

Employee Assistance Program

EMPLOYEE SERVICES

EMPLOYEE & FAMILY MEMBER COUNSELING FOR LIFE PROBLEMS SUCH AS MARITAL PROBLEMS, PARENTING CHALLENGES, DEPRESSION, AND LIFE STRESS.

Services are available to employees, spouses or domestic partners, and dependent children ages 6-26.

Intermountain EAP has multiple offices across Utah and offers online counseling for easy, convenient access. We contract for EAP services in locations outside of Utah. Appointments are offered within 5 - 10 business days.

At each counseling session, the client is asked to fill out a brief survey that measures progress in resolving their problem. This tool facilitates communication about the counseling process and how the counselor can best serve the client.



LEGAL/FINANCIAL ASSIST

When legal or financial situations arise, you may need the counsel of an expert. The Intermountain Employee Assistance Program can help connect you with a participating attorney or financial advisor for a free consultation either on the phone or in person.



CRISIS SERVICES

Crisis services are available 24/7 by phone to employees and family members.



HELP FOR CAREGIVERS

Information, resources, and coaching for employees who are providing assistance to a spouse or relative who is ill, disabled, or needs help with basic activities of daily living. Caregiver services can help identify medical, legal, and financial resources, as well as provide support for the emotional issues of caregiving.



Contact

Phone: **800-832-7733** | Email: eap@imail.org

Website: Intermountainhealthcare.org/eap

Crisis Counselor: Available by phone 24/7


Intermountain[®]
Employee Assistance Program

Employer Services



HELP WITH CHALLENGING EMPLOYEE SITUATIONS:

We help human resources and supervisors with challenging employee situations such as performance problems, disruptive behaviors, potential impairment, or contentious employees. Supervisor services include:

- HR and supervisor consultations
- Supervisor training
- Supervisor referrals to EAP
- Mediation with co-workers



CRISIS SERVICES IN THE WORKPLACE

Crisis can include serious illness or death of employees, accidents at work, lay-offs, or workplace violence. Services include:

- 24/7 crisis phone coverage
- Grief and loss on-site interventions and educational materials
- Crisis services on-site and educational materials



MARKETING OF EAP SERVICES

On-going promotion of the EAP service is critical to utilization, resulting in high value for the employer. Marketing services include:

- Onboarding communication to all employees and their family members
- Posters in the workplace
- Benefit and health fair visibility



UTILIZATION REPORTS

Utilization reports are available upon request up to quarterly. We meet with the employer annually to review utilization and to ensure we're meeting the employer's needs.



PREVENTIVE SERVICES

In addition to providing early intervention counseling services, we promote the prevention of mental illness and unhealthy relationships. Preventive services include:

- **Screening for Emotional Well-Being.** EAP can provide employee screenings at wellness and benefit fairs on important mental health topics such as stress management, happiness, depression, anxiety and communication skills.
- **Emotional Well-Being Campaigns.** In partnership with your wellness program, EAP can provide campaign materials on emotional well-being topics. Campaigns include fun, engaging education and contests with motivating prizes.
- **Monthly educational and inspirational communication** about emotional wellness using the employer's communication tools.
- **EAP Workplace Trainings.** Trainings are designed to increase self-awareness and offer skill building techniques for personal and professional growth. Each class lasts approximately 60 minutes.