## Presentation Title
Demonstrating Value: Measuring Outcomes and Mitigating Risk

## Place in Schedule
Concurrent Session 6.5
Day 3 – Thursday
May 10th, 2018
4:15 – 5:30pm

## Description of Presentation
A: Does Employee Assistance Program (EAP) engagement/use result in statistically significant improvement in the areas of absenteeism, presenteeism, work engagement, life satisfaction and workplace distress.
B: The Workplace Outcome Suite 5 item psychometrically tested tool was administered at the time of EAP intake and 30 days post EAP engagement.
C: Respondents were surveyed at EAP intake (pre EAP engagement) and 30 days following engagement (post EAP engagement).
D: 4,800 respondents
E: A paired sample t-test was used to examine the changes in average scale scores. Examine changes in average scale scores from before respondents used EAP to after services were rendered. All five items were found to be statistically significant and demonstrate the positive impact of using the EAP. Specifically:
- 69.2% improvement in Absenteeism
- 22.8% improvement in Work Presenteeism
- 2.8% improvement in Work Engagement
- 24.2% improvement in Life Satisfaction
- 10.0% improvement in Workplace Distress
F: FOH EAP demonstrates significant impact on improving employees’ work performance in a variety of dimensions. These findings show promise as we look to validate the positive effects FOH’s EAP has on people’s lives.

## Presenter Name(s) And Credentials
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