



**Building the Professional On-Ramp:
Reimagining EAP Graduate Education and
Intern Training**

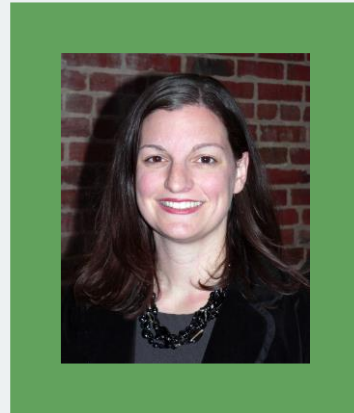
Panel Presenters



**Bryan McNutt, Ph.D., LMFT,
CEAP**

EAP Clinical Psychologist,
Faculty and Staff Assistance
Program (FSAP) –
University of California, San
Diego (UCSD)

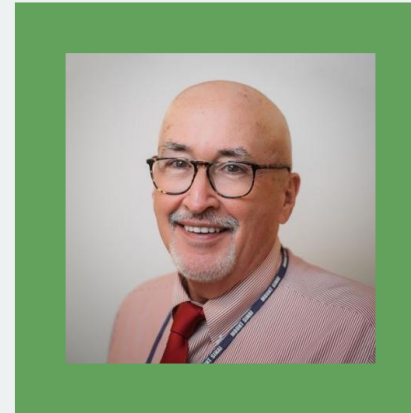
Adjunct Faculty Professor –
Pacifica Graduate Institute



**Jodi Jacobsen Frey, Ph.D.,
LCSW-C, CEAP**

Professor & Associate Dean
for Research –
The University of Maryland,
School of Social Work

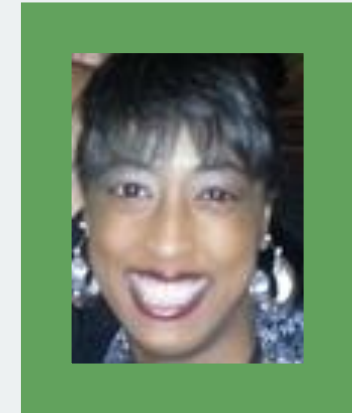
Founder and Faculty
Executive Director –
Behavioral Health and Well-
Being Lab (BWell Lab)



Daniel Hughes, PhD, CEAP

Director, Employee Assistance
Program –
Mount Sinai Health System

Associate Professor
Environmental Medicine and
Public Health –
Icahn School of Medicine at
Mount Sinai



**Renee' Evans, NCC, LCMHC,
NCLSC, CEAP**

Employee Assistance
Professional and Consultant

EAPA Board of Directors &
EAPA Membership Taskforce
Chair

Learning Objectives

- 1). Explore and identify the challenges and opportunities that EAPs may discover when endeavoring to build a graduate and post-graduate level intern training program
- 2). Identify and discuss innovative educational approaches and program development strategies
- 3). Explore opportunities to secure program funding and review approaches for establishing collaborative networks with community and organizational stakeholders.
- 4). Understand how the COVID pandemic has transformed graduate level EA education

What is your EA origin story?



Who is here today?

**What is your experience
with EA Graduate Training?**

(Some Polling Questions)



Go to: www.menti.com

Building the Professional
On-Ramp for EA
Graduate Education
& Training



EA Graduate & Post-Graduate Training: Barriers & Challenges



Limited Graduate
Level Educational
Exposure



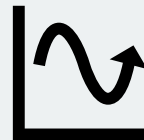
Limited Field
Placement Training
Opportunities



Lack of Reliable
Funding and
Investment



Lack of a Collaborative,
Cohesive, and Long-
Term Strategy



Unpredictable
social, cultural, and
economic factors

Social Work in the Workplace & Employee Assistance

Where have we been and where should we go?

Jodi J. Frey, PhD, LCSW-C, CEAP
EAPA Conference 2022



UNIVERSITY of MARYLAND
SCHOOL OF SOCIAL WORK



Social Work in the Workplace & Employee Assistance Sub-Specialization

- Celebrating 40 years of EA Education & Research
- Focused broadly on social work in the workplace w/ emphasis on Employee Assistance
- Need for social workers in the workplace – both macro and clinical

<http://www.ssw.umaryland.edu/eap>

<https://www.youtube.com/watch?v=hp38q8msBfE>

CELEBRATING 40
YEARS

Employee Assistance Program (EAP)

EDUCATION AND RESEARCH



UNIVERSITY *of* MARYLAND
SCHOOL OF SOCIAL WORK

Clinical and Macro Concentrations Offered



- Sub-specialization within Behavioral Health Specialization and Organizational Leadership Specialization (macro only)
- **Clinical Concentration**
 - Prepare graduates for behavioral health clinical work with additional emphasis on employee assistance programs (EAP), workplace mental health, and integrated behavioral health in the workplace
- **Macro Concentration**
 - Prepare students for behavioral health leadership positions in workplace administration, behavioral healthcare management and policy advocacy

Sample of UMSSW Field Placements



U.S. House of Representatives
U.S. Senate



University of Maryland Medical System
Johns Hopkins University and Hospital



Baltimore City EAP
Arlington County EAP



Baltimore County Public Schools EAP
Montgomery County Public Schools EAP



BHS (formerly Business Health Services)
Focused Solutions, LLC



Other Clinical or Macro Behavioral Health Settings approved by Dr. Frey that focus on working with working-age adults and working families (i.e. VA, inpatient and outpatient settings, forensic settings)

Changes and Challenges Ahead



Responding to students' changing needs and demands

- Funding
- Flexibility with curriculum
- Advanced skills training
- Ethical questions and desire for more DEI focused work



Career development opportunities

- Need for desirable entry-level positions with opportunity for clinical supervision (SW, especially)
- Flexibility with work environment



Research and evidence base for the field

- Funding for research and collaborations
- Unique contributions in expanding space

UMSSW Social Work in the Workplace & EA Alumni Spotlight:



“The EAP specialization helped to prepare me for my career by focusing on workplace policy, all components of an EAP with the infamous RFP course and giving me connections for jobs and contracts. I currently have my own private practice in which I provide onsite EAP counseling at a federal agency, hold a contract with the State of Maryland to offer EAP counseling and Critical Incident Stress Debriefings (CISD) for state employees who are in danger of losing their jobs, and I also hold contracts with a number of other companies where I provide CISD and counseling for first responders, veterans and those in sensitive positions. I still have a connection with the EAP sub-specialization faculty and offer support for its graduating students. I am grateful for the opportunity provided by the program and the uniqueness of the UMSSW.”

Tanya Bryant-Nickens, MSW '08, LCSW-C
Trauma Therapist/EAP Counselor
Tanya Bryant-Nickens, LCSW-C - Private Practice

UMSSW Social Work in the Workplace & EA Alumni Spotlight:



“The UMSSW EAP sub-specialization has opened up so many diverse opportunities for me in the short time I've been practicing since graduating in 2018. I'm grateful to have been able to work for the internal EAP with the Washington Metropolitan Area Transit Authority serving bus and train operators and am now working with physicians in Colorado through the Peer Assistance Program to help ensure their health and wellness which has been especially rewarding work as we navigate the current medical pandemic.”

Emma Frauenfelder, MSW '18, LSW
Clinician
Colorado Physician Health Program

The future is Bright!

UMSSW Social Work in the Workplace & EA Alumni Spotlight:



“Being in the EAP sub-specialization has really put in perspective for me the value of having flexibility within your treatment. The immense network of colleagues I received has also had a positive impact on not only my career but life in general. There were mentors that have supported me then and now. I owe a great deal to the EAP program and it changed how I view myself and the services I am able to provide in the workplace.”

**Ramonte Crowder, MSW '16, LCSW-C, SAP
EAP Clinical Associate, Washington Metropolitan
Area Transit Authority
President, Dedication Counseling, LLC**

UMSSW Social Work in the Workplace & EA Alumni Spotlight:



“Being in the EAP sub-specialization at UMBSSW has provided me with an in-depth understanding of how the workplace is the perfect place to address people's concerns and how by changing the workplace you can affect change in more lives than you could ever imagine. I learned that I want to work in this space to enact change and aid the adults who do not know that they have services to help them in there REAL problems. I am so excited to be working in this space and can not wait to see what I can do.”

**Maggie Glass, MSW '20
Care Concierge
Guide and Thrive (subset of BHS)**

UMSSW Social Work in the Workplace & EA Alumni Spotlight:



“My SSW EAP education has assisted me in my current role as an EAP Associate with NIH. I hope to continue to use that education to facilitate necessary conversations in the workplace about race, privilege and mental health to create better workplace environments for black and brown employees.”

**Jehlisa Hillocks, MSW '19, LMSW
EAP Associate
National Institutes of Health**



BHWWell Lab

BEHAVIORAL HEALTH AND WELL-BEING LAB

Committed to developing, implementing and disseminating collaborative research, training and education in **emerging adult** and **adult behavioral health and well-being**

Launched in March 2021



Founder & Faculty Executive Director

Dr. Jodi J. Frey
PhD, LCSW-C, CEAP



Mental Health & Well-Being

Financial Well-Being & Economic Justice

Work-Life Integration

Addictive Behaviors

Trauma, Abuse & Suicide

Website

www.BHWWellLab.ssw.umaryland.edu

Email

BHWWellLab@ssw.umaryland.edu



@BHWWell_Lab



@BHWWellLab



Thank you!

For more information and to stay connected, contact Dr. Jodi Jacobson Frey at

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Building the Professional On-ramp for Employee Assistance Practice

Daniel Hughes, Ph.D., CEAP
Director, Employee Assistance Program
Mount Sinai Health System
Associate Professor
Environmental Medicine and Public Health

- *No financial conflicts of interest*



**Mount
Sinai**

Elements of Professionalism

1. A Specific and Advanced Knowledge Base.
2. Methods and Techniques.
3. Established Educational Criteria.
4. Criteria for Certification and/or Licensure.
5. Code of Ethics
6. Social Contract



A Proposed Working Definition

“Employee Assistance Practice is a specific form of knowledge work designed to identify, address and resolve issues and concerns impacting employee/organizational performance and productivity. It is workplace focused. Employee Assistance Practitioners operate in the space between mental health and human resources. As such, through the application of critical thinking, problem solving and communication skills, EAPs provide professional service to employees, managers, work groups and organizations.”

Daniel Hughes, PhD, CEAP
Norfolk, Virginia, October 2022

Outstanding Issues

1. Location and scope of practice
2. Accepted standards for educational preparation
3. Entry level Jobs
4. Viable career pathways

Publications

1. Hughes, D. (2011). Training the next generation. *Journal of Employee Assistance*. Volume 41, No. 4: 22-25.
2. Hughes, D. and Cragwell, O. (2014). Training the next generation: Another look. *Journal of Employee Assistance*. Volume 44, No. 4:
3. Hughes, D., Olsen, M. and Newhouse, C. (2018). Occupational Social Work Education for Employee Assistance Practice. *Journal of Teaching in Social Work*. Volume 38, Issue 4.