

Employee Assistance

SOLUTIONS TO THE PROBLEMS

OCTOBER 1995

VOL. 8, NO. 1



achieving a
DELICATE
BALANCE

In a Union-Management EAP

Yes! Treatment Works

The most important question you can ask concerning substance abuse treatment is whether or not it works. At Valley Hope, our answer is a resounding Yes! Treatment Works. People can and do recover from their addiction to alcohol and other drugs. Lost work days can become productive work days and families torn apart by the addiction can begin to love again.

There are some other important questions. Valley Hope's answer is the same for each...Yes.

Yes, Valley Hope offers quality substance abuse treatment services with the focus on individual recovery.

Professional, certified staff direct an individualized treatment plan. All Valley Hope facilities are JCAHO accredited and/or state licensed.

Yes!

Yes!

Yes, the treatment services offered by Valley Hope are grounded in 12-Step philosophy with strong emphasis on family participation, spirituality (non-denominational) and continuing care placement.

Quality treatment does not have to be expensive.

Valley Hope can answer your questions about affordability with a resounding yes, too. Call us today and let Valley Hope say yes to your treatment needs.

And Yes! Again



VALLEY HOPE ASSOCIATION

Alcohol, Drug and Related Treatment Services

Treatment facilities in Arizona, Colorado, Kansas, Missouri, Nebraska and Oklahoma.

Fly to Recovery Program available across the United States.

Corporate Offices

P.O. Box 510

Norton, KS 67654

ADMISSIONS 1-800-544-5101

INFORMATION 1-800-654-0486

Circle 1 on card.

EmployeeAssistance

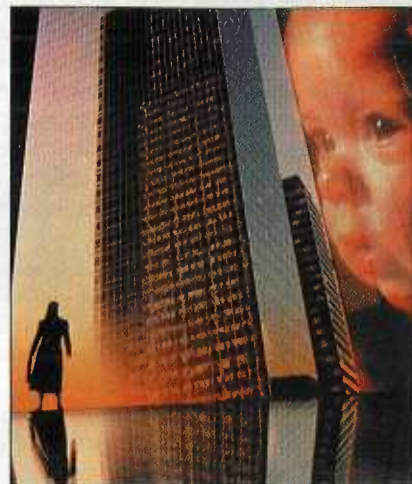
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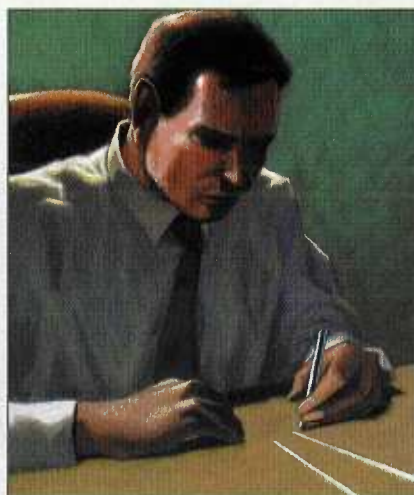
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Twists and Terms

What is mostly gray and is growing everyday? No, it is not your hair. It is the elderly and in corporate parlance, it's eldercare. While longevity is a sign of increased technology, it adds benefit costs to corporate bottom lines. Perhaps it sounds like corporate caring to also have work/family programs, but a recent *Wall Street Journal* article actually said less is more when it comes to funding child/eldercare. Most companies, according to Sue Shellenbarger's column, don't even fit the "family-friendly" category. Editorial Advisory Board member Brad Googins was mentioned as having some upcoming benchmarks for the truly responsive work/family organizations. The employee assistance professionals have advocated for childcare and eldercare progress and have seen the results of employees whose family problems have affected their productivity at work.

I'm eagerly anticipating the EAPA Conference this year to see the upcoming trends. At the American Psychological Association Conference last month, the idea of "groups without walls" was introduced. This new twist on independent practitioners furnishing care directly to purchasers seems to cut out some of the administrative costs from managed care now running at up to 15 percent.

I will also be listening for new twists and turns on ways to bring the EA services to work. I saw the term "MSA" the other day. Those are "medical savings accounts." On the surface, the idea has meant saving healthcare dollars. Upon closer scrutiny, critics claim those dollars may be saved at the expense of wellness/prevention programs.

I'll be most interested in the scuttlebutt on the Internet. I'm not spending as much time "surfing the net" as I did six months ago. Now, it is more every other week. The EA Digest Bulletin Board information seems to be passed back and forth; and Bob Fleming has done a superb job keeping "netiquette." Still, the thought that someday the net will serve as a repository of instant EA information and knowledge hasn't quite clicked with me yet. Some are saying that classes will be presented on the net, supervision will take place from master to student and peer to peer. Those in private practices will have net colleagues galore to brief and debrief with. The loneliness of the solo practitioner will be a thing of the past. I don't think so.

We will also be able to take the temperature of the EAPA exhibitors. Fresh from the Behavioral Healthcare Tomorrow show, it will be interesting to compare exhibitor responses. The perceived image of the EA professional as purchaser of product and services has changed over the past 14 years. Up until a year ago, the EA professional's influence was questioned. The EAP was only a part of the conglomerate of decision-makers. They still are, but they seem to have positioned themselves as the best front-end providers of service/referrals. Sought after for our central diagnosis and referral work, vast experience in workplace/worker dynamics and our liability insurance, the EA professional has gained increasing favor with the providers of service and products.

Be looking for the Employee Assistance 1996 Editorial Calendar, our best yet. It debuts at the EAPA Conference. Please stop by and say hello.

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**A NEW FACILITY TO HELP
DRUG AND ALCOHOL DEPENDENT
YOUTH PUT THE PIECES
BACK TOGETHER.**



SUNDOWN

YOUTH TREATMENT CENTER

While many treatment programs have found it necessary to cut features and services in the wake of so-called "cost containment," the buzzword of the nineties, Sundown M Ranch just keeps getting better.

Our new state-of-the-art Youth Treatment Center is just one more example of Sundown's continuing quest for quality and effectiveness in the truly affordable treatment of alcoholism and other drug addictions.

We invite your comparison with the few remaining in-patient adolescent treatment programs in the country; the complete Minnesota Model sequence, focusing on physical emotional and spiritual healing, conducted by deeply caring, highly skilled adolescent counselors and featuring a comprehensive family component, all for less than \$4,000 inclusive. And Sundown's adult recovery program, including the gender specific curriculum for addicted women, is still about \$2,500...and also features family treatment at no additional charge.

Sundown M Ranch... nestled in the mouth of the Yakima River Canyon... just a heartbeat away and a lifetime to discover.



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