

EAP ASSOCIATION

EXCHANGE

OCTOBER 1991



VOL. 21 NO. 10

**EAPs across
different industries**



**Federally regulated companies
Higher education
Municipal governments
and more**

**Also
The insurance industry's stake
in EAPs**



Kelly Assisted Living[®] and Your EAP... A Solution for the Eldercare Issue

When eldercare-related problems affect employees' job performance, our unique services may offer an alternative.

We're Kelly Assisted Living, a subsidiary of Kelly Services,[®] The Kelly Girl[®] People - a name recognized worldwide for excellent service.

We can provide quality in-home care and companionship to help relieve the stress of caring for an elderly parent, or to help care for individuals whose independence has been limited in some way... by a long-term disability, recent surgery or serious illness.

Our professional caregivers help with cooking, housekeeping, personal care - even getting to and from doctors' appointments. And services are available from four, up to 24 hours a day, so clients pay only for the amount of help they require.

Kelly Assisted Living may help employers retain valuable employees whose job performance has been affected by the symptoms of eldercare stress - such as unexplained absences, depression or fatigue.

By recommending Kelly Assisted Living, you can help employees get the peace of mind they deserve, which may reduce absenteeism and improve worker productivity.

To learn more about how Kelly Assisted Living can help employees deal with the eldercare stress in today's workplace, or to obtain free informational pamphlets on eldercare issues please call or write our company headquarters today.

Kelly Assisted Living
999 West Big Beaver Road
Troy, MI 48084

1-800-541-9818

 **KELLY** Assisted
Living[®]

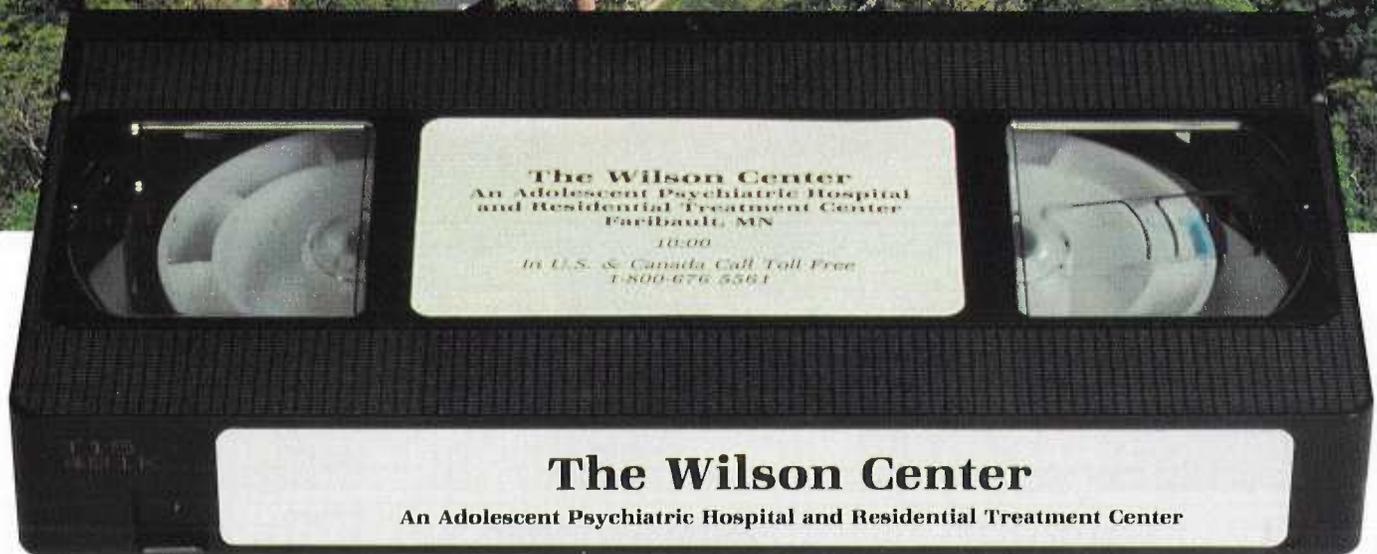
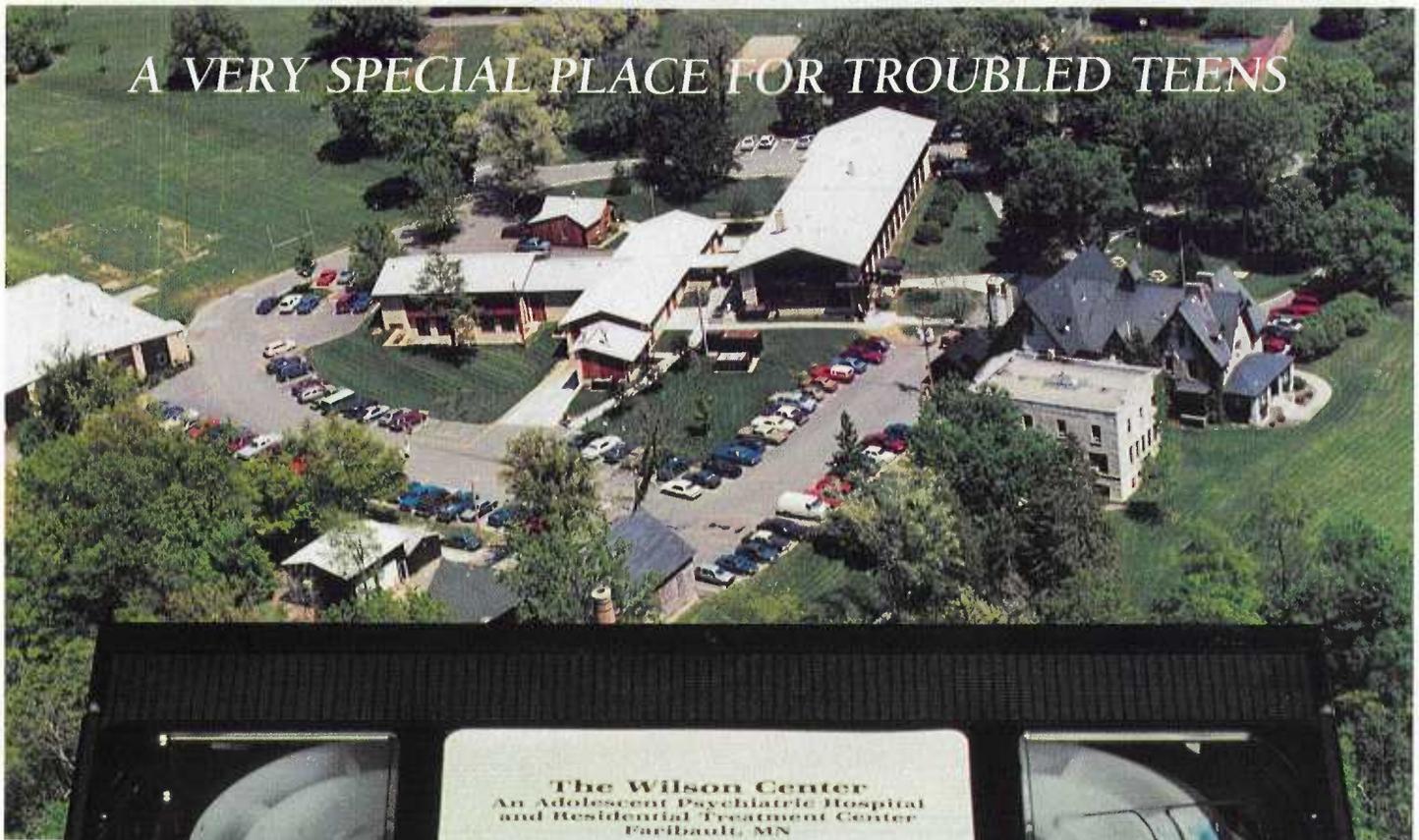
The Kelly Girl[®] People

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Please Visit Us at Booth #46.

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A VERY SPECIAL PLACE FOR TROUBLED TEENS



An invitation to tour the Wilson Center, an adolescent psychiatric hospital and residential treatment center. Patients ages are from 11 to 25 years. The Wilson Center has earned a national reputation for successfully treating the most difficult cases, including dual diagnosis patients. This free VHS film allows you to tour our 42 acre campus, to visit classrooms and to learn about our proven treatment programs.

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- Environment Suitable To Patient
 - Closed Unit
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 - Open Hospital
 - Residential Treatment
 - Independent Living
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THE WILSON CENTER
ADOLESCENT PSYCHIATRIC HOSPITAL
AND RESIDENTIAL TREATMENT CENTER

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FOR YOUR COPY OF VHS FILM CALL TOLL FREE (800) 676-5561

Please Visit Us at Booth #62.



1 · 9 · 7 · 1



Remember 1971? Frank Sinatra announced his first retirement. Led Zeppelin cut "Stairway to Heaven." 300,000 veterans and demonstrators marched on Washington protesting Vietnam. "Patton" won seven Oscars. Vega was the Car-of-the-Year. Nixon ordered the wage and price freeze and Provo Canyon School opened its doors.

It was, as Dickens wrote, "the best of times... the worst of times."

For troubled teens caught in the start of that turbulent decade, the newly opened Provo Canyon School

offered fresh hope and opportunity. This was the beginning of two decades of teaching, counseling and guiding adolescents in becoming functional participants in their families and in society.

Today, Provo Canyon School continues to work with EAPs to provide a proven cost-effective program for treatment resistive adolescents.

In the last twenty years the most impressive changes we've seen have been in our students. And that will never change.

1 800 848-9819



What makes different EAPs...different?

SOMETIMES, it seems as though EAPs have collectively set their compass for a particular direction, but are individually orienteering their way through different terrain to reach the destination. The compass is represented by program standards, which seeks to assure that EAPs have common functions, such as crisis intervention, assessment & referral, follow up and supervisor/union consultation. These promote a degree of uniformity of practice in order to help purchasers understand what EAPs are. In so doing, standards help to advance the common interests of the field.

Continuing with this analogy, orienteering is the application of imagination and creativity to program design, implementation and operation. Unique applications are commonly necessitated by factors extraneous to EAP operation, such as economic cycles, product diversification, changes in the manufacturing base, competition, collective bargaining, world events, and other conditions to which successful enterprises adapt. Many of the factors which make EAPs different are a consequence of operating in particular industries. For example, industries whose companies have a large number of safety- or security-sensitive positions tend to be die-cast by compliance regulations. As featured in the cover story, petroleum refining is an industry whose companies are affected by multiple regulations. As another example, municipal governments, a part of the public sector, are adjusting to the transferral of fiduciary

responsibility for funding certain social programs. The result has been budget shortfalls and furloughs. These and other circumstances that affect EAPs by industry are examined.

Also included in our feature coverage is a free-lance article by Rich Miller on the insurance industry's activity in the EAP field.

WE HOPE YOU ENJOY this, the *Exchange's* largest issue of the year, which is being distributed to attendees of EAPA's 20th National Conference in St. Louis. The deluge of articles on managed behavioral health care, public policy, new books, EAPA current events and other topics will keep you on the vanguard of a field and professional association which are both on the move.

While you're in St. Louis, we hope you make a point of taking a few excursions of the Exhibit Hall. A number of exhibitors have purchased advertisements in this issue, and their booth numbers appear under their ads. We appreciate their patronage and encourage you to stop by to visit with them.

EAPA headquarters staff will be out in full force at the conference and we look forward to seeing you there!

Rudy M. Yandrick

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PUBLISHED BY:

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