

Employee Assistance Programs (EAP)

EAPs originated to assist employees and family members with substance abuse that impact their jobs. Many EAPs now provide additional counseling services for mental health, family and other issues that negatively affect job performance.

EAPs vary considerably in design and scope. Some focus only on substance abuse problems; others offer a range of services to address employee and family problems, including health and wellness activities, as well as problem identification and referral. Many EAPs can be linked to the existing employee health benefit structure. It's important to determine what your company needs are and if an EAP is beneficial. If so, the next step is finding the right EAP to meet your needs. A directory of EAP providers is available by state at: <http://www.eap-sap.com/>. The US Department of Health & Human Services is a good resource for online as well as written information http://www.health.org/workplace/fedagencies/employee_assistance_programs.aspx or (800) 729-6686