

17 EMPLOYEE ASSISTANCE PROGRAMS

CASE STUDY

The management at Sterns & Bridgman Manufacturing has been contemplating setting up an EAP for the last year. It just finished reviewing a report about employee assistance programs that asserted most companies save between \$5 and \$7 for every \$1 they invest in their EAP. Management knows some of the other benefits of an EAP, such as improved employee morale and lower training costs, but it wants to know the steps involved in setting up a program. It also wonders what kind of plans are available. As a health and safety professional, it is up to you to gather information and answer management's questions about EAPs.

1. How is a program created?
2. Who should be involved?
3. What are the major types of EAPs?