

# EAP Fast Facts

In the world of business, your employees are your investment and their productivity is essential to your bottom line. For every dollar invested in an EAP, employers will save up to \$17.00 (US Department of Labor, reported by EAP, Inc. 2000).

## Impact of Personal Distress on the Workplace

Absences due to personal, family, or stress related issues cost an average of \$789 per employee per year. This is an average of 5.1% of a mid-sized company's budget. (CCH, Inc. Unscheduled Absence Survey, 2002)

Major mental disorders cost the nation at least \$193 billion annually in lost earnings alone. (National Institute of Mental Health, 2007)

A Met Life study reports 23-46% of all employees have care giving responsibilities, impacting absenteeism, retention, replacement costs, and workday interruptions. (Employee Assistance Report, 2001)

It is estimated that depressed workers utilize 1.5 to 3.2 times more short-term disability days in a 30 day period than other workers, with a salary equivalent and productivity loss averaging between \$182 to \$395. (Journal of the American Medical Association, 2002)

More than 100 million work hours are lost in any given week because of substance abuse or mental illness. (Employee Assistance Report, 2001)

Individuals who are depressed but not receiving care for the condition consume two to four times the healthcare resources of other enrollees. (National Business Group on Health, December 2005)

More workers are absent from work because of stress and anxiety than because of physical illness or injury. (Employee Benefits Journal, March 2002)

## Impact of Substance Abuse on the Workplace

Among 14.7 million adults with substance dependence, 77% are employed. (National Household Survey on Drug Abuse, 2002)

In 2006, of the 17.9 million current illicit drug users age 18 and over, 13.4 million (74.9 percent) were employed. (Worker Substance Use and Workplace Policies and Programs, 2007)

The major industry groups with the highest prevalence of illicit drug use in the past month were accommodations, food services, and construction, and those with the

lowest prevalence were the utilities industry, educational services, and public administration. (Worker Substance Use and Workplace Policies and Programs, 2007)

Up to 40% of industrial fatalities and nearly half of all industrial injuries can be linked to substance abuse. (Journal of Workers Compensation, Fall 2003)

A typical employee experiencing problems with alcohol or other drug use:

- Was late three times more often
- Requested time off 2.2 times more often
- Had 2.5 times as many absences of 8 days or more
- Used three times the normal level of sick benefits
- Was five times more likely to file a worker's compensation claim; and
- Was involved in accidents 3.6 times more often. (Indiana Prevention Resource Center Infosite, 2002)

80% of employed family members of an alcoholic report their ability to function at work is impaired as a result of living with an alcoholic. (Membership Survey and Al-Anon Membership Assessment Results, 2000)

In 2006, an estimated 20.4 million Americans were current illicit drug users. The rate of current illicit drug use among Americans has not changed much in recent years, hovering around 8 percent since 2002. (National Survey on Drug Use and Health: National Findings, 2007)

## Cost savings with utilization of EAP

The number of firms with employee-assistance programs has climbed from 68% in 2001 to 71% in 2006. (Society for Human Resource Management, 2006)

Companies have reported a savings of \$116.00 per employee in healthcare related costs as a result of EAP utilization. (EAPA Facts, 2000)

65-80% of all terminations are due to personal and interpersonal factors. An EAP can help resolve these issues before termination is necessary. (Employee Assistance Report, 2001)

If 5% of employees used EAP, the potential monetary savings would be 3.45% of payroll for absenteeism and improved productivity. (Employee Assistance Report, 2001)

