, K.L.

Title: **Financial Empowerment for People With Psychiatric Disabilities: What You Need to Know about Social Security Work Initiatives.**

Source: Boston, MA: Center for Psychiatric Rehabilitation, 2001. (Manual: 178 pages)

Abstract: This manual is intended to make work incentives understandable and usable for disability recipients with psychiatric disabilities and the people who work with them. Each work incentive is defined, an example shown, and a list of steps presented on how to use the work incentive. Worksheets are included to guide learners in calculating the work incentives. Five case studies are included to assist learners in practicing applying the skills and knowledge presented. An answer key is included in the back for solutions to case studies. Enough information is provided to make the work incentives understandable and useable, but not so much that the information is overwhelming. Even armed with this knowledge, it is always recommended that consumers, families, and professionals must advocate with Social Security to have their work incentives approved in a timely and accurate manner.

Available From: Boston University Center for Psychiatric Rehabilitation, 940 Commonwealth Avenue West, Boston, MA 02215, (617) 353-3549, www.bu.edu/cpr. COST: \$29.00 (includes shipping).

Order #: 2160

Authors: Mancuso, L.L.

Title: **Case Studies On Reasonable Accommodations For Workers With Psychiatric Disabilities.**

Source: Sacramento, CA: California Department of Mental Health, 1993. (Report: 85 pages)

Abstract: The purpose of this study is to document the employment experiences of 10 workers with psychiatric disabilities, including their use of workplace accommodations. Information was gathered through interviews of the workers and their supervisors, who described some potential risks and benefits of disclosure of psychiatric disability to an employer. The author identifies and labels several categories of accommodations: explicit accommodations, unilateral accommodations by the employer, self-accommodations and productivity accommodations. Accommodations included flexible schedules, modifications in work assignments, and other supervisory interventions. The employers tended to implement accommodations because they made good business sense rather than merely to comply with the law (author).

Available From: California Department of Mental Health, 1600 9th Street, Room 151, Sacramento, CA 95814, (800) 896-4042, www.dmh.cahwnet.gov. Voice (800) 896-4042.

Education and Employment

Order #: 1181

Authors: Mancuso, L.L.

Title: Reasonable Accommodation for Workers With Psychiatric Disabilities.

Source: Psychosocial Rehabilitation Journal 14(2): 3-19, 1990. (Journal Article: 17 pages)

Abstract: The provisions of the landmark Americans with Disabilities Act (ADA) of 1990 requires employers to make "reasonable accommodations" for workers with disabilities. This article explains the legal basis for reasonable accommodation and provides examples of how it may be applied to benefit workers with psychiatric disabilities (author).

Order #: 8816

Authors: Mancuso, L.L., Kotler, J.D.

Title: A Technical Assistance Tool Kit on Employment for People with Psychiatric Disabilities.

Source: Alexandria, VA: National Technical Assistance Center for State Mental Health Planning, 1999. (Toolkit: 400 pages)

Abstract: This tool kit provides the most up-to-date thinking and information about employment for persons with psychiatric disabilities from an array of perspectives. The tool kit is divided into two parts. Part I includes eight chapters based on a briefing paper on the following topics relating to employment: managed care; overcoming disincentives; culturally competent services; mediation and the American with Disabilities Act; transition-age youth; latest research findings; importance of work for self-esteem and recovery; and the role of mental health leaders. Part II provides a wide range of resource materials for use by state and local mental health authorities in improving employment services.

Available From: National Technical Assistance Center for State Mental Health Planning, 66 Canal Center Plaza, Suite 302, Alexandria, VA 22314, (703) 739-9333.

Order #: 11213

Authors: Matrix Research Institute.

Title: Dual Diagnosis (MICA) Assessment, Treatment, Vocational Rehabilitation and Recovery: A Training Manual.

Source: Philadelphia, PA: Matrix Research Institute, 1996. (Manual: 48 pages)

Abstract: This training program and the accompanying supporting materials were developed for use with staff, consumers and family members to increase awareness of and knowledge about the individual experiencing mental illness concurrent with a substance abuse disorder. The manual focuses on service systems and treatment approaches; programs that address the vocational rehabilitation needs of individuals with co-existing disorders; and increasing MH/VR/SA collaborative treatment and rehabilitative services.

Order #: 11214

Authors: Matrix Research Institute.

Title: Economic Development: Creating Job Opportunities by Starting Your Own Agency-Run or Consumer-Run Business.

Source: Philadelphia, PA: Matrix Research Institute, 1996. (Manual: 270 pages)

Abstract: This resource manual developed for Matrix Research Institute's National Seminar Series contains a set of written materials about the business development experience. The manual includes a set of articles written by researchers, consumers and practitioners about ASEBs and consumer-run businesses, development materials from some existing businesses, and resource materials on business planning and start-up technical assistance.

Education and Employment

Order #: 11338

Authors: Matrix Research Institute.

Title: **Employment Brochure Series on Mental Illness and Work.**

Source: Philadelphia, PA: Matrix Research Institute, 2001. (Brochure: 125 pages)

Abstract: This Brochure Series is about psychiatric disabilities and work. It is an innovative vocational rehabilitation resource which places emphasis on the information-gathering and decision-making processes that people with psychiatric disabilities must go through as they consider work, seek and maintain employment, and balance work with other life priorities. In addition, the Brochure Series provides practical, "how-to" information about Social Security benefits, and job seeking activities. Readers of the Brochure Series are encouraged to take charge of their own rehabilitation process, while seeking and using the support of service providers, family members and peers. In addition, the Brochure Series is a resource that can be used directly by a person with a psychiatric disability, and has the potential to be an excellent adjunct to vocational rehabilitation services. It can be used independently of, before or after other services, and may be able to provide information to persons not currently enrolled in existing service systems. A Facilitator's Guide has also been developed for those who will be introducing work issues, providing employment supports and organizing support groups (authors).

Order #: 11345

Authors: Matrix Research Institute.

Title: **Employment Brochure Series on Mental Illness and Work: Applying for Jobs.**

Source: Philadelphia, PA: Matrix Research Institute, 2001. (Brochure: 6 pages)

Abstract: This brochure explains, generally, some things consumers might need to know about applying for jobs. It provides some suggestions for how to look for job openings, how to keep good records of job search, and how to keep a positive outlook in the process. This Brochure Series is designed to provide information to help people with psychiatric disabilities determine whether working is right for them, and to help them be successful if they do decide to work (authors).

Order #: 11353

Authors: Matrix Research Institute.

Title: **Employment Brochure Series on Mental Illness and Work: Dealing with Disclosure, Discrimination and Harassment on the Job.**

Source: Philadelphia, PA: Matrix Research Institute, 2001. (Brochure: 6 pages)

Abstract: This brochure will help consumers figure out what to do if they are experiencing discrimination or harassment on the job. Even though consumer's rights in the workplace are protected by the ADA, they may still experience being treated unfairly. This brochure also includes a discussion of the advantages and disadvantages of disclosing psychiatric disability. This is a very delicate and personal issue, and it is important to think carefully about whether, when and who should be told. This Brochure Series is designed to provide information to help people with psychiatric disabilities determine whether working is right for them, and to help them be successful if they do decide to work (authors).

Education and Employment

Order #: 11339

Authors: Matrix Research Institute.

Title: **Employment Brochure Series on Mental Illness and Work: Facilitator's Guide.**

Source: Philadelphia, PA: Matrix Research Institute, 2001. (Guide: 35 pages)

Abstract: This Facilitator's Guide was designed to assist in using the Brochure Series for consumer education or support group discussions. It was specifically developed for those who will be introducing work issues, providing employment supports and organizing support groups. It includes instructions to help provider or group leaders to train either individuals or groups on how to use each individual section of the series (authors).

Order #: 11347

Authors: Matrix Research Institute.

Title: **Employment Brochure Series on Mental Illness and Work: Job Interviews.**

Source: Philadelphia, PA: Matrix Research Institute, 2001. (Brochure: 8 pages)

Abstract: The purpose of this brochure is to assist consumers in presenting themselves as good job candidates. Job interviews can be intimidating to anyone, whether or not they have a psychiatric disability. This brochure will help consumers practice and prepare for job interviews, including tips for handling tricky questions. Interview follow-up procedures are also discussed. This Brochure Series is designed to provide information to help people with psychiatric disabilities determine whether working is right for them, and to help them be successful if they do decide to work (authors).

Order #: 11355

Authors: Matrix Research Institute.

Title: **Employment Brochure Series on Mental Illness and Work: Long-Term Employment Supports.**

Source: Philadelphia, PA: Matrix Research Institute, 2001. (Brochure: 4 pages)

Abstract: This brochure will help people with psychiatric disabilities anticipate the supports they might need to stay at their jobs on an ongoing basis; supports that workers might need, and supports that might be related to their disability. Included is information about different sources of support, and how to access them. This Brochure Series is designed to provide information to help people with psychiatric disabilities determine whether working is right for them, and to help them be successful if they do decide to work (authors).

Order #: 11342

Authors: Matrix Research Institute.

Title: **Employment Brochure Series on Mental Illness and Work: Overcoming Barriers to Employment.**

Source: Philadelphia, PA: Matrix Research Institute, 2001. (Brochure: 6 pages)

Abstract: This brochure reviews some of the barriers to employment that consumers may face, and some strategies and resources that have been successfully used to overcome these barriers. The brochure also contains descriptions of some of the most common types of programs that have been set up to help people with psychiatric disabilities to work. This Brochure Series is designed to provide information to help people with psychiatric disabilities determine whether working is right for them, and to help them be successful if they do decide to work (authors).

Education and Employment

Order #: 11356

Authors: Matrix Research Institute.

Title: **Employment Brochure Series on Mental Illness and Work: Prioritizing Work for Your Future.**

Source: Philadelphia, PA: Matrix Research Institute, 2001. (Brochure Conferen: 6 pages)

Abstract: This brochure will help people with psychiatric disabilities think about how to maintain stability in their work life, and how a stable work life can impact positively on other areas of life. All people who work have to figure out how to keep work a priority, balance responsibilities, and take good care of themselves so that they can continue to work and function. If consumers are unsure about working, hopefully reading through these brochures will help them in their decision making process. This Brochure Series is designed to provide information to help people with psychiatric disabilities determine whether working is right for them, and to help them be successful if they do decide to work (authors).

Order #: 11346

Authors: Matrix Research Institute.

Title: **Employment Brochure Series on Mental Illness and Work: Resumes, Cover Letters, and Job Application Forms.**

Source: Philadelphia, PA: Matrix Research Institute, 2001. (Brochure: 6 pages)

Abstract: This brochure provides detailed information about how consumers can create effective resumes and cover letters to use when applying for jobs, and how to fill out job application forms. Specific strategies for dealing with gaps in one's work history are provided. This Brochure Series is designed to provide information to help people with psychiatric disabilities determine whether working is right for them, and to help them be successful if they do decide to work (authors).

Order #: 11344

Authors: Matrix Research Institute.

Title: **Employment Brochure Series on Mental Illness and Work: Self-Assessment and Planning.**

Source: Philadelphia, PA: Matrix Research Institute, 2001. (Brochure: 6 pages)

Abstract: This brochure is designed to help consumers systematically assess their vocational abilities and preferences. The best way for consumers to have a positive job experience is to clarify what their interests and skills and desires are and then look for a job that matches those interests, skills and desires. This brochure will also help consumers to consider how they want work to fit into the rest of their lives; to consider their financial situation, other responsibilities, relationships, schedule, location, and health. It will help people with psychiatric disabilities to think about how these situations will affect and be affected by going to work. This Brochure Series is designed to provide information to help people with psychiatric disabilities determine whether working is right for them, and to help them be successful if they do decide to work (authors).

Order #: 11343

Authors: Matrix Research Institute.

Title: **Employment Brochure Series on Mental Illness and Work: Self-Help and Empowerment: You Are In Charge.**

Source: Philadelphia, PA: Matrix Research Institute, 2001. (Brochure: 6 pages)

Abstract: This brochure explains the idea of consumer empowerment, and provides suggestions for how consumers can take charge of their own rehabilitation process. This includes tips for how consumers can make sure that their support team helps them do what they want to do, and respects their right to make decisions for themselves. This Brochure Series is designed to provide information to help people with psychiatric disabilities determine whether working is right for them, and to help them be successful if they do decide to work (authors).

Education and Employment

Order #: 11349

Authors: Matrix Research Institute.

Title: **Employment Brochure Series on Mental Illness and Work: SSDI Work Incentives**

Source: Philadelphia, PA: Matrix Research Institute, 2001. (Brochure: 8 pages)

Abstract: Social Security has Work Incentive programs that can apply to SSDI recipients. This brochure contains detailed information about the Trial Work Period, what types of income count, how the Extended Period of Eligibility works, how PASS and IRWE can be used and tips for record keeping and that consumers can use to make informed decisions about working, and make the best possible use of the benefits to which they are entitled. This Brochure Series is designed to provide information to help people with psychiatric disabilities determine whether working is right for them, and to help them be successful if they do decide to work (authors).

Order #: 11348

Authors: Matrix Research Institute.

Title: **Employment Brochure Series on Mental Illness and Work: SSI Work Incentives.**

Source: Philadelphia, PA: Matrix Research Institute, 2001. (Brochure: 8 pages)

Abstract: Sometimes people with psychiatric disabilities who receive SSI are afraid to work because they believe that they will lose their check or their medical benefits. The truth is that many people work and continue to receive all or part of their SSI benefits. This brochure explains in detail exactly how the SSI Work Incentive programs work, so that consumers can make well-informed decisions about what combination of work and SSI will be best. The brochure includes information about how PASS (Plans for Achieving Self-Support) and IRWE (Impairment Related Work Expenses) can be used, how to keep track of different kinds of income, and tips for record keeping and budgeting. This Brochure Series is designed to provide information to help people with psychiatric disabilities determine whether working is right for them, and to help them be successful if they do decide to work (authors).

Order #: 11354

Authors: Matrix Research Institute.

Title: **Employment Brochure Series on Mental Illness and Work: Starting Work - What to Expect and How to Prepare.**

Source: Philadelphia, PA: Matrix Research Institute, 2001. (Brochure: 6 pages)

Abstract: This brochure will help people with psychiatric disabilities know what to expect when they start a new job. In addition to learning a lot of new information at once, consumers will also have to be prepared to interact with new people, get used to a new routine and handle other possible changes in their day- to- day lives. This Brochure Series is designed to provide information to help people with psychiatric disabilities determine whether working is right for them, and to help them be successful if they do decide to work (authors).

Order #: 11341

Authors: Matrix Research Institute.

Title: **Employment Brochure Series on Mental Illness and Work: The Importance of Work.**

Source: Philadelphia, PA: Matrix Research Institute, 2001. (Brochure: 4 pages)

Abstract: This brochure describes some of the advantages of working, and some of the evidence that work is a realistic possibility for people with psychiatric disabilities. It also includes some tips for helping consumers to make their own decisions about work, and some strategies for getting started. This Brochure Series is designed to provide information to help people with psychiatric disabilities determine whether working is right for them, and to help them be successful if they do decide to work (authors).

Education and Employment

Order #: 11351

Authors: Matrix Research Institute.

Title: **Employment Brochure Series on Mental Illness and Work: Your Rights in the Workplace - Job Accommodations and the ADA.**

Source: Philadelphia, PA: Matrix Research Institute, 2001. (Brochure: 7 pages)

Abstract: The Americans with Disabilities Act (ADA) is an important law that protects the civil rights of people with disabilities, including psychiatric disabilities. It is especially important in making it illegal for employers to discriminate (in hiring, firing, promotion or supervision) on the basis of disability. The ADA also requires that employers provide persons with disabilities reasonable accommodations at the workplace. Read this brochure to learn about workplace rights under the ADA, and to learn about job accommodations that can be helpful to people with psychiatric disabilities. This Brochure Series is designed to provide information to help people with psychiatric disabilities determine whether working is right for them, and to help them be successful if they do decide to work (authors).

Order #: 10546

Authors: Matrix Research Institute.

Title: **Mental Health Issues in the Workplace: How the Americans with Disabilities Act Protects You Against Employment Discrimination (Second Edition).**

Source: Philadelphia, PA: Matrix Research Institute, 2000. (Guide: 44 pages)

Abstract: This publication presents information in a clear and precise way for people with disabilities who are interested in finding out about employment discrimination. The ADA (Americans with Disabilities Act) is an important law that protects the civil rights of people with disabilities, including psychiatric disabilities. It is especially important in making it illegal for employers to discriminate (in hiring, firing, promotion or supervision) on the basis of disability. The ADA also requires that employers provide persons with disabilities reasonable accommodations at the workplace (authors).

Order #: 11340

Authors: Matrix Research Institute.

Title: **Psychiatric Disabilities and Work: Introduction to the Brochure Series.**

Source: Philadelphia, PA: Matrix Research Institute, 2001. (Brochure: 4 pages)

Abstract: This brochure introduces the topic of work for people with psychiatric disabilities, gives a detailed description of the Brochure Series and how to use it, and provides some definitions of key terms. This Brochure Series is designed to provide information to help people with psychiatric disabilities determine whether working is right for them, and to help them be successful if they do decide to work (authors).

Order #: 11212

Authors: Matrix Research Institute.

Title: **Recruiting and Working with TE/SE Employers: Identifying, Developing, Creating, and Maintaining Employment Opportunities.**

Source: Philadelphia, PA: Matrix Research Institute, 1996. (Manual: 267 pages)

Abstract: This resource manual developed for Matrix Research Institute's National Seminar Series contains a set of written materials to assist employment support programs in heightening the ability to engage employers in their communities. Contents include selected articles and checklists and guidelines for best practice in job development activities.

Education and Employment

Order #: 11321

Authors: Matrix Research Institute.

Title: **Training Psychiatric Residents to Recognize the Importance of Work for Persons with a Serious Mental Illness.**

Source: Philadelphia, PA: Matrix Research Institute, 1999. (Curriculum: 400 pages)

Abstract: This publication is a module training curriculum developed for use in psychiatric residency programs. Topics include the utilization of psychiatric rehabilitation and vocational rehabilitation principles and services in treating persons with serious mental illness, the importance of work, and the various supports available that assist persons with mental illness to choose, get and keep a job.

Order #: 10187

Authors: McAlees, D.C.

Title: **Effective Strategies to Improve the Employment of SSI/SSDI Participants.**

Source: Menomonie, WI: Stout Vocational Rehabilitation Institute, 2000. (Manual: 104 pages)

Abstract: This document is for administrators, managers, rehabilitation counselors, and other professionals who support the employment of SSDI beneficiaries and SSI recipients with disabilities. Persons served by the Vocational Rehabilitation (VR) program who are receiving these benefits face unique challenges as they plan for, engage in, and maintain employment. This document offers strategies for VR programs to improve the chances for these persons to achieve employment, and introduces a new way of thinking about service delivery for SSI/SSDI beneficiaries (authors).

Available From: Stout Vocational Rehabilitation Institute, P.O. Box 790, Menomonie, WI 54751, (715) 232 1379, www.svri.uwstout.edu/pubs.htm.

Order #: 12648

Authors: McGurk, S., Mueser, K., Harvey, P., LaPuglia, R., Marder, J.

Title: **Cognitive and Symptom Predictors of Work Outcomes for Clients with Schizophrenia in Supported Employment.**

Source: Psychiatric Services 54(8): 1129-1135, 2003. (Journal Article: 7 pages)

Abstract: This article examines the relationships of measures of cognitive functioning and psychiatric symptoms with work outcomes and use of vocational services for clients with schizophrenia in a supported employment program. According to the article, predictors of clients' work outcomes included previous work history, amount government entitlement income received, severity of negative symptoms, involvement in sheltered work activity at baseline, and level of cognitive functioning, including scores on measures of executive functioning and verbal learning and memory. The authors conclude that clients with schizophrenia who have higher levels of cognitive impairment may require greater amounts of vocational support than those with lower levels of impairment. A variety of rehabilitation strategies are suggested (authors).

Order #: 7878

Authors: Meisler, N., Williams, O.

Title: **Replicating Effective Supported Employment Models for Adults with Psychiatric Disabilities.**

Source: Psychiatric Services 49(11): 1419-1421, 1998. (Journal Article: 3 pages)

Abstract: This article describes the trials and tribulations of mounting two model programs -- Program for Assertive Community Treatment (PACT) and Individual Placement and Support (IPS) -- for seriously mentally ill consumers in a rural mental health center in South Carolina. The authors describe how the individuals responsible for adopting these model programs had to make many compromises, leading to a common feature of successful adoption of innovations -- "reinvention" of the model program to fit the unique constraints, resources, limitations, and staffing available in the host setting (authors).

Education and Employment

Order #: 1709

Authors: Mental Health Law Project.

Title: **Mental Health Consumers in the Workplace: How the Americans With Disabilities Act Protects You Against Employment Discrimination.**

Source: Washington, DC: Mental Health Law Project, 1992. (Guide: 40 pages)

Abstract: This handbook explains how the employment provisions of the Americans With Disabilities Act (ADA) (effective July 26, 1990) protects workers and job applicants who have -- or are seen as having -- mental or emotional problems. Written in non-technical terms, this handbook is designed to encourage consumers to exercise their own employment rights under the ADA. It includes full citations to the federal law and regulations as a resource and training tool for advocates and describes common employment practices that are now illegal because they discriminate against people with mental or physical disabilities (authors).

Available From: Bazelon Center for Mental Health Law, 1101 15th Street, NW, Suite 1212, Washington, DC 20005, (202) 467-5730, www.bazelon.org.

Order #: 9132

Authors: Mental Illness Education Project, Inc.

Title: **Invisible Workforce.**

Source: Brookline Village, MA: The Mental Illness Education Project, Inc., 2000. (Videotape: 19 minutes)

Abstract: Stigma and misconceptions about the nature of mental illness make it difficult for those affected to find meaningful employment. This videotape features a remarkably diverse group of employers, job developers, and employees with psychiatric disabilities. They tell of their experiences and offer sensitive suggestions to help others achieve success joining or rejoining the workforce (authors).

Available From: The Mental Illness Education Project, Inc., P.O. Box 470813, Brookline Village, MA 02447, (617) 562-1111, www.miepvideos.org. (COST: \$39.95 - \$89.95).

Order #: 10732

Authors: Mid-America Institute on Poverty.

Title: **Help Wanted: Low-Income Single Adult Job Seekers and the Programs Serving Them.**

Source: Chicago, IL: Mid-America Institute on Poverty, 2001. (Report: 80 pages)

Abstract: This report details findings from a two-year study of single adult job seekers with multiple barriers to obtaining and/or retaining employment and the programs that provide employment services to them. The intent of this project was to fill the research gap on single adult and non-custodial parent job seekers who are ineligible for government cash assistance but who have difficulty in maintaining employment. Conclusions are as follows: flexible services are key to success; safety net and workforce development policies are limited and limiting; inappropriate performance standards exist; affordable housing, health care, and transportation access are essentials; food stamps are pivotal; service and systems integration is currently lacking; criminal justice and the substance abuse treatment systems need enhancement; and multi-barriered non-custodial parents have limited capacity to pay child support (authors).

Available From: Heartland Alliance for Human Needs & Human Rights, 208 South LaSalle Street, Suite 1818, Chicago, IL 60604, (312) 660-1300, www.heartland-alliance.org.

Education and Employment

Order #: 8833

Authors: Moss, K.

Title: **Filing an ADA Employment Discrimination Charge: Making It Work for You.**

Source: Rockville, MD: Center for Mental Health Services, 2000. (Guide: 33 pages)

Abstract: This guide was published to help people with psychiatric disabilities understand how an Americans with Disabilities Act (ADA) employment discrimination charge process works. In the guide, there is information about how the ADA employment discrimination administrative charge process works and what has happened when individuals with psychiatric disabilities have filed administrative claims of employment discrimination. It explains, through discussion and examples, when, where, and how to file a charge. Just as importantly, it recounts what typically happens during the investigation process and what factors influence whether people benefit from filing a charge.

Available From: SAMHSA's National Mental Health Information Center, P.O. Box 42557, Washington, DC 20015, (800) 789-2647, www.mentalhealth.samhsa.org.

Order #: 7843

Authors: Mowbray, C.T., Moxley, D.P., Collins, M.E.

Title: **Consumers as Mental Health Providers: First-Person Accounts of Benefits and Limitations.**

Source: The Journal of Behavioral Health Services and Research 25(4): 397-411, 1998. (Journal Article: 15 pages)

Abstract: Project WINS (Work Incentives and Needs Study), a hybrid case management-vocational program for individuals with severe mental illness, used consumers as peer support specialists (PSSs) to supplement professional roles. Semistructured interviews were conducted with PSSs about 12 months after their employment ended. They identified substantial personal benefits specific to consumer-designated roles (e.g., a "safe" employment setting with accommodations) and general benefits from employment. Problems described were just as numerous, encompassing attitudes toward assigned peers and costs to their own well-being. Critical commentary addressed program operations (structure, supervision, and training needs) and problems in the mental health system. The authors discuss the changed sense of self that service provider roles can create for consumers and suggest that mental health administrators provide anticipatory socialization for this service innovation throughout their agencies and ongoing supports for consumers in their new roles (authors).

Order #: 12501

Authors: National Alliance to End Homelessness, Corporation for Supportive Housing, AIDS Housing of Washington.

Title: **Policy Papers: New Partnerships for Ending Homelessness: Housing, Services, and Employment.**

Source: Washington, DC: National Alliance to End Homelessness, 2003. (Report: 70 pages)

Abstract: The National Alliance to End Homelessness, Corporation for Supportive Housing and AIDS Housing of Washington have developed a policy manual to guide advocates and Federal lawmakers on homelessness policy. The manual was created in conjunction with the New Partnerships for Ending Homelessness Conference. At press time, Congress was in the midst of deciding funding levels for various programs for the next year. The manual describes the programs that are important to ending homelessness, and recommendations are made as to the appropriate level of funding. Analysis of relevant new legislation is also included. Among the topics covered are: McKinney-Vento Homeless Assistance programs; Ending Long-term Homelessness Services Initiative; Housing Opportunities for Persons with AIDS; National Affordable Housing Trust Fund; Runaway and Homeless Youth programs; and Temporary Assistance to Needy Families (authors).

Available From: National Alliance to End Homelessness, 1518 K Street, NW, Suite 206, Washington, DC 20005, (202) 638-1526, naeh@naeh.org, www.endhomelessness.org/pol/PolicyPapers03.pdf

Education and Employment

Order #: 8343

Authors: National Association of State Mental Health Program Directors.

Title: **Summary Report: NASMHPD Survey on State Mental Health Practices in Funding and Providing Employment Services.**

Source: Alexandria, VA: National Technical Assistance Center for State Mental Health Planning, 1999. (Report: 18 pages)

Abstract: This report describes the findings of the survey of State Mental Health Practices in Funding and Providing Employment Services developed by the National Association of State Mental Health Program Directors (NASMHPD) President's Task Force on Employment. The key findings include: (1) virtually all State Mental Health Directors feel that employment "should be a high priority for State Mental Health Agencies (SMHA) resources and action;" (2) lack of funding was the most frequently cited obstacle to making employment a higher priority; (3) the vast majority of states are taking proactive steps to hire consumers into mental health positions at local or state levels; (4) SMHAs have only a limited ability to quantify their revenues or expenditures for employment services; (5) most respondents felt that the vocational rehabilitation (VR) system in their states were "making an adequate effort to meet the needs of people with psychiatric disabilities (as compared to other people with disabilities)." (authors)

Available From: National Technical Assistance Center for State Mental Health Planning, 66 Canal Center, Plaza, Suite 302 Alexandria, VA 22314, (703) 739-9333, www.tacinc.org/index.

Order #: 13261

Authors: National Coalition for the Homeless.

Title: **Employment and Homelessness.**

Source: Washington, DC: National Coalition for the Homeless, 1999. (Fact Sheet: 5 pages)

Abstract: This fact sheet examines the relationship between work and homelessness, including the contribution of unemployment, underemployment, and low wages to homelessness. The authors assess the employment barriers faced by homeless people, and strategies for overcoming those barriers. A list of resources for further study is provided (authors).

Available From: National Coalition for the Homeless, 1012 Fourteenth Street, NW, #600, Washington, DC 20005, (202) 737-6444, www.nationalhomeless.org.

Order #: 13257

Authors: National Coalition for the Homeless.

Title: **People Need Education.**

Source: Washington, DC: National Coalition for the Homeless, 2003 (Fact Sheet: 2 pages)

Abstract: This fact sheet discusses how education can prevent homelessness by providing opportunities for people to obtain livable income jobs. The authors give statistics on children and youth who are homeless, school enrollment for this population, and federal legislation regarding this topic (authors).

Available From: National Coalition for the Homeless, 1012 Fourteenth Street, NW, #600, Washington, DC 20005, (202) 737-6444, www.nationalhomeless.org.

Education and Employment

Order #: 13067

Authors: National Governors Association.

Title: **Strategies States Can Use to Employ Persons with Mental Illness.**

Source: Washington, DC: National Governors Association, 2003. (Issue Brief: 15 pages)

Abstract: This brief examines state efforts to provide employment services to persons with mental illness. States that have implemented plans to encourage and assist persons with mental illness to find and secure employment have reported decreases in supportive services costs and increases in collected tax revenues. By providing treatment, supports, and employment services, many persons with mental illness can sustain employment, become more self-sufficient, contribute to society, and reduce funding in supportive services for states (authors).

Available From: National Governors Association, Hall of States, 444 N. Capitol Street, Washington, DC 20001, (202) 624-5300, www.nga.org

Order #: 12805

Authors: Neighborhood Networks.

Title: **Helping Residents Achieve Self-Sufficiency: How to Design and Deliver Career Growth and Advancement Assistance.**

Source: Rockville, MD: U.S. Department of Housing and Urban Development, 1999. (Guide: 8 pages)

Abstract: This guide describes how Neighborhood Networks centers, a community-based initiative established by the U.S. Department of Housing and Urban Development (HUD) in 1995, can assist residents, center staff and local partners in identifying and connecting with individual companies, specific industries and occupations that offer new workers career advancement opportunities and incentives. The authors present an eight-step approach to career growth and advancement assistance, and shows centers how to provide careers guidance to job seekers during the job search phase; use transitional employment as a career development tool for the hard-to-place; target industries, employers and occupations that offer the best career growth; market to employers the benefits of providing on-site education and training; encourage employers to promote learning on and off the work site; identify government funding for companies to provide training to new workers; urge state and local municipalities to promote career advancement to employers; and encourage job seekers to become smarter job switchers (authors).

Available From: U.S. Department of Housing and Urban Development, Neighborhood Networks, 9300 Lee Highway, Fairfax, VA 22031, (888) 312-2743, www.neighborhoodnetworks.org.

Order #: 12806

Authors: Neighborhood Networks.

Title: **Helping Residents Succeed on the Job: How to Design and Deliver an Effective Job Retention Program**

Source: Rockville, MD: U.S. Department of Housing and Urban Development, 1999. (Guide: 9 pages)

Abstract: This guide describes how Neighborhood Networks centers, a community-based initiative established by the U.S. Department of Housing and Urban Development (HUD) in 1995, can identify, provide, and use local partners and center staff to deliver effective follow-up retention services to residents who have just made the transition from unemployment to employment. The authors present a ten-step approach to effective job retention, showing the reader how to address difficult issues residents may face when they become employed; develop tactics for helping newly employed residents at critical intervention points; identify and develop an effective retention program; determine the scope of retention services residents need to succeed in the workplace; assess and deliver retention services; evaluate and upgrade essential local support services; utilize local mentoring programs in supplementing retention efforts; create and implement employer outreach and information programs; identify better jobs and market niches for residents; and establish resource centers for residents in their second and third job search (authors).

Available From: U.S. Department of Housing and Urban Development, Neighborhood Networks, 9300 Lee Highway, Fairfax, VA 22031, (888) 312-2743, www.neighborhoodnetworks.org.

Education and Employment

Order #: 12807

Authors: Neighborhood Networks.

Title: **No Car? No Problem! Innovative Transportation Solutions.**

Source: Rockville, MD: U.S. Department of Housing and Urban Development, 1999. (Guide: 13 pages)

Abstract: This guide discusses the difficulties people leaving welfare to become self-sufficient have in finding transportation to access jobs. This guide provides Neighborhood Networks centers, a community-based initiative established by the U.S. Department of Housing and Urban Development (HUD) in 1995, with ideas, examples and tools that can be used to enhance transportation services meeting the unique needs of residents. The authors focus on the efforts of one community, not because that community's example offers the "perfect model" to follow or because it is an overwhelming success, but that its experience provide insight and guidance to other communities considering improvements to their transportation. The guide discusses the context in which the transit system was developed, how it was started, strategies that residents pursued to reach their objectives, barriers they faced, lessons they have learned and issues of sustainability that they face to ensure ongoing services. The authors also describe resources available to assist in the development of transportation services, examples of responses to transportation needs in other communities and transportation activities currently service Neighborhood Networks sites (authors).

Available From: United States Department of Housing and Urban Development, Neighborhood Networks, 9300 Lee Highway, Fairfax, VA 22031, (888) 312-2743, www.neighborhoodnetworks.org.

Order #: 7491

Authors: Noble, J.H.

Title: **Policy Reform Dilemmas in Promoting Employment of Persons with Severe Mental Illnesses.**

Source: Psychiatric Services 49(6): 775-781, 1998. (Journal Article: 7 pages)

Abstract: Recent evaluations by the United States General Accounting Office and the National Alliance for the Mentally Ill of reemployment efforts by the federal-state rehabilitation program found that services offered by state vocational rehabilitation agencies do not produce long-term earnings for clients with physical or emotional disabilities. This article examines reasons for these poor outcomes and the implications of recent policy reform recommendations. The federal-state program largely wastes an estimated \$490 million annually on time-limited services to consumers with mental illnesses. The author argues that, rechanneled into a variety of innovative and more appropriate integrated service models, the money could buy stable annual vocational rehabilitation funding for 62,000 to 90,000 mental health consumers (authors).

Order #: 1123

Authors: Northern Illinois University.

Title: **Final Evaluation Report: Job Training for the Homeless Demonstration Program U.S. Department of Labor - Employment and Training Administration.**

Source: Elgin, IL: Elgin Community College Alternatives Program, 1991. (Report: 58 pages)

Abstract: This report describes Elgin Community College's Alternatives Program, a project funded under the Stewart B. McKinney Homeless Assistance Act, and designed to provide education and job services to the homeless. The program offers college level and adult education classes, tutoring, financial aid, job placement and child care. In addition to the education/community college focus, the project's approach includes active networking to provide the homeless with necessary support services such as housing, clothing, food, health care, and transportation.

Education and Employment

Order #: 8921

Authors: Office of the President of the United States.

Title: **New Freedom Initiative.**

Source: Washington, DC: Office of the President of the United States, 2001. (Report: 28 pages)

Abstract: This document sets forth the principles of President George W. Bush's "New Freedom Initiative." This initiative is designed to improve employment opportunities for those with disabilities. It will expand research in and access to assistive and universally designed technologies, further integrate Americans with disabilities into the workforce, and help remove barriers to participation in community life.

Available From: U.S. Department of Health and Human Services, 200 Independence Avenue, SW, Washington, D.C. 20201, (202) 619-0257, www.hhs.gov/newfreedom/

Order #: 7842

Authors: O'Neill, D.M., Bertollo, D.N.

Title: **Work and Earnings Losses Due to Mental Illness: Perspectives from Three National Surveys.**

Source: Administration and Policy in Mental Health 25(5): 505-523, 1998. (Journal Article: 19 pages)

Abstract: This article presents data from three national surveys -- the Epidemiological Catchment Area study, the National Comorbidity Study, and the National Health Interview Survey -- that compare the relationship between mental illness and work loss across all DSM categories, and offer perspectives on what factors determine who works within a DSM category. The authors also update information on the aggregate work loss due to mental illness.

Order #: 8674

Authors: Parkhill, P.

Title: **Vocationalizing the Home Front: Promising Practice in Place-Based Employment.**

Source: New York, NY: Corporation for Supportive Housing, 2000. (Report: 79 pages)

Abstract: This report presents the final lessons gathered from the Next Step: Jobs initiative, a three-year collaboration among 21 supportive housing providers designed to maximize employment opportunities for tenants. These approaches assist with employing persons who are homeless, former and current substance abusers, individuals with HIV/AIDS, those with physical and psychiatric disabilities and other challenges. Issues addressed include: accessibility; inclusiveness; flexibility; coordinated, integrated approach to services; high quality, long-term employment; and linkages to private and public sectors.

Available From: Corporation for Supportive Housing, 50 Broadway, 17th Floor, New York, NY 10004, (212) 986-2966. www.csh.org

Order #: 8632

Authors: Peckham, J., Muller, J.

Title: **Employment and Schizophrenia: Recommendations to Improve Employability for Individuals with Schizophrenia.**

Source: Psychiatric Rehabilitation Journal 22(4): 399-402, 1999. (Journal Article: 3 pages)

Abstract: The concept of creating positive vocational outcomes for individuals with a major psychiatric disability such as schizophrenia has generated much interest among researchers over the past decade. Research indicates that individuals with schizophrenia often find themselves at the end of the employment queue. Researchers have suggested that there is a need for people themselves to determine possible solutions to the problems they face within the labor force. This article discusses the barriers to employment, provides an overview of the view of people with schizophrenia themselves, and then goes on to offer some recommendations that could possibly make rehabilitation more effective and contribute to meaningful and continuing employment for people with schizophrenia (authors).

Education and Employment

Order #: 11104

Authors: Pickett-Schenk, S., Cook, J., Grey, D., Banghart, M., Rosenheck, R., Randolph, F.

Title: **Employment Histories of Homeless Persons With Mental Illness.**

Source: Community Mental Health Journal 38(3): 199-211, 2002. (Journal Article: 13 pages)

Abstract: This study examined the work histories of 7,228 homeless persons with mental illness who were enrolled into the multi-site Access to Community Care and Effective Services and Supports (ACCESS) research demonstration program. Multiple logistic regression analyses suggest that use of vocational services is significantly associated with increased likelihood of paid employment. The role of vocational rehabilitation services in removing persons from homelessness and improving their quality of life is discussed (authors).

Order #: 6456

Authors: Porat, H., Marshall, G., Howell, W.

Title: **The Career Beliefs of Homeless Veterans: Vocational Attitudes as Indicators of Employability.**

Source: Journal of Career Assessment 5(1): 47-59, 1997. (Journal Article: 13 pages)

Abstract: This article analyzes homeless veterans' attitudes toward employment. Using the Career Beliefs Inventory (CBI) the vocational attitudes of 279 homeless veterans were compared to those of two control groups: one employed (n=390), and the other unemployed (n=67). Even though the three groups had significant demographic, medical, and social differences, there were remarkable similarities in how they viewed employment, including having a high interest in achieving and improving their socioeconomic conditions; desire to excel over others within the workplace; interest in learning new job skills; and believing that obstacles can be overcome, undermining the common notion that homeless veterans are unwilling to take active, positive steps to improve their employability.

Order #: 8918

Authors: Presidential Task Force on Employment of Adults with Disabilities.

Title: **Re-Charting the Course: Turning Points. The Third Report of the Presidential Task Force on Employment of Adults with Disabilities.**

Source: Washington, DC: Presidential Task Force on Employment of Adults with Disabilities, 2000. (Report: 121 pages)

Abstract: This report examines the role of the federal government in promoting employment among adults with disabilities. Particular focus is given to the Americans with Disabilities Act. The report provides the recommendations of the Presidential Task Force on Employment of Adults with Disabilities and examines past activities and future goals of the government in increasing and sustaining employment opportunities for those with disabilities.

Available From: Presidential Task Force on Employment of Adults with Disabilities, 200 Constitution Avenue, NW, Room S2220, Washington, DC 20210, (202) 693-4939, www.dol.gov.

Education and Employment

Order #: 8212

Authors: Proscio, T.

Title: **Work in Progress 2: An Interim Report on Next Step: Jobs.**

Source: New York, NY: Corporation for Supportive Housing, 1998. (Report: 22 pages)

Abstract: This report describes the early progress of Next Step: Jobs in helping supportive housing providers "vocalize" their residences -- that is, to make working and the opportunity to work part of the daily routine and normal expectation of many, even most, residents. The report covers lessons learned from the first two years of the three year initiative. Some key findings to this point indicate that: there is a clear connection between on-site employment services and an increase in jobs and hours worked; those with a history of mental illness or chronic substance dependency are likely to benefit from those services and to find employment; the supportive housing industry is an important source of employment for those newly entering (or re-entering) work; and although full-time employment and economic self-sufficiency is not a realistic goal for all residents of supportive housing, many can work steadily if given a foundation of training, preparation, and support.

Available From: CSH Publications Department, 50 Broadway, 17th Floor NY, NY 10004, (212) 986-2966, information@csh.org.

Order #: 8696

Authors: Proscio, T., Houghton, T.

Title: **Landlord, Service Provider, and Employer: Hiring and Promoting Tenants at Lakefront SRO.**

Source: New York, NY: Corporation for Supportive Housing, 2000. (Report: 42 pages)

Abstract: This report provides a close look at Lakefront SRO's program of in-house tenant employment as a guide for other supportive housing programs that either hire their own tenants or might want to do so. The lessons of the document are also of potential interest to affordable housing programs whose tenants could become valuable employees given sufficient encouragement, training, and clear policies.

Available From: Publications, Corporation for Supportive Housing, 50 Broadway, 17th Floor, New York, NY 10004, (212) 986-2966, www.csh.org.

Order #: 11833

Authors: Razzano, L., Cook, J.A.

Title: **Gender and Vocational Assessment of People with Mental Illness: What Works for Men May Not Work for Women.**

Source: Journal of Applied Rehabilitation Counseling 25(3): 22-31, 1994. (Journal Article: 10 pages)

Abstract: This study examines the effect of gender on standardized, computer-based vocational assessments. Findings suggest significant gender differences on several McCarron-Dial subtest measures, vocational factors and predicted job levels. The authors assert that no gender differences were discovered with regard to subsequent rates of employment, hourly salaries, or number of hours worked per week. Implications for these findings as well as recommendations for future studies are discussed (authors).

Order #: 8631

Authors: Regenold, M., Sherman, M.F., Fenzel, M.

Title: **Getting Back to Work: Self-Efficacy as a Predictor of Employment Outcome.**

Source: Psychiatric Rehabilitation Journal 22(4): 361-367, 1999. (Journal Article: 7 pages)

Abstract: The primary purpose of this exploratory research was to examine whether self-efficacy would be predictive of future vocational outcomes for participants in a supported employment program. Participants were 86 persons associated with a private, non-profit agency located in Baltimore, Maryland, which provides supported employment services for persons with psychiatric disabilities. The importance of this research is that it lends support to self-efficacy as a promising predictor of vocational rehabilitation outcomes (authors).

Education and Employment

Order #: 8095

- Authors:** Rehabilitation and Support Services, Inc., the Cornell University Program on Employment and Disability.
- Title:** **Integrated Employment for Persons with Psychiatric Disabilities: A Rehabilitation and Recovery-Based Approach. Modules I and II.**
- Source:** Guilderland, NY: Rehabilitation Support Services, Inc., 1997 (Manual: 281 pages)
- Abstract:** The materials in this manual are intended to provide employment specialists, recipients of mental health services, educators, and program managers with the philosophical and values base and the practical tools needed to design and implement integrated employment services on behalf of persons with psychiatric disabilities. The authors have found that the treatment, rehabilitation and support needs, and the way society regards persons with psychiatric disabilities require a specific set of learnings not always available in generic integrated employment training approaches.
- Available From:** Rehabilitation and Support Services, Inc., 2113 Western Avenue, Suite 3, Guilderland, NY 12084, (888) 824-4004, www.rehab.org.
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Order #: 11638

- Authors:** Resnick, S.G., Bond, G.R.
- Title:** **The Indiana Job Satisfaction Scale: Job Satisfaction in Vocational Rehabilitation for People with Severe Mental Illness.**
- Source:** Psychiatric Rehabilitation Journal 25(1): 12-19, 2001. (Journal Article: 8 pages)
- Abstract:** The Indiana Job Satisfaction Scale (IJSS) is a brief job satisfaction questionnaire designed for use with individuals with a severe mental illness. This study seeks to validate the IJSS, as well as to examine the relationship between job satisfaction and job tenure in a group of 71 workers in supported employment. Job satisfaction measured during the first 3 months of a job was significantly associated with job tenure; however, this relationship weakened over time. Overall, the findings support the utility of job satisfaction as a tool in vocational rehabilitation, as well as the validity of the IJSS with this group (authors).
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Order #: 13185

- Authors:** Richer, E., Kubo, H., Frank, A.
- Title:** **All in One Stop? The Accessibility of Work Support Programs at One-Stop Centers.**
- Source:** Washington, DC: Center for Law and Social Policy, 2003. (Report: 48 pages)
- Abstract:** In this report, the authors conduct an initial investigation into the role one-stop centers currently play in providing job seekers with access to public work support programs. Under the Workforce Investment Act, all local workforce areas in the U.S. are required to develop a one-stop delivery system that makes an array of federally funded employment programs available at one location. This report is the result of interviews with 33 one-stop directors to examine the level of access to seven work support programs (Earned Income Tax Credit, subsidized child care, food stamps, publicly funded health insurance, cash assistance, child support, and transportation assistance). The report discusses the findings of the survey, innovative techniques for making work supports more accessible, and the barriers to better access (authors).
- Available From:** Center for Law and Social Policy, 1015 Fifteenth Street NW, Suite 400, Washington, DC 20005, (202) 906-8000, www.clasp.org.

Education and Employment

Order #: 8142

Authors: Ridgway, P., Rapp, C.

Title: **The Active Ingredients in Achieving Competitive Employment for People with Psychiatric Disabilities: A Research Synthesis.**

Source: Lawrence, KS: University of Kansas School of Social Welfare, 1998. (Report: 74 pages)

Abstract: This report details an analytic literature review concerning vocational services for persons with prolonged psychiatric disabilities. The report is organized into two primary sections. First, the outcome research literature is assessed to determine how programs perform and what they may reasonably be expected to achieve. The outcomes of three program models -- job club, transitional employment, and supported employment -- are examined individually and then compared. The "main ingredients" -- program principles and practices -- are identified and outcomes for each program type are summarized. Conclusions about "critical ingredients" are then drawn across models.

Available From: University of Kansas School of Social Welfare, 1545 Lilac Lane, Twente Hall, Lawrence, KS 66044, (785) 864-4720, www.socwel.ku.edu.

Order #: 7907

Authors: Rog, D.J., Holupka, C.S.

Title: **Reconnecting Homeless Individuals and Families to the Community.**

Source: In Fosburg, L.B., Dennis, D.L. (eds.), Practical Lessons: The 1998 National Symposium on Homelessness Research. Delmar, NY: National Resource Center on Homelessness and Mental Illness, 1999. (Book Chapter: 40 pages)

Abstract: This paper summarizes what we know about reconnecting homeless people and individuals into the community, including improving their residential stability and employability, and reuniting them with family and friends. While a considerable amount has been learned in recent years about how to connect homeless people with stable housing, much less attention has been placed on testing ways to reconnect homeless people into the job market. The relative success of more comprehensive programs compared to approaches that concentrate only on employment suggest the need for efforts that integrate support services, housing, and job training and development services. Finally, although research continues to show that homeless people have few ties with family and friends, there have been no programs or efforts explicitly designed to improve the social capital of homeless individuals. The paper also discusses the barriers and challenges that continue to challenge reconnecting people back into the community.

Available From: HUD USER, P.O. Box 23268, Washington, DC 20026, (800) 245-2691, www.huduser.org.

Education and Employment

Order #: 8093

- Authors:** Rog, D.J., Holupka, C.S., Brito, M.C., Storm, A., Hopper, K., Roy, K., Davidson, C., Lester, R.
- Title:** **Next Step: Jobs. Second Evaluation/Documentation Report.**
- Source:** Washington, DC: Vanderbilt Institute for Public Policy Studies, Center for Mental Health Policy, 1998. (Report: 91 pages)
- Abstract:** "Next Step: Jobs" seeks to promote work readiness and increase the rate of employment among residents of supportive housing. Specifically, its goals are to develop back-to-work strategies that are housing-based, result in more and better jobs for tenants, and can be replicated elsewhere. This report provides the results of a descriptive assessment of the implementation and outcomes of these strategies. The findings are summarized as follows: many tenants have been involved in some type of work during the initiative; supportive housing itself has served as a place of employment for tenants; the rate of employment increased significantly over time in a few buildings, but most buildings did not show any increases; change for individual tenants can be dramatic; differences among buildings in employment rates, types of jobs and where jobs are located appear to be related to the service needs of tenants; and among individual tenants, whether one works is related to participation in employment services and to having a job upon entry into housing (authors).
- Available From:** Vanderbilt Institute for Public Policy Studies, 1207 18th Avenue South, Nashville, TN 37212, (615) 332-8505, www.vanderbilt.edu/VIPPS/

Order #: 6791

- Authors:** Rogers, E.S.
- Title:** **Cost-Benefit Studies in Vocational Services.**
- Source:** Psychiatric Rehabilitation Journal 20(3): 25-33, 1997. (Journal Article: 9 pages)
- Abstract:** In this era of cost containment and managed care, the benefits and costs of vocational interventions for persons with psychiatric disability are receiving increased scrutiny. In response to this scrutiny, evaluators, providers, and agencies are turning to cost-benefit studies. The purpose of this article is, first, to examine the basic steps involved in cost-benefit studies in a way that will be understandable to program administrators, policy makers, and practitioners. Second, a review of cost-benefit studies on vocational programs for persons with psychiatric disability will be undertaken and the results summarized (author).

Order #: 7493

- Authors:** Rogers, E.S., Sciarappa, K., Danley, K.
- Title:** **A Benefit-Cost Analysis of a Supported Employment Model for Persons with Psychiatric Disabilities.**
- Source:** Evaluation and Program Planning 18(2): 105-115, 1995. (Journal Article: 11 pages)
- Abstract:** This article reports on an innovative supported employment project conducted on a university campus and describes both the population served and the evaluation methods in detail. The project was a three-year study designed to serve young adults with severe psychiatric disabilities. Twenty participants enrolled in the study. Program participants experienced significant monetary and nonmonetary benefits including a reduction in the use of some mental health services, increased wages, and time in integrated employment settings. The program failed to achieve cost benefit, however, reaching an efficiency ratio of .90. The authors state that the reasons for not achieving cost efficiency included the small number of subjects, systems costs incurred by increased advocacy efforts by staff, an inability to quantify intangible benefits, and the limited time frame of the project. The authors contend that the program needs to be replicated with larger programs over a longer period of time before any definitive conclusions can be made.

Education and Employment

Order #: 2673

Authors: Russert, M.G., Frey, J.L.

Title: **The PACT Vocational Model: A Step Into The Future.**

Source: Psychosocial Rehabilitation Journal 14(4): 7-18, 1991. (Journal Article: 12 pages)

Abstract: The provision of rehabilitation services to persons with serious mental illnesses requires both an understanding of psychiatric disabilities and vocational rehabilitation. The purpose of this article is to identify how the vocational issues of persons with serious mental illnesses can be addressed within a community support program. The vocational services described are those of the Program of Assertive Community Treatment (PACT) in Madison, Wisconsin (authors).

Order #: 10728

Authors: Shaheen, G., Williams, F., Dennis, D. (eds).

Title: **Work as a Priority: A Resource for Employing People Who Have a Serious Mental Illness and Who Are Homeless.**

Source: Rockville, MD: Center for Mental Health Services, Homeless Programs Branch, 2003. (Resource Guide: 78 pages)

Abstract: This guidebook is intended to provide a foundation, both conceptually and in practice, to increase employment among people who are homeless and have serious mental illness. Topics covered in the guidebook include: background information on what we know so far about employment for people who are homeless and have serious mental illnesses; an orientation to the principles of recovery; summaries of various employment models and approaches developed for people with psychiatric disabilities; personal, program, and system-level challenges to employment for people who are homeless with a serious mental illness; and examples from throughout the country of programs that have elevated work to a priority in their agencies as well as key factors to consider when developing employment services for people with serious mental illnesses who are homeless. An overview of employment-related services available through the state Vocational Rehabilitation system, and the implications of right to work legislation for employment of people with disabilities is also presented.

Available From: National Resource Center on Homelessness and Mental Illness, Policy Research Associates, Inc., 345 Delaware Avenue, Delmar, NY 12054, (800) 444-7415, www.nrchmi.samhsa.gov/pdfs/WorkPriority.pdf.

Order #: 12606

Authors: Siegal, H., Fisher, J., Rapp, R., Kelliher, C.

Title: **Enhancing Substance Abuse Treatment with Case Management.**

Source: Journal of Substance Abuse Treatment 13(2): 93-98, 1996. (Journal Article: 6 pages)

Abstract: This article examines the effectiveness of strengths-based case management in assisting persons with substance abuse problems improve employment-related functioning. In a study of 632 veterans seeking treatment for substance abuse problems, Wright State University's Enhanced Treatment Project found that veterans in substance abuse treatment had improved in several areas of employment functioning, including number of days employed. According to the authors, among clients who expressed interest in receiving assistance with employment-related issues, those who received strengths-based case management demonstrated additional improvement in employment functioning including more days employed, fewer employment problems and being less troubled about their employment situation. The article asserts that correlations between improved employment functioning and improved functioning in other life areas further support the value of case management (authors).

Education and Employment

Order #: 13350

Authors: Social Security Administration.

Title: **2004 Red Book: A Summary Guide to Employment Support for Individuals With Disabilities Under the Social Security Disability Insurance and Supplemental Security Income Programs.**

Source: Baltimore, MD: Social Security Administration, 2004. (Guide: 67 pages)

Abstract: This booklet is intended to serve as a general reference source about the employment-related provisions of SSDI and SSI programs for educators, advocates, rehabilitation professionals, and counselors who serve people with disabilities. Many such individuals need a working knowledge of the technical provisions involved so that they can advise people with disabilities appropriately and recognize when to seek case-specific guidance from the Social Security Administration (SSA). One of the SSA's highest priorities is to help people with disabilities achieve independence by helping them to take advantage of employment opportunities. It is expected that many applicants and beneficiaries will use this booklet as a self-help guide to the employment-related provisions under SSA programs (authors).

Available From: Project ABLE, Social Security Administration, Room 107 Altmeyer Building, Baltimore, MD 21235, www.ssa.gov/work/ResourcesToolkit/redbook.pdf

Order #: 11555

Authors: Social Security Administration.

Title: **The Ticket to Work and Work Incentives Advisory Panel.**

Source: Washington, DC: Social Security Administration, 2002. (Report: 53 pages)

Abstract: This document reports on the findings, issues, conclusions, and recommendations of the Ticket to Work and Work Incentives Advisory Panel regarding implementation of the Ticket to Work and Work Incentives Improvement Act and related programs by the Social Security Administration (SSA). It delineates particular issues with a number of specific recommendations to Congress. It also includes a summary of the Panel's activities and its advice and recommendations to SSA during year two of implementation (authors).

Available From: Social Security Administration, Office of Public Inquiries Windsor Park Building, 6401 Security Boulevard, Baltimore, MD 21235, www.ssa.gov/work/panel/panel_documents/annual_report.html#msg

Order #: 8282

Authors: Sturm, R., Gresenz, C.R., Pacula, R.L., Wells, K.B.

Title: **Labor Force Participation by Persons with Mental Illness.**

Source: Psychiatric Services 50(11): 1407, 1999. (Journal Article: 1 page)

Abstract: In this article, the authors examine two labor force participation measures for people with mental illnesses. The first measure is the percentage of the population out of the work force. The second measure examined is the unemployment rate. Unemployment rates were found to be three to five times higher among those with mental disorders, and higher percentage of persons with mental disorders are out of the labor force compared to the general population.

Education and Employment

Order #: 13050

Authors: Substance Abuse and Mental Health Services Administration.

Title: **Supported Employment.**

Source: Washington, DC: SAMHSA's National Mental Health Information Center, 2003. (Toolkit (Draft): 0 pages)

Abstract: The Substance Abuse and Mental Health Services Administration (SAMHSA) and its Center for Mental Health Services (CMHS) are pleased to introduce six Evidence-Based Practice Implementation Resource Kits to encourage the use of evidence-based practices in mental health. The Kits were developed as one of several SAMHSA/CMHS activities critical to its science-to-services strategy, and include information sheets for all stakeholder groups, introductory videos, practice demonstration videos, and workbook or manual for practitioners. Supported Employment is a well-defined approach to helping people with mental illnesses find and keep competitive employment within their communities. Supported employment programs are staffed by employment specialists who have frequent meetings with treatment providers to integrate supported employment with mental health services. The core principles of this program include eligibility based on consumer choices and preferences, supported employment as an integrated treatment, continuous follow-along supports, and help with moving beyond the patient role and developing new employment-related roles as part of the recovery process (authors).

Available From: SAMHSA's National Mental Health Information Center, P.O. Box 42557, Washington, DC 20015, (800) 789-2647, www.mentalhealth.samhsa.org.

Order #: 11391

Authors: Sullivan-Soydan, A.P.

Title: **Frequently Asked Questions by Educators About Students with Psychiatric Disabilities: Tips and Resources on the Rehabilitation Act, ADA, Academic Adjustments, and Support.**

Source: Boston, MA: Center for Psychiatric Rehabilitation, 1997. (Brochure: 13 pages)

Abstract: As educators, it is important to understand the critical issues involved in providing academic adjustments for students with psychiatric disabilities. Many educators and administrators have serious questions about serving students with psychiatric disabilities on campus, as more and more of these students resume their pursuit of their educational goals. This booklet is an attempt to answer some of those questions and direct educators to relevant resources. Learn what researchers, service providers, and educators at the Center for Psychiatric Rehabilitation at Boston University have learned about providing academic adjustments for people with psychiatric disabilities in school settings (authors).

Available From: Center for Psychiatric Rehabilitation, 940 Commonwealth Avenue West, Boston, MA 02215, (617) 353-3549, www.bu.edu/cpr/catalog/order-info.html.

Order #: 8374

Authors: Torrey, W.C., Mueser, K.T., McHugo, G.H., Drake, R.E.

Title: **Self-Esteem as an Outcome Measure in Studies of Vocational Rehabilitation for Adults with Severe Mental Illness.**

Source: *Psychiatric Services* 51(2): 229-233, 2000. (Journal Article: 5 pages)

Abstract: Self-esteem is widely used as an outcome variable in studies of psychiatric rehabilitation based on the assumption that improved functional status leads to higher self-esteem among adults with severe mental illness. The utility of a popular measure of global self-esteem--the Rosenberg Self-Esteem Scale--as an outcome measure was examined in this population. A total of 143 participants enrolled in a study of vocational rehabilitation were assessed at baseline and six, 12, and 18 months later using measures of self-esteem, symptoms, life satisfaction, work status, housing status, and total income. Scores on the Rosenberg Self-Esteem Scale did not vary with work status or other functional outcomes but instead were strongly related to measures of life satisfaction and affective symptoms. For this population, self-esteem appears to be a relatively stable trait that reflects general life satisfaction and affective symptoms rather than objective functional status. (authors)

Education and Employment

Order #: 10645

Authors: Tsang, H., Lam, P., Ng., B., Leung, O.

Title: **Predictors of Employment Outcome for People with Psychiatric Disabilities: A Review of the Literature Since the Mid '80s.**

Source: Journal of Rehabilitation 66(2), 19-29, 2000. (Journal Article: 11 pages)

Abstract: This paper reviews controlled studies since the mid 80's pertaining to the identification of significant predictors of employment outcome of the psychiatric population. A total of 35 relevant studies (screened from 921 articles extracted from PsychLit, Medline, Allied Health and Nursing Abstracts, and Social Work Abstract) were reviewed by a panel of three university professors and three senior clinicians on the field. Some relatively neglected aspects, such as cognitive function and family relationship, were found to be significant predictors and were discussed. Implications for rehabilitation professionals and recommendations for further research are made (authors).

Order #: 9909

Authors: Tsang, H.W.H., Kopelowicz, A., Liberman, R.P.

Title: **Social Skills Training to Help Mentally Ill Persons Find and Keep a Job.**

Source: Psychiatric Services 52(7):891-894, 2001. (Journal Article: 4 pages)

Abstract: This article explores the idea of social skills training as a mode of treatment and rehabilitation of persons who have mental disabilities. This training has been well documented for its efficacy in controlled clinical trials in the United States and in other countries, though only a few attempts have been made to apply social skills training in the context of vocational rehabilitation. The focus of this column is on a module on workplace fundamentals, presenting data in support of the module's utility in facilitating the job adjustment of persons who have serious mental illness. The example described is based on the principles of social skills training and focuses on job search and job tenure for persons with schizophrenia who have a high level of functioning (authors).

Order #: 12000

Authors: United States Department of Health and Human Services.

Title: **State Strategies for Working with Hard-to-Employ TANF Recipients.**

Source: Washington, DC: U.S. Department of Health and Human Services, 2002. (Report: 32 pages)

Abstract: This summary identifies State strategies for helping hard-to-employ recipients who have significant barriers to employment. Individuals on the welfare caseload may have significant barriers to employment and difficulty sustaining work. These recipients are often referred to as hard-to-employ. Many of these individuals had been exempted from work participation under the former Aid to Families with Dependent Children (AFDC) program but are now subject to work requirements under the Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA). Further, they are the part of the caseload that may reach the five-year time limit and no longer qualify for Federal assistance. Based on discussions with researchers and practitioners, this summary focuses on eight specific barriers: substance abuse, domestic violence, mental health issues, chronic health problems, physical disabilities, learning disabilities, language barriers and multiple barriers. This summary is based on a review of each State's TANF plan and a telephone survey of TANF officials from each of the 50 States and the District of Columbia (authors).

Available From: U.S. Department of Health and Human Services, 200 Independence Avenue SW, Washington, DC 20201, (877) 696-6775, www.hhs.gov, <http://oig.hhs.gov/oei/reports/oei-02-00-00630.pdf>

Education and Employment

Order #: 12429

Authors: United States Department of Housing and Urban Development.

Title: **Employment Services in Supportive Housing.**

Source: Washington, DC: U.S. Department of Housing and Urban Development, 2003. (Curriculum: 41 pages)

Abstract: This curriculum is part of the Supportive Housing Training Series, put out by the U.S. Department of Housing and Urban Development. The goal of this training is to explore the topic of employment and employment-training programs for tenants living in supportive housing. This training presents career development services as an integral part of the services offered to tenants. Trainees will explore major considerations in setting up a vocational program, understand a variety of approaches for services and be able to create a culture that promotes work (authors).

Available From: U.S. Department of Housing and Urban Development, 451 Seventh Street S.W., Washington, DC 20410, (202) 708-1112, www.hud.gov/offices/cpd/homeless/library/shp/training/EmploymentServicesC.pdf.

Order #: 8870

Authors: United States Department of Labor.

Title: **Employment and Training for America's Homeless: Best Practices Guide.**

Source: Washington, DC: U.S. Department of Labor, 1997. (Guide: 58 pages)

Abstract: This is a guide for employment and training agencies based on findings of the Job Training for the Homeless Demonstration Program. Much of the material presented is of interest to a wide variety of public and private organizations providing services to families and people who are homeless. The major objectives of this guide are to enhance agencies' knowledge about people who are homeless; to provide guidance on the types of people who are homeless and most (and least) likely to benefit from employment and training services; to identify the full range of services likely to be needed by people who are homeless to be successful in completing training and securing and retaining employment, and how these services can be provided directly by employment and training agencies or arranged through linkages with public or private service providers; to identify the specific planning and implementation steps needed by employment and training agencies to establish an effective service delivery system for recruiting and serving people who are homeless; and to provide examples of successful strategies used by employment and training agencies, and homeless-serving agencies, in assisting people who are homeless to reenter the workforce.

Available From: U.S. Department of Labor, Frances Perkins Building, 200 Constitution Avenue, NW, Washington, DC 20210, (877) US-2JOBS, www.doleta.gov/wtw.

Order #: 7522

Authors: United States General Accounting Office.

Title: **Social Security Disability Insurance: Multiple Factors Affect Beneficiaries' Ability to Return to Work.**

Source: Washington, DC: U.S. General Accounting Office, 1998. (Report: 40 pages)

Abstract: Recently, Members of Congress and advocates for people with disabilities have proposed various reforms, including tax incentives, to help improve return-to-work outcomes for beneficiaries receiving Social Security Disability Insurance (SSDI). To provide more information about the experiences of working beneficiaries, the General Accounting Office interviewed 69 people who were receiving SSDI and working in the Washington, D.C., Atlanta, or San Francisco metropolitan areas. In general, the beneficiaries who were interviewed achieved a range of work outcomes, despite indicating significant limitations or difficulties associated with their impairments. The availability of worksite-based health insurance appeared to differentiate respondents who plan to leave the rolls in the future from respondents who plan to stay.

Available From: U.S. General Accounting Office, 441 G Street, NW, Washington, DC 20548, (202) 512-4800, www.gao.gov.

Education and Employment

Order #: 8836

Authors: United States General Accounting Office.

Title: **SSA Disability: Other Programs May Provide Lessons for Improving Return-to-Work Efforts.**

Source: Washington, DC: U.S. General Accounting Office, 2001. (Report: 54 pages)

Abstract: This report adds to previous testimony on the practices of the private sector and other countries for helping people with disabilities return to work. The focus of the report is on three key areas: (1) the eligibility assessment process; (2) work incentives; and (3) staffing practices. These three elements are described for three U.S. private sector disability insurers and for three other countries' social insurance systems and compared with the practices of both the Social Security Disability Insurance and Supplemental Security Income programs.

Available From: U.S. General Accounting Office, 441 G Street, NW, Washington, DC 20548, (202) 512-4800, www.gao.gov.

Order #: 10986

Authors: University of Illinois at Chicago - Mental Health Services Research Program.

Title: **Preliminary Findings of the Employment Intervention Demonstration Program**

Source: Chicago, IL: UIC Mental Health Services Research Program, 2001. (Presentation: 21 pages)

Abstract: This report provides preliminary findings of a study of the Employment Intervention Demonstration Program. The study, comprised of eight demonstration sites and a Coordinating Center, examines innovative models combining vocational rehabilitation with clinical services and supports for consumers of mental health services. The study addresses issues such as the relative effectiveness of different models of vocational rehabilitation in establishing competitive employment, environmental factors impacting the effectiveness of interventions, the direct costs of interventions, and the types of reasonable accommodations used by employed mental health consumers.

Available From: UIC Mental Health Services Research Program, 104 South Michigan Avenue, Suite 900, Chicago, IL 60603, (312) 422-8180, www.psych.uic.edu

Order #: 12725

Authors: University of the State of New York Office of Workforce Preparation and Continuing Education.

Title: **Education for Homeless Adults: Strategies for Implementation.**

Source: Albany, NY: The University of the State of New York Office of Workforce Preparation and Continuing Education, undated. (Manual: 63 pages)

Abstract: This manual is the first in a three volume set, focused on educating adults whose weakness in basic skills reduces their chances to get or keep jobs. This manual also serves to help individuals improve their quality of life, and ultimately provide shelter for themselves and their families. The authors aim to provide education that will encourage opportunities for people who are homeless to learn to cope and survive in today's world. This instructional guide is for use by adult education teachers who deal with homeless students, and is designed to address specific problems of people who are homeless and those who are challenged to help them through education. Support, positive strategies for recruitment and retention, and ideas for classroom lessons are all included (authors).

Available From: Hudson River Center for Program Development, Inc., 102 Mosher Road, Glenmont, New York 12077, (518) 432-4005, www.hudrivctr.org/womanhth.pdf

Education and Employment

Order #: 12724

- Authors:** University of the State of New York Office of Workforce Preparation and Continuing Education.
- Title:** **Education for Homeless Adults: Strategies for Implementation. Volume III-Family Literacy and More Lessons.**
- Source:** Albany, NY: The University of the State of New York Office of Workforce Preparation and Continuing Education, undated. (Manual: 136 pages)
- Abstract:** This manual is the third in a three volume set, focused on educating adults whose weakness in basic skills reduces their chances to get or keep jobs. This volume continues to address a number of important topics in its sample lessons. In addition to the core of lessons developed by New York State educators, the authors also chose lessons from homeless education programs in other states and revised them to meet program needs. This volume consists of three sections. The first section describes a family literacy approach for homeless adults and children. The information and lessons in this section provide an opportunity to begin mitigating the trauma of homelessness in a supportive environment. The second section focuses on implementing sample lessons which address a myriad of pressing issues. The third section consists of additional lessons to keep the reader's students focused, motivated, and excited about learning (authors).
- Available From:** Hudson River Center for Program Development, Inc., 102 Mosher Road, Glenmont, New York 12077, (518) 432-4005, www.hudrivctr.org/womanhth.pdf

Order #: 12723

- Authors:** University of the State of New York Office of Workforce Preparation and Continuing Education.
- Title:** **Education for Homeless Adults: Strategies for Implementation. Volume II-Resources and Additional Lessons.**
- Source:** Albany, NY: The University of the State of New York Office of Workforce Preparation and Continuing Education, undated. (Manual: 95 pages)
- Abstract:** This manual is the second in a three volume set, focused on educating adults whose weakness in basic skills reduces their chances to get or keep jobs. This guide continues what the previous one spawned by offering resources and additional sample lessons to be used in working with homeless adults. Sample lessons are designed identically to the first set of lessons, complete with two to three activities each and all of the necessary handouts. Combined with the sample lessons in the original document, over 40 lessons are available. The authors have added a section focusing specifically on resources in this edition (authors).
- Available From:** Hudson River Center for Program Development, Inc., 102 Mosher Road, Glenmont, New York 12077, (518) 432-4005, www.hudrivctr.org/womanhth.pdf

Order #: 1495

- Authors:** Vaccaro, J.V., Liberman, R.P., Friedlob, S., Dempsay, S.
- Title:** **Challenge and Opportunity: Rehabilitating the Homeless Mentally Ill.**
- Source:** In Lamb, H.R., Bachrach, L.L., Kass, F.I. (eds.), *Treating the Homeless Mentally Ill*. Washington, DC: American Psychiatric Association, 1992. (Book Chapter: 19 pages)
- Abstract:** The field of psychiatric rehabilitation has emerged as an organizing force in the comprehensive community care of individuals with psychiatric disorders. The rehabilitation process may be separated into six overlapping stages: engagement, functional assessment and goal setting, prevocational skill training, work adjustment, job seeking and acquisition, and sustained employment. In this chapter, the authors review these six stages of rehabilitation and then suggest ways these components of rehabilitation might be incorporated into community programs. This will be accomplished partly by describing a modified clubhouse program for the homeless mentally ill with which the authors are associated called Step up on Second. Step up on Second is located in an area of Los Angeles that has a high concentration of homeless individuals, and it caters to the special needs of those who are both seriously mentally ill and homeless. Most members of the program also carry a second diagnosis of substance abuse or dependence (authors).

Education and Employment

Order #: 2346

Authors: Van Tosh, L.

Title: **Working For A Change: Employment of Consumers/Survivors in the Design and Provision of Services For Person Who Are Homeless and Mentally Disabled.**

Source: Rockville, MD: Center for Mental Health Services, 1993. (Report: 31 pages)

Abstract: This report represents the efforts of a group of current and past consumers of mental health services to articulate the importance of involving them in the design and delivery of services to people who face the challenges of mental illness and homelessness. The report is a product of a federally-funded research demonstration project in Baltimore where an Assertive Community Treatment Team (ACT) with consumers playing an integral role in providing mental health services was developed. Major employment trends that contribute to increasing their participation in the field are discussed. In addition, relevant policy issues and recommendations for future consumer involvement in the delivery of mental health services are presented (author).

Available From: National Resource Center on Homelessness and Mental Illness, Policy Research Associates, Inc., 345 Delaware Avenue, Delmar, NY 12054, (800) 444-7415, www.nrchmi.samhsa.gov.

Order #: 7094

Authors: Viccora, E., Perry, J., Mancuso, L.

Title: **Exemplary Practices in Employment Services for People with Psychiatric Disabilities: A Review of State Mental Health Initiatives Nominated for NASMHPD's 1993 Exemplary Employment Services Award.**

Source: Alexandria, VA: National Association of State Mental Health Program Directors, 1993. (Report: 73 pages)

Abstract: This reports results from NASMHPD's effort to highlight innovative and successful employment programs designed for people with psychiatric disabilities and supported by state mental health agencies. Twenty-four state mental health agency directors nominated a wide range of employment initiatives for the 1993 Exemplary Employment Services Award. This report summarizes those employment programs that were considered exemplary and is meant to be a resource for disseminating successful models.

Available From: National Technical Assistance Center for State Mental Health Planning, 66 Canal Center Plaza, Suite 302, Alexandria, VA 22314, (703) 739-9333, www.tacinc.org.

Order #: 5982

Authors: Weinstock, P., Barker, L.T.

Title: **Mental Health and Vocational Rehabilitation Collaboration: Local Strategies That Work.**

Source: Psychosocial Rehabilitation Journal 18(4): 35-50, 1995. (Journal Article: 17 pages)

Abstract: The authors explain that collaboration between mental health and vocational rehabilitation programs is increasingly sought by staff of both kinds of programs as a way to promote vocational opportunities for persons with psychiatric disabilities. This article presents six examples of collaboration, focusing on how local program administrators and service providers initiated and implemented collaboration that directly enhanced services to consumers. After reviewing the system-wide context of barriers to and support for collaboration, the authors address the program-level impetus for collaboration and describe two main areas of collaboration, and service design (authors).

Education and Employment

Order #: 5980

Authors: West, M.D., Parent, W.S.

Title: **Community and Workplace Supports for Individuals with Severe Mental Illness in Supported Employment.**

Source: Psychosocial Rehabilitation Journal 18(4): 13-24, 1995. (Journal Article: 12 pages)

Abstract: Supported employment is emerging as a viable employment service alternative for individuals with severe mental illness. This article discusses the concept of community and workplace supports and their use in supported employment services for individuals with mental illness. Examples of supports for members of this population are described (authors).

Order #: 10971

Authors: Whiting, B.J.

Title: **Employing the Formerly Homeless: Adding Employment to the Mix of Housing and Services.**

Source: New York, NY: Corporation for Supportive Housing, 1994. (Report: 73 pages)

Abstract: This study was conducted for and in collaboration with the Corporation for Supportive Housing (CSH) - a national intermediary that assists nonprofits and government to increase the supply of permanent, affordable service-enriched housing. The purpose of this study, supported by a grant from The Rockefeller Foundation, was to investigate the advisability of implementing employment programs for CSH's target population. This population includes single individuals living in supportive housing because they were homeless or at risk of becoming homeless due to poverty-level incomes and often suffering from disabilities such as mental illness, substance addictions, or AIDS. This report is not intended to be a full, comprehensive, cover-the-field study, but was limited to CSH's institutional purpose and by the time and resources they had. Nonetheless, it is hoped that the paper has a broader utility and thus is being offered to a wider audience including policy makers and practitioners and the industry of nonprofits who provide housing, services, and employment to alleviate the problems of homelessness (authors).

Available From: Corporation for Supportive Housing, 50 Broadway, 17th Floor, New York, NY 10004, (212) 986-2966, www.csh.org/index.cfm?fuseaction=Page.viewPage&pageID=625 (COST: \$5.00).

Order #: 11127

Authors: Zlotnick, C., Robertson, M., Tam, T.

Title: **Substance Use and Labor Force Participation Among Homeless Adults.**

Source: American Journal of Drug and Alcohol Abuse 28(1): 37-53, 2002. (Journal Article: 16 pages)

Abstract: This study measured the proportion of homeless adults in the labor force and examined the impact of substance use on labor force participation. The study concluded that recent illicit drug use posed a deterrent to labor force participation among homeless adults, but heavy alcohol use did not. Most homeless adults were not consistently in the labor force and those who were did not receive public entitlement benefits. This finding poses an interesting dilemma since previous studies indicated that homeless adults who are consistent public entitlement recipients were more likely to be housed than those who are not (authors).