

February 2016 EA Industry Spotlight

New Tool for Detecting Mental Illness

The Food and Drug Administration (FDA) approved several new technologies to help assess brain health and detect emotional and cognitive changes earlier when treatment can be most effective. One of them, the “brain thermometer,” is a new FDA-cleared app proving helpful in military settings to help identify traumatic brain disorders (TBI), concussions, post-traumatic stress disorder (PTSD), and depression in members of the Armed Services.

Study Examines Impact of EAP

The OMNI Institute in Denver completed a study that represents a major advance in EAP research by employing a prospective, quasi-experimental design with a large and diverse employee base. EAP users and non-users were carefully matched and compared over time using the same validated measures to include the PHQ-8 (depression), the GAD-2 (anxiety), the AUDIT (alcohol), and three scales from the Workplace Outcome Suite (absenteeism, presenteeism, and workplace distress). Authors are: Melissa Richmond, PhD., Randi Wood, LCW, CEAP, and Bernie McCann, PhD, CEAP.

EAP Workplace Outcome Suite Evaluates Outcomes for DuPont

Four regional DuPont EAP vendors and a large network of EAP affiliates contributed a sample of 1,140 DuPont clients who completed the Workplace Outcome Suite-5 (WOS-5) in 2014 before using EAP and then about 90 days after using the EAP. Over 50 countries were included. The data was aggregated to provide a picture of global workplace effects of EAP services for one large multi-national corporation. Results offer evidence that global EAP can improve the workplace effectiveness of employees, regardless of culture or location. The DuPont evaluation was presented by CGP staff at the 2015 World EAP Conference.

[Major White Paper Discussed at World EAP Conference](#)

EAPA's Research Panel has released a major public policy "white paper" calling for a new framework to support the development and evaluation of evidence-based EAP innovations. Titled "Bridging Public Health with Workplace Behavioral Health Services," the white paper is a call to action, encouraging collaboration among five stakeholder groups: work organizations, EA professionals, researchers, educators of EA professionals, and funding agencies.

[Book Review](#)

Global Perspectives of Employee Assistance Programs, edited by R. Paul Maiden and David Sharar, is the first book of its kind to empirically address the EAP concept and model in a diverse, global context. The book features a variety of studies that deal with the design, delivery, cultural adaptability, evaluation, and measurement of international employee assistance programs in a variety of global settings.

Stats that sell EAP

Ask prospective clients to consider the following statistics and the impact they might have on their workforce.

Work/Life Issues

Child care referral programs can reduce employee absenteeism due to child care problems by 40 percent.

- Workers need help with caregiving concerns. Caregiving employees take off nearly 19 vacation and sick days each year to deal with personal issues related to caregiving.
- Lost productivity due to employee caregiving concerns cost employers at least \$11 billion annually.

Substance Abuse

- Drug-reliant employees incur 300 percent higher medical costs compared with non-using co-workers (U.S. Chamber of Commerce, Workers at Risk, Drugs and Alcohol on the Job).
- 70 percent of illegal drug users are employed (CSAT).

Benefits of an EAP

- 66 percent decline in absenteeism after alcohol abusers have been identified and treated.
- 33 percent decline in utilization of sickness benefits; 65 percent decline in work-related accidents; and 30 percent decline in workers' compensation claims.

Additional sources: Interface EAP, Family Caregiver Alliance, National Family Caregivers Association.