Title: Work participation for people with severe mental illnesses: An integrative review of factors impacting job tenure

Authors:

1. Anne E Williams, MOT, Lecturer in Occupational Therapy, School of Allied Health, La Trobe University, Australia, a.e.williams@latrobe.edu.au
2. Ellie Fossey, PhD, Adjunct Professor in Occupational Therapy, Living with Disability Research, La Trobe University, Australia and Professor in Occupational Therapy, Monash University, Australia, e.fossey@latrobe.edu.au
3. Marc Corbière, PhD, Full Professor in Career Counseling, Department of Education, Université du Québec à Montréal, Québec, Canada, corbiere.marc@uqam.ca
4. Tamar Paluch MOT, Manager, Business Unit, Eshnav LTD., Israel, tamarp@eshnav-ltd.co.il
5. Carol Harvey MD, Associate Professor, Department of Psychiatry, University of Melbourne, Australia, c.harvey@unimelb.edu.au

Correspondence:

Name	Anne Williams
Department	School of Allied Health
Institution	La Trobe University
State	Victoria 3086
Country	Australia
Tel	+61 3 9479 5717
Mob	0412 697 923
Fax	+61 3 9479 5737
Email	a.e.williams@latrobe.edu.au

Abbreviated title: Factors impacting job tenure for people with SMI

Key words: Severe mental illness, job tenure, vocational rehabilitation, supported employment, social firm

Word Count: Abstract = 249 words (250 words permitted)

Text (Introduction, Method, Results, Discussion, Conclusions) = 5544

This is the author manuscript accepted for publication and has undergone full peer review but has not been through the copyediting, typesetting, pagination and proofreading process, which may lead to differences between this version and the [Version of Record](#). Please cite this article as [doi: 10.1111/1440-1630.12237](https://doi.org/10.1111/1440-1630.12237)

This article is protected by copyright. All rights reserved

References: 57

Tables: 4

Figures: 1

Ethics approval: This review did not involve primary research with research participants, so no ethics approval was required

Source(s) of support: Nil

Acknowledgements:

Competing interests: Nil

Received Date : 18-Mar-2015

Revised Date : 14-Aug-2015

Accepted Date : 26-Aug-2015

Article type : Review Article

Title: Work participation for people with severe mental illnesses: An integrative review of factors impacting job tenure

INTRODUCTION

Employment is an important means of economic and social participation in adulthood, however people with severe mental illnesses experience high unemployment rates (70-80%), lifelong disrupted work participation and economic marginalisation (Salkever et al., 2007; Waghorn et al., 2012). Effective vocational approaches have evolved in efforts to address these issues (Corbière & Lecomte, 2009; Krupa & Chen, 2013). Nevertheless, most people with severe mental illnesses report receiving little assistance to obtain employment, indicating more needs to be done to make effective vocational services widely available (Bond and Drake, 2008; Waghorn & Hielshsher, 2014).

Accumulated evidence over twenty years has established the supported employment approach based on Individual Placement and Support (IPS) as a well-defined, evidence-based vocational intervention for people with severe mental illnesses (Bond, Drake & Becker, 2008; Kinoshita, Furukawa, Kinoshita et al., 2013; Waghorn et al., 2014). Focused on principles of rapid job placement in positions matched to individual preferences with ongoing job support, the goal of this approach is competitive employment defined as “community jobs that pay at least minimum wage(s)” (Becker, Whitely, Bailey & Drake, 2007, p.923). Originally developed in the USA, international evidence from multiple randomised controlled trials demonstrates that supported employment can significantly improve employment outcomes for people with severe mental illnesses, including in Australia (Bond, Drake, & Becker, 2008; Kinoshita, Furukawa, Kinoshita et al., 2013; Waghorn et al., 2014). Importantly, these trials show that barriers to employment can be overcome with the right support. However, with reported average tenure in paid employment varying between 18 and 30 weeks across studies

internationally (Bond et al., 2008; Heffernan & Pilkington, 2011), success in securing a job may not necessarily translate into enduring employment and a better understanding of why job tenure often remains low is required (Bond et al., 2008).

In another approach to overcoming barriers to employment for people with severe mental illnesses, a growing social firm sector in Europe (including the UK), Australia and Canada has developed businesses that aim to create employment opportunities for people disadvantaged in the labour market. Broadly, social firms are trading business organisations with explicit social aims that address particular community or societal concerns (Social Traders, 2015), such as the economic marginalisation of particular groups. Also referred to as social enterprises or affirmative businesses, they operate as viable community businesses providing employment at market wages in supportive, integrated work settings (Corbière & Lecomte, 2009; Gilbert et al., 2013). Social firms designed to create job opportunities and supportive workplaces for people with mental illness need to give particular consideration to integration, so as to provide community employment (Krupa, 2011). Nevertheless, as with IPS supported employment, the desired outcome is paid jobs in the community with fair and equitable remuneration, and the practice principles aim to be client-centred and inclusive (Krupa, 2011). While relatively little is known about employment outcomes in this sector compared with IPS outcomes, one UK survey has reported more than half of social firm employees with mental illnesses maintained their jobs for over two years (Gilbert et al., 2013). The development of these two approaches suggests that it could be useful to pool knowledge from IPS supported employment and social firm employment about factors that support or hinder job tenure for this population.

Previous meta-syntheses of qualitative studies exploring the work experiences of people with persistent mental illnesses identify a range of personal, social, workplace and systemic factors that act as facilitators and impediments to work participation (Fossey & Harvey, 2010; Kinn, Holgerson, Aas & Davidson, 2013). While both reviews included the perspectives of job seekers and did not focus specifically on studies of job tenure, they highlight that job tenure is complex. Along with the need to further integrate effective vocational interventions and employment supports into services for people with severe mental illnesses (Waghorn et al., 2014), a better understanding of what is known about the factors contributing to job tenure would be useful to guide occupational therapists, other vocational specialists, mental health workers and employers in providing support to workers with severe mental illnesses.

Therefore, this review aimed to identify and integrate the available research investigating factors that impact job tenure for people with severe mental illnesses in employment that pays market wages, whether obtained through supported employment, social firms or other vocational services.

METHOD

An integrative literature review approach was chosen, so as to generate further understanding of the complex issues related to job tenure by drawing together evidence from different types of studies and contexts (Dixon-Woods, Agarwal, Jones, Young, & Sutton, 2005; Whitemore & Knafl, 2005). The stages of an integrative literature review outlined by Whitemore and Knafl (2005) are: identifying the problem, as has been outlined in the introduction; undertaking a well-defined literature search; considering the quality of the sources included; extracting and integrating the evidence; and presenting conclusions. Thus, this type of review typically includes appraisal of identified studies, but is otherwise similar to a scoping review (McKinstry, Brown & Gustafsson, 2014).

The literature search for this review was designed to identify relevant quantitative and qualitative research published in English between 1993 and 2013. This 20 year period was chosen as the period in which vocational services have shifted toward assisting people experiencing severe mental illness to gain paid employment with market wages in either the regular labour market or in social firms. Table 1 outlines the inclusion and exclusion criteria and key search terms used to search five databases: Cumulative Index of Nursing and Allied Health Literature, PsycINFO, Embase, Medline and Cochrane Library. Reference lists of included papers were reviewed for additional studies and citations searched to identify relevant newer publications, as recommended by Whitemore and Knafl (2005). The flow of studies from search to inclusion is shown in Figure 1. Of the 110 identified abstracts, 58 were screened and excluded by the first two authors because they did not meet one or more of the population, employment type or measure of job tenure inclusion criteria. The remaining 52 studies were obtained in full-text and reviewed. These included 38 quantitative studies and 14 qualitative studies. Decisions regarding inclusion were made by consensus, including the third and fifth authors independently reviewing quantitative studies and the first two authors doing the same for qualitative studies. Thirty-three studies were excluded, predominantly because they did not investigate factors influencing job tenure. However, studies

investigating reasons for job loss or termination were retained, where job tenure was also reported, because they too shed light on factors contributing to whether or not workers sustain employment. Thus, 19 studies were retained for review: 12 quantitative and seven qualitative in design.

Table 1 and Figure 1 about here

The first author reviewed the quality of these 19 studies using methodological quality criteria for qualitative and quantitative research in the context of a mixed study review (Pluye, Gagnon, Griffiths, & Johnson-Lafleur, 2009). Their proposed scoring system was not used to rate the quality, given that they state its reliability has not been established. Instead, relevant quality issues related to sampling, data collection and analysis for qualitative studies, and selected measurement tools and sources of bias in quantitative studies were identified by the first author and reviewed by other authors (see Limitations column, Tables 2 and 3).

The integration stage of the review involved a data-driven thematic analysis (Dixon-Woods et al., 2005). Data were extracted from the findings sections of the 19 papers and summarized narratively by the first author (see Findings column, Tables 2 and 3). A constant comparative method, as described by Grbich (2013), was used to sort the data into categories and then to group them into themes. The themes were discussed between the authors to check the interpretation of the data and enhance rigor of the analysis (Fossey, Harvey, McDermott, & Davidson, 2002).

RESULTS

Here the reviewed quantitative and qualitative studies are briefly summarised and synthesised; the identified themes across the studies related to job tenure are then presented.

Characteristics and appraisal of included studies

The majority of the 19 included studies were conducted in the USA (n=13, 68%) and in supported employment services (n=12, 63%). Three others were undertaken in Canada and one each in the UK, Hong Kong and Australia. Five qualitative studies involved participants who obtained community employment with assistance from a mental health or vocational service. Only two studies in social firms met the inclusion criteria: one quantitative study from Canada (Lanctôt, Corbière, & Durand, 2012) and one qualitative study from Australia (Williams, Fossey, & Harvey, 2012). Several studies included overlapping participant groups, notably studies by Bond and Kukla (2011a, 2012) and supported employment studies

in New Hampshire, USA (Becker et al., 1998; Becker et al., 2007; Xie, Dain, Becker, & Drake, 1997). The largest study with pooled data from seven employment intervention demonstration sites in the USA examined the effect of job support on job tenure in 503 jobs (Leff et al., 2005).

Quantitative studies

The 12 quantitative studies are summarized in Table 2. These studies were either secondary to an earlier trial; observational studies investigating tenure prospectively or retrospectively; or descriptive follow-up studies of job maintenance 8-12 years after supported employment program participation. Participants were aged in their late 30s on average, with diagnoses including schizophrenia, schizoaffective disorder, or a mood disorder (e.g. major depression). The majority of jobs obtained in these 12 studies were community jobs paying market wages. However, in three studies, a small proportion of participants were reported to be working in sheltered workshops or volunteer positions (e.g. Becker et al., 2007; Lanctôt, Bergeron-Brossard, Sanquirgo, & Corbière, 2013; Salyers, Becker, Drake, Torrey, & Wyzik, 2004). When described, most jobs were low skilled and part-time (less than 20 hours per week) in retail, service and clerical positions.

Table 2 about here

Reported average tenure in jobs obtained through supported employment varied across the studies. It ranged from 35 days in a job termination study in Hong Kong (Mak, Tsang, & Cheung, 2006) to 13.8 months in a study of job satisfaction and tenure in the USA (Resnick & Bond, 2001) and 4.6 years for the longest held job over an 8-12 year period in a follow-up of participants in supported employment (Becker et al., 2007). In a Canadian social enterprise, participants at study entry had worked an average of 6.2 years (Lanctôt et al., 2012). In most studies, the range of job tenure was also wide, with reported standard deviations often equivalent to mean job tenure.

Information about job tenure in these quantitative studies was typically obtained from employment service records or by asking participants to recall their employment histories in interviews. One study asked employers to complete a questionnaire (Lanctôt et al., 2012), but only the job termination study by Becker et al. (1998), in which participants, their employment specialists and case managers completed a job termination interview, sought job tenure data from multiple sources. Variations in the measure of job tenure included: the unit of time (days to years); and whether tenure related to a current job, a terminated job, or all

jobs obtained over the follow-up period. There being no standard approach taken to measuring job tenure across these studies, comparing their results is difficult. This is despite the use of standardized tools with reported psychometric properties to measure variables hypothesized to be associated with job tenure in several studies, such as the Indiana Job Satisfaction Scale used by Mueser, Becker, and Wolfe (2001) and the Quality of Work Life Questionnaire used by Lanctôt et al. (2012). Given two studies reported jobs often end because they are temporary positions (Becker et al., 1998; Mak et al., 2006), the measurement of job tenure also needs to take account of the nature of jobs themselves. Furthermore, descriptive follow-up studies (Becker et al., 2007; Salyers et al., 2004) suggested investigating trajectories of work participation over time as a useful perspective of job tenure beyond that of individual job duration.

Qualitative studies

Of the seven qualitative studies summarised in Table 3, only one identified a specific qualitative research approach: grounded theory (Auerbach & Richardson, 2005). All used semi-structured interviews to explore participants' working lives. The number of participants in these studies ranged from six to fifty-one, with reported participants' ages ranging from the early 20s to over 60 years. The type of work was reported in three studies only, and included: professional, clerical, cleaning, and peer advocacy jobs. All seven qualitative studies gathered the views of people with severe mental illnesses regarding sustaining employment, five of which defined job tenure using a selected time period over which participants had sustained their jobs: the shortest was six months and the longest 18 months. Participants had gained employment through supported employment (Huff, Rapp, & Campbell, 2008) and state vocational rehabilitation (Killeen & O'Day, 2004) in the USA; employment projects in the UK (Secker & Membrey, 2003) and a social firm in Australia (Williams et al., 2012). In three studies, some participants had used various vocational services, while others had obtained jobs independently (Auerbach & Richardson, 2005; Kirsh, 2000; O'Day, Killeen, & Goldberg, 2006). Overall, some characteristics of their employment, particularly longer job tenure, mean they differ as a group from those represented in the quantitative studies. In terms of quality, the qualitative studies provided rich findings supported with participant quotes but generally reported few details about actions taken to strengthen the interpretive rigor of their findings, including whether member checking occurred or how researcher reflexivity was addressed (Fossey, Harvey, McDermott, & Davidson, 2002).

Table 3 about here

Identified themes across the quantitative and qualitative studies

Three themes describe the factors identified as contributing to job tenure across the 19 studies reviewed: i) the *worker's* experience of doing the current job; ii) natural supports in the workplace; and iii) strategies for integrating working, recovery and wellness. These themes are summarized in Table 4.

Table 4 about here

The experience of doing the current job

This theme concerns job compatibility with respect to workers' interest in their current job duties or tasks; their sense of competence or otherwise in doing their jobs; and their experience of the working conditions associated with their jobs.

First, the importance of interest in their work for job tenure was evident in the quantitative studies since longer tenure was achieved by participants who rated their jobs, usually during the first three to six months, as satisfying (Resnick & Bond, 2001), interesting and enjoyable (Kukla & Bond, 2012), offering variety and contentment with the type of work (Xie et al., 1997) and matched to their stated occupational preferences (for participants in supported employment) (Mueser et al., 2001). Conversely, lacking interest in or being dissatisfied with a job were associated with job loss (Becker et al., 1998; Mak et al., 2006). In Huff et al.'s (2008) qualitative study too, the work being interesting was the most common reason reported by workers for staying in their jobs, while their most commonly stated reason for leaving was that the work was uninteresting, boring or monotonous. Kirsh (2000) also found that having the right balance of challenge and predictability at work supported tenure. While these findings related primarily to first jobs obtained through supported employment, workers employed for up to six years in a social firm (Williams et al., 2012) and those obtaining competitive employment through mental health services (Auerbach & Richardson, 2005) also reported interesting, enjoyable and rewarding jobs supported them to remain in work.

Second, feelings regarding competence in the job also contributed to tenure. Several studies indicated that motivation to continue working was supported when jobs reinforced workers' sense of personal competence (Auerbach & Richardson, 2005); when workers could identify work experiences that gave them confidence (Huff et al., 2008); and when they felt like good

workers, one component of quality of work life (Lanctôt et al., 2012). In contrast, feeling intimidated by job tasks led to work difficulties (Secker & Membrey, 2003). Education and training positively influenced workers' sense of competence and supported tenure (Huff et al., 2008; Killeen & O'Day, 2004; Secker & Membrey, 2003; Williams et al., 2012). The relationship between competence, confidence and job tenure however appears to be complex, as Kukla and Bond (2012) found that when workers rated their competence to do the job highly overall, these ratings were not correlated with job tenure. Similarly with self-esteem, neither Lanctôt et al. (2012) nor Xie et al. (1997) found correlations between self-esteem and job tenure, albeit that obtaining employment seems to positively reinforce self-esteem as a worker (Corbière, Lanctôt, Sanquirgo, & Lecomte, 2009).

Third, the working conditions of a worker's current job also contributed to its sustainability. These conditions included employment circumstances; balance of work hours, income earned and disability pension; and work accommodations. Employment circumstances that influenced tenure included whether or not the job was ongoing, adequately paid, and in a mainstream setting. Jobs being temporary and low paid were barriers to working and reasons for jobs ending (Auerbach & Richardson, 2005; Huff et al., 2008; Mak et al., 2006). Further, Lanctôt et al. (2013) found that the workers most likely to voluntarily quit their jobs were those employed in segregated settings. In comparison, employment circumstances, such as job security and access to benefits, like additional unpaid sick leave and superannuation, were viewed as supportive of tenure by social firm employees (Williams et al., 2012). Working one's preferred hours, whether full-time or part-time, also appears an important factor in job tenure. For instance, over 60% of participants in the follow-up studies identified that working part-time facilitated their employment (Becker et al., 2007; Salyers et al., 2004); and work accommodations related to work hours and schedules were frequently viewed as supporting tenure (Huff et al., 2008; Kirsh, 2000). In contrast, wanting more flexible work hours may contribute to jobs being unsatisfactorily terminated (Becker et al., 1998), while difficulties with missing transport connections and arriving late were cited reasons for leaving jobs (Huff et al., 2008). In addition, understanding the benefit system is reported to support tenure since it enables individual decision-making about balancing work income and benefits (Salyers et al. 2004). In summary, when workers experience their jobs as suiting them well, they are likely to stay, whereas when a job is experienced as discordant with their interests, skills or needs, this increases the likelihood of difficulties arising, and either the worker leaving the job or the job being terminated.

Natural supports in the workplace

This second theme concerns the quality of workplace interactions, relationships and culture and their importance for job tenure. This includes interactions and relationships with supervisors, co-workers and customers, and the workplace culture as expressed through interactions with others in the work environment. In regard to job tenure, the perceived qualities of the supervisor and the nature of the interactions between the worker and the supervisor were particularly notable. Thus, workers employed for longer than six months rated their satisfaction with their supervisors more highly than those employed for shorter time periods (Resnick & Bond, 2001). Further, for workers who left their jobs, a more supportive supervisor was the most commonly reported change that would have helped them to stay (Huff et al., 2008). Supervisor qualities described as supportive in qualitative studies included: the supervisor being understanding and giving feedback for effort (Huff et al., 2008); being fair and easy to get along with (Williams et al., 2012); having a sense of humor and being open (Kirsh, 2000); and addressing problems directly in the context of positive feedback (Secker & Membrey, 2003). In contrast, participants who left their jobs described their supervisors as angry, critical or as giving unclear directions, limited feedback or support (Huff et al., 2008).

Satisfaction with co-workers over time (Resnick & Bond, 2001) and interactions with customers also influenced the experience of being part of the workplace. Co-workers who were reassuring, supportive, approving (Huff et al., 2008; Secker & Membrey, 2003), or inclusive, friendly and accepting (Kirsh, 2000), supported workers to stay in their jobs, as did customers who provided encouragement and positive feedback (Williams et al., 2012). Furthermore, workers who sustained their jobs characterized the workplace culture as respectful, communicative, and accepting, for example by supporting disclosure, and as demonstrating concern for workers' welfare (Kirsh, 2000; Secker & Membrey, 2003). In contrast, a workplace culture in which a worker felt pressured to return to work following a period of illness was experienced as a barrier to job retention (Auerbach & Richardson, 2005; Secker & Membrey, 2003). In summary, a workplace that supports job tenure appears to be one in which interactions convey mutual respect and trust and people encountered are supportive and friendly, whereas one perceived by workers to be unfriendly and hostile is less likely to retain staff.

Strategies for integrating working, recovery and wellness

This theme concerns the strategies that workers use to integrate working with recovery and maintaining wellness; these involve drawing on both internal and external resources.

Workers who stayed longer in their jobs believed that working was important to their recovery and helped to shift the focus away from their illness (Kirsh, 2000; O'Day et al., 2006); identified personal strategies to manage symptoms alongside working (Huff et al., 2008); and described using coping and problem solving strategies (Auerbach & Richardson, 2005; Becker et al., 2007). Conversely, workers reported either losing or leaving jobs when they had trouble with symptoms, such as high anxiety, and difficulties with concentrating, stress or physical problems at work (Becker et al., 1998; Huff et al., 2008; Lanctôt et al., 2013). This suggests that when working and health conflict, the resulting difficulties may make both using one's internal resources and retaining one's job more challenging. Several studies also highlighted the role of external resources for maintaining work and wellness, notably workers' networks of family, friends, and peers experiencing mental illness, but also mental health workers and employment specialists (Auerbach & Richardson, 2004; Becker et al., 2007; Killeen & O'Day, 2004). Workers with mental illness viewed consistency and trustworthiness as helpful characteristics of those in their support networks (Auerbach & Richardson, 2005), as well as people who acknowledged the worker's abilities and determination and who were available and collaborative in how they approached supporting workers to deal with challenges (Killeen & O'Day, 2004; O'Day et al., 2006). Thus, the quality of workers' support from external networks may also mitigate struggles related to working.

In comparison, the role of the employment specialist in supporting job tenure appears mixed. Actions of employment specialists identified as important for longer tenure included: helping workers with negotiating job accommodations and work conditions (Auerbach & Richardson, 2005; Becker et al., 2007); and being flexible and giving just enough support (Huff et al., 2008). However, evidence of a quantifiable relationship between employment specialist support and job tenure was less clear. Leff et al. (2005) reported a significant association between tenure in the first job and on-site job support although less than half of their study participants received this support, and receiving job support did not alter the risk of losing the job in the following month. In Bond and Kukla's (2011a) study, face-to-face meetings between the worker and employment specialist, rather than telephone contact, and meeting in the agency office were positively associated with months of employment, but not months in

the worker's first job. Therefore, ongoing person-to-person contact is a helpful form of support for workers experiencing mental illnesses, but the specific contribution of employment specialists' support to job tenure is less well understood. Personal resources and external networks also appear essential for successfully sustaining working and wellness.

DISCUSSION

The three themes identified in this review (Table 4) provide a framework to help understand what factors contribute to job retention for workers with severe mental illnesses. Given each theme highlights how particular factors can either be supportive or undermine a worker remaining in a particular job, this framework may help identify when these workers may be at risk for job loss. The themes also identify that the factors contributing to job tenure are interconnected (e.g., satisfaction with one's working conditions is more likely if a supervisor and workplace culture are open to negotiating job conditions and accommodations that suit employees) and likely to have cumulative impacts on workers' job experiences and likelihood of staying in particular jobs. For instance, enough supportive factors may be sufficient to deal with some hindrances, but if the barriers become too challenging or outweigh the supports, then a job may become unsustainable. This lends empirical support to Sui et al.'s (2010) model to explain how psychosocial factors impact employment, including job tenure. Sui et al. conceptualised a worker's decision to stay or leave their employment as shaped by the balance of positive and negative influences of employment on the worker. Several factors in their model are identified in the themes about workers' experiences of doing their jobs and strategies for integrating working and wellness from this review, including: experiencing competence in one's job, learning opportunities, financial benefits of the job, the availability of personal resources and external supports to manage working. Our review of 19 studies about job tenure also identified work interests, job satisfaction, working conditions besides the pay, workplace culture, and quality of relationships with supervisors, co-workers and customers as factors of importance in job tenure.

Some psychosocial factors identified in this review, including job satisfaction and self-efficacy, are known to have relationships with job tenure (Fabian, 2000), yet studies reviewed here indicate that a number of the factors influencing job tenure may change in prominence over time. For instance, job compatibility may be particularly important in the early months of a job, and therefore a crucial phase in which to identify a job match in terms of interest, meaning and match to perceived competence (Kukla & Bond, 2012). The identified theme of

job compatibility encompasses these factors, but also draws attention to compatibility in terms of work conditions, such as preferred working hours or schedules, balancing income earned and disability income, and work accommodations. Encouraging job seekers and novice employees to weigh all these issues may assist them to identify jobs with a higher likelihood for compatibility.

Natural support in the workplace is commonly identified as a feature of positive employment experiences (Fossey & Harvey, 2010; Kinn et al, 2013). Similarly, this review identified natural support as enhancing tenure. This may be partly because, as Corbière, Villotti, et al. (2014) found, when more work accommodations and natural supports are available in the workplace (particularly supervisor and co-worker supports), people with severe mental illnesses reduce their risk of losing their job by almost two-thirds (62%). Nevertheless, Rollins, Bond, Jones, Kukla, and Collins (2011) found that social relationships, including perceptions of emotional and informational support from supervisors and co-workers, may not be associated with longer job tenure.

The value of strategies for integrating working and wellness in relation to maintaining employment is also noted in previous qualitative research (Fossey and Harvey, 2010; Sui et al., 2010). Siu, Tsang, and Bond (2010) found positive changes in workers' perceptions of their wellbeing after three and six months of employment. This study also indicated that workers with severe mental illnesses may find working more demanding physically and psychologically initially, indicating that developing personal resources and external supports to maintain wellness at work may be particularly important to attend to following entry to the workforce. Like previous research (Glover & Frounfelker, 2013; Johnson et al., 2009; Roberts et al., 2010), the current review highlights the role of family, friends, vocational and mental health staff in supporting people with mental illness to achieve their employment goals, but also the need for further understanding how strategies to integrate working and wellness are developed and used.

Implications for practice

The themes identified in this review are important for vocational services seeking to provide employment support to people with severe mental illnesses, but they have broader applicability to occupational therapists, vocational and other staff in mental health settings

too. These themes can be used by staff as a framework to collaboratively explore strategies for maintaining employment and considering the sustainability of particular jobs. This is not dissimilar to Honey's (2004) recommendation that these staff should support people with severe mental illnesses to "weigh-up" the benefits and drawbacks in making their own decisions about whether or not to work; or to the individualized job-matching discussions identified by service users as an effective ingredient of supported employment (Johnson et al., 2009). Through using knowledge of the themes in Table 4, staff could facilitate employed clients to identify those features of job compatibility that are personally important; to make decisions about selecting and pursuing jobs that potentially offer greater job compatibility; to explore who might be sources of support within their workplaces; and to identify ways to address the challenges in managing work and health when they arise. Here, a structured tool for assessing work accommodations and natural supports available in the workplace may be useful (e.g., Corbière, Villotti et al., 2014). Underpinning these strategies is the need for staff to provide ongoing support in a collaborative, emotionally supportive and hopeful manner (Corbière, Brouwers, Lanctôt, & Van Weeghel, 2014; Glover & Frounfelker, 2013; Johnson et al., 2009). We also note that the first theme parallels the notion of person-job fit that supports tenure for all workers (Kristof-Brown, Zimmerman, & Johnson, 2005) and that opportunities for sharing knowledge between human resource management and the mental health sector should be fostered in future research into job tenure. Lastly, the third theme suggests that providing clients with opportunities to develop strategies for managing their health in the context of vocational participation may enhance their success. For this purpose, tools designed to support workers to develop illness management strategies (e.g., Michon, Van Weeghel, Kroon, & Schene (2011), explore the relationships between activities and health (Krupa, Edgelow, Chen et al., 2011), and facilitate wellness recovery action planning (Cook et al., 2010) may be useful.

Strengths and limitations of the reviewed literature

The findings of this review highlight that job tenure is variously conceptualized, mostly as time spent in individual jobs, and less frequently by continuity of participation in the workforce. The measures of job tenure (e.g., in hours, or in days and weeks worked) used in the reviewed research also differ in what they reveal about the extent and pattern of work participation. Additionally, the studies tended not to distinguish between temporary and ongoing jobs, albeit that they are likely to pose different challenges in terms of job retention

and support. Furthermore, the general assumption appears to be that longer job tenure is more beneficial, yet both short and longer-term positions could have benefits and drawbacks in relation to gaining experience, skill development, and career advancement. More detail than is typically reported about the kinds of jobs held, and the extent to which they matched participants' job preferences, skills and aspirations, would be required to examine this issue. Therefore, more consistent and detailed examination of vocational outcomes is required in future research to advance understanding of the factors that affect job tenure for people with severe mental illnesses, as Kinoshita et al.'s (2013) Cochrane review concluded in regard to the evidence base for supported employment more generally. Measurement of job duration, a tenure-related outcome based on retrospectively identifying both the weeks worked in all jobs and the number of weeks worked at the longest-held job, may be useful in future studies, as Bond, Campbell, and Drake (2012) suggested. Likewise, more detailed information about the kinds of jobs and workplaces in which individuals are employed, their work histories or career development could help to build a more contextualised view of job tenure (Fossey & Harvey, 2010).

To define the boundaries of this review, it was restricted to studies where tenure was reported in terms of either days, weeks, or months worked. This may have excluded studies of job tenure where periods of time spent in work were less specifically defined. The reviewed research was also predominantly conducted in North America, and in supported employment programs. This highlights the continuing gap in what is known about job tenure in other employment contexts like social firms internationally (Krupa & Chen, 2013); it also potentially limits the broader applicability of the review results. Finally, this review drew predominantly on information gathered from workers with severe mental illnesses in quantitative and qualitative studies. Other viewpoints on factors impacting job tenure, including those of employers, occupational therapists or vocational specialists, and mental health staff, were rarely reported, and yet could potentially make valuable contributions to current knowledge about job tenure and its contribution to career development.

CONCLUSION

A better understanding of job tenure will assist workers, employers and vocational services to plan and support more sustainable employment pathways for people with severe mental illnesses, a population too long excluded from community employment. The factors influencing job tenure identified by this integrative review provide a framework to guide

occupational therapists, vocational and mental health staff in working with people with severe mental illnesses to obtain and sustain employment. The review findings also suggest that job tenure should be examined in greater depth in relation to a broader range of work-related variables and its implications for human resource management in future research. Consideration of differing viewpoints, such as employers and service providers, and more diverse employment contexts internationally is also needed to expand current knowledge of the conditions that support sustained employment and career development.

REFERENCES

- Auerbach, E. S., & Richardson, P. (2005). The long-term work experiences of persons with severe and persistent mental illness. *Psychiatric Rehabilitation Journal*, 28, 267-273.
- Becker, D. R., Drake, R. E., Bond, G. R., Xie, H., Dain, B. J., & Harrison, K. (1998). Job terminations among persons with severe mental illness participating in supported employment. *Community Mental Health Journal*, 34, 71-82.
- Becker, D., Whitely, R., Bailey, E. L., & Drake, R. E. (2007). Long-term employment trajectories among participants with severe mental illness in supported employment. *Psychiatric Services*, 58, 922-928.
- Bond, G. R., Campbell, K., & Drake, R. E. (2012). Standardizing measures in four domains of employment outcomes for individual placement and support. *Psychiatric Services*, 63, 751-757.
- Bond, G. R. & Drake, R. E. (2008). Predictors of competitive employment among patients with schizophrenia. *Current Opinion in Psychiatry*, 21, 362-369.
- Bond, G. R., Drake, R. E., & Becker, D. R. (2008). An update on randomized controlled trials of evidence-based supported employment. *Psychiatric Rehabilitation Journal*, 31, 280-290. doi:10.2975/31.4.2008.280.290
- Bond, G.R., & Kukla, M. (2011a). Impact of follow-along support on job tenure in the Individual Placement and Support model. *Journal Of Nervous and Mental Disease*, 199, 150-155. doi: 10.1097/NMD.0b013e31820c752f
- Bond, G. R., & Kukla, M. (2011b). Is Job Tenure Brief in Individual Placement and Support (IPS) Employment Programs? *Psychiatric Services*, 62, 950-953.
- Cook, J.A., Copeland, M.E., Corey, L. Buffington, E., Jonikas, J.A., Curtis, L.C., Nichols, W.H. (2010). Developing the evidence base for peer-led services: Changes among participants following Wellness Recovery Action Planning (WRAP) education

- in two statewide initiatives. *Psychiatric Rehabilitation Journal*, 34, 113-120. doi: 10.2975/34.2.2010.113.120
- Corbière, M., Brouwers, E., Lanctôt, N., & Van Weeghel, J. (2014). Employment Specialist Competencies for Supported Employment Programs. *Journal of Occupational Rehabilitation*, 24, 484-497. doi: 10.1007/s10926-013-9482-5
- Corbière, M., Lanctôt, N., Sanquirgo, N., & Lecomte, T. (2009). Evaluation of self-esteem as a worker for people with severe mental disorders. *Journal of Vocational Rehabilitation*, 30, 87-98.
- Corbière, M., & Lecomte, T. (2009). Vocational services offered to people with severe mental illness. *Journal of Mental Health*, 18, 38-50. doi: 10.1080/09638230701677779
- Corbière, M., Villotti, P., Lecomte, T., Bond, G. R., Lesage, A., & Goldner, E. M. (2014). Work accommodations and natural supports for maintaining employment. *Psychiatric Rehabilitation Journal*, 37, 90-98. doi: 10.1037/prj0000033
- Dixon-Woods, M., Agarwal, S., Jones, D., Young, B., & Sutton, A. (2005). Synthesising qualitative and quantitative evidence: a review of possible methods. *Journal of Health Services Research & Policy*, 10, 45-53.
- Fabian, E.S. (2000). Social cognitive theory of careers and individuals with serious mental health disorders: implications for psychiatric rehabilitation programs. *Psychiatric Rehabilitation Journal*, 23, 262-9.
- Fossey, E. M., & Harvey, C. A. (2010). Finding and sustaining employment: a qualitative meta-synthesis of mental health consumer views. *Canadian Journal of Occupational Therapy*, 77, 303-314. doi: 10.2182/cjot.2010.77.5.6
- Fossey, E., Harvey, C., McDermott, F., & Davidson, L. (2002). Understanding and evaluating qualitative research. *Australian and New Zealand Journal of Psychiatry*, 36, 717-732.
- Gilbert, E., Marwaha, S., Milton, A., Johnson, S., Morant, N., Parsons, N., . . . Cunliffe, D. (2013). Social firms as a means of vocational recovery for people with mental illness: A UK survey. *BMC Health Services Research*, 13. doi: <http://www.biomedcentral.com/1472-6963/13/270>
- Glover, C. M., & Frounfelker, R. L. (2013). Competencies of more and less successful employment specialists. *Community Mental Health Journal*, 49, 311-316. doi: 10.1007/s10597-011-9471-0
- Grbich, C. (2013). *Qualitative data analysis: An introduction* (2nd ed.). London: Sage.

- Heffernan, J., & Pilkington, P. (2011). Supported employment for persons with mental illness: Systematic review of the effectiveness of individual placement and support in the UK. *Journal of Mental Health*, 20, 368-380. doi:10.3109/09638237.2011.556159
- Honey, A. (2004). Benefits and drawbacks of employment: perspectives of people with mental illness. *Qualitative Health Research*, 14, 381-381-395.
- Huff, S. W., Rapp, C. A., & Campbell, S. R. (2008). "Every day is not always jell-o": A qualitative study of factors affecting job tenure. *Psychiatric Rehabilitation Journal*, 31, 211-218. doi: 10.2975/31.3.2008.211.218
- Johnson, R. L., Floyd, M., Pilling, D., Boyce, M. J., Grove, B., Secker, J., . . . Slade, J. (2009). Service users' perceptions of the effective ingredients in supported employment. *Journal of Mental Health*, 18, 121-128. doi: 10.1080/09638230701879151
- Killeen, M. B., & O'Day, B. L. (2004). Challenging expectations: How individuals with psychiatric disabilities find and keep work. *Psychiatric Rehabilitation Journal*, 28, 157-163.
- Kinn, L.G., Holgersson, H., Aas, R.W. & Davidson, L. (2013). "Balancing on skates on the icy surface of work": A metasynthesis of work participation for persons with psychiatric disabilities. *Journal of Occupational Rehabilitation*, 24, 125-138.
- Kinoshita, Y., Furukawa, T.A., Kinoshita, K., Honyashiki, M., Omori, I., Marshall, M., Bond, G.R., Huxley, P. Amano, N. & Kingdon, D. (2013). Supported employment for adults with severe mental illness. *Cochrane Database of Systematic Reviews*, Issue 9. Art. No. CD008297. DOI: 10.1002/14651858.CD008297.pub2.
- Kirsh, B. (2000). Work, workers, and workplaces: A qualitative analysis of narratives of mental health consumers. *Journal of Rehabilitation*, 66, 24-30.
- Kristof-Brown, A. L., Zimmerman, R. D., & Johnson, E. C. (2005). Consequences of individuals' fit at work: A meta-analysis of person–job, person–organization, person–group, and person–supervisor fit. *Personnel Psychology*, 58, 281-342. doi: 10.1111/j.1744-6570.2005.00672.x
- Krupa, T. (2011). Approaches to improving employment outcomes for people with serious mental illness In I. Z. Schultz & E. S. Rogers (Eds.), *Work accommodation and retention in mental health*, p. 219-231, Springer. Doi: 10.1007/978-1-4419-0428-7
- Krupa, T., & Chen, S. P. (2013). Psychiatric/psychosocial rehabilitation in relation to vocational and educational environments: Work and learning. *Current Psychiatry Reviews*, 9, 195-206.

- Krupa, T., Edgelow, M., Chen, S. Mieras, C. Almas, A., Perry, A., Radloff-Gabriel, D., Jackson, J. & Bransfield, M. (2011). Action over Inertia: Addressing the activity-health needs of individuals with severe mental illness. Ottawa: CAOT Publications ACE
- Kukla, M., & Bond, G. (2012). Job Match and Job Tenure in Persons with Severe Mental Illness. *Journal of Rehabilitation*, 78, 11-15.
- Lancôt, N., Bergeron-Brossard, P., Sanquirgo, N., & Corbière, M. (2013). Causal attributions of job loss among people with psychiatric disabilities. *Psychiatric Rehabilitation Journal*, 36, 146-152. 013 doi:10.1037/prj0000002
- Lancôt, N., Corbière, M., & Durand, M. (2012). Job tenure and quality of work life of people with psychiatric disabilities working in social enterprises. *Journal of Vocational Rehabilitation*, 37, 39-48. doi: 10.3233/JVR-2012-0598
- Leff, H. S., Cook, J. A., Gold, P. B., Toprac, M., Blyler, C., Goldberg, R. W., . . . Raab, B. (2005). Effects of job development and job support on competitive employment of persons with severe mental illness. *Psychiatric Services*, 56, 1237-1244.
- Loveland, D., Driscoll, H., & Boyle, M. G. (2007). Enhancing supported employment services for individuals with a serious mental illness: A review of the literature. *Journal of Vocational Rehabilitation*, 27, 177-189.
- Mak, D. S., Tsang, H. W. H., & Cheung, L. C. C. (2006). Job termination among individuals with severe mental illness participating in a supported employment program. *Psychiatry*, 69, 239-248.
- McKinstry, C., Brown, T. & Gustafsson, L. (2014). Scoping reviews in occupational therapy: The what, why, and how to. *Australian Occupational Therapy Journal*, 61, 58-66.
- Michon, H. W., Van Weeghel, J., Kroon, H., & Schene, A. H. (2011). Illness self-mangement assessment in psychiatric vocational rehabilitation. *Psychiatric Rehabilitation Journal*, 35, 21-27. doi: 10.1007/s00127-005-0910-5
- Mueser, K. T., Becker, D. R., & Wolfe, R. (2001). Supported employment, job preferences, job tenure and satisfaction. *Journal of Mental Health*, 10, 411-417.
- O'Day, B., Killeen, M., & Goldberg, S. (2006). Not just any job: People with psychiatric disabilities build careers. *Journal of Vocational Rehabilitation*, 25, 119-131.
- Pluye, P., Gagnon, M.-P., Griffiths, F., & Johnson-Lafleur, J. (2009). A scoring system for appraising mixed methods research, and concomitantly appraising qualitative,

- quantitative and mixed methods primary studies in Mixed Studies Reviews. *International Journal of Nursing Studies*, 46, 529-546.
- Resnick, S. G., & Bond, G. R. (2001). The Indiana Job Satisfaction Scale: Job satisfaction in vocational rehabilitation for people with severe mental illness. *Psychiatric Rehabilitation Journal*, 25, 12-19.
- Roberts, M. M., Murphy, A., Dolce, J., Spagnolo, A., Gill, K., Lu, W., & Librera, L. (2010). A study of the impact of social support development on job acquisition and retention among people with psychiatric disabilities. *Journal of Vocational Rehabilitation*, 33, 203-207.
- Rollins, A. L., Bond, G. R., Jones, A. M., Kukla, M., & Collins, L. A. (2011). Workplace social networks and their relationship with job outcomes and other employment characteristics for people with severe mental illness. *Journal of Vocational Rehabilitation*, 35, 243-252. doi: 10.3233/JVR-2011-0575
- Salkever, D. S., Karakus, M. C., Slade, E. P., Harding, C. M., Hough, R. L., Rosenheck, R. A., . . . Yamada, A. M. (2007). Measures and predictors of community-based employment and earnings of persons with schizophrenia in a multisite study. *Psychiatric Services*, 58, 315-324.
- Salyers, M. P., Becker, D. R., Drake, R. E., Torrey, W. C., & Wyzik, P. F. (2004). A ten-year follow-up of a supported employment program. *Psychiatric Services*, 55, 302-308.
- Secker, J., & Membrey, H. (2003). Promoting mental health through employment and developing healthy workplaces: The potential of natural supports at work. *Health Education Research*, 18, 207-215.
- Siu, P. S. K., Tsang, H. W. H., & Bond, G. (2010). Nonvocational outcomes for clients with severe mental illness. *Journal of Vocational Rehabilitation*, 32, 15-24. doi: 10.3233/JVR-2010-0491
- Social Traders (2015). Learn about social enterprise. Accessed at: <http://www.socialtraders.com.au>
- Waghorn, G., Dias, S., Gladman, B., Harris, M. & Saha, S. (2014). A multi-site randomised controlled trial of evidence-based supported employment for adults with severe and persistent mental illness. *Australian Occupational Therapy Journal*, 61, 424-436.
- Waghorn, G., & Hielscher, E. (2014). The availability of evidence-based practices in supported employment for Australians with severe and persistent mental illness. *Australian Occupational Therapy Journal*, doi: 10.1111/1440-1630.12162.

- Waghorn, G., Saha, S., Harvey, C., Morgan, V. A., Waterreus, A., Bush, R., . . . McGrath, J. J. (2012). 'Earning and learning' in those with psychotic disorders: The second Australian national survey of psychosis. *Australian and New Zealand Journal of Psychiatry*, 46, 774-785. doi: 10.1177/0004867412452015
- Whittemore, R., & Knafl, K. (2005). The integrative review: updated methodology. *Journal of Advanced Nursing*, 52, 546-553.
- Williams, A., Fossey, E., & Harvey, C. (2012). Social firms: Sustainable employment for people with mental illness. *Work*, 43, 53-62. doi: 10.3233/WOR-2012-1447
- Xie, H., Dain, B. J., Becker, D. R., & Drake, R. E. (1997). Job tenure among persons with severe mental illness. *Rehabilitation Counseling Bulletin*, 40, 230-239.

Table 1. Inclusion/Exclusion criteria and key search terms

Factor	Inclusion criteria	Exclusion criteria	Key Search terms
Study participants	Adults experiencing severe or persistent mental illness, or psychiatric disability	Adults with high prevalence mental disorders (e.g. anxiety), or other health conditions	Severe mental illness, psychiatric disability
Nature of employment	Paid community job, paying market wage Job obtained through a vocational service (e.g., IPS/supported employment program), a social enterprise or social firm or independently	Job owned by the employment agency, rather than the individual and/or not paying market wages (e.g. Clubhouse transitional employment, sheltered workshop).	Supported employment, individual placement and support, social firm, social enterprise, affirmative business
Job tenure	Job tenure reported in years, months, weeks or days, and/or with comparison groups of clients working above or below a defined time period	Job tenure reported in hours worked (such that period of time employed is unclear) Job tenure not reported.	Job tenure, job retention, sustain* employment, maintain* employment
Study aims	To investigate factors influencing job tenure, maintenance or termination	Study reports length of time in a job, or employed, but does not explore contributing factors	As above

Table 2. Summary of included quantitative studies

Authors	Tenure related aim	Location & Design	Participants	Tenure (Mean & SD or %)	Findings	Limitations
Quantitative studies: job tenure						
Lanctôt et al. (2012)	To examine the role of self-rated quality of work life on job tenure in a social enterprise	Canada (Eastern), 6 social enterprises Prospective, observational study Measures Baseline: Quality of Work Life (QWL) questionnaire, Brief Symptom Inventory, Rosenberg Self-esteem as a Worker scale, Minnesota Satisfaction Questionnaire, Quality of Life Inventory (QLI, brief version). 6 mth F/U: job tenure questionnaire to employers	N = 67 • Gender: 45% M • Age (yr): 46.4 • Diagnosis: schizophrenia 58%; depression 21%	Mean job tenure: 6.2 (5.2) yrs Mean tenure in 6 mth follow-up period: 172 (3.9) days Mean hours per week worked: 30.7 (8.5) No. losing job in 6 mths: 7 (10.4%) Type of jobs: not stated	<ul style="list-style-type: none"> Participants with higher QWL (interpersonal, intrapersonal, structural and physical aspects of work) at baseline were 99.5% less likely to terminate their job over 6 mths compared with those with a lower QWL score QWL was rated highly overall: mean score of 3.4/4 (0.33) Age, self-esteem as a worker, severity of symptoms, job satisfaction and general quality of life were not significantly associated with time until job loss 	<ul style="list-style-type: none"> QWL is a multidimensional concept, but the findings do not identify which dimensions contributed most to participants' quality of work life Reasons for job loss not included Findings relate to a small number of job losses (7) in six month period Social enterprises were not all integrated employment settings: between 40-98% of workers were diagnosed with mental illness
Kukla & Bond (2012) [Sub-sample of Bond & Kukla, 2011a]	To determine relationship between self-rated job match and job tenure	USA (Midwest), IPS Observational, secondary data analysis F/U at 2 years Measures Job match survey completed by participants within first 6 mths of job; monthly	N = 50 • Gender: 56% M • Age (yr): 38.6 • Diagnosis: schizophrenia 68%	Mean tenure in first job: 10.4 (9) mths Type of jobs: food service = 34 % retail = 18%, janitorial = 14%	<ul style="list-style-type: none"> Job match total (Interest and enjoyment, perceived competence, meaningfulness) ($r = 0.28$), and subscale of interest and enjoyment ($r = 0.32$) were positively correlated ($p < .05$) with longer tenure in the first job Participants who, in their first 6 months of working, identified their job as important, enjoyable, not boring and holding their attention had significantly ($p < .05$) longer 	<ul style="list-style-type: none"> Possible inaccuracy in ES retrospective recall of job support details once per month

employment data collected by ES					tenure in their first job	
Bond & Kukla (2011a)	To investigate if ongoing job support from employment specialists (ES) contributes to job retention and employment duration	USA (Midwest), Individual Placement and Support (IPS) Prospective, observational study F/U at 2 yrs Measures Job support: Monthly data collected by ES: frequency, type, duration, context of job support; tenure in first job; total months worked over 2 years	N = 142 (70% completed the follow-up period) • Gender: 51% M • Age (yr): 39.7 • Diagnosis: schizophrenia 31%; schizoaffective disorder 18%; bipolar disorder 32%	Mean tenure in first job: 10.0 (8.6) mths Mean duration of employment over 2 years: 12.9 (7.7) mths Mean hours per week worked: 15.6 (10.2) mths Participants who had > 1 job over follow-up: 51% Type of jobs: not stated	<ul style="list-style-type: none"> • ES contact: frequency (mean 1.6 contacts per mth when working), face-to-face and agency office contact and long contact (> 30 mins) all positively correlated with total months worked, but not with time in first job • Having job site visits was correlated with working for longer in their first job for those who completed the follow-up period but not for the total sample • Mean job support between months 7-18 was correlated with total months employed for those who completed the follow-up 	<ul style="list-style-type: none"> • Possible inaccuracy from ES recall of details about job support once per month • Nature of job support meetings not reported • Direction of relationship between job support and job tenure unclear
Authors	Tenure related aim	Location & Design	Participants	Tenure (Mean & SD or %)	Findings	Limitations
Becker et al. (2007) [May Include participants from Xie et al., 1997 study & some from Salyers et al., 2004]	To review work trajectories of SE participants over 8-12 years	USA (New Hampshire), IPS Extended F/U in 2004 at 8 & 12 yrs post intervention Measures Semi-structured interview - barriers and facilitators to finding and keeping jobs; self-reported mths worked in F/U period. Open-ended questions analyzed qualitatively	N = 38 / 78 from original studies Employed at follow-up: 71% • Gender: 58% M • Age (yrs): 49.2 • Diagnosis: psychotic disorders: 68%	Mean tenure in longest held job: 4.6 (3.3) yrs At F/U, 71% employed (competitive job: 67%) Mean hours per week: 20 Mean no. of competitive jobs held over F/U period: 3.39 Type of jobs: clerical or sales = 30%	<ul style="list-style-type: none"> • Facilitators of employment identified as helpful by > 50% participants: <ul style="list-style-type: none"> ◦ Working a few hours rather than whole day (61%) ◦ Working a few days per week (61%) ◦ Having medications adjusted (55%) • Supports for working (from open-ended questions): <ul style="list-style-type: none"> ◦ Successful management of symptoms and using appropriate coping skills ◦ Working part-time to reduce work demands and retain disability benefits 	<ul style="list-style-type: none"> • Possible recall bias due to lengthy period reviewed • Only 50% of participants interviewed employed in a competitive job at time of F/U • Facilitators of work in general not well differentiated from facilitators of tenure in a specific job • Analysis of open-ended questions poorly described.

service = 46%

Part time < 20 hours
per week :80%

o Support from Employment Support
workers with work negotiations and
difficult periods

Leff et al. (2005)	To examine the effect of job support (on-site counselling, support and problem solving), on job retention	USA (7 sites from Employment Intervention Demonstration Program (EIDP) Observational; secondary data evaluation F/U at 2 years Measures Employment outcomes (job acquisition (excluding jobs lasting < 5 days), job retention, job development & job support	N = 575/1340 (43%) who obtained 1+ jobs. Job support data available for n = 503 Of 1340 participants: • Gender: 53% M • Age (yrs): 38.4 (9.3) • Diagnosis: schizophrenia 32%; major depression 20%; schizoaffective disorder 18%; bipolar disorder 17%	Mean (SD) tenure first job: 5.5 (5.6) mths with job support; 3.9 (4.5) mths without job support Type of jobs not stated	<ul style="list-style-type: none"> • Less than half participants in jobs received onsite job support • Significant association between the number of months in the first job and receipt of job support (however timing of job support in relation to job retention was not clear) • No significant difference in the relative probability of retaining versus losing employment for the entire month after the receipt of job support 	<ul style="list-style-type: none"> • Method of collecting job support data and its reliability not reported • Narrow definition of job support as an on-site service excludes other ES services provided (e.g. off-site job skills training, education, liaison with employers, vocational support groups)
Salyers et al. (2004) [May include participants from Xie et al., 1997]	To review employment 10 years after involvement in SE	USA (New Hampshire), IPS Extended follow-up in 1999- 2000, 10 yrs post intervention Measures Semi-structured interview about barriers and facilitators to finding and keeping jobs.	N = 36 / 62 from original study • Gender: 50% M • Age (yrs) = 45.5 • Diagnosis: schizophrenia 46%; schizoaffective disorder 17%	Mean (mths) tenure in current job= 50.5 (41.93) At F/U, 47% employed (competitive job: 88%) Mean hours per week = 14 Mean no. of competitive jobs held	<ul style="list-style-type: none"> • 86% of participants still receiving SE services • Facilitators of employment identified as helpful by > 50% of participants: <ul style="list-style-type: none"> o Working a few hours rather than whole day (70%) o Working a few days per week (61%) o Knowing more about disability benefits (61%) 	<ul style="list-style-type: none"> • Possible recall bias due to lengthy period reviewed • Facilitators of work in general not well differentiated from facilitators of tenure in a specific job

			<ul style="list-style-type: none"> 47% employed at F/U 	over F/U period: 3.1 Type of jobs: clerical or sales = 21% service = 39%	<ul style="list-style-type: none"> Getting help to learn how to do the job tasks (55%) 	
Authors	Tenure related aim	Location & Design	Participants	Tenure (Mean & SD or %)	Findings	Limitations
Mueser et al. (2001)	To examine the relationship between job preferences, job tenure and self-rated job satisfaction	USA (Hartford, Connecticut), IPS, Psychosocial Rehabilitation (PSR) and standard services (SS) Secondary data analysis from RCT comparing 3 vocational services over 2 years Measures Job preferences (matched to Dictionary of Occupational Titles); Indiana Job Satisfaction Scale; brief weekly interview with participant and vocational staff about type of work, wages and hours worked	N = 108 / 204 who expressed a job preference at baseline and obtained a job <ul style="list-style-type: none"> Gender: 61.8% M Age (yrs): 37.6 (9.1) Diagnosis: schizophrenia 53%; schizoaffective disorder 21% 	Mean job tenure, job matched preference (wks) IPS = 28.9 (35) PSR = 22.3 (22.0) SS = 31.9 (33.2) Mean job tenure, job not matched to preference (wks) IPS = 15.1 (20.6) PSR = 4.5 (5.0) SS = 28.5 (36.9) Type of jobs: service = 58%; clerical/sales = 23% other = 19%	<ul style="list-style-type: none"> 97.5% of participants identified a job preference, with two thirds having more than one preference IPS participants who obtained jobs matched to their interest had significantly longer tenure in first year than those not matched ($p < 0.05$), and showed a trend for higher job satisfaction Job match not correlated with tenure in SS, however only 28% of jobs obtained by participants in SS were competitive jobs Job match and tenure not significantly associated for participants in standard services 	<ul style="list-style-type: none"> Measure of job match had low sensitivity, as it included exact, close and rough matches
Resnick & Bond (2001)	To explore the relationship between self-rated job satisfaction	USA (Virginia), Supported Employment (SE) Retrospective longitudinal observational study of job satisfaction and tenure Part of a questionnaire	N = 71 at Time 1 (mean 53 days from job start); n = 40 at Time 2 (mean 152 days from job start) <ul style="list-style-type: none"> Gender: 66% M Age (yrs): 38.1 (8.7) 	Mean job tenure at F/U: 13.8 (13.25) mths Type of jobs: clerical/sales = 56% service jobs = 30% other = 14%	<ul style="list-style-type: none"> Time 1: Overall job satisfaction scale and General satisfaction subscale (e.g. feel good about job, job is worthwhile) significantly positively correlated with tenure ($p < .05$) Participants who worked 6 months or more had higher scores for job satisfaction than those working <6 months on the total IJSS 	<ul style="list-style-type: none"> Time 2 surveys only available for 59% of Time 1 participants

	and job tenure	validation study Measures Indiana Job Satisfaction Scale; job titles, job start and end dates from agency database; job types	<ul style="list-style-type: none"> • Diagnosis: schizophrenia/schizoaffective disorder 57%; mood disorder 23% 	score, general satisfaction and supervision subscales ($p < 0.05$) <ul style="list-style-type: none"> • Time 2: Job satisfaction decreased over time. Participants who worked > 6 months at Time 2 had higher scores on the co-worker subscale ($p < 0.05$).
--	----------------	---	--	---

Xie et al. (1997)	To examine job tenure in competitive jobs	USA (New Hampshire), IPS Secondary data analysis from RCT comparing IPS and group skills training F/U at 1 yr Measures Minnesota Job Satisfaction Questionnaire (MJSQ), Work Environment Scale (WES) - rated 10 working days to one mth after job commencement Tenure data obtained from ES or participant interview	N = 85 participants who obtained 1+ competitive jobs, of 143 RCT participants <ul style="list-style-type: none"> • Gender: 51% M • Age (yrs): 37 (9.5) • Diagnosis: schizophrenia & related psychotic disorders 44%; bipolar & other severe mood disorders 49% 	Median tenure in first job: 70 days Almost 90% of initial jobs had ended at 1 year F/U Participants who obtained > 1 job: 55% Total jobs obtained: 185 Type of jobs not stated	<ul style="list-style-type: none"> • More mths of paid work in past 5 years reduced risk of termination (relative risk = 0.98) • Higher score on the MJSQ internal satisfaction sub-scale (e.g. responsibility, creativity, contentment with type of work) reduced the risk of job termination (relative risk = 0.94) • Higher score on WES autonomy sub-scale (i.e. in decision-making and self-sufficiency) increased risk of job termination (relative risk = 1.2) 	<ul style="list-style-type: none"> • Job tenure only reported as median days in first job, not for all 185 jobs obtained • Results related to the MJSQ and WES data for n = 47 participants only due to missing data • Lack of detail about tenure data collection method, or its reliability
-------------------	---	---	--	--	--	--

Authors	Tenure related aim	Location & Design	Participants	Tenure (Mean & SD or %)	Findings	Limitations
Quantitative studies: job termination						
Lanctôt et al. (2013)	To describe reasons given by participants for job loss	Canada (Vancouver and Montreal), SE Prospective, observational study F/U at 9 months Measures	N = 126 <ul style="list-style-type: none"> • Gender: 52% M • Age (yrs): 40 (10.8) • Diagnosis: schizophrenia 25%; mood disorders 50% 	Mean tenure: 68 (62) days Voluntarily quit their jobs (decision made by participant): 73% Type of jobs not stated.	<ul style="list-style-type: none"> • Common reasons for termination were: problems with work tasks (13%), psychiatric symptoms (13%), difficulty doing the work required (12%), relationship problems with the employer (11%); poor work conditions (9%) • Most reasons for job termination were 	<ul style="list-style-type: none"> • Pattern of problems leading to job termination appears diverse • Possible recall bias as follow-up interviews at 9 mths potentially distant to job loss • Role of F/U interviewers not identified (researchers or

		F/U Phone interview with participant exploring reason for job loss, subsequently categorized by interviewer			categorized as external (related to environmental characteristics) and uncontrollable, particularly by men	vocational staff)
					<ul style="list-style-type: none"> • Participants working in sheltered workshops were almost 14 times more likely to voluntarily quit their jobs than those in competitive jobs 	<ul style="list-style-type: none"> • Method of measuring job tenure not explicitly stated
Mak et al. (2006)	To explore reasons for termination of competitive jobs	<p>Hong Kong, SE</p> <p>Observational study</p> <p>Measures</p> <p>Job termination interview (JTI) (validated and translated into Chinese)</p>	<p>N = 60 with job termination</p> <ul style="list-style-type: none"> • Gender: 33% M • Age (yrs): 32.4 (8.2) <p>Diagnosis:</p> <p>schizophrenia & other psychotic disorders 80%</p>	<p>Mean tenure: 35.7 days</p> <p>Unsatisfactory termination 53% (fired 8%; quit without another job 45%)</p> <p>Satisfactory termination 47% (left for another job 12%; laid off or job time limited 35%)</p> <p>Type of jobs: Cleaning, sales, clerical jobs = 40%, Temporary = 66.7%; full time = 52%</p>	<ul style="list-style-type: none"> • In unsatisfactory job endings, participants were significantly more likely to report job dissatisfaction (44%, $p < 0.05$) and lack of interest in the job (22%, $p < 0.05$). • Jobs terminated due to temporary nature of the work 65%; low or unstable salaries 14%; and failure to cope with job demands 6% • Low or unstable salary was a reason for leaving for those who worked >30 days, but not for those who worked <30 days • n = 4/13 participants who reported desired job accommodations wanted more flexible work schedules 	<ul style="list-style-type: none"> • Limited tenure data reported • High percentage of jobs reported to be temporary • Factors leading to job dissatisfaction not explored • Low response to question about what job accommodations were needed • Timing of data collection in relation to job termination not specified
Becker et al. (1998) [Sub-sample of Xie et al., 1997]	To examine the types and reasons for termination of first competitive jobs from client, case manager	<p>USA (New Hampshire), IPS</p> <p>Secondary data analysis from RCT comparing IPS and Group Skills Training</p> <p>F/U at 1.5 yrs</p> <p>Measures</p> <p>Job termination interview (JTI) with client, ES and case manager (within 1 week of job termination)</p>	<p>N = 63 with complete data re job termination</p> <ul style="list-style-type: none"> • Gender: 49% M • Age (yrs): 36.7 (9.1) <p>Diagnosis:</p> <p>schizophrenia & related psychotic disorders 44%; bipolar & other severe mood disorders</p>	<p>Mean tenure in terminated jobs = 13.1 wks</p> <p>Unsatisfactory termination: 52% (fired 16%; quit without another job 37%)</p> <p>Satisfactory termination: 48 % (Left for another job, laid off</p>	<ul style="list-style-type: none"> • Working more in last 5 years reduced chance of unsatisfactory termination. • Unsatisfactory terminations were associated with a greater number of problems identified on the JTI ($p < 0.01$) • Interpersonal problems, mental illness related problems and job dissatisfaction were present in > 50% of unsatisfactory terminations • High degree of agreement in ratings between client and ES perspectives 	<ul style="list-style-type: none"> • JTI ratings from all three sources were pooled and a problem rated as present if identified by one or more sources: unable to distinguish similarity or difference in views on specific factors contributing to job termination • Psychometric properties of JTI not tested

and employment specialist perspectives	49%	or job time-limited) Type of jobs not stated	• Most commonly wanted job accommodation at the time of unsatisfactory termination was flexible hours (30%)	• Method of calculating job tenure not specified • Case managers frequently unaware of job termination details
---	-----	---	---	--

Note: mins = minutes, mths = months, yrs = years
ES = employment specialist, F/U = follow-up, IPS = Individual Placement and Support, JTI = Job Termination Interview, M = male, MJSQ = Minnesota Job Satisfaction Questionnaire, QWL = Quality of Work Life, RCT = Randomized controlled trial, PSR = Psychosocial Rehabilitation, SE = supported employment, SS = Standard services, WES = Work Environment Scale

Table 3 Summary of included qualitative studies

Authors	Tenure related aim	Location & Design	Participants	Tenure	Tenure related findings	Limitations
Qualitative studies: job tenure and job maintenance						
Williams et al. (2012)	To explore views of employees in a social firm about features in the workplace they find supportive	Australia, one social firm Qualitative, unspecified approach and descriptive Data collection Semi structured interview using the Work Environment Impact Scale (WEIS), duration 50 mins; Chinese version Indiana Job Satisfaction Scale Data analysis Thematic and narrative analysis	N = 7 • Gender: 47% M • Age (yrs); 38 – 60 • Diagnosis: Depression, anxiety, schizophrenia	Tenure range 11 mths - 6 years All worked < 15 hrs per week Type of jobs: Commercial cleaning	Sustained employment supported by: • Rewards of the job: pay, employment conditions (paid annual leave, additional unpaid sick leave, superannuation), job security • Task demands: achievable tasks with sufficient challenge; variety in tasks; not being physically worn out by tasks; participation in training; opportunities for responsibility and/or autonomy • Work schedule: regular part time hours; flexibility in schedule • Workplace interactions: supportive manager (practical and personal support); helpful supervisors, supervisor fair and easy to get along with, recognize efforts; co-workers friendly and cooperative; customers provide positive feedback and encouragement • Appeal of work tasks: feel work contributes to health, even if this type of work is not preferred	• Transferability limited by atypical employment conditions in the social firm • Interviews guided by WEIS questions may have limited opportunities to identify other factors influencing job tenure
Huff et al. (2008)	To explore the reasons for staying on and leaving jobs from perspective of persons with mental illness	USA (Kansas & Colorado), SE programs from 9 agencies Qualitative, unspecified approach Data collection Semi-structured exit interview: two primary & several F/U open-ended questions, delivered over the phone or face-to-face.	N = 51 (26 left jobs < 6 mths; 25 remained in jobs > 6 mths) Excluded: 7 participants who left jobs within 1 mth	Tenure: Staying in job for more than 6 mths compared with > 6 months in job Reasons for leaving jobs: Fired = 32% Laid off = 50% Left for better	Most common reasons for staying in jobs were that the job provided challenge, variety and promoted feelings of competence (65% of stayers). Most common reason for leaving were not being interested or engaged in the work (36% of leavers). • Among stayers, 38% described supportive, helpful co-workers and external supports (job coach, family, friends); and 35% reported their supervisors were understanding, supportive, recognized their efforts, gave feedback when things going well. Leavers described unsatisfactory supervisory relationships. • Stayers identified work experiences that gave them confidence, whereas leavers lacked confidence in their ability to do the job.	• Qualitative data primarily reported quantitatively • Limited participant description • No information about type of jobs or actual job tenure included • 50% of leavers laid off job: uncontrollable job

		Duration not reported. Data analysis Transcribed interview notes divided into meaning units, then categorized and compared between stayers and leavers.		job = 16% Type of jobs: competitive jobs; no other details	<ul style="list-style-type: none"> Stayers identified strategies used to stay well, whereas leavers troubled by symptoms, stress and physical problems at work 	ending <ul style="list-style-type: none"> Member checking not reported
Authors	Tenure related aim	Location & Design	Participants	Tenure	Tenure related findings	Limitations
O'Day et al. (2006)	To identify strategies people with mental illnesses use to maintain employment and build careers	USA, Virginia, Maryland, District of Colombia, 47% had history of using vocational services Qualitative, unspecified approach; included advisory panel of employed people with SMI Data collection Individual in-depth interviews, duration 2 hours Data analysis Researchers coded 6 interviews then analyzed all interviews with these codes, adding new codes as needed	N = 30 <ul style="list-style-type: none"> Gender: 47% M Age (yrs): 26 - 66 Diagnosis: schizophrenia: >33% bipolar disorder: >33% 	Tenure: 3 - 33 yrs, all currently employed at least 18 hrs per week Type of jobs: white collar or professional jobs = 66%; mental health workers = 0.7%; blue collar or service jobs = 33% Full time hrs: 50%	Two groups identified: career planners had aspirations to move ahead in their employment and job retainers wanted to retain current employment. Factors supporting employment included: <ul style="list-style-type: none"> commitment to working as important to recovery, maintaining mental health and managing disability, securing income, a sense of purpose and structure in life, and opportunities for social interaction. Career planners wanted to change job in next 5 yrs: <ul style="list-style-type: none"> they set goals; had positive attitude about the future; obtained education and training; used therapist or counsellor support; prepared to move jobs in a staged way; and sought work environments compatible with their needs, interests, symptoms and stress levels Job retainers wanted to stay in current or a similar job because: <ul style="list-style-type: none"> job was fulfilling and satisfying; work fit with other valued life activities; fear of social security benefits loss; lack of self-confidence or motivation to seek a different job 	<ul style="list-style-type: none"> Transferability to populations receiving vocational services somewhat limited by majority of participants being employed in professional jobs and 50% of participants working full time

Auerbach & Richardson (2005)	To investigate what workers with SMI perceive helps them to retain their jobs	USA (San Francisco), Mental health service clients Grounded theory Data collection Semi-structured interviews (5 participants interviewed twice; 1 participant interviewed once, duration 45-60 mins) Data analysis Codes and categories developed inductively	N = 6 • Gender: 33% M • Age (yrs): 21 to 60	Competitive employment for at least 18 mths in past 3 yrs Type of jobs: peer advocates employed in mental health system = 4	A range of motivators, obstacles and supports in working were identified. Important factors for job retention included: • Workplace - flexible policies with reasonable accommodations (changes to hours or duties); co-worker & supervisor support; employer responsive to working with ES staff • Services - consistent and trustworthy support; sympathetic listening and help to develop strategies & negotiate job accommodations • Personal supports - peers, family, friends, spiritual groups, participation in activities outside of work • Internal strengths – problem-solving, managing symptoms & health	<ul style="list-style-type: none"> Facilitators of work in general not well differentiated from facilitators of tenure in a specific job Transferability limited by majority of participants being employed in one type of work Member checking not reported
Killeen & O'Day (2004)	To explore factors contributing to maintaining employment from workers' perspectives	USA, (SE state), 50% using state vocational rehabilitation system; 50% independent job seekers Qualitative, unspecified approach Data collection In-depth individual interviews, duration approx. 90 mins Data analysis Not described	N = 32 • Gender : 50% M • Age (yrs): 27 to 64 • Diagnosis: schizophrenia schizoaffective disorder, major depressive disorder	Tenure: 50% of participants maintained employment for one year; 50% looking for work Type of jobs not stated	Maintaining employment assisted by: • Encouraging messages from mental health workers, employers, family about work potential, talents and abilities • Access, financial support and experiencing success in education and training • Collaborative relationships with mental health workers • Support from peers and community support groups	<ul style="list-style-type: none"> Data analysis process not outlined 50% not connected to vocational services Member checking not reported
Authors	Tenure related aim	Location & Design	Participants	Tenure	Tenure related findings	Limitations
Secker & Membrey	To explore nature of	UK, 5 employment projects	N = 17 employment	Staying in job >	Difficulties experienced in the workplace: • Low confidence due to absence from work, stigma, experience of MI, or	<ul style="list-style-type: none"> Interviews were also held with employment

(2003)	supports and workplace adjustments required for successful work outcomes	<p>Qualitative, unspecified approach</p> <p>Data collection</p> <p>Semi structured interview to elicit employment stories and explore key events at different stages of employment, duration 40 mins to 3 hrs</p> <p>Data analysis</p> <p>Staged analysis creating categories and sub-categories and comparing cases</p>	<p>project clients (11 had retained job for > 12 mths, 6 had jobs that ended within 12 mths).</p> <ul style="list-style-type: none"> Gender: 59% M 	<p>12 mths</p> <p>Type of jobs not stated.</p>	<p>feeling intimidated by work tasks</p> <ul style="list-style-type: none"> Some difficulties related to illness symptoms and effect of medication on sleep, concentration and energy <p>Natural supports in the workplace supported job retention:</p> <ul style="list-style-type: none"> Training and support to learn job at an early stage; to learn at own pace; tasks broken into manageable steps; support available to address problems. Relationships with colleagues: friendly, supportive, help dealing with work and personal issues Workplace culture: relaxed and informal, differences accepted, management interest in employee's welfare, employee valued for strengths and provided constructive feedback identifying problem areas in context of strengths 	<p>project workers and workplace managers, however these findings were not included in this paper</p> <ul style="list-style-type: none"> All participants had disclosed their illness at work Member checking not reported
Kirsh (2000)	To examine elements of workplaces that support work integration from workers' perspectives	<p>Canada, Mental health services</p> <p>Qualitative, unspecified approach</p> <p>Data collection</p> <p>Semi structured interview focusing on personal empowerment, skills and environmental supports influential on work integration. Duration not reported.</p> <p>Data analysis</p> <p>Inductive analysis to identify categories and themes</p>	<p>N = 36 (19 left jobs in last 6 mths; 17 remained in jobs > 6 mths)</p> <p>Employed group:</p> <ul style="list-style-type: none"> Gender: 59% M Age (yrs): 42.4 Diagnosis: affective disorder 53%; schizophrenia / schizoaffective disorder 35% 	<p>Tenure: all participants had stayed in job > 6 mths</p> <p>Type of jobs: mainstream employment; no other details</p>	<p>Maintaining employment affected by the nature of the workplace and interactions of the work environments with illness and coping:</p> <ul style="list-style-type: none"> Finding work with right balance of challenge and predictability Psychosocial characteristics of the workplace: friendly, respectful, communicative; culture of flexibility and inclusion; atmosphere of respect and caring, seeing beyond illness; and supportive of disclosure Needs and accommodations in workplace addressed Supervisor and co-worker relationships and attitudes: feedback provided, communication open, fair, supportive, friendly with a sense of humour, conveys worth of employee. 	<ul style="list-style-type: none"> Participants' involvement with vocational services not outlined Minimal information about participants' jobs and actual reasons for leaving limits transferability Member checking not reported

Note: hrs = hours, mins = minutes, mths = months, yrs = years,

ES = employment specialist, SMI = severe mental illness, WEIS = Work Environment Impact Scale

Author Manuscript

Table 4. Identified themes

SUPPORTS TENURE	BARRIER TO TENURE
THEME: The worker's experience of doing the current job	
Interest and competence	
<ul style="list-style-type: none"> • Job duties are rewarding (enjoyable, satisfying, interesting). • Feeling competent to do the job (able to solve problems, get assistance and training, able to draw on past work experience) 	<ul style="list-style-type: none"> • Job duties are unrewarding (unenjoyable, dissatisfying, boring). • Feeling incompetent or overqualified at work (challenge is too high/low, fearful of failure, fussed over by others, insufficient training).
Working conditions	
<ul style="list-style-type: none"> • Job is ongoing, mainstream, with fair pay • Getting the mix of hours of work and income (wages and benefits) right • Able to obtain work accommodations • Workplace easily accessed from home 	<ul style="list-style-type: none"> • Job is temporary, segregated or poorly paid • Unstable or inflexible hours and income • Unable to obtain work accommodations • Difficulty travelling to workplace
THEME: Natural supports in the workplace	
Stakeholder relationships	
<ul style="list-style-type: none"> • Supervisor is supportive (understanding, fair, helpful; gives positive feedback and clear directions). • Co-workers are friendly (reassuring, inclusive, cooperative, help solve problems) • Customers are encouraging 	<ul style="list-style-type: none"> • Supervisor is critical (angry or intolerant, no positive feedback, gives unclear directions) • Co-workers treat the worker differently (unsupportive, impatient, tease) • Customers are impatient or angry
Workplace culture	
<ul style="list-style-type: none"> • Work environment is accepting and caring (relaxed, informal, interested in welfare, respectful, communicative, not competitive, supports disclosure) 	<ul style="list-style-type: none"> • Work environment is stigmatizing and pressured (racist, pressured to return to work if not well, expected to be self-sufficient)
THEME: Strategies for integrating working with recovery and wellness	
Personal resources	
<ul style="list-style-type: none"> • Viewing work as shifting the focus away from illness and towards recovery/wellness • Strategies to manage symptoms in context of work 	<ul style="list-style-type: none"> • Difficulty managing symptoms (high anxiety, reduced concentration) • Difficulty coping with work stressors

- Coping and problem-solving strategies to deal with stressors at work

External supports

- People outside of work (family, friends, peer support, vocational and/or mental health staff,) who support the worker to deal with work challenges
- Lack of support outside of work to manage symptoms at work or deal with work-related stress

Figure 1: Flow chart of assessment of study eligibility for inclusion

Author Manuscript

Excluded on Abstract (n = 58)

Minerva Access is the Institutional Repository of The University of Melbourne

Author/s:

Williams, AE;Fossey, E;Corbiere, M;Paluch, T;Harvey, C

Title:

Work participation for people with severe mental illnesses: An integrative review of factors impacting job tenure

Date:

2016-04-01

Citation:

Williams, A. E., Fossey, E., Corbiere, M., Paluch, T. & Harvey, C. (2016). Work participation for people with severe mental illnesses: An integrative review of factors impacting job tenure. AUSTRALIAN OCCUPATIONAL THERAPY JOURNAL, 63 (2), pp.65-85. <https://doi.org/10.1111/1440-1630.12237>.

Persistent Link:

<http://hdl.handle.net/11343/291066>