Work Accommodation and Retention in Mental Health

- The only evidenced-based handbook focusing on job accommodations for workers with mental health conditions. Edited and authored by well-known experts working at the interface of mental health and vocational rehabilitation. Avoids the pitfall of most books on mental health in the workplace which focus on issues of stress on the job and while interest in job accommodations for workers with mental health conditions is minimal or absent.

Growing interest in the field of mental health in the workplace among policy makers, clinicians, and researchers alike has been fueled by equal employment rights legislation and increasing disability statistics in mental health. The importance of addressing this topic is underscored by the fact that depression now ranks second on the hierarchy of occupational disabilities. The problem is compounded by a host of factors, including major difficulties in job retention and productivity experienced by persons with mental health disabilities; younger age and higher education of persons with mental health problems; and labor shortages and an aging workforce in many industrialized countries. In addition, particularly in the United States, the vocational needs of army veterans returning from duty with mental health disorders require system-based solutions and new rehabilitation approaches. The pressure created by these powerful legislative, societal, and economic forces has not been matched by the state of evidence-based practices in the field of employment retention and job accommodation in mental health. Current research evidence is fragmented, limited in scope, difficult to access, and adversely affected by the traditional divide between the fields of psychiatry and psychology on one hand and interdisciplinary employment research and practices on the other.

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