

The Employee Assistance and Work/Life Professional Survey:

A New Breed of EAP & W/L Professional

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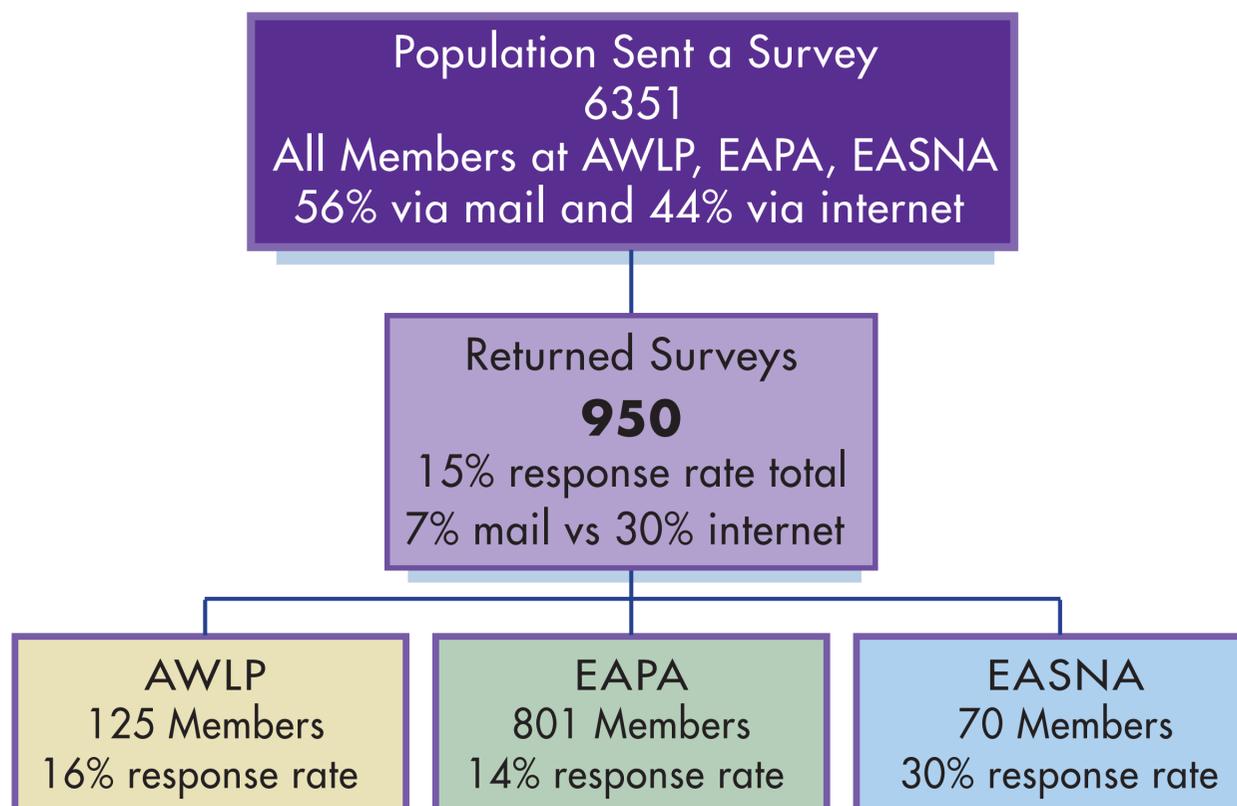
Statement of Problem:

The Employees Assistance Professionals Association (EAPA) has been tracking the development of the EAP and W/L fields for the last ten years. Due to the New Economy and resulting changes in the workforce, EAPA felt that it was a critical time to revisit the issue of whether some form of collaboration or integration of EAP and W/L benefits might be advantageous for both employers and employees. Thus EAPA began a three-phase project to study in-depth the issue of integration. This Poster Session focuses on the results of Phase I of this project.

III. Research

A crucial key to the success of the *Employee Assistance and Work/Life Professionals Survey 2001* was the collaboration of the Alliance for Work/Life Professionals (AWLP), and the Employee Assistance Society of North America (EASNA) with EAPA. Members of all three professional organizations were sent an invitation to participate in this survey. It is important to note that, while professionals from all three organizations responded, there were six times as many EAP respondents as W/L practitioners who responded to this survey. Therefore the results may be skewed toward an employee assistance perspective. Figure 1 describes the response rate for these various subsets of the sample population.

Survey Methodology



Research Question

What are the current practices and future directions of the Employee Assistance and Work/Life fields in relationship to the integration of services?

In this study, the researchers were interested in exploring the scope of services provided by EAP and W./L practitioners in the workplace. The study concentrated on the programmatic aspects of both the EAP and W/L fields, as viewed by EAP and W/L practitioners. Integration was defined to the respondents as: "the collaboration among departments to achieve unity of effort".