



## February 2017 EA Industry Spotlight

### AllOne Health Announces Acquisition of Reach EAP

AllOne Health Resources, Inc. is pleased to announce the acquisition of the employee assistance and student assistance business of Diamond Consulting Corporation, which operates under the name Reach EAP. With clients in 15 states, Reach EAP works closely with senior management to assess organizational needs and develop programs to improve workplace performance.

Reach now operates as a wholly-owned subsidiary of AllOne Health under the name, "Reach EAP". Learn more here <http://www.allonehealth.com/news-media/2017/02/03/allone-health-announces-the-acquisition-of-reach-eap.aspx>

### University EAP Expands to Europe

Building on existing services offered to employees in the United States through Carebridge, Syracuse University has announced the expansion of its employee assistance program to four of its European Centers through a partnership with Chestnut Global Partners.

European employees in Florence, London, Madrid and Strasbourg now have access to an integrated portfolio of services and work-life resources to support their social, emotional and physical well-being. As in the U.S., these benefits are provided free of charge to eligible faculty and staff, as well as their dependents.

Read more here <https://news.syr.edu/2016/12/university-expands-faculty-and-staff-assistance-program-to-european-centers/>

### Gallup organization publishes latest 'State of the American Workplace'

The "*State of the American Workplace*" delivers unprecedented analytics and advice on the changing workplace, using data collected from more than 195,600 U.S. employees via the Gallup Panel and Gallup Daily tracking in 2015 and 2016, more than 31 million respondents through Gallup's Q12 Client Database, and insight from advising leading Fortune 1000 companies. This iteration builds upon the last State of the American Workplace report, released in 2013. To read the report, visit <http://www.gallup.com/reports/199961/state-american-workplace-report-2017.aspx>

## **Chestnut Global Partners Announces Results of the First Outcome Study of Employee Assistance Programs in China**

Chestnut Global Partners, in association with Chestnut Global Partners China (CGPC), announced the results of a four-year survey that demonstrated the correlation of EAP and five core workforce outcomes. The study was conducted using the Workplace Outcome Suite (WOS), a psychometrically tested, validated tool employed by over 600 organizations worldwide to measure an EAP's role in driving employee behavior change and productivity. Employees from 60 companies from a variety of industries (including energy, manufacturing, automotive, electronics, transportation) were surveyed before receiving EAP counseling, and approximately 90 days after; 35 of the companies were Chinese, while 25 were multinationals or joint-ventures. The WOS evaluated well over three thousand counseling cases. Learn more about the study findings here <http://chestnutglobalpartners.org/Portals/cgp/NewsReleases/CGPC-Announces-First-Ever-Survey-of-Chinese-Companies-PR.pdf>

## **Bernard Edward Beidel, EA industry pioneer, dies at 66**

Bernard Edward Beidel passed away with family at his side on February 9th, 2017.

For 26 years, Bern served as Director of the Office of Employee Assistance at the U.S. House of Representatives in Washington, D.C. Prior to joining the House, he developed the Employee Assistance Program for the New Jersey State Police in 1981 and managed the service throughout the 1980s. Prior to his employee assistance career, Bern served as a Drug and Alcohol Educator with the U.S. Coast Guard during his military career in the early 1970s.

He was a Certified Employee Assistance Professional since 1987 and previously served as a Commissioner with the Employee Assistance Certification Commission, the professional body responsible for overseeing the credentialing of employee assistance professionals internationally.

Bern was honored with the 2013 Lifetime Achievement Award from the Employee Assistance Professionals Association. Bern has been published and awarded for his extensive contribution in the employee assistance field and was a frequent presenter at regional and national conferences. Additionally, he was a faculty member at the Eastern and Western Management Development Centers of the federal Office of Personnel Management, where he taught in the crisis leadership program.

He held a Master's degree in education from the University of Pittsburgh with a specialization in rehabilitation counseling and alcoholism studies. Bern was the 2016 recipient of the University of Pittsburgh's School of Education Departmental Alumni Award from the Department of Psychology in Education.

Bern lived his life helping others and inspiring those around him.

## **HHS Modifies Drug and Alcohol Abuse Regulations**

The U.S. Department of Health and Human Services, Substance Abuse and Mental Health Services Administration (SAMHSA) recently released a final rule (the Final Rule) modifying the federal regulations governing the confidentiality of drug and alcohol abuse patient records set forth at 42 CFR Part 2 (Part 2 regulations).

Largely following the changes that SAMHSA introduced in the 2016 Notice of Proposed Rulemaking<sup>1</sup> (Proposed Rule), the Final Rule may have fallen short of many providers' desire for less complexity in the rules and a more practical balance between patient privacy and facilitating the provision of care.

The Part 2 regulations govern providers of substance abuse treatment, diagnosis and referral for treatment (including facilities, medical personnel and specialized units within inpatient settings) that are "federally assisted" - which includes not only receiving government reimbursement but also holding a license or certification granted by a federal agency or department.

The Final Rule took effect Feb. 17, 2017. To read more, go to <https://www.samhsa.gov/newsroom/press-announcements/201701131200>.

## **EA Professional Spotlight**

### **Name and position**

Peizhong Li. My new role is Vice President for Strategy and Research for Chestnut Global Partners, China (CGP-China). We are one of the largest EAP vendors in China. Prior to this role, I was the Director for Research and Development for CGP-China.

### **What do you like best about working in EAP?**

I enjoy the opportunities that EAP provides to work with excellent professionals in the corporate world and the field of behavioral health. On the clients' side, we serve the most respected multinational and local companies in China.

On the provider side, especially through involvement in EAPA, we exchange insights and share best practices with dedicated professionals in workplace behavioral health on a global scale. These experiences create a strong sense of value and belonging, which is very rewarding.

### **What was your first EAP job?**

I entered the EAP field in January 2012 at Chestnut Global Partners, China, after a seven-year career of teaching and research in the US and China. During this period, I have witnessed EAP going more and more "mainstream" in the corporate world of China.

A greater number of large Chinese companies are adopting EAP as a tool for managing mental health risk among employees and improving productivity; we are no longer serving just the multinationals.

### **What do you find is the most challenging part of your job?**

In my current position, the most challenging part of my work is recruiting, developing, and retaining competent professionals who can create the value that meets clients' expectations. The profession of behavioral health in general, and counseling in particular, has a short history in China.

A contingent of qualified counselors and coaches working with clear guidelines is not in place yet. Account and business development managers with adequate experience in working with service providers (affiliates) as well as current and potential clients are also in short supply.

### **What inspires you?**

The most exciting and inspiring aspect of my work is the constant challenge to explore and experiment with what EAPs can and should do to create the most value for employers and employees. Part of this evolution is driven by emerging corporate clients in China, who have a short history with EAP and are not bound by a widely-accepted definition of EAP focusing on the core technologies.

They expect EAPs to not only provide a mental health hotline, counseling, crisis intervention and training, but also help them improve work safety, employee loyalty, organizational atmosphere, managers' skills and much more. EA professionals are constantly expanding their horizons while reflecting on their core expertise at the same time.