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*Employee Assistance Program  
Association  
Rocky Mountain Chapter  
September, 2022*



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# OVERVIEW

- ◆ **Recognize the need for an EAP, course development, and structuring the peer program**
- ◆ **Program growth & vision for the client**
- ◆ **Imbed EAP within the client organization**



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# Recognizing the Need for an EAP within the Organization

- *At the C Suite level*
- *At the Mid management level*
- *At the front line level*



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# Program Development

*A developmental perspective –  
then to now*

- *Peer initial introduction*
- *Peer first year education*
- *Peer advanced education*
- *Encourage individual education*



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# Peer Recruitment

- ◆ Establish the need for EAP peer in each department
  - Awareness
  - Access to services
  - Response
  - Imbedded presence
  - Inter-Department Trends (issues, concerns)



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# *Peer Introduction Topics*

- ◆ **EAP History**
- ◆ **Core Technology**
- ◆ **Disease Concept**
- ◆ **Link to Community**
- ◆ **Site Visit**
- **Broad Brush Issues**
- **Enable vs. Help**
- **Listening**
- **Job Description**
- **AA/Alanon**



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# Peer Recruitment

- Application Process
- Considerations:
  - Written application
  - In-person Interview
  - Buy in from manager
  - Buy in from department staff (if possible)
  - Bi-yearly reappointment



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# *Peer First Year Training Topics*

- **Core Technology**
- **Disease Concept**
- **Ethics**
- **Confidentiality**
- **Legal Issues**
- **Strategic Planning**
- **Health Insurance**
- **Taking Care of Caregiver**
- **Follow-up**
- **Drug Testing**
- **Suicide Prevention**



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# Peer Education

- Provide Peer Education
  - Regular On-site trainings
  - Resource list for interested peers
  - Support for peer certification
  - On line training – free and fee based
  - Certifications



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# *Peer Advanced Training Topics*

- ◆ **Stress Workshops**
- ◆ **Taking Care of Caregiver**
- ◆ **Presenteeism/ Absenteeism**
- ◆ **Promoting EAP Making the Case**
- ◆ **Community Workshops**



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# Groups To Include

- ***Retirees***
- ***Management Peers***
- ***All Departments***



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# Questions



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# Thank you for participating!

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