

Guiding Principles informing Accreditation Group

Continuous Healing Relationships	This guiding principle requires training and expertise. Recommendation: Federal EAPs seek the highest standards of care possible.
Programs are Effective and Efficient and Decision-Making is Evidence-Based	Federal EAPs are best served by integrating the knowledge and experience of “what works.” Recommendation: Professional associations (EAPA and EASNA) and the community of accrediting programs (COA – Employee Assistance Program Services), provide standards of care and program effectiveness and efficiency that all federal EAPs (whether internal, external or blended) are strongly encouraged to incorporate in their standards of practice. See OPM Guidelines, http://opm.gov/healthierfeds/healthierfedsmanual.asp#aeap , EAPA Standards and Professional Guidelines (1999 ed.), and COA EAP Standards and Self-Study Manual, 2 nd Edition (2003).
Safety and Integrity	A safe federal work environment requires policies and practices for what to do in the event of an emergency. A federal EAP with integrity will demonstrate fair and objective standards of practice. Recommendation(s): OPM Guidelines on Emergency Response, Trauma, and Violence are available on line at http://opm.gov/employment_and_benefits/worklife/healthwellness/eap/index.asp Federal EAPs can receive instruction on the essential components of evaluating their program from EAPA Standards and Professional Guidelines and COA EAP Standards, which include best practice standards covering risk prevention and management, and client and personnel safety.
Transparency, Communication,	The Federal EAP community is constantly asking “how to” questions from each other, HHS and OPM. Recommendation: This same community continues to create

and Shared Knowledge	opportunities for dialogue, the sharing of information and a public record of that information.
Customization of Programs to Meet Needs and Respect Values	(see above)
Clients are Source of Control	We explore strength-based problem-solving.

Programs are Equitable

Federal workers should receive the same standard of care through their EAP no matter where they are employed. **Recommendation**

Conclusion: The EAP Accreditation and Credentialing Workgroup utilized the guiding principles as a framework to present our recommendations for next steps. During our discussions, we explored many different options related to accreditation and credentialing for the Federal EAP community.

Our agreed-upon recommendation is that all Federal EAPs voluntarily agree to abide by and follow a small but common set of core standards that would be identified through a separate discovery process utilizing some of the current standards that exist in our field. Further, we recommend that another workgroup look at the process issues and develop several models for “peer audits” or “peer reviews” that could be presented to the larger workgroup.

We arrived at this recommendation based on the following logic: There are several models for delivering EAP services in the Federal sector but there are many nuances between those models which would involve a tremendous effort and cost in identifying and developing a comprehensive set of standards and implementing a full accreditation review process that would be applicable to the entire Federal EAP community. While we believe that this is an important goal and should be pursued, our recommendation is based on a gradual or “stepped” approach to achieving this goal.