Supplemental materials for:

Pinto AD, Hassen N, Craig-Neil A. Employment interventions in health settings: a systematic review and synthesis. *Ann Fam Med*. 2018;16(5):447-460.

Supplemental Appendix 1: Literature search strategy

Database: Ovid MEDLINE(R) <1946 to November Week 1 2014>, Ovid MEDLINE(R) In-Process & Other Non-Indexed Citations <November 18, 2014>

Search Strategy:

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1 employment advice.tw. (5)
2 employment adviser*.tw. (3)
3 employment advisor*.tw. (2)
4 employment intervention*.tw. (32)
5 Employment rehabilitation.tw. (22)
6 employment specialist*.tw. (56)
7 employability intervention*.tw. (1)
8 gain work.tw. (9)
9 gain employment.tw. (31)
10 (Individual Placement adj2 Support).tw. (152)
11 job-seeking abilit*.tw. (1)
12 supported employment.tw. (529)
13 supported job*.tw. (6)
14 Vocational advice.tw. (11)
15 vocational case management*.tw. (5)
16 vocational guidance.tw. (174)
17 vocational service*.tw. (183)
18 vocational advise*.tw. (2)
19 vocational advisor*.tw. (2)
20 vocational intervention*.tw. (67)
21 vocational specialist*.tw. (17)
22 Vocational Guidance/ (1959)
23 exp Rehabilitation, Vocational/ (9312)
24 Employment, Supported/ (880)
25 or/1-24 (11447)

26 exp clinical trial/ (816143)
27 exp case-control studies/ or exp cohort studies/ or cross-sectional studies/ or feasibility studies/ or intervention studies/ or pilot projects/ (1841639)
28 exp Clinical Trials as Topic/ (294598)
29 Comparative Study/ (1730659)
30 evaluation studies/ or multicenter study/ or validation studies/ (448840)
31 Cost-Benefit Analysis/ (63115)
32 interviews as topic/ or focus groups/ or exp questionnaires/ (378298)
33 exp "Outcome Assessment (Health Care)"/ (745465)
34 Program Evaluation/ (48168)
35 qualitative research/ (22312)
36 exp Research Design/ (354338)
37 control groups/ or cross-over studies/ or double-blind method/ or single-blind method/ (174591)
38 employment outcome*.tw. (498)
39 vocational outcome*.tw. (243)
40 or/26-39 (4645031)
41 25 and 40 (3438)
42 limit 25 to (meta analysis or systematic reviews) (250)
43 41 or 42 (3553)
44 limit 43 to (comment or editorial or letter or news) (54)
45 43 not 44 (3499)
46 limit 45 to yr="1995 -Current" (2466)
47 remove duplicates from 46 (2346)

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PubMed (for non-Medline records)
149 results

(("employment advice"[TIAB] OR "employment adviser"[TIAB] OR "employment advisers"[TIAB] OR "employment advisor"[TIAB] OR "employment advisors"[TIAB] OR "employment intervention"[TIAB] OR "employment interventions"[TIAB] OR "Employment rehabilitation"[TIAB] OR "employment specialist"[TIAB] OR "employment specialists"[TIAB] OR "employability intervention"[TIAB] OR "employability interventions"[TIAB] OR "gain work"[TIAB] OR "gain employment"[TIAB] OR "job-seeking ability"[TIAB] OR "job-seeking abilities"[TIAB] OR "supported employment"[TIAB] OR "supported job"[TIAB] OR "supported jobs"[TIAB] OR "Vocational advice"[TIAB] OR "vocational case management"[TIAB] OR "vocational case manager"[TIAB] OR "vocational case managers"[TIAB] OR "vocational

guidance"[TIAB] OR "vocational service"[TIAB] OR "vocational services"[TIAB] OR "vocational adviser"[TIAB] OR "vocational advisers"[TIAB] OR "vocational advisor"[TIAB] OR "vocational advisors"[TIAB] OR "vocational intervention"[TIAB] OR "vocational interventions"[TIAB] OR "vocational specialist"[TIAB] OR "vocational specialists"[TIAB] OR "Vocational Rehabilitation"[TIAB])) AND ((publisher[sb] OR pubmednotmedline[sb])) Filters: Publication date from 1995/01/01

Database: Embase <1980 to 2014 Week 46>
Search Strategy:
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1 employment advice.tw. (7)
2 employment adviser*.tw. (4)
3 employment advisor*.tw. (4)
4 employment intervention*.tw. (50)
5 Employment rehabilitation.tw. (25)
6 employment specialist*.tw. (81)
7 employability intervention*.tw. (1)
8 gain work.tw. (10)
9 gain employment.tw. (43)
10 (Individual Placement adj2 Support).tw. (204)
11 job-seeking abilit*.tw. (1)
12 supported employment.tw. (775)
13 supported job*.tw. (9)
14 Vocational advice.tw. (11)
15 vocational case management*.tw. (4)
16 vocational guidance.tw. (181)
17 vocational service*.tw. (236)
18 vocational advise*.tw. (3)
19 vocational advisor*.tw. (2)
20 vocational intervention*.tw. (89)
21 vocational specialist*.tw. (20)
22 vocational guidance/ (2235)
23 vocational rehabilitation/ (7811)
24 supported employment.tw. (775)
25 or/1-24 (10535)

26 limit 25 to (clinical trial or randomized controlled trial or controlled clinical trial or multicenter study or phase 1 clinical trial or phase 2 clinical trial or phase 3 clinical trial or phase 4 clinical trial) (390)
27 limit 25 to outcomes research (179)
28 limit 27 to (evidence based medicine or meta analysis or "systematic review") (19)
29 exp clinical study/ (6341108)
30 cohort analysis/ (181153)
31 exp program evaluation/ (3185)
32 "cost benefit analysis"/ (65017)
33 "cost effectiveness analysis"/ (100869)
34 qualitative research/ (27374)
35 exp interview/ (158894)
36 exp questionnaire/ (415565)
37 outcome assessment/ (254627)
38 action research/ or comparative study/ or exp controlled study/ or experimental study/ or feasibility study/ or observational study/ or pilot study/ or validation study/ (5267645)
39 control group/ or correlational study/ or cross-sectional study/ or crossover procedure/ or double blind procedure/ or grounded theory/ or multimethod study/ or participatory research/ or single blind procedure/ (364324)
40 comparative effectiveness/ (11943)
41 employment outcome*.tw. (640)
42 vocational outcome*.tw. (330)
43 or/29-42 (10156789)
44 25 and 43 (3526)
45 26 or 27 or 28 or 44 (3582)
46 limit 45 to (editorial or letter) (67)
47 45 not 46 (3515)
48 limit 47 to yr="1995 -Current" (2828)
49 limit 48 to embase (2165)
50 remove duplicates from 49 (2162)

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Database: EBM Reviews - Cochrane Database of Systematic Reviews <2005 to October 2014>, EBM Reviews - ACP Journal Club <1991 to October 2014>, EBM Reviews - Database of Abstracts of Reviews of Effects <4th Quarter 2014>, EBM Reviews - Cochrane Central Register of Controlled Trials <October 2014>, EBM Reviews - Cochrane Methodology Register <3rd Quarter 2012>, EBM Reviews - Health Technology Assessment <4th Quarter 2014>, EBM Reviews - NHS Economic Evaluation Database <4th Quarter 2014>
Search Strategy:

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1 employment advice.tw. (0)
2 employment adviser*.tw. (1)
3 employment advisor*.tw. (0)
4 employment intervention*.tw. (20)
5 Employment rehabilitation.tw. (2)
6 employment specialist*.tw. (12)
7 employability intervention*.tw. (1)
8 gain work.tw. (2)
9 gain employment.tw. (5)
10 (Individual Placement adj2 Support).tw. (70)
11 job-seeking abilit*.tw. (0)
12 supported employment.tw. (103)
13 supported job*.tw. (1)
14 Vocational advice.tw. (4)
15 vocational case management*.tw. (2)
16 vocational guidance.tw. (8)
17 vocational service*.tw. (43)
18 vocational advise*.tw. (0)
19 vocational advisor*.tw. (1)
20 vocational intervention*.tw. (30)
21 vocational specialist*.tw. (2)
22 Vocational Guidance/ (27)
23 exp Rehabilitation, Vocational/ (317)
24 Employment, Supported/ (64)
25 1 or 2 or 3 or 4 or 5 or 6 or 7 or 8 or 9 or 10 or 11 or 12 or 13 or 14 or 15 or 16 or 17 or 18 or 19 or 20 or 21 or 22 or 23 or 24 (455)
26 remove duplicates from 25 (454)
27 limit 26 to yr="1995 -Current" [Limit not valid in DARE; records were retained] (398)

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Interface - EBSCOhost Research Databases
Database - CINAHL

#	Query	Limiters/Expanders	Results
S22	S19 OR S21	Search modes - Boolean/Phrase	1,248

S21	S18 AND S20	Limiters - Published Date: 19950101-20151231 Search modes - Boolean/Phrase	251
S20	(MH "Rehabilitation, Vocational/AM/EV/MT/OG/TD/UT") OR (MH "Job Re-Entry/AM/MT/UT")	Search modes - Boolean/Phrase	622
S19	S6 AND S18	Limiters - Published Date: 19950101-20151231 Search modes - Boolean/Phrase	1,135
S18	S7 OR S8 OR S9 OR S10 OR S11 OR S12 OR S13 OR S14 OR S15 OR S16 OR S17	Search modes - Boolean/Phrase	635,691
S17	(MH "Meta Analysis")	Search modes - Boolean/Phrase	15,067
S16	(MH "Systematic Review")	Search modes - Boolean/Phrase	19,946
S15	vocational outcome*	Search modes - Boolean/Phrase	158
S14	employment outcome*	Search modes - Boolean/Phrase	494
S13	(MH "Outcome Assessment") OR (MH "Outcomes Research")	Search modes - Boolean/Phrase	22,457
S12	(MH "Outcome Assessment")	Search modes - Boolean/Phrase	17,281
S11	(MH "Cost Benefit Analysis")	Search modes - Boolean/Phrase	14,048
S10	(MH "Program Evaluation") OR (MH "Formative Evaluation Research") OR (MH "Summative Evaluation Research") OR (MH "Multicenter Studies") OR (MH "Action Research") OR (MH "Applied Research") OR (MH "Comparative Studies") OR (MH "Descriptive Research") OR (MH "Grounded Theory")	Search modes - Boolean/Phrase	151,799

S9	(MH "Evaluation Research+")	Search modes - Boolean/Phrase	18,420
S8	(MH "Nonexperimental Studies+") OR (MH "Qualitative Studies+") OR (MH "Experimental Studies+") OR (MH "Quantitative Studies") OR (MH "Quasi-Experimental Studies+") OR (MH "Interviews+") OR (MH "Focus Groups") OR (MH "Health Impact Assessment") OR (MH "Naturalistic Inquiry") OR (MH "Crossover Design")	Search modes - Boolean/Phrase	518,004
S7	(MH "Clinical Trials+")	Search modes - Boolean/Phrase	124,320
S6	S1 OR S2 OR S3	Search modes - Boolean/Phrase	2,603
S5	(MH "Rehabilitation, Vocational")	Search modes - Boolean/Phrase	4,322
S4	MH "Job Re-Entry"	Search modes - Boolean/Phrase	3,823
S3	(MH "Vocational Guidance")	Search modes - Boolean/Phrase	280
S2	(MH "Employment, Supported")	Search modes - Boolean/Phrase	564
S1	"employment advice" OR "employment adviser" OR "employment advisers" OR "employment advisor" OR "employment advisors" OR "employment intervention" OR "employment interventions" OR "Employment rehabilitation" OR "employment specialist" OR "employment specialists" OR "employability intervention" OR "employability interventions" OR "gain work" OR "gain employment" OR "job-seeking ability" OR "job-seeking abilities" OR "supported employment" OR "supported job" OR "supported jobs" OR "Vocational advice" OR "vocational case management" OR "vocational case manager" OR "vocational case managers" OR "vocational guidance" OR "vocational service" OR "vocational services" OR "vocational adviser" OR "vocational advisers" OR "vocational advisor" OR "vocational advisors" OR "vocational intervention" OR "vocational interventions" OR "vocational specialist" OR "vocational specialists" OR "Vocational Rehabilitation"	Search modes - Boolean/Phrase	2,331

Scopus

1446 results

TITLE-ABS-KEY ("employment advice" OR "employment adviser" OR "employment advisers" OR "employment advisor" OR "employment advisors" OR "employment intervention" OR "employment interventions" OR "Employment rehabilitation" OR "employment specialist" OR "employment specialists" OR "employability intervention" OR "employability interventions" OR "gain work" OR "gain employment" OR "job-seeking ability" OR "job-seeking abilities" OR "supported employment" OR "supported job" OR "supported jobs" OR "Vocational advice" OR "vocational case management" OR "vocational case manager" OR "vocational case managers" OR "vocational guidance" OR "vocational service" OR "vocational services" OR "vocational adviser" OR "vocational advisers" OR "vocational advisor" OR "vocational advisors" OR "vocational intervention" OR "vocational interventions" OR "vocational specialist" OR "vocational specialists") AND SUBJAREA (mult OR medi OR nurs OR heal OR arts OR psyc OR soci) AND PUBYEAR > 1994 AND (EXCLUDE (DOCTYPE , "ed") OR EXCLUDE (DOCTYPE , "no") OR EXCLUDE (DOCTYPE , "sh") OR EXCLUDE (DOCTYPE , "le")) AND (EXCLUDE (EXACTKEYWORD , "Adolescent") OR EXCLUDE (EXACTKEYWORD , "Education") OR EXCLUDE (EXACTKEYWORD , "Career Choice") OR EXCLUDE (EXACTKEYWORD , "Job performance"))

Databases: ProQuest Dissertations & Theses Global
Results: 482°

Searched for: ab("employment advice" OR "employment adviser" OR "employment advisers" OR "employment advisor" OR "employment advisors" OR "employment intervention" OR "employment interventions" OR "Employment rehabilitation" OR "employment specialist" OR "employment specialists" OR "employability intervention" OR "employability interventions" OR "gain work" OR "gain employment" OR "job-seeking ability" OR "job-seeking abilities" OR "supported employment" OR "supported job" OR "supported jobs" OR "Vocational advice" OR "vocational case management" OR "vocational case manager" OR "vocational case managers" OR "vocational guidance" OR "vocational service" OR "vocational services" OR "vocational adviser" OR "vocational advisers" OR "vocational advisor" OR "vocational advisors" OR "vocational intervention" OR "vocational interventions" OR "vocational specialist" OR "vocational specialists" OR "Vocational Rehabilitation") OR ti("employment advice" OR "employment adviser" OR "employment advisers" OR "employment advisor" OR "employment advisors" OR "employment intervention" OR "employment interventions" OR "Employment rehabilitation" OR "employment specialist" OR "employment specialists" OR "employability intervention" OR "employability interventions" OR "gain work" OR "gain employment" OR "job-seeking ability" OR "job-seeking abilities" OR "supported employment" OR "supported job" OR "supported jobs" OR "Vocational advice" OR "vocational case management" OR "vocational case manager" OR "vocational case managers" OR "vocational guidance" OR "vocational service" OR "vocational services" OR "vocational adviser" OR "vocational advisers" OR "vocational advisor" OR "vocational advisors" OR "vocational intervention" OR "vocational interventions" OR "vocational specialist" OR "vocational specialists" OR "Vocational Rehabilitation") AND pd(>19951231)

Theses Canada Portal
http://www.collectionscanada.gc.ca/thesescanada/index-e.html

Note: No phrase search possibility, all phrase searches were automatically combined with Boolean operator "AND"

17 results selected

Title keyword searches:
employment advice
employment adviser
employment advisers
employment advisor
employment advisors
employment intervention
employment interventions
gain work
gain employment
supported employment
Vocational advice
vocational case management
vocational guidance
vocational intervention
vocational interventions
vocational specialist
vocational specialists
Vocational Rehabilitation
unemployed

Abstract Keywords:
Vocational Rehabilitation
employment advice
employment intervention

Supplemental Appendix 2: Studies examining employment interventions in health settings

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
(Alverson et al., 1995)	United States	Mental Illness	Late 20s to early 60s	Community mental health centre	Unknown	**Supported Employment :** Individual Placement and Support (IPS)	No	N/A	13	N/A	N/A	77% of participants obtained at least one competitive job	Yes	Observational	Prospective Cohort	3
(Au et al., 2015)	Hong Kong	Mental Illness (Schizophrenia)	18 or older	Psychiatric outpatient service	2011	**Supported Employment (adapted program):** Integrated Supported Employment plus Cognitive Remediation Training	Yes: Integrated Supported Employment	45	45	N/A	N/A	<u>At 11 month follow-up:</u> 44.4% of ISE + CRT participants and 55.6% of ISE participants successfully obtained competitive employment but no between group significant difference was found	Promising	Experimental	RCT	N/A

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
(Becker et al., 2007)	United States	Mental Illness	Unknown: mean age of about 49 years	Community mental health centre	1990	**Supported Employment:** IPS	No	N/A	38	N/A	N/A	100% worked during the follow-up period, a great majority (82%) in competitive jobs, and 71% worked for more than half of the follow-up years	Yes	Observational	Retrospective Cohort	2
(Becker et al., 2001)	United States	Mental Illness	18-64	Community mental health centres	1999	**Supported Employment** (program not specified)	No	N/A	Total n = 2,639 Over 10 programs, largest = 533; smallest = 91.	N/A	N/A	Rate of competitive employment ranged from 14.4 % to 26.4 %	Yes	Observational	Prospective cohort	1
(Becker et al., 1999)	United States	Mental Illness	Unknown: mean age of about 33 years	Unknown health care setting (Referrals from hospitals)	1984	**Integrated medical and vocational:** Psychosocial and vocational rehabilitation program modeled after the Program	No	N/A	184	N/A	N/A	63.7% who were enrolled in program for a year or longer were employed at some	Yes	Observational	Retrospective cohort (Secondary Analysis of Data)	1

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
						for Assertive Community Treatment (ACT)						time during their enrollment compared with 11.5% who were enrolled for less than one year. Over 10 years, the average employment rate was 33%				
(Becker et al., 1996)	United States	Mental Illness	20 - 65	Community mental health centres	Unknown	**Supported Employment :** IPS	Yes: pre-employment skills training program followed by individualized job supports.	69	74	N/A	N/A	60% of clients (84 of 140) who completed the study held at least one competitive job	Yes	Experimental	RCT	N/A
(Bejerholm et al., 2017)	Sweden	Mental Illness (affective disorders)	18-63	Four geographically diverse outpatie	2011	**Other:** Individual Enabling and Support model	Yes: Traditional vocatio nal	28	33	N/A	N/A	<u>At 12-month follow-up:</u> 42.4% of	Yes	Experimental	RCT	N/A

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
				nt settings			rehabilitation					IES-participants were competitively employed, while 4% of TVR-participants reached their working goal				
(Bejerholm et al., 2015)	Sweden	Mental Illness	18-63	Six mental health teams covering a city	2008	**Supported Employment :** IPS	Yes: Traditional vocational service	60	60	N/A	N/A	46% in intervention vs. 11% in control for gaining competitive employment	Yes	Experimental	RCT	N/A
(Bell et al., 2014)	United States	Mental Illness (Schizophrenia or schizoaffective disorder)	Unknown	Community mental health centre	2001	**Supported Employment (adapted program):** IPS plus cognitive remediation	Yes: Supported employment	75	99	N/A	N/A	For low-functioning participants: 49% in intervention vs. 20% in control for	Yes for low-functioning participants	Experimental	RCT (secondary analysis of two RCTs)	N/A

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
												Employment rates for high-functioning participants: equivalent rates of employment (62% versus 54%, ns).				
(Bell et al., 2008)	United States	Mental Illness	29- 51	Community mental health centre	1998	**Integrated medical and vocational:** Neurocognitive enhancement therapy (NET) plus vocational rehabilitation (VOC)	Yes: Vocational program only	34	38	N/A	N/A	By 8th quarter: 44.7% in intervention vs. 23.5% in control were working	Yes	Experimental	RCT	N/A
(Blankertz and Robinson, 1996)	United States	Mental Illness	18-48	Community mental health centre	1994	**Other:** Employment specialist	Yes: community mental health services with no vocational focus	61	61	N/A	N/A	56% of intervention vs. 2% (1 person) in control achieved positive changes in	Yes	Experimental	RCT	

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
												employment status including competitive employment				
(Bond et al., 2015)	United States	Mental Illness	18 or older	Psychiatric rehabilitation agency	2011	**Supported Employed:** IPS	Yes: Work Choice - a job club approach	43	44	N/A	N/A	Over the 12-months: 31% of IPS participants versus 7% of Work Choice participants obtained a competitive job	Yes	Experimental	RCT	N/A
(Bond et al., 2013)	United States	Mental Illness	18 or older	Psychiatric Rehabilitation Agency	Unknown	**Other:** Job matching (through both IPS and DPA)	Yes: mismatched group	Paid employment matched: 54 Competitive employment matched: 35	Paid employment matched: 80 Competitive employment matched: 51	N/A	N/A	**Paid employment:** Days to employment for matched 150.74 (135.12) and mismatched 163.44 (149.33)	No	Experimental	RCT (Secondary Analysis of Data)	N/A

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
												were not statistically significant **Competitive employment:** Days to employment for matched 149.35 (120.44) and mismatched 165.97 (144.75) were not statistically significant				
(Bond et al., 2014)	United States	Young Adults with Mental Illness	20 - 29	Mental health agency and community mental health centre	Unknown	**Supported Employment:** IPS	Yes: alternative vocational services	60	49	N/A	N/A	82% in intervention vs.42% in control were competitively employed	Yes	Experimental	4 RCTs (Secondary Analysis of Data)	N/A
(Bond et al., 2007)	United States	Mental Illness	18 or older	Psychiatric rehabilitation agency	1999	**Supported Employment:** IPS	Yes: Diversified Placement	95	92	N/A	N/A	In intervention, more than	Yes	Experimental	RCT	N/A

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
							Approach (DPA)					twice the percentage in intervention was likely to work competitively compared to control. 75% in intervention vs. 33.7% in control gained competitive employment				
(Bond et al., 1995)	United States	Mental Illness	18-60	Community mental health centre (3 sites), integrated mental health/VR (1 site)	1989	**Supported Employment (adapted program):** Accelerated Approach	Yes: Gradual Approach to supported employment	43	43	N/A	N/A	43% were employed at least once. <u>Year 1:</u> 56% in intervention vs. 29% in control obtained competitive employment	Yes	Experimental	RCT	N/A

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
												at some time during the yearOver 3 years later: 59% in intervention vs. 6% in control were competitively employed				
(Bowie et al., 2016)	Canada	Mental Illness	18-65	Community mental health agency	Unknown	**Developed program:** Action based cognitive remediation	Yes: Traditional cognitive rehabilitation	26	24	N/A	N/A	6 months after treatment: 13 participants (68.4%) of those retained in the ABCR group were employed in a competitive setting at least part-time,	Promising	Observational	Prospective Cohort	7

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
												compared with six participants (40%) of those retained in the tCR condition.				
(Burns et al., 2015)	United Kingdom	Mental illness	18-65	Community mental health teams	Unknown	**Supported Employment (adapted program):** IPS-LITE (support limited to 9 months)	Yes: Supported Employment (IPS)	61	62	N/A	N/A	18 month follow-up: 51 patients (43%) who completed 18-month follow-up (n=118) obtained employment. Rates of employment were equal between groups at 18 months (IPS-LITE =	Yes	Experimental	RCT	N/A

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
												24 (41%) and IPS = 27 (46%))				
(Burns and Catty, 2008)	6 European countries: United Kingdom, Germany, Italy, Switzerland, the Netherlands, Bulgaria	Psychotic illness	Unknown: mean age of about 38 years	Unknown healthcare setting. Full-time day center structured programs apart from Ulm in Germany which was residential	Unknown	**Supported Employment:** IPS	Yes: High quality train and place vocational rehabilitation	156	156	N/A	N/A	54.5% in intervention vs. 27.6% in control were able to return to open employment (working for at least one day) In intervention, 2 times more effective in returning to open employment	Yes	Experimental	RCT	N/A
(Burns et al., 2007)	6 European countries: United Kingdom, Germa	Mental Illness	Between 18 and local retirement age (varying between 60 and 65)	Unknown healthcare setting (some operating out of community	2003	**Supported Employment:** IPS	Yes: Traditional vocational service	156	156	N/A	N/A	55% patients assigned to intervention worked for at least	Yes	Experimental	RCT	N/A

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
	ny, Italy, Switzerland, the Netherlands, Bulgaria			mental health centres)								1 day compared with 28% patients in control				
(Burt, 2012)	United States	Homeless adults with mental illness	18 and over (unmatched/matched mean age of intervention group was 45.9 and unmatched mean age of control was 42 and matched mean age of control was 46.)	Community mental health centre	2004	**Developed program:** Federally funded housing and employment demonstration program (Los Angeles' Homeless Opportunity Providing Employment [LA's HOPE])	Yes: Other state funded programs to end homelessness	415	56	N/A	N/A	57% in intervention vs. 22% in control gained any employment. 27% in intervention vs. 13% in control gained competitive employment	Yes	Observational	Prospective cohort	6
(Chang et al., 2016)	Australia	Mental Illness	18-64	Community mental health agency	Unknown	**Supported Employment (adapted program)**: Enhanced intersectoral links approach	No	N/A	67	N/A	N/A	63.3% of participants who completed the program achieved an employment	Yes	Observational	Prospective Cohort	3

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
												placement				
(Chiu and Wong, 2001)	Hong Kong	Mental Illness	17-60	Hospital	1995	**Supported Employment**	No	N/A	388	N/A	N/A	31.2% obtained competitive employment	Yes	Observational	Retrospective Cohort	2
(Chuang et al., 2015)	Taiwan	Mental Illness	18-50 (mean 34.4)	Psychiatric Hospital	Unknown	**Developed program:** ABC workshop - in hospital prevocational training program led by occupational therapist	No	N/A	58	N/A	N/A	The overall employment rates among the participants were high: 79.3% at one-month, 67.2% at three months and 69% at 6 months following the prevocational training program	Yes	Observational	Retrospective Cohort	1
(Cook et al., 2008)	United States	Mental Illness	18 or older	Community mental health centres	1995	**Supported Employment (adapted program):** Enhanced best practice	Yes: 4 sites used Usual Care, 1 site	with schizophrenia and control: 315 other	with schizophrenia and intervention:	N/A	N/A	In intervention, 3 and a half times	Yes	Experimental	RCT	N/A

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
				in 7 states		supported employment	used the Clubhouse Model and the rest used unenhanced versions	DSM-IV diagnoses and control: 310 N= 625	333 other DSM-IV diagnoses and intervention: 315 N=648			more likely to work competitively compared to control				
(Cook et al., 2005a)	United States	Mental Illness	Unknown: mean age of about 38 years	Community mental health centres in 7 states	1996	**Supported Employment (adapted program):** Supported employment combining clinical and vocational rehabilitation services (including IPS) 26 and the Program of Assertive Community Treatment (ACT))	Yes: services as usual	625	648	N/A	N/A	55% intervention vs. 34% control gained competitive employment	Yes	Experimental	RCT	N/A
(Cook et al., 2005b)	United States	Mental Illness	18 or older	Community mental health centres in 7 states	1996	**Integrated medical and vocational:** Integrated Psychiatric and Vocational Service (SE)	Yes: services as usual	462	811	N/A	N/A	In intervention, 2 times as likely to work competitively compare	Yes	Experimental	RCT	N/A

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												d to control				
(Craig et al., 2014)	United Kingdom	Mental Illness (psychosis)	18-35	Four early intervention teams	Unknown	**Supported Employed:** IPS with additional training in motivational techniques aimed at staff	Yes: IPS only	78	81	N/A	N/A	After 12 months, 42.65% in intervention vs. 18.18% in control gained employment	Yes	Experimental	RCT	N/A
(Dresser et al., 2015)	United States	Mental Illness	14-25	Community Mental Health Centre	Unknown	**Developed program:** Transition to Independence model	No	N/A	29	N/A	N/A	21% of participants gained employment	Yes	Observational	Prospective Cohort	3
(Ellison et al., 2015)	United States	Young People with Mental Illness	17-20	Residential mental health treatment program	Unknown	**Supported Employment:** Adapted IPS	No	N/A	33	N/A	N/A	24% found at least one job	Promising	Observational	Prospective cohort	3
(Fraser et al., 2008)	United States	Mental Illness	18 or older	Psychiatric rehabilitation agency	1999	**Supported Employment:** IPS	Yes: Diversified Placement Approa	43	41	N/A	N/A	97.6% of IPS vs. 18.6% of DPA found a competit	Yes	Experimental	RCT (Secondary Analysis of Data)	

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
							ch (DPA)					ive job, 2.4% of IPS vs. 9.3% of DPA got an individual placement/ 0% of IPS vs. 23.3% of DPA got a group placement/ 0% of IPS vs. 48.8% of DPA joined agency-run business				
(Fuller et al., 2000)	Japan	Mental Illness	Unknown - mean age of about 51 +/- 7.2 years	Hospital	1977	**Supported Employment (adapted program):** Hybrid vocational rehabilitation program. Combines elements of transitional employment with	No	N/A	52	N/A	N/A	After intervention, 38.5% were in a competitive employment position and living in the commun	Yes	Observational	Retrospective cohort	2

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						supported employment						ity. Before intervention, only 3.8 % had worked at all while living in the community.				
(Gold et al., 2006)	United States	Mental Illness	18 or older	Rehabilitation agencies	1996	**Supported Employment (adapted program):** blending Assertive Community Treatment (ACT) with IPS. The ACT-IPS program	Yes: Traditional vocational rehabilitation program	77	66	N/A	N/A	64% in intervention vs. 26% in control held competitive jobs	Yes	Experimental	RCT	N/A
(Heslin et al., 2011)	United Kingdom	Mental Illness	18-65	Community mental health teams	2004	**Supported Employment:** IPS	Yes: Traditional vocational rehabilitation services	95	93	N/A	N/A	22% in intervention vs. 11% in control gained competitive employment	Yes	Experimental	RCT	N/A
(Hoffmann et al., 2012)	Switzerland	Mental Illness	18 -64	Hospital	2011	**Supported Employment (adapted program):**	Yes: Traditional vocatio	54	46	N/A	N/A	After 1 year, 48.2% in intervent	Yes	Experimental	RCT	N/A

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						Modeled after IPS	nal rehabilitation					ion vs. 18.5 % in control gained competitive employment / 58.7% of the intervention vs. 25.9% of the control were ever competitively employed. In the second year, intervention participants were competitively employed for 24.5 weeks as compared with 10.2 in control group. /				

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												At the end of the study, 45.7% of intervention vs. 16.7% of control were still competitively employed				
(Hoffmann et al., 2014)	Switzerland	Mental Illness	18 -64	Hospital	Unknown (should be same as above)	**Supported Employment (adapted program):** Modeled after IPS	Yes: Traditional vocational rehabilitation	54	46	N/A	N/A	65% in intervention vs. 33% in control gained competitive work	Yes	Experimental	RCT	N/A
(Howard et al., 2010)	United Kingdom	Mental Illness	18-65	Hospital	2004	**Supported Employment :** IPS	Yes: Local traditional vocational services (treatment as usual)	99	98	N/A	N/A	No significant difference: 13% in intervention vs. 7% in control obtained competitive employment	No	Experimental	RCT	N/A

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(Kielhofner et al., 2004)	United States	AIDS	24-61 (average age of 41 years)	Community health centre	Unknown	**Other:** Four phase program that is tailored	No	N/A	90	N/A	N/A	The overall success rate was 46.5%	Yes	Observational	Prospective cohort	3
(Landolt et al., 2016)	Switzerland	Mental Illness	19-60	Unknown health care setting	2010	**Supported Employment**	No	N/A	116	N/A	N/A	The rates of obtaining competitive employment were as follows: 58% (N=67) worked for at least one day, with 31% (N=21) working less than three months, and 69% (N=46) working for three months or more	Yes	Observational	Prospective Cohort	2
(Leff et al., 2005)	United States	Mental Illness	18 or older	Community mental health agencies	Unknown	**Developed program:** Employment Intervention Demonstratio	No	N/A	1340	N/A	N/A	43 % obtained one or more competit	Yes	Observational	Prospective Cohort	3

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				(seven sites)		n Program. (EIDP)						ive jobs. 63 % obtained only one competit ive job				
(Lehman et al., 2002)	United States	Mental Illness	Unknown - mean age of about 41.5 years (for IPS group it was a mean age of 41.2 and for comparison group 41.2)	Community mental health agency	1996	**Supported Employment :** IPS	Yes: Psychosocial rehabilitation program	106	113	N/A	N/A	42% in intervention vs. 11% in control to work. 27% in intervention vs. 7% in control to be employed competitively	Yes	Experimental	RCT	N/A
(LePage et al., 2016)	United States	Mental Illness and Previously Incarcerated	Unknown (Mean age of 52.3)	Hospital	2011	**Supported Employment (adapted program):** About Face (one-week standardized vocational rehabilitation group-based program) and IPS	Yes: About Face program only	39	49	N/A	N/A	46% in intervention vs. 21% in control gained employment	Yes	Experimental	RCT	N/A
(Lepage et al., 2011)	United States	Ex-offender veterans with	Unknown: mean age of	Veteran Affairs medical centre	Unknown	**Developed program:** Domiciliary Residential	Yes: Sasic condition	15	33	21	N/A	23.8% of intervention 1 vs. 3% in	No	Observational	Prospective Cohort	5

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
		mental illness	about 50.5 years			Rehabilitation and Treatment Program (DRRTP) 1) self-study 2) full program						intervention 2 and 0% in control were hired competitively No difference was found between the basic and self-study conditions				
(Lepage et al., 2013)	United States	Ex-offender veterans with mental illness	Unknown: mean age of about 50.5 years	Veteran Affairs medical centre	Unknown	(1)**Other:** self-study using a vocational manual designed for formerly incarcerated veterans (2) **Other:** a group led by vocational staff using the vocational manual.	Yes: Basic vocational services	42	42	27	N/A	11.9% of intervention 1 vs. 40.7% in intervention 2 and 16.7% in control were hired competitively. No differences were found between the basic and self-	Yes	Observational	Prospective Cohort	5

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												study conditions,				
(Lucca et al., 2004)	United States	Low-income individuals	21-65 (mean age of 42.1)	Non-profit community action agency	1995	**Developed program**: Services for Employment and Education (SEE) Behavioural health program	No	N/A	90	N/A	N/A	82% obtained at least one paid job	Yes	Observational	Retrospective cohort	2
(Macias et al., 2006)	United States	Mental Illness	18 or older	1) Mobile assertive community treatment (ACT) team 2) Clubhouse	1995	1) **Supported Employment (adapted program):** Vocationally integrated program of Assertive Community Treatment (ACT) 2) **Clubhouse Model**	Yes: Comparison group	N/A	63	58	N/A	No significant difference for employment rates: 64% in ACT vs. 47% in clubhouse	No	Experimental	RCT	N/A
(Marwaha et al., 2014)	United Kingdom	Mental Illness	Unknown: mean age of about 28.6 years in Model A and 39.5 years in Model B	Community mental health teams	Unknown	1) **Other:** Model A: worker trained to deliver intervention and 2) **Other:** Model B	Yes: Comparison group	N/A	39	67	N/A	No significant difference: 10.3% in intervention 1 vs. 22.8 % in intervention 2	No	Observational	Prospective Cohort	3

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												gained competitive employment. No significant difference: 25.6% in intervention 1 vs. 35.1 % in intervention 2 for rates of employment or training obtained				
(McCarthy et al., 1998)	United States	Mental Illness	Unknown	Mental Health Centre	1996	**Supported Employment :** IPS	No	N/A	226	N/A	N/A	One site: 54% were successful in obtaining competitive employment. At the other site: 74% were successful in	Yes	Observational	Prospective Cohort	1

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												obtaining competitive employment				
(McGurk et al., 2016)	United States	Mental Illness	18 or older	Community mental health centre	Unknown	**Traditional Vocational Rehabilitation** (Enhanced with training on cognitive functioning) with Thinking Skills for Work (cognitive remediation)	Yes: Traditional Vocational Rehabilitation (Enhanced with training on cognitive functioning) alone	28	26	N/A	N/A	<u>Over 3 years:</u> Participants in TSW and E-VR did not differ significantly in competitive work (57% vs. 48%) or paid employment (61% vs. 48%) although those in TSW were more likely to be engaged in any work activity, including paid or	Promising	Experimental	RCT	N/A

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												volunteer work (75% vs. 50%)				
(McGurk et al., 2015)	United States	Mental Illness	Unknown (Mean age of 44)	Community mental health centre	Unknown	**Supported Employment :** (Enhanced) with Thinking Skills for Work (cognitive remediation)	Yes: Supported Employment (Enhanced)	50	57	N/A	N/A	60% in intervention vs. 36% in control gained competitive employment	Yes	Experimental	RCT	N/A
(McGurk et al., 2009)	United States	Mental Illness	18 or older	Vocational rehabilitation program affiliated with an urban medical center	2002	**Integrated medical and vocational:** vocational rehabilitation + cognitive remediation	Yes: Vocational rehabilitation	16	18	N/A	N/A	No significant difference: 39% for intervention vs. 31% for the control for competitive rates of employment	Promising	Experimental	RCT	N/A
(McGurk et al., 2005)	United States	Mental Illness	Unknown : mean age of about 31.4 years and 43.7 years	Community mental health centre	Unknown	**Integrated medical and vocational:** cognitive training and supported employment(CT+SE)	Yes: Supported employment only	21	23	N/A	N/A	69.6% in intervention vs. 4.8% in control worked	Yes	Experimental	RCT	N/A

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(Michon et al., 2014)	Netherlands	Mental Illness	18-65	Community mental health care divisions	2005	**Supported Employment:** IPS	Yes: Traditional vocational rehabilitation (TVR)	78	69	N/A	N/A	44% in intervention vs. 25% in control found competitive work	Yes	Experimental	RCT	N/A
(Morris et al., 2014)	Australia	Mental Illness	18-64	Community mental health centre	2010	**Supported Employment:** IPS	No	N/A	95	N/A	N/A	Over 12 months: mean competitive employment of 57%. Over 9 months: 47.4% commenced employment	Yes	Observational	Prospective Cohort	2
(Muesser et al., 2012)	United States	Mental Illness	Unknown: mean age in control was 39.22 years and IPS was 38.51 years	Mental health centers (or a psychiatric rehabilitation agency)	Not Applicable	**Supported Employment:** IPS	Yes: Conventional vocational rehabilitation	59	47	N/A	N/A	Cumulative employment rates of 60% in intervention vs. 24% in control had competitive work outcomes	Yes	Experimental	RCT (Secondary Analysis of Data)	N/A

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(Muesser et al., 2004a)	United States	Mental Illness - Inner-city clients with mainly African American or Latino backgrounds	Unknown: mean ages were about 40.9, 41.7 and 41.1 years	Community mental health centre	1996	1) **Supported Employment:** IPS 2) **Developed program::** a psychosocial rehabilitation (PSR) program	Yes: Standard brokered vocational services	69	68 (individual placement and support (IPS))	67 (a psychosocial rehabilitation (PSR) program)	N/A	75% in intervention 1 vs.45.2 % in intervention 2 obtained work	Yes	Experimental	RCT	N/A
(Muesser et al., 2004b)	United States	Mental Illness	Unknown	Regional mental health centre	Unknown	1) **Supported Employment:** IPS 2) **Other:** Psychosocial rehabilitation program	Yes: Standard services	61(?)	Unknown of total 176	Unknown of total 176	N/A	2-year period: 74% of intervention 1 vs. 18% of intervention 2 vs. 27% of control obtained competitive work. 74% of intervention 1 vs. 35% of intervention 2 vs. 54% of control got paid jobs	Yes	Experimental	RCT	N/A
(Oshima et al., 2014)	Japan	Mental Illness	18-59	Community support centre	2006	**Supported Employment:** IPS	Yes: Conventional vocatio	19	18	N/A	N/A	44.4% in intervention vs. 10.5% in	Yes	Experimental	RCT	N/A

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				(day treatment activities)			nal services					control worked competitively.				
(Ottomanelli et al., 2017)	United States	Spinal Cord Injury	18-65	Spinal Cord Injury (SCI) Centers (7 sites)	2010	**Supported Employment:** IPS	No	N/A	213	N/A	N/A	At 24 months: 43.2% obtained competitive jobs For the participants without traumatic brain injury (TBI), 36 of 69 (52.2%) obtained competitive jobs	Yes	Observational	Prospective Cohort	3
(Ottomanelli et al., 2015)	United States	Spinal Cord Injury	18-65	Veterans Affairs spinal cord injury centre	Unknown	**Supported Employment:** IPS	No	N/A	81	N/A	N/A	25.9% of participants gained competitive employment	Not reported	Observational	Prospective Cohort	2
(Ottomanelli et al., 2014)	United States	Veterans with spinal cord injury	18-65	Spinal cord injury (SCI) centres	Unknown	1) **Supported Employment (adapted program):** SCI Vication Integration Program	Yes: Treatment as usual (TAU) at observa	18	43	42 (Treatment as usual in experimental site)	N/A	30.8% in intervention 1 vs. 10.5% in intervention 2 vs. 2.3% in	Yes	Experimental	RCT	N/A

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
						which follows IPS principles. 2) **Usual Care:** Treatment as Usual (TAU) in experimental site	tional site					control gained employ ment				
(Ottom anelli et al., 2012)	United States	Veterans with spinal cord injury	18-65	Spinal cord injury (SCI) centres	Unknown	1) **Supported Employment (adapted program):** SCI Vication Integration Program which follows IPS principles. 2) **Usual Care:** Treatment as Usual (TAU) in experimental site	Yes: Treatm ent as usual (TAU) at observa tional site	44	81	76 (Treatm ent as Usual in experim ental site)	N/ A	In intervent ion 1, 2.5 times more likely to gain competit ive employ ment compare d to intervent ion 2 and 11.4 times more likely to obtain competit ive employ ment compare d to control	Yes	Experim ental	RCT	N/ A

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(Pandiani et al., 2004)	United States	Mental Illness	18-64	Community mental health centres	2001	1)**Integrated medical and vocational:** both CMHC and VR services 2)**Usual care:** CMHC only 3) **Vocational rehabilitation (VR) services only**	Yes: No employment services	62% of 2938 (1822)	14% of 2938 (411)	16% of 2938 (470)	8% of 2938 (235)	58% in intervention 1, vs. 45% in intervention 2. 45% in intervention 2, vs. 37% in intervention 3. All three groups of clients who received employment services were substantially more likely to be employed than individuals who received no employment services (19% employed).	Yes	Observational	Retrospective (Secondary Analysis of Data)	4

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
(Poremski et al., 2015)	Canada	Mental Illness	18 or older	Recruited from multiple settings, including hospitals, and health and social services centres	2009	**Supported Employment:** IPS + Housing First	Yes: Treatment as Usual (TAU) Housing First	45	45	N/A	N/A	<u>At 8 months of good fidelity:</u> 34% in intervention vs 22% in control gained competitive employment <u>After approx. 700 days:</u> 52% in intervention vs. 44% in control gained competitive employment	Promising	Experimental	RCT	N/A
(Poremski et al., 2016)	Canada	Mental Illness	18 or older	Recruited from multiple settings, including hospitals, and health and social	2009	**Supported Employment:** IPS + Housing First	Yes: Treatment as Usual (TAU) Housing First	14	13	N/A	N/A	50% in intervention vs. 15% in control gained competitive employment	Promising	Experimental	RCT	N/A

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				services centres												
(Porteous and Waghorn, 2007)	New Zealand	Mental Illness	14-27	Early intervention community mental health service	2002	**Supported Employment :** IPS	Yes: Comparison group	N/A	100	125	N/A	49% of participants in intervention 1 compared to 59% in intervention 2 attained a vocational outcome of competitive employment or enrolment in formal education	Yes	Observational	Prospective Cohort	1
(Puig et al., 2016)	United States	Mental Illness	20-66	Outpatient psychiatric services clinic	Unknown	**Supported Employment (adapted program):** Supported Employment + Compensatory Cognitive Training	No	N/A	40	N/A	N/A	At 24 months: 47.5% obtained a job	Promising	Observational	Prospective cohort	3

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
						intervention (CCT)										
(Reddy et al., 2016)	United States	Mental Illness	21 or older	Veteran Affairs clinic and mental health center	Unknown	**Supported Employment**	No	N/A	65	N/A	N/A	35% obtained competitive employment	Promising	Observational	Prospective cohort	2
(Roush, 2009)	United States	Mental Illness	18 or older	Community mental health centre	2000	**Developed program:** Abacus program (Menu Approach based vocational program for individuals with severe and persistent mental illness)	No	N/A	140	N/A	N/A	59% of clients had successful instances of employment	Yes	Observational	Retrospective Cohort, (Secondary Analysis of Data)	3
(Rusch et al., 2014)	Switzerland	Mental Illness	Unknown: mean age of 41 years	Pscyhiatric clinics	2010	**Supported Employment**	No	N/A	96	N/A	N/A	73% worked for at least a day	Promising	Observational	Retrospective cohort	3
(Sato et al., 2014)	Japan	Mental Illness (Schizophrenia)	20-45	Hospitals (10 sites) and Community Welfare Agency (1 site)	Unknown	**Supported Employment (adapted program):** Cognitive Remediation (CR) and Supported Employment (SE)	Yes: Supported Employment (SE)	57	52	N/A	N/A	No significant difference in employment outcomes between two	No	Observational	Prospective Controlled Study	6

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
												groups. At one year: 15.2% in intervention vs. 14.9% in control gained competitive employment				
(Tan et al., 2016)	Singapore	Mental Illness	Unknown: mean age of 42 years	Unknown health care setting	2009	**Supported Employment (adapted program):** Occupational therapy psychiatric rehabilitation services + supported employment	No	N/A	1287	N/A	N/A	Good job placement rate of 63%	Yes	Observational	Prospective cohort	2
(Tsang et al., 2016)	Hong Kong	Mental Illness (Schizophrenia)	18 or older	Hospital	2011	**Supported Employment (adapted program):** Integrated supported employment (ISE) plus cognitive remediation training (ISE+CRT)	Yes: Integrated supported employment (ISE)	45	45	N/A	N/A	At 11 months: 44.4% in intervention vs. 55.6% of control group obtained competitive employment At 15 months:	No	Experimental	RCT	N/A

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
												60.6% in intervention vs. 62.2% of control group obtained competitive employment				
(Tsang et al., 2010)	Hong Kong	Mental Illness	Unknown (mean age for ISE was 34.12, mean age for IPS was 34.07 and mean age for TVR was 36.5)	Community mental health service units (2 sites) and day hospitals (3 sites)	2003	1) **Supported employment model (adapted program)** Integrated supported employment 2) **Individual Placement and Support (IPS)**	Yes: Traditional vocational rehabilitation	66	58	65	N/A	At 39 month follow-up; 82.8 % in intervention 1 vs. 61.5% in intervention 2 vs. 6.1 % (15 month follow up) in control successfully gained competitive employment	Yes	Experimental	RCT	N/A
(Tsang et al., 2009)	Hong Kong	Mental Illness	Unknown (mean age for ISE was 33.52,	Community mental health centre	2003	1) **Supported Employment** (adapted program) Integrated	Yes: Traditional vocational	55	52	56	N/A	During 15 months: 41 78.8% of	Yes	Experimental	RCT	N/A

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
			was 33.77 for IPS and was 36.35 for TVR)			supported employment 2) **Supported Employment** IPS	rehabilitation.					ISE participants obtained competitive employment, compared with 53.6% of IPS and 7.3% of TVR participants				
(Twamley et al., 2014)	United States	Traumatic Brain Injury	Unknown: mean age of 32 years	Healthcare System	Unknown	**Supported Employment (adapted program):** CogSMART (Cognitive Symptom Management and Rehabilitation Therapy) + Supported Employment	Yes: Enhanced Supported Employment	18	16	N/A	N/A	<u>At 14 weeks:</u> 50% in the intervention gained competitive employment compared to 26% in the control	Promising	Experimental	RCT	N/A
(Twamley et al., 2015)	United States	Traumatic Brain Injury	Unknown: mean age of 32 years	Healthcare System	Unknown	**Supported Employment (adapted program):** CogSMART (Cognitive Symptom Management	Yes: Enhanced Supported Employment	25	25	N/A	N/A	<u>At 3, 6 and 12 months</u>: There were no group differences in	No	Experimental	RCT	N/A

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
						and Rehabilitation Therapy) + Supported Employment						competitive work attainment (52% obtained competitive jobs in each group)				
(Van Veggel et al., 2015)	United Kingdom	Mental Illness	Unknown: mean age of 39 years	Community mental health teams (17 sites)	2008	**Supported Employment:** IPS	Yes: Pre-IPS clients	3300	27408	N/A	N/A	24.9% in intervention vs. 14.3% in control gained competitive employment For employment that is not competitive: 11.4% in intervention vs. 25.7% in control	Yes	Observational	Prospective Cohort / Parallel Design	5
(Waghorn et al., 2015)	Australia	Mental Illness	18-59	Community mental health teams (4 sites)	2008	**Supported Employment:** IPS	No	N/A	160	N/A	N/A	<u>At 6 months:</u> 27.5% obtained competitive employment <u>At 12</u>	Promising	Observational	Prospective Cohort / Parallel Design	3

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
												months: 35.6% obtained competitive employment				
(Waghorn et al., 2014)	Australia	Mental Illness	18-59	Community mental health centre	2008	**Supported Employment :** IPS	Yes: Referral to other disability employment services	102	106	N/A	N/A	At 6 months: 31.1% in intervention vs. 18.6% in control At 12 months: 42.5% in intervention vs. 23.5% in control	Yes	Experimental	RCT	N/A
(Watzke et al., 2009)	Germany	Mental Illness	Unknown - mean age of about 33 years (33.1+/-9.2 for rehab group, 33.0+/-8.9 for the comparison group)	Unknown healthcare setting (psychiatric rehabilitation program)	2002	**Vocational rehabilitation**	Yes: Sheltered work conditions	75	56	67	N/A	At 9 months follow-up 39.7% in intervention vs. 18.7% in control for day structuring employment (mainly sheltered)	Yes	Observational	Prospective Cohort	7

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
(Waynor and Gill, 2015)	United States	Mental Illness	Unknown: mean age of 44 years	Community mental health programs	2008	**Supported Employment**	No	N/A	105	N/A	N/A	38% attained employment goal	Promising	Observational	Prospective Cohort	2
(Williams et al., 2015)	Australia	Mental Illness	18-64	Community mental health teams	2012	**Supported Employment:** IPS	No	N/A	114	N/A	N/A	33.3% at Site A, 37% at Site B and 12% at Site C started competitive employment. 70.3 % at Site A,55.5% at Site B and 20% at Site C commenced any vocational activity including competitive employment	Yes	Observational	Prospective Cohort	4
(Wittich et al., 2013)	Canada	Visual Impairment	19-47	Rehabilitation Centre	2012	**Other:** Pre-employment program specifically	No	N/A	9 (1 participant did not finish	N/A	N/A	<u>After 4 weeks:</u> 63% (5 of 8) of participa	Promising	Observational	Prospective Cohort	3

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
						designed for English Speaking Visually impaired persons in Quebec.			the interven tion)			nts found employ ment After 8 months: 4 of the 5 had maintain ed employ ment				
(Wong et al., 2000)	Hong Kong	Mental Illness	18-65	Hospital	1995	**Supported Employment** (program not specified)	No	N/A	458	N/A	N/ A	67.3% obtained competit ive employ ment	Yes	Observa tional	Prospect ive Cohort	5
(Wong et al., 2008)	Hong Kong	Mental Illness	18-55	Hospital	2001	**Supported Employment** (program not specified)	Yes: Traditi onal vocatio nal rehabili tation	46	46	N/A	N/ A	Over 18 month study period: 70% in intervent ion vs. 29% in control were competit ively employe d	Yes	Experim ental	RCT	N/ A
(Wong et al., 2001)	Hong Kong	Mental Illness	16-60 (mean age 35.4)	Hospital	1995	**Supported Employment (adapted program):** Based on principles of IPS	No	N/A	388	N/A	N/ A	68.8% obtained competit ive employ ment	Yes	Observa tional	Prospect ive Cohort	5

Full citation	Country	Patient group	Age group	Setting	Year of intervention (start)	Intervention	Control/ Comparison or not (Y/N)	Number of participants (Control)	Number of participants in intervention 1	Number of participants in intervention 2	Number of participants in intervention 3	Quantified Outcome (main)	Success?	Observational or Experimental	Study Design	Total rigor score (1-9)
(Zanis and Coviello, 2001)	Unknown	Methadone maintained clients	36-60	Unknown healthcare setting (drug treatment program)	Unknown	**Other:** Employment case management (comprehensive employment intervention strategy)	No	N/A	10	N/A	N/A	At 2 month follow-up: 90% in intervention were employed	Yes	Observational	Prospective Cohort	3

Supplemental Appendix 3: Factors associated with successful employment interventions.

1. A multidisciplinary team with open communication to address patient needs	
Services are integrated, multi-disciplinary and coordinated	*61 studies* (Alverson et al., 1995; Au et al., 2015; Becker et al., 2007, 1999, Bejerholm et al., 2017, 2015, Bell et al., 2014, 2008; Blankertz and Robinson, 1996; Bond et al., 2015; Bowie et al., 2016; Burns et al., 2015, 2007; Burns and Catty, 2008; Burt, 2012; Chang et al., 2016; Chiu and Wong, 2001; Chuang et al., 2015; Cook et al., 2008, 2005a, 2005b; Craig et al., 2014; Dresser et al., 2015; Ellison et al., 2015; Fuller et al., 2000; Gold et al., 2006; Hoffmann et al., 2014; Howard et al., 2010; Landolt et al., 2016; A. Lehman et al., 2002; LePage et al., 2016; McCarthy et al., 1998; McGurk et al., 2016, 2005; McGurk and Mueser, 2015; Michon et al., 2014; Morris et al., 2014; Mueser et al., 2004a, 2004b; Oshima et al., 2014; Ottomanelli et al., 2017, 2015, 2014, 2012; Pandiani et al., 2004; Poremski et al., 2016, 2015; Porteous and Waghorn, 2007; Roush, 2009; Rusch et al., 2014; Sato et al., 2014; Tan et al., 2016; Tsang et al., 2010, 2009; Van Veggel et al., 2015; Waghorn et al., 2015, 2014; Watzke et al., 2009; Williams et al., 2015; Wittich et al., 2013; Wong et al., 2000)
Ongoing communication amongst multi-disciplinary team	*11 studies*

	(Blankertz and Robinson, 1996; Chang et al., 2016; Ellison et al., 2015; Hoffmann et al., 2014; McGurk et al., 2015, 2005; Ottomanelli et al., 2017; Tan et al., 2016; Waghorn et al., 2015, 2014; Wong et al., 2008)
Patient-centred services	*21 studies* (Alverson et al., 1995; Becker et al., 2001, 1999; Bejerholm et al., 2017; Bell et al., 2008; Bond et al., 2007; Burt, 2012; Chang et al., 2016; Dresser et al., 2015; Hoffmann et al., 2012, 2014; Howard et al., 2010; Lepage et al., 2013, 2011; Ottomanelli et al., 2017; Poremski et al., 2016, 2015; Sato et al., 2015; Tsang et al., 2009; Waghorn et al., 2015; Zanis and Coviello, 2001)
2. Patients receive a package of services	
Having a dedicated full-time employment specialist or case manager	*66 studies* (Alverson et al., 1995; Au et al., 2015; Becker et al., 2007, 2001, 1999, Bejerholm et al., 2017, 2015, Bell et al., 2014, 2008, Bond et al., 2007, 1995, 2015; Bowie et al., 2016; Burns et al., 2015, 2007; Burns and Catty, 2008; Burt, 2012; Chang et al., 2016; Chiu and Wong, 2001; Chuang et al., 2015; Cook et al., 2005b; Craig et al., 2014; Dresser et al., 2015; Ellison et al., 2015; Gold et al., 2006; Heslin et al., 2011; Hoffmann et al., 2014, 2012; Landolt et al., 2016; Lepage et al., 2013, 2011; LePage et al., 2016; Macias et al., 2006; McCarthy et al., 1998; McGurk et al., 2016, 2005; McGurk and Mueser, 2015; Michon et al., 2014; Morris et al., 2014; Mueser et al., 2004a, 2004b; Oshima

	et al., 2014; Ottomanelli et al., 2017, 2015, 2014, Poremski et al., 2016, 2015; Porteous and Waghorn, 2007; Reddy et al., 2016; Roush, 2009; Rusch et al., 2014; Sato et al., 2014; Tan et al., 2016; Tsang et al., 2010, 2009, Twamley et al., 2015, 2014; Van Veggel et al., 2015; Waghorn et al., 2015, 2014; Waynor and Gill, 2015; Williams et al., 2015; Wong et al., 2001, 2000, 2008; Zanis and Coviello, 2001)
A rapid and competitive job search	*46 studies* (Becker et al., 2007; Bejerholm et al., 2017, 2015; Bell et al., 2008; Bond et al., 2015, 2014, 2013, 2007, 1995, Burns et al., 2015, 2007; Chiu and Wong, 2001; Cook et al., 2008, 2005a; Ellison et al., 2015; Fraser et al., 2008; Gold et al., 2006; Heslin et al., 2011; Hoffmann et al., 2014; Howard et al., 2010; A. Lehman et al., 2002; LePage et al., 2016; Macias et al., 2006; McGurk et al., 2005; McGurk and Mueser, 2015; Michon et al., 2014; Mueser et al., 2004a, 2004b; Oshima et al., 2014; Ottomanelli et al., 2017, 2015, Poremski et al., 2016, 2015; Porteous and Waghorn, 2007; Puig et al., 2016; Reddy et al., 2016; Sato et al., 2015; Tsang et al., 2010, 2009; Twamley et al., 2014; Van Veggel et al., 2015; Waghorn et al., 2015, 2014; Waynor and Gill, 2015; Williams et al., 2015; Wong et al., 2000)
Patients receive ongoing feedback and support. Nine of these articles specifically mentioned	*54 studies* (Alverson et al., 1995; Au et al., 2015; Becker et al., 2007; Bejerholm et al., 2017, 2015, Bell

using positive reinforcement, encouragement and hope	et al., 2014, 2008; Blankertz and Robinson, 1996; Bond et al., 1995, 2015, 2007, Burns et al., 2015, 2007; Chang et al., 2016; Chiu and Wong, 2001; Cook et al., 2008, 2005a, 2005b; Craig et al., 2014; Dresser et al., 2015; Ellison et al., 2015; Fuller et al., 2000; Heslin et al., 2011; Hoffmann et al., 2014, 2012; Howard et al., 2010; Landolt et al., 2016; LePage et al., 2016; Lucca et al., 2004; Macias et al., 2006; McGurk et al., 2016, 2009, 2005; McGurk and Mueser, 2015; Michon et al., 2014; Mueser et al., 2004a, 2004b; Oshima et al., 2014; Ottomanelli et al., 2017, 2015, 2014; Pandiani et al., 2004; Poremski et al., 2016, 2015; Porteous and Waghorn, 2007; Roush, 2009; Rusch et al., 2014; Sato et al., 2014; Tan et al., 2016; Tsang et al., 2010, 2009; Van Veggel et al., 2015; Watzke et al., 2009; Wong et al., 2000, 2008)
Networking with potential employers	*5 studies* (Becker et al., 2001; Cook et al., 2005a; Fuller et al., 2000; Van Veggel et al., 2015; Wittich et al., 2013)
Education and on-site job training. Thirteen studies found that specifically developing social competence and coping skills were benefits to patients of employment interventions.	*47 studies* (Au et al., 2015; Becker et al., 2007, 1999; Bejerholm et al., 2017; Bond et al., 2013; Bowie et al., 2016; Burns et al., 2015; Chuang et al., 2015; Cook et al., 2005b; Dresser et al., 2015; Ellison et al., 2015; Hoffmann et al., 2014, 2012; Howard et al., 2010; Kielhofner et al., 2004; Landolt et al., 2016; A. Lehman et al., 2002; Lepage et al., 2013, 2011; LePage et al., 2016; Macias et al., 2006; McGurk et al.,

	2016, 2015, 2009; Michon et al., 2014; Mueser et al., 2004a, 2004b; Oshima et al., 2014; Ottomanelli et al., 2015; Porteous and Waghorn, 2007; Puig et al., 2016; Reddy et al., 2016; Roush, 2009; Sato et al., 2014; Tan et al., 2016; Tsang et al., 2016, 2010, 2009, Twamley et al., 2015, 2014; Waghorn et al., 2015; Watzke et al., 2009; Wittich et al., 2013; Wong et al., 2001, 2000, 2008; Zanis and Coviello, 2001)
Peer network and supports	*13 studies* (Alverson et al., 1995; Becker et al., 2007; Bell et al., 2014; Blankertz and Robinson, 1996; Bowie et al., 2016; Ellison et al., 2015; LePage et al., 2016; McGurk et al., 2016; Roush, 2009; Tan et al., 2016; Tsang et al., 2009; Waghorn et al., 2015; Wittich et al., 2013)
3. The services are one-on-one and tailored	
One-on-one services	*40 studies* (Au et al., 2015; Becker et al., 2007; Bejerholm et al., 2017, 2015; Blankertz and Robinson, 1996; Bond et al., 2015, 2007, 1995, Burns et al., 2015, 2007; Chiu and Wong, 2001; Chuang et al., 2015; Craig et al., 2014; Dresser et al., 2015; Ellison et al., 2015; Hoffmann et al., 2014, 2012; Landolt et al., 2016; Lepage et al., 2011; LePage et al., 2016; McCarthy et al., 1998; McGurk et al., 2016, 2015, 2005; Mueser et al., 2004b; Ottomanelli et al., 2017, 2015, Poremski et al., 2016, 2015; Porteous and Waghorn, 2007; Reddy et al., 2016; Roush, 2009; Sato et al., 2014; Tsang et al., 2010, 2009; Van Veggel et al., 2015;

	Williams et al., 2015; Wong et al., 2001, 2000, 2008)
Services are tailored to patients job preferences, skills, education and previous work experience	*50 studies* (Au et al., 2015; Becker et al., 2007, 1996, Bejerholm et al., 2017, 2015; Blankertz and Robinson, 1996; Bond et al., 1995, 2015, 2013, 2007, Burns et al., 2015, 2007; Chiu and Wong, 2001; Chuang et al., 2015; Cohen et al., 2010; Cook et al., 2008, 2005a; Dresser et al., 2015; Ellison et al., 2015; Heslin et al., 2011; Hoffmann et al., 2014, 2012; Howard et al., 2010; Landolt et al., 2016; A. F. Lehman et al., 2002; LePage et al., 2016; McCarthy et al., 1998; McGurk et al., 2016, 2015, 2009, 2005, Mueser et al., 2004a, 2004b; Oshima et al., 2014; Ottomanelli et al., 2017, 2015, 2014, Poremski et al., 2016, 2015; Porteous and Waghorn, 2007; Sato et al., 2014; Tsang et al., 2010, 2009, Twamley et al., 2015, 2014; Waynor and Gill, 2015; Williams et al., 2015; Wittich et al., 2013; Wong et al., 2000, 2008)
4. The services are holistic and take a comprehensive view of social needs	
Address the social determinants of health	*8 studies* (Bond et al., 2015; Kielhofner et al., 2004; McGurk et al., 2009; Mueser et al., 2004b; Poremski et al., 2016, 2015; Sato et al., 2014; Tan et al., 2016)
Bring the social determinants of health to the forefront of primary care	*4 studies* (Burt, 2012; Chang et al., 2016; Marwaha et al., 2014; Ottomanelli et al., 2012)
5. The intervention team works with and engages employers	

Employers received support and education from the intervention team	*9 studies* (Bejerholm et al., 2017, 2015; Burns et al., 2007; Fuller et al., 2000; Hoffmann et al., 2012; Kielhofner et al., 2004; Tan et al., 2016; Waghorn et al., 2015; Williams et al., 2015)
Employer buy-in and incentives	*6 studies* (Fuller et al., 2000; Hoffmann et al., 2014, 2012; Howard et al., 2010; LePage et al., 2016; Tan et al., 2016)
Employers provide accommodations to employees	*5 studies* (Bejerholm et al., 2017; Bond et al., 1995; LePage et al., 2016; Ottomanelli et al., 2015; Tan et al., 2016)