

Predictors of Job Tenure in People Living with Mental Illness from a Transdiagnostic Perspective: A Scoping Review

INTRODUCTION

- When studying mental health within the context of employment and job stability, research typically focuses on singular disorders, potentially overlooking commonalities across various mental health conditions.
- In contrast, a transdiagnostic perspective recognizes that certain factors of job tenure—the duration of time an individual has been employed or held a particular position—may be generally displayed across multiple mental health disorders.

AIM

- To identify common predictors of job tenure for people living with mental health conditions from a transdiagnostic perspective.
- To identify predictors of job tenure that are unique to specific mental health disorders.

METHODS

PROTOCOL

The PRISMA-ScR guidelines were followed, and the study was registered on Open Science Framework platform (<https://osf.io/bnjz3>).

INCLUSION CRITERIA

A total of 8,796 abstracts were extracted and uploaded to Covidence for screening. Selection of studies was based on the following criteria:

- ✓ The study is composed of legally working-age adults with a mental health diagnosis.
- ✓ The study includes individuals with a history of or a current DSM or ICD mental health diagnosis.
- ✓ The study includes predictors of job tenure.
- ✓ The article must be peer-reviewed.

DATABASES SEARCHED

Ovid (PsycINFO, MEDLINE, Embase), Cochrane Library, Emerald Insight, EBSCOhost (ERIC and CINAHL)

SCREENING PROCESS

- All papers found through keyword searches were uploaded to Covidence, and duplicates were automatically removed.
- Once records uploaded to Covidence, abstracts were screened by 2 members of the research team, using the eligibility criteria provided above (ongoing).
- All screening conflicts will be resolved through discussion with a 3rd reviewer (ongoing).
- Abstracts meeting inclusion criteria will be screened for full-text review.

STEP 1

After full-text screening is complete, data will be extracted using a pre-developed Excel sheet for qualitative analysis.

STEP 2

Data to be extracted: 1) title, 2) year of publication, 3) author(s), 4) country of participants, 5) sample size, 6) diagnosis, 7) sociodemographic characteristics, 8) job tenure predictors.

STEP 3

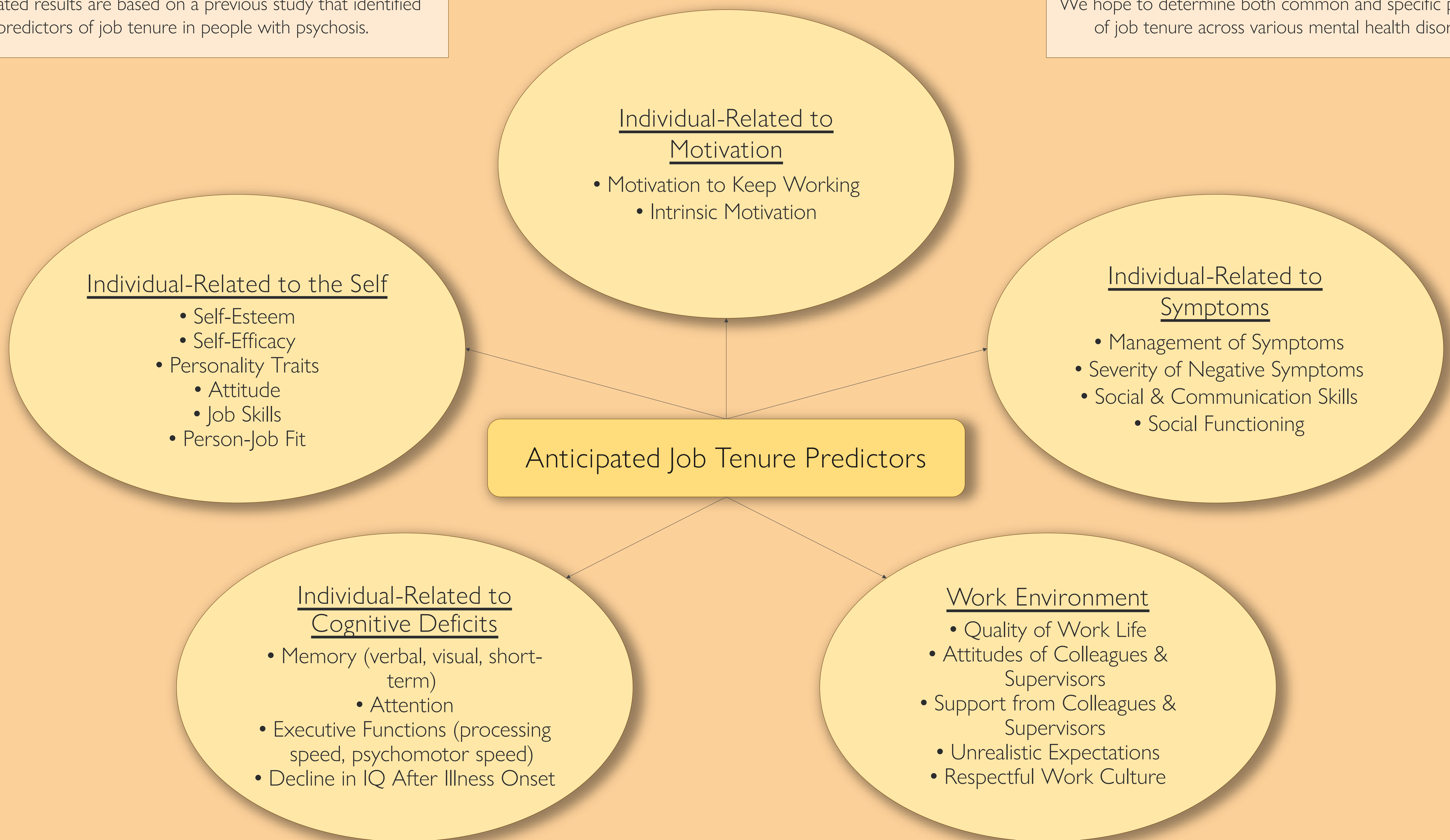
For studies/papers that meet all inclusion criteria, but have missing or incomplete data, authors will be contacted.

DATA EXTRACTION PROCESS

ANTICIPATED RESULTS

Anticipated results are based on a previous study that identified predictors of job tenure in people with psychosis.

We hope to determine both common and specific predictors of job tenure across various mental health disorders.



DISCUSSION

- Incorporating a transdiagnostic perspective into the study of job tenure among people living with mental illness provides a more holistic understanding of the common challenges and needs in the workplace.
- Ultimately, the aim of this study is to develop a scientifically informed, group psychosocial intervention to improve the duration of employment in people diagnosed and living with various mental health conditions.

FUTURE DIRECTIONS

THEORETICAL IMPLICATIONS

- To provide researchers and clinicians with a more comprehensive understanding of how supported employment programs can assist in reaching job tenure objectives.
- To demonstrate how psychosocial interventions can be developed and informed by scientific evidence.

CLINICAL IMPLICATIONS

- To develop a readily usable, accessible manualized intervention that psychosocial workers and counselors can implement with their clientele.
- To improve clinical symptoms and occupational functioning in people diagnosed with mental health conditions.
- To make more efficient use out of resources available by developing a singular intervention that applies to diverse mental health disorders.



SCAN ME

REFERENCE

Sauvé, G., Buck, G., Lepage, M., & Corbière, M. (2022). Minds@Work: A new manualized intervention to improve job tenure in psychosis based on scoping review and logic model. *Journal of Occupational Rehabilitation*, 32(3), 515–528. <https://doi.org/10.1007/s10926-021-09995-2>

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