



RESOLUTION OF THE GOVERNOR'S TALENT INVESTMENT BOARD

Support for Employee Assistance Programs
Approved February 20, 2018

As the economic climate in Michigan improves, it continues to be challenging for many employers to locate and train employees to fill current openings. In some cases, employers find that they are losing productivity and/or discharging current employees for violation of company rules in areas such as attendance policies, misuse of prescription drugs, substance abuse, and other disruptions. In a time when talent is difficult to find, recruit and train, a cost-effective alternative is to avoid the loss of current, trained employees who experience such problems.

Many employers have set up referral programs to aid employees in using local resources to help with individual situations. A concern that is often raised is that employees may not use these services because of concern with employer - attached resources and possible lack of confidentiality.

A proven alternative exists in the form of Employee Assistance Programs (EAP). These take a variety of forms, but the essence is that a third-party advisor is made available to employees on a confidential basis by their employer, to help them cope with events and pressures in their personal lives that threatens their career and their livelihood.

If an employer does not want to make the referrals, an Employee Assistance Program (EAP) provider can be compensated by the employer (or a small group of employers in a geographical region) to provide telephone and in person support for their employees.

Employers (or the EAP provider) often coordinate services with other community organizations to assist an employee with addressing a crisis in their personal life. These will often include local church groups, service groups, United Way, Michigan Works! One Stops, Department of Health and Human Services, etc.

Employers which have had experience with such services have reported that this has been an extremely cost-effective benefit which has more than paid for itself by improvements in employee retention.

To achieve these benefits, Governor's Talent Investment Board (GTIB) strongly encourages individual employers or small groups of employers along with support from the State of Michigan Talent Investment Agency (TIA) to set up referral processes to support, serve, and retain current trained employees.

In passing this resolution, the GTIB recognizes that the employer community is responsible for the funding of such an initiative and will wish to retain functional control over the services to be provided and the costs thereof. This resolution advocates that TIA provides resources to assist in the establishment of EAP networks by promoting the model and benefits of EAPs, sharing established resources that are currently engaged with Michigan Works! One Stops and serving as a convener/facilitator.