

Employment for Individuals with a Mental Health Diagnosis

Guiding our thinking in how to shift from a medical model of treatment to a recovery model that includes employment as an integral part of wellness

VOICE: Visionary Opportunities to Increase Competitive Employment

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Why is Employment a Health Intervention or a Social Determinant of Health?

Social determinants of health are conditions in the places where people live, learn, work, and play that affect a wide range of health and quality-of-life risks and outcomes. (CDC)

Economic stability is the connection between the financial resources people have – income, cost of living, and socioeconomic status – and their health. This area includes key issues such as poverty, **employment**, food security, and housing stability. People with steady **employment** are less likely to live in poverty and more likely to be healthy, but many people have trouble finding and keeping a job. (CDC)

WHY FOCUS ON WORK?

- *Most individuals with a mental health diagnosis want to work
 - *Most individuals see work as a key part of recovery
 - *Being productive = Basic human need
 - *In most societies, typical adult role
 - *Working can be a way out of poverty
 - *Working may prevent entry into disability system
 - *Working contributes to better health and well-being
- (IPS Employment Center)

The impact of competitive employment on mental health and well-being...

a) According to Modini et al, 2016 in the general population:

- 1) Work is beneficial for employee well-being, if good quality supervision and a positive workplace environment exist.
- 2) Unemployment has consistently negative effects.

b) For people with serious mental illness (Luciano, Bond, & Drake, 2014):

- 1) Increased self esteem
- 2) Better control of psychiatric symptoms
- 3) Increased life satisfaction
- 4) Reduced psychiatric hospitalizations

