

| Presentation Title | Place in Schedule |
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| <p>Demonstrating Value: Measuring Outcomes and Mitigating Risk</p> | <p>Concurrent Session 6.5 <i>Day 3 – Thursday</i> <i>May 10th, 2018</i> <i>4:15 – 5:30pm</i></p> |
| Description of Presentation | Presenter Name(s) And Credentials |
| <p>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.</p> <p>B: The Workplace Outcome Suite 5 item psychometrically tested tool was administered at the time of EAP intake and 30 days post EAP engagement.</p> <p>C: Respondents were surveyed at EAP intake (pre EAP engagement) and 30 days following engagement (post EAP engagement).</p> <p>D: 4,800 respondents</p> <p>E: A paired sample t-t est 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:</p> <ul style="list-style-type: none"> □ 69.2% improvement in Absenteeism □ 22.8% improvement in Work Present eeism □ 2.8% improvement in Work Engagement □ 24.2% improvement in Life Satisfaction □ 10.0% improvement in Workplace Distre ss <p>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.</p> | <p>Jeffrey Mintzer, LICSW, CEAP <i>Health and Human Services, Federal Occupational Health</i></p> <hr/> <p>Veronica Morrow, LICSW-C, CEAP <i>Health and Human Services, Federal Occupational Health</i></p> |

