Accreditation of Employee Assistance Programs

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Preface: Certification, Licensure, and Accreditation in Employee Assistance Programs

Employee Assistance Program Accreditation: History and Outlook

Edward J. Huc
John Maynard
Stephen C. Petrica
Charles E. Williams

Accreditation is a means of verifying the professional competence and programmatic integrity of an employee assistance program (EAP). This paper examines the history of the accreditation of EAPs in the United States and Canada by the two dominant professional associations in the field, and makes some observations about the outlook for EAP accreditation. The two professional associations, driven by divergent philosophies, have evolved differently in their approach to accreditation. However, they share the conviction that control of standards is essential to the self-definition of a professional field, and has implications as well for marketing and governmental regulation. Accreditation has an important role in these areas, and should define acceptable standards in the emerging employee assistance environment, which involves such issues as managed behavioral health care, work life, and international programs. Accreditation may also help advance thinking about core issues in the field, and thus help shape its future.

KEYWORDS: Accreditation, CARF, CEAP, COA, EAP, EASNA, employee assistance, managed behavioral health care, work life

Developing Standards for Accreditation

Stephanie Pacinella

Standards development is a continuous process that relies on an inclusive, consensus-building methodology to ensure that standards maintain relevance in an ever-changing field. This article provides an overview of the framework for the
Issues in International Employee Assistance Program Accreditation

Dale A. Masi

This article describes the present size of Employee Assistance Programs outside of the United States. It emphasizes the rapid growth and the development of the profession beyond the Employee Assistance Professionals Association (EAPA). It then discusses the international programs and approaches to accreditation. Suggestions are made for international agencies that might be apprehensive about standards being too "American," and not being cross-culturally applicable. The Council on Accreditation (COA) appears the most logical, but the author also describes the recent development of worldwide guidelines, which have been sponsored by numbers of EAP groups. The guidelines might be a pathway or intermediate step to accreditation for those international EAPs that do not feel they are prepared to undergo the formal COA process.

KEYWORDS: EAP international demographics, international EAP programs, worldwide guidelines

The Future of Credentialing and Accreditation in Employee Assistance Programs

Louise Hartley
Donald G. Jorgensen

This article, written by the current presidents of the Employee Assistance Society of North America (EASNA) and the Employee Assistance Professionals Association, examines future issues facing employee assistance programs and discusses the value and relevance of both program accreditation and individual practitioner certification.

KEYWORDS: Credentialing, accreditation, employee assistance programs, EAACC, CEAP, COA, EAPA, EASNA

APPENDIX

Council on Accreditation Employee Assistance Program Accreditation Standards (2nd Edition)

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