



OMAG

Employee Assistance Program

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Employee Assistance Program

What is it?

Benefit provided by employers to help employees manage work and life so they can be productive and happy.

- 515 cities/towns
- 300 cities/towns with Police Departments

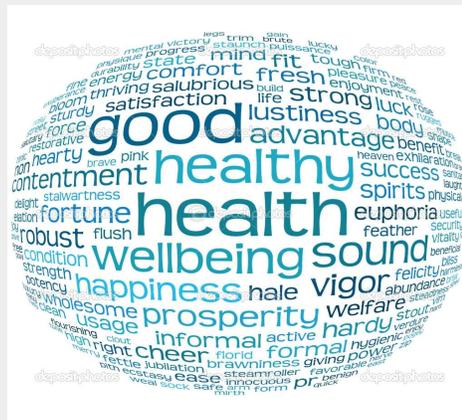
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Support for things like:

- Stress
- Relationships
- Life Changes
- Trauma
- Work Goals
- Finances
- Health

Helps to improve
quality of life!



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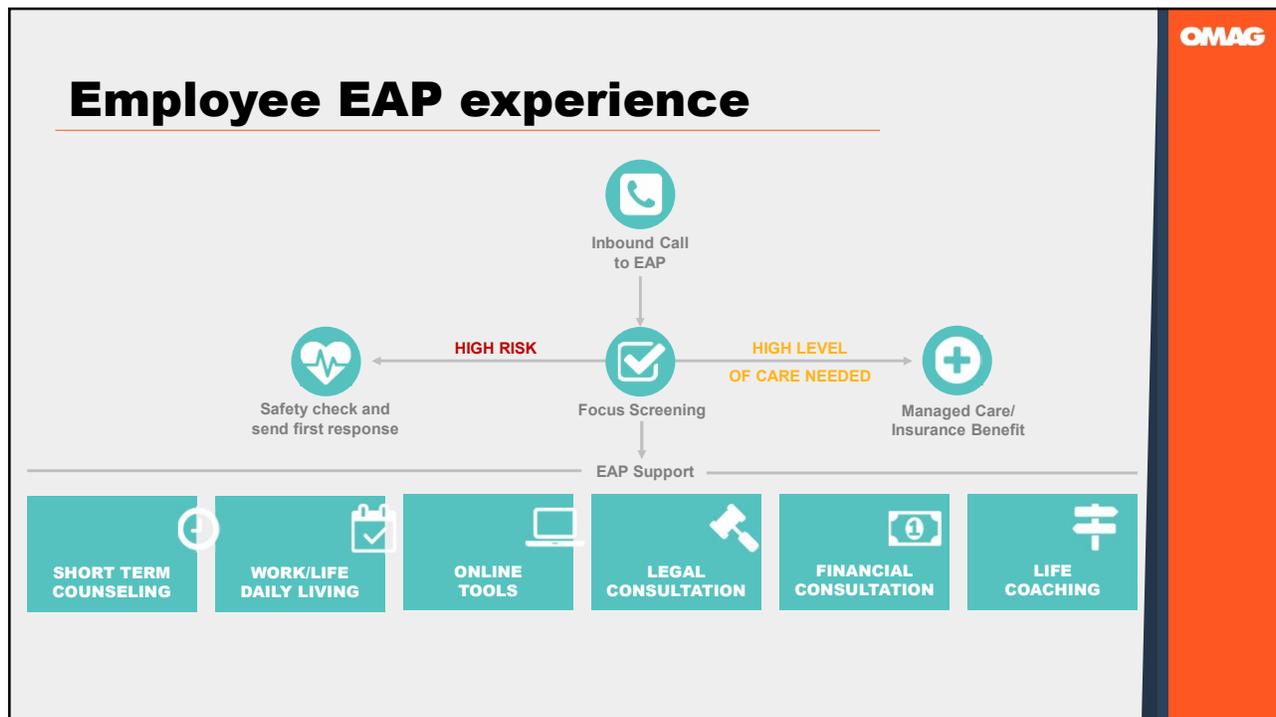
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EAP Services

- Short-term Counseling
- Critical Incident Response
- Management and HR Consultation
- Organizational Training and Development
- Performance/Life Coaching
- Work/Life Resources
- Awareness Campaigns
- Financial and Legal Consultation

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Management consultation and support team (MCS)



Dedicated support available 24/7 includes:

- Guidance and consultation on any need
- Site/situation assessment
- Management consultations
- On-site counseling
- Employee resources
- Formal process and referrals for employee performance issues

“New Directions has thought through behavioral health challenges that can slow down our people and business. They care about our employees and make sure everyone gets the help they need when they need it.”

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Clinical Counseling and Coaching

- Face-to-face
- Telephone
- Online
- Web-based/App Counseling

Usually available to everyone in the household!

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Critical Incident Responses

- Support for leadership and organizational responders during critical incidents
- Normally available 24/7/365
 - Individual
 - Natural Disasters
 - National Traumatic Events
 - Community Traumatic Events
 - Employer-specific Events

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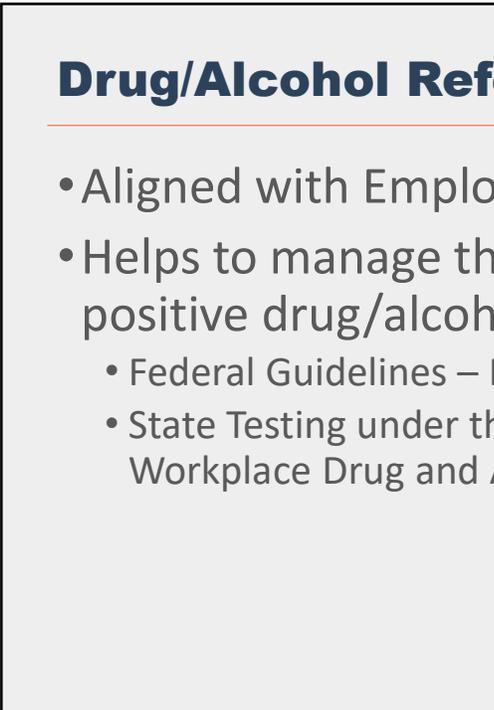


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Critical incident response

- 1** Our dedicated team of clinical specialists is available 24/7/365
- 2** MCS Team assesses the situation and recommends immediate action that can be taken
- 3** Next steps are solidified including on-site support
- 4** On-site services are delivered, including consultation with management, security and HR
- 5** Ongoing follow up continues through “resolution”

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Drug/Alcohol Referrals

- Aligned with Employer’s Policies
- Helps to manage the process following positive drug/alcohol tests
 - Federal Guidelines – DOT and Pipeline
 - State Testing under the Oklahoma Standards for Workplace Drug and Alcohol Testing

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Training

- Professional and Personal Development
 - Training via:
 - Webinar
 - In-person
 - Online
 - Workshop
- Can help the employer build a training plan for all employees.

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Questions?

Monica Coleman, OMAG Associate General Counsel

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