

What is an Employee Assistance Program (EAP)?

An EAP is a work-based intervention program to help employees with personal programs that may impact their job performance (directly and indirectly).

EAPs can assist employees struggling with:

- Health issues
- Financial issues
- Social issues
- Mental health disorders
- Substance use disorders

How can EAPs help school districts?

[Statistics](#) from the National Institute of Mental Health (NIMH) and National Alliance on Mental Illness (NAMI) show us that:

- One in five adults in the US will experience mental illness in their lifetime. Of those, two-thirds don't receive treatment
- Employee mental health and substance abuse issues cost U.S. employers \$80-100 million per year
- Suicide is the 10th leading cause of death amount adults in the US

[According to industry experts](#), EAPs can help employers reduce absenteeism, workers' compensation claims, health care costs, accidents and grievances. In addition, they can address safety and security issues, improve employee productivity and engagement, and reduce costs related to employee turnover.

EAPs offer a range of services that may include:

- Employee education
- Individual Assessment
- Referrals to treatment
- Short term counseling
- Health and wellness promotion activities
- Legal assistance
- Financial assistance

Additionally, consider the return on investment (ROI) for supporting the needs on employees. Try an [EAP ROI calculator](#) for a rough estimate of how much EAP services might save your district's budget.

How much does an EAP cost?

[In the U.S.](#) the average EAP costs an organization \$35 per employee. However, the number of employees and types of services can significantly impact the cost, resulting in a range of \$10-100 per employee.

Implementing an EAP: Human Resources (HR) Jump Start Guide

While most school districts choose to hire an external provider for EAP services, HR maintains a critical role in management and implementation. HR usually develops and enforces policies and guidelines and trains and communicates with employees about what the EAP offers and how to use its services.

- [Learn about EAPs](#) and how to set one up for your district
- Consider what [EAP strategies](#) and [services](#) might work best for your district
- Look at [sample EAP providers](#) to see what services are available
- Make sure potential providers adhere to [industry standards](#)