

BOOK REVIEWS

ECONOMICS, INDUSTRY, AND DISABILITY A Look Ahead

**William E. Kiernan, Ph.D. and
Robert L. Schalock, Ph.D., editors**

*Paul H. Brookes Publishing Co. (1989),
P.O. Box 10624, Baltimore, MD 21285-0624.
387 pp., \$42.*

Economics, Industry, and Disability is a valuable and informative publication that functions as both a reference and a clinical text. This book is divided into five sections, each presenting overviews of its chapters, which discuss a variety of topics, concerns, issues, and approaches inherent in the realm of employment for the disabled.

Section 1 reviews economic, demographic, and legislative influences and their impact on employment and disability. Its chapters summarize the status of employment opportunities for the disabled in recent years and trends influencing employment, including study data supporting these presented factors and discussions. Recent legislative changes are also summarized as well as regulations and federal guidelines for establishing supported employment services.

Section 2 highlights marketing: marketing within rehabilitation; and principles, applications, and strategies for agencies, organizations, and facilities to optimize employment opportunities for the disabled. Concepts are presented for building and maintaining supported work and training alliances. It also highlights generalized assessment practices to facilitate the employment placement of disabled adults.

Section 3 discusses sophisticated technological and training strategies and techniques available to facilitate the successful transition of employment of the disabled. This section also reviews a variety of workplace modifications or accommodations to serve the disabled as well as the use of computers and home-based employment situations.

Section 4 introduces the theme of integration and support in the work setting. Its chapters review the role and functions of a job coach and

factors influencing the movement of the disabled into industry. Employee-assistance programs (EAPs) are discussed, including history, components, and functions.

Section 5 presents suggestions and guidelines regarding accountability and program-evaluation strategies. These chapters include factors that predict success in employment, contradictions and inconsistencies in the service system, and positive and negative factors influencing an individual's employment status.

Section 6 highlights quality-of-life issues and presents them as the issue of the 1990s. Such issues revolve around movement into the workplace, equity, safety, enrichment, and growth on the job. These issues are also reviewed from a variety of perspectives.

Overall, this is a valuable book for persons who work with a disabled population and deal with the vocational aspects of disability. It is a useful text as it highlights state-of-the-art interventions, current and future trends, as well as areas that require the ongoing support and attention necessary to facilitate and optimize the integration of persons with disabilities into the work force.

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WORK IN PROGRESS Occupational Therapy in Work Programs

Sarah Hertfelder and Carol Gwin, editors

*American Occupational Therapy Association
(1989), 1383 Piccard Drive, P.O. Box 1725,
Rockville, MD 20850-0822.
291 pp., \$25 AOTA members/ \$32 nonmembers*

The world of work, which held a strong place in the writings of the founders and early leaders of occupational therapy, has evolved in recent years into a rapidly growing practice area. This book attempts to capture the essence of the heritage that work has in the profession and seeks to provide an overview of the varied areas of work programming in which occupational therapists are currently engaged. Edited by

Hertfelder and Gwin, with Melanie Ellexson and Karen Jacobs as project advisors as well as writers, the nine chapters provide an excellent reference and resource for the therapist either involved in or exploring opportunities in work programs.

Robert K. Bing introduces the topic by tracing the evolution of the work ethic back to the Greeks and Hebrews, examining its current meanings and providing a definition of work. Next, Karen Jacobs and Joane Wyrick discuss the use of Department of Labor references and job analysis. This chapter will save therapists hours of valuable time by helping them decipher and use business and industry reference acronyms encountered by practitioners in industrial rehabilitation.

The occupational therapist new to work hardening is provided with a general exposure to Workers' Compensation laws, program development, structure, design, marketing, and public relations, all brought together in a comprehensive case study by Melanie Ellexson.

Ellen Radar Smith introduces the reader to ergonomics and articulates well its complementary relationship to occupational therapy, a relationship that will be developed and refined more fully as occupational therapists become more involved in the work environment.

Karen Spencer describes programs that facilitate maximum potential and productive abilities of people with developmental disabilities in "The Transition from School to Adult Life" and "An Overview of Supported Employment." In "Intervention in Traumatic Head Injury: Learning Style Assessment," Carol J. Wheatley and Judy J. Rein describe how to effectively capitalize on a client's preferred styles of learning. Successful injury-prevention and health-promotion programs in various industry settings and future program opportunities are addressed by marketing director and health-care consultant Joy White Danches.

Finally, the involvement with Workers' Compensation and other disability-benefit programs mandates that the occupational therapist in the various work environments be prepared for the potential of being called as an expert witness. In the appropriately placed final chapter, Doris J. Shriver gives an excellent summary of pertinent legal information.

Many of the chapters contain glossaries, suggested readings, and useful protocols and forms. General information and resources are contained in the appendices at the end of the book, a useful tool for the occupational therapist with interest in work programming.

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