

2013

/2013 EMPLOYEE BENEFITS - AN OVERVIEW OF EMPLOYEE BENEFITS OFFERINGS IN THE U.S., *A Research Report by the Society for Human Resource Management (SHRM)*/

Health Care and Welfare Benefits - Offer the Benefit 2013

- **Employee assistance program (EAP) - 77%**
- **Mental health coverage - 89%**

Preventive Health and Wellness Benefits - Offer the Benefit 2013

- **Wellness resources and information - 77%**
- **Wellness programs - 64%**
- **Wellness publication (For example, newsletter, column, etc) – 59%**
- **Health and lifestyle coaching** (Used to help employees change and better manage their health habits) - **48%**

2009

/THE VALUE OF EMPLOYEE ASSISTANCE PROGRAMS, *Employee Assistance Society of North America (EASNA)*, 2009/

EMPLOYEE SUPPORT – EAPs Provide No-Cost Counseling for Employees and Their Family Members

- ***Behavioral Health Needs Unmet.*** About **1 in 4 adults** in the U.S. and Canada has symptoms of a **mental health disorder, a substance abuse disorder or both**. Over 75% of the people with these behavioral health disorders are employed.
- ***Referral and Follow-up for Severe Cases.*** Employees with more serious problems are referred by the EAP to other providers for longer-term mental health treatment, for substance abuse specialty support and/or for psychiatric medications.

HEALTHY WORKPLACES – EAPs Provide Behavioral Health Consultation to the Organization

- *Organizational Risk and Employee Wellness. EAPs can also intervene in the workplace directly through offering educational campaigns for all employees, group-level interventions for work teams, and problem-specific coaching for individual managers. The EAP can work with leadership, human resources, work/life and wellness programs to raise awareness of mental health issues and to help identify unhealthy workplace practices. The EAP can play role in motivating and supporting people in their personal wellness goals and in reducing stress which causes health problems. EAPs also support organizations to prepare for - and respond to – traumatic workplace incidents, such as violence, crimes, deaths, and disasters. Providing psychological first aid is a specialty of most EAPs.*
- *Disability and Chronic Disease. Mental Health disorders are now the fastest growing and most costly kind of health disability in Canada. Between 10% and 40% of people with the costliest chronic conditions (e.g., diabetes, hypertension, pain, heart disease) also have depression. This high level of comorbidity presents opportunities for the EAP to collaborate more with primary care doctors, disease management programs, and disability case management to assist with mental health related issues.*

BUSINESS VALUE – EAPs Support Worker Productivity and Reduce Business Costs

- *Work Performance Focus. A focus on work performance is one of the components of the “core technology” that guides the EAP profession. Research shows that employees who use EAPs often experience positive changes in their work performance, such as having fewer days late or absent, higher levels of work productivity, and improved work team relations. For example, a study of over 60,000 cases found that employee absenteeism was reduced from an average of 2.37 days of unscheduled absences or tardy days in the prior 30-day period before using the EAP to only 0.91 days after completing use of the EAP.*

BETTER MENTAL HEALTH – EAPs Restore Hope for Troubling Situations

- *Each Person is Unique. The real value of EAP is found in each person’s story of why they used the service. Every client has a unique and stressful circumstance*

that causes him or her to reach out for assistance. Getting support from an EAP counselor usually brings relief and offers practical resources to resolve the problem. And in so doing, it also gives one confidence to do what is needed.