

EAP ASSOCIATION

EXCHANGE

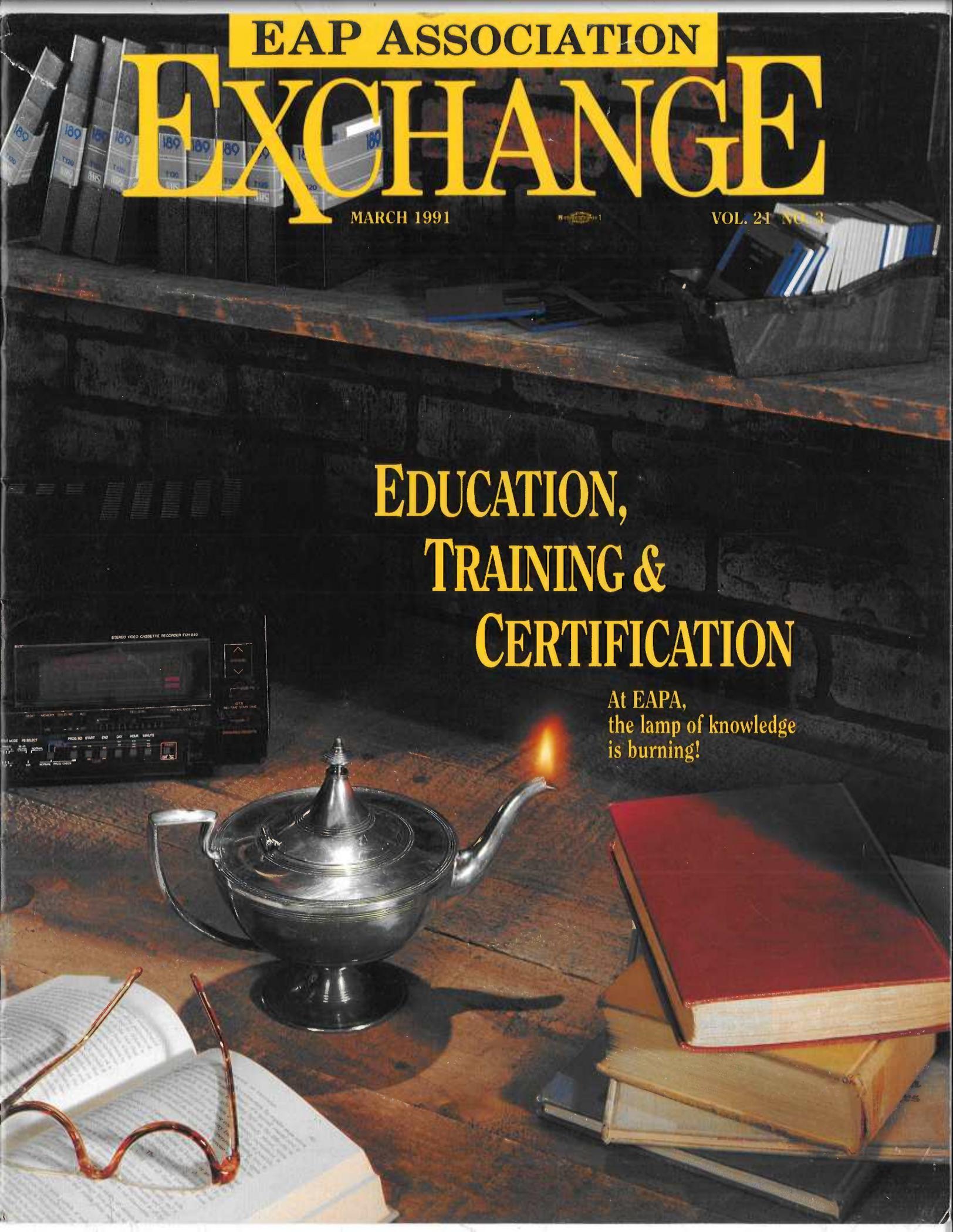
MARCH 1991

ISSN 0898-2643

VOL. 21 NO. 3

EDUCATION, TRAINING & CERTIFICATION

At EAPA,
the lamp of knowledge
is burning!



C
O
N
T
I
N
U
U
M

For persons whose addiction includes the use of cocaine, that choice may be found within CONTINUUM, Lifeline's full spectrum of care.

Placement within CONTINUUM is diagnostically based and criteria-driven. Patient, family, and employer are fully involved to ensure an individualized treatment and recovery plan that integrates all facets of the patient's life.

CONTINUUM ensures that chemical dependency treatment dollars are appropriately allocated, while offering the employee the best possible setting for recovery.

That's the Lifeline CONTINUUM choice. Why not make it your choice today?

COST EFFECTIVE TREATMENT BEGINS WITH THE RIGHT CHOICE

LIFELINE/Chicago
312/275-9393

LIFELINE/Detroit
313/755-0600

Inpatient/Intensive Outpatient/Stepdown/Traditional
Outpatient/Aftercare

LIFELINE[®]

The shortest distance between addiction and recoverySM

EDITOR'S COMMENT

From a flicker to a flame

THE LAMP OF KNOWLEDGE, shown on the cover of this issue, embodies values that are increasingly important to the EAP field. Education, training and certification represent a concerted effort by EAPA and the Employee Assistance Certification Commission (EACC) to further the development of our profession-in-the-making. Today, in order for EAP practitioners to "know their business," they must have a firm grasp of a unique, interdisciplinary, commonly accepted body of knowledge.

The Certified Employee Assistance Professional (CEAP) designation is now well established within our field. So EAPA and the EACC have their sites set on helping the CEAP designation to continue gaining legitimacy in business and government, keeping the certification and recertification programs in step with current practices and trends in the field, and developing a credible education and training program.

IF YOU ARE IN THE DARK about the education, training and certification activities of EAPA and the EACC, here are 10 things that our 10 pages of feature coverage will show you: (1) What EAPA's involvement is vis-a-vis the EACC. (2) How the two groups are distinct, yet work together for mutual benefit. (3) What activities have brought us to this point in time, shown point-by-point on a time line. (4) How the certification and recertification processes work. (5)

How education, training and certification are being responsive to the needs of EAPA members and CEAPs. (6) Who sits on the EACC and -EAPA's Education & Training Committee. (7)

What the newly revised descriptions of EAP practice, delineated by the EACC's Content Areas, are. (8) How EAPA plans to kick education and training into high gear. (9) How the EAP field's professional educators and trainers (e.g. consultants, entrepreneurs and professors) may be invited to participate. (10) What the new CEAP exam dates are for 1992.

FOR A NEW PROFESSION seeking to become an *established* profession, gaining legitimacy from the academic community and other professions depends in large part on the ability to produce scientifically valid research. Toward this end, members are updated on plans for EAPA's forthcoming research journal in an article written by editor Paul Roman.

As the professional development process of EAPA and the EACC has grown from a flicker to a flame, communication with EAPA members has been vital. We hope this issue of the *Exchange* provides you with a sense of continuity about where we have been, where we are now, and where we are headed.

Rudy M. Yandrick

EAPA's BOARD OF DIRECTORS AND STAFF

EXECUTIVE OFFICERS

Daniel Lanier, President

Donald W. Magruder

Vice President — Operations

Debra Reynolds

Vice President — Administration

Kevin M. Parker, Secretary

Pat Patrick, Treasurer

REGIONAL BOARD MEMBERS

Gregory DeLapp

Eastern Region

James O'Hair

Mid-Atlantic Region

Carolyn Stark

Mid-West Region

Janet Deming

North Central Region

Nancy Bailey

Pacific Region

Cynthia Persico

Southern Region

Charlie Durban

Southwest Region

James E. Lehman

Western Region

Vaughn Mosher

International Region

Brenda Broughton

Canadian Region

COMMITTEE CHAIRPERSONS

Claire Fleming, Advisory to

EAPA Exchange

Jane Ollendorff, Annual Meeting

Site Selection

Sally Lipscomb, Benefits

Jim Roth, Bylaws

Chuck Taylor, Consultants

Carl Tisone, Development

Muriel Gray, Education and Training

Tom Pasco, Ethics

John Hooks, Ethnic & Cultural Concerns

Thomas Murgitroyde, Labor

Miriam Aaron, Legislative and Public Policy

William Schleicher, Membership

John Gorman, Program Managers

Terry C. Blum, Research

Bradley Googins, Special Projects

Tamara Cagney, Standards

John J. Hennessy, Treatment

Joan McCrea, Women's Issues

Sandra Turner, Chairperson, Employee Assistance Certification Commission

STAFF

Thomas J. Delaney, Jr.

Executive Director

Judith Evans, Associate Director

Rudy M. Yandrick, Editor

PUBLISHED BY:

The Employee Assistance Professionals

Association, Inc.

4601 N. Fairfax Drive

Suite 1001

Arlington, VA 22203

Telephone (703) 522-6272

© 1991 by Employee Assistance Professionals Association, Inc. Reproduction without written permission is expressly prohibited. Publication of signed articles does not constitute endorsement of personal views of authors.

TABLE OF CONTENTS

EDUCATION, TRAINING AND CERTIFICATION

14

Certification

EACC updates Content Areas to help the EAP profession accommodate changes in EAP practice

EACC comings and goings

A short course on certification and recertification, plus "Missing CEAPs"

An interview with EACC chair Sandra Turner



20

Education & Training

An interview with the chair of EAPA's Education and Training Committee, Muriel Gray

EAPA helps to support, nurture the PDH process

22

a time line of education, training and certification developments, and a listing of EACC and Education & Training Committee members

PUBLIC POLICY

25

Maine: drug-testing law requires EAP services

EAPs, education/training and drug testing are prevalent in federal work force, featuring a matrix prepared by Jim O'Hair and Scott Rothermel

Oregon and Florida report state drug-free workplace developments

COMMITTEE NEWS

9

Strategic Planning will map EAPA's growth, and...

...Finances: finding a way to afford it
EAPA research journal a giant step toward professionalism; by Paul M. Roman

OTHER DEPARTMENTS

3

 Editor's Comment

5

 From the Executive Director

29

 Regions and Chapters

Huron Valley, New Jersey chapters are highlighted

32

 EAP InfoTracks

ONDCP releases 3rd drug strategy

37

 Conferences & Workshops

37

 Index of Advertisers

THE BUSINESS PAGE

38

External EAP firms use clinical guidelines, build coalitions to provide consistent services (Part 1); by Rudy M. Yandrick, editor

OF SPECIAL INTEREST

7

 CEAP Liability Insurance form

13

 FAXback Survey

EAP responses to the Persian Gulf crisis

24

 Subject Search Catalog

31

 Catalog of EAPA publications

FROM THE EXECUTIVE DIRECTOR

Thomas J. Delaney

On March 12th and 13th, EPA is having its first annual Legislative and Public Policy Conference in Washington, D.C. This is certainly a significant event in the history of our organization. Moreover, I suspect that it is happening at about the same stage as the development of EAP as a profession, much like in the development of other professions before us. In other words, as indigenous vocational movements grew and identified their parameters and goals, it became necessary to seek validation through their societal institutions, including government.

Of course, there are many other institutions besides government which have an essential role in preserving and validating the role of the profession in a society. These include the press, organized labor, business, the educational system, and local communities. A successful public policy strategy will encompass all of these. Your association has been engaged in activities in many of these areas, like the public relations campaign which is focusing on major media outlets and the certification effort which is now forcing us to make plans for an education and training effort. The strategic planning effort which Paul Sherman and Brad Googins are directing will produce a comprehensive public policy.

Of course, a major component of public policy is the shaping of government activity that influences the field and using the mechanisms of government. The particular plans that are appropriate at one time will be counter-indicated at a later time. One reason for this is that the needs of the field and the state of the art of the practitioners change over time. Another reason is that the mood of the *body politic* and its elected representatives changes.

The landmark federal legislation in the EAP field was the "Hughes Bill." It was passed in the early 1970s when there still was a great national fervor for the type of social legislation that

characterized the Great Society programs of the Johnson administration. Senator Hughes says that it was the enthusiasm of the young warriors from the Kennedy administration that attracted him to office. However, it took years of careful planning and dedicated hard work to finally get the bill passed during the Nixon administration.

Probably the best-known line of President Kennedy's inauguration speech was, "Ask not what your country can do for you, ask what you can do for your country." As events evolved in the late 60s and early 70s, the mood of the nation seemed to drift away from that to more support for large government efforts and national leadership emanating from the federal government. In the late 70s and throughout the 80s, the mood seemed to change again to one of government *laissez-faire* for the vulnerable and economic Darwinism for the strong.

"The particular (public policy) plans that are appropriate at one time will be counter-indicated at another time."

Public policy strategy, therefore, would be different than in the eras of Kennedy, Johnson or Reagan. My point is that even if the EAP field was at the stage it is now, strategy would have differed in ways that reflect the national mood.

This means that one of the tasks for your association and all EAP practitioners is to not only know what our public policy goals are, but to make sure that they make sense for the present time. It may be easy to look back 30 years and describe the mood. But, when there were missiles in Cuba and resistance to school integration, it must not have been easy for the future U.S. senator from Iowa to know what to do. Now with a war in the Persian Gulf and a recession at home, we have to be just as careful in our choices.

It seems to me that EAPs are tailor made for the situations that face the country here in the early 90s. With a huge national debt that seems to be resisting all attempts to curtail its growth, government policy makers at all levels are unlikely to respond to requests for federal funding. On the other hand, they are going to be looking for policy initiatives that address national problems and do not require government money. EAPs are made-to-order for this. In addition, they are going to assist the nation with the critical industrial problems we have because of international competition and changing demographics. As a country, the United States is simply going to have to do more, and technology can only get us so far. We need a healthy work force and we need to acclimate people to a technical and demanding work environment. Again, EAPs are made-to-order.

The health care crisis is another opportunity for intervention through EAP public policy. It is impacting employers, families, providers, third-party payors, and all of the health care professions. With the crisis being felt so widely, legislators, regulators and other policy makers all are wrestling with the issues. EAPs have experiences which have to be introduced to this debate. Not only does the debate provide us with opportunities to promote EAPs in many of the proposed short-term solutions, EAPs must plan for and influence the national health care plan that will ultimately emerge. The involvement of all of these groups provides numerous opportunities for coalition building. In Washington, D.C., EPA participates in several formal and informal coalitions, and our strategy is to seek out more of such opportunities. This is also taking place in several states, such as California, and has to be part of an effective public policy strategy in each state.

Information and suggestions about state public policy strategies is a key objective of the March 12-13 meeting.

While EAPA chapters have been active participants in public policy debates in a few states, such as Maine, Illinois and California, the national officers and leaders have heard that members want more of this. President Dan Lanier has identified this as a goal for his administration. Since each state might be at a different stage of addressing a particular problem, the national public policy activity focuses on providing chapters with knowledge about effective techniques.

There are certain issues that are likely to emerge in every state. Managed care is an obvious one, and legislators should be encouraged to look critically at how it impacts on their constituents. Although health insurance regulation is a state function, there is a federal "hook" through ERISA. Congress provided an incentive in ERISA for employers to avoid state regulation by encouraging self-insurance. Since Congress is partially responsible for the managed care mess, it should share the responsibility for addressing it. It was encouraging to hear the deputy director of the Office of National Drug Control Policy, Dr. Herbert Kleber, say that a review of managed care is part of the strategy which the President sent to Congress on February 1st.

A key component of the EAPA Public Policy Strategy remains the inclusion of the "legal definition of EAP" in state and national law, as well as in regulations, guidelines and literature produced by public agencies. This definition was adopted by the Board of Directors and reads:

An Employee Assistance Program (EAP) shall be a workplace-based program designed to assist in the identification and resolution of productivity problems associated with employees impaired by personal concerns including, but not limited to: alcohol, drug, legal, emotional, stress and other personal concerns which may adversely affect employee job performance.

The specific core activities of EAPs shall include both of the following: (1) Expert consultation and training to appropriate persons in the identification and resolution of job-performance issues related to the employee personal concerns listed above. (2) Confidential, appropriate and timely problem-assessment services; referrals

for appropriate diagnosis, treatment and assistance; establishing linkages between workplace community resources that provide such services; and follow-up services for employees who use those services.

In addition to adopting the definition, legislation needs to pinpoint the agencies in federal, state and local governments that are responsible for developing EAPs. Since EAPs do not require an outlay of money, but are a way to address so many challenges facing labor and management, one would think that government agencies would be anxious to work with us. I believe that they will be—once we

inform policy makers of our value. Of course, there may be vested interests that at first seem threatened by EAPA, but sustained effort, good planning and effective coalition building can overcome them.

The development of the CEAP provides one vehicle for educating public policy makers about EAP. Just as other professions have been recognized by law, the EAP practice needs to be through adoption of CEAP by government. This will not only help EAP growth, it will provide government public policy makers with assurances that there is a benchmark to measure EAP competency to carry out the responsibilities which we seek. 

NEWS

EAPA-Legal Action Center relationship is clarified

EAPA headquarters has received inquiries about the relationship between EAPA and the Legal Action Center, which provides legislative consulting services to EAPA. EAPA has a contract with New York City-based Legal Action Center to provide consulting to EAPA on legislative issues. When requested, the Legal Action Center also provides other functions for EAPA, such as attending committee hearings on Capitol Hill.

The individuals at the Legal Action Center chiefly responsible for the performance of the contract are Ellen Weber and Susan Galbraith, who work out of the Center's Washington, D.C. office.

EAPA began contracting with the Legal Action Center after the sudden death of our previous legislative consultant, Glenda Knight, in November 1989. The Legal Action

Center specializes in alcohol, drug and AIDS issues and advocates for legal protection for chemically dependent individuals, particularly in the workplace, and for the expansion of treatment and prevention services for all individuals. One reason that EAPA selected the Center to provide legislative consulting services is because the positions it takes on common issues, in general, are compatible with EAPA's interests. It is important to note, however, that **EAPA does not specifically endorse positions taken or statements made by the Legal Action Center that are not directly related to the performance of its contract with EAPA.** Such statements regularly appear in the Legal Action Center's monthly publication, *Action Watch*, which reports on federal legislative and agency activity.

Standards free to members, reimbursement available

At its February 7th meeting, EAPA's Executive Committee decided that, effective immediately, the *Standards for Employee Assistance Programs* will be free to members. Also, members who have already purchased a copy of the *Standards* will be reimbursed upon request. However, reimbursement will be paid only for a single copy per member, despite the total number a member has previously purchased.

A clip-out form to order the *Standards* or be reimbursed for a previous purchase of the *Standards* appears on page 35. This offer is *time-limited*, and requests must be received by **May 15, 1991**. This offer does *not* apply to nonmembers. Also, the *Standards* will now be included in new member kits issued by the Membership Department.