

Studies Demonstrating the Benefits of EAP

Studies can be found from a variety of sources that indicate how important employee assistance programming is for business. Here are a few studies that indicate an EAP's effectiveness.

What Works: Workplaces without Drugs. U.S. Department of Labor (1999).

- For every dollar invested in an EAP, companies saved between \$5 to \$16.

"Taking Inventory, "published in the EAPA Exchange, (July 1992), EAP Association.

- The City of Los Angeles, Department of Water and Power reported savings of \$350,000 over a five-year period in reduced sickness and absenteeism for employees with alcohol problems after implementing an EAP program.

Substance Abuse Prevention: It's Your Business. Center for Substance Abuse Prevention, U.S. Department of Health and Human Services (1992).

- A company with only 70 employees had a reduction in workers' compensation and automobile accident costs of \$75,000 after investing in an EAP.

"Michigan Study Shows EAP Clients Use Less Sick Leave, Stay Longer," by Keith Brubnsen, MSW, CEAP, published in the EAPA Exchange, (August 1994), EAP Association.

- The University of Michigan had 122 staff members utilize EAP services and the study indicated that the university saved a minimum of \$65,341 over a five-year period for those employees. The savings were attributed to improved retention and reduced sick leave. The study also found that workers who used EAP had longer work retention.

"Cost-Effectiveness and Preventive Implications of Employee Assistance Programs," U.S. Department of Health and Human Services publication.

- Employees with substance abuse problems who used EAP services for their substance abuse missed 44% fewer days.
- Employees seeking EAP services for emotional/mental health issues missed 34% fewer days compared with those who sought treatment on their own.