



The Integration of Employee Assistance, Work/Life, and Wellness Services

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From their roots in the occupational alcohol programs in the 1940s, human services programs within organizations have grown exponentially. However, the seamless integration of each facet of those expanding programs into a cohesive whole has proven to be a major challenge. This book presents a comprehensive cross-section of experienced professionals who discuss their efforts to fully integrate employee assistance, work/life, and wellness services. This in-depth examination of concepts and practical application of integrated programs in sponsoring organizations provides practical strategies to make your own organization's human services more useful, and therefore help employees be more productive. The latest research is clearly presented, with a wide-ranging review of current program models in notable organizations that illustrates exactly what is most effective in the field of work-based human services.

This book provides a beneficial perspective on the present state of employee assistance, work/life and wellness services in the workplace, and then takes a detailed look at the economics of integration with a value-benefit analysis. Other chapters include program models at various organizations presented by the professionals fully involved in their implementation. Integration strategies are carefully described for academic settings; external service providers; internal programs; hybrid models; and the public sector. An in-depth critical analysis of integration, its effectiveness, and its real value is presented, along with a chapter on the future of the integration of work-based human services programs. The text is extensively referenced with helpful tables and diagrams to enhance clarity of ideas.

The Integration of Employee Assistance, Work/Life, and Wellness Services examines the unique aspects of integrated programs at:

- University of Arizona
- Johns Hopkins University
- University of California-Berkeley
- Motorola

- Wells Fargo
- Ceridian
- Ernst and Young
- Fairview Hospital
- US House of Representatives, State of Minnesota EAP
- Australia, the United Kingdom, and Europe

This book is essential reading for all Human Relations Professionals particularly those connected with their EAP, work/life, and wellness services, as well as students in related fields.

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