



Main Office at 825 Eden Road, Lancaster, PA 17601
717-462-7003

<https://moveforwardpa.com/employee-assistance-program/>

Employee Assistance Program (EAP) Services for Employers

Overview

EAP is a benefit employers offer employees as part of the compensation package. It is a confidential counseling service to support the well-being of employees in the workplace and in their personal lives. It is a voluntary service that provides assessments, short-term counseling, and referrals for other services after the EAP services end. Employees may seek out counseling services for various reasons, including but not limited to: anxiety, depression, substance abuse, relationship issues, stress, and grief.

The Program

Employers often offer EAP services as three employer-paid sessions per year per employee. After three sessions, employees may continue services by utilizing their health insurance or self-paying. Continued services can be based on the therapist's recommendation, provided by Move Forward Counseling, or ended.

Our Approach to Providing Support with Crises in the Workplace

EAP services typically include some type of professional mental health support when there is a crisis or tragedy in the workplace that affects employees. Our approach is to provide quick access to online appointments for employees who need them. When a crisis or tragedy occurs, some people want help immediately, and others may not seek help until weeks or months after the incident. Regardless of what your needs are for your employees, we can provide support for your employees when they need it most.

Return on Investment

EAPs can help employers reduce absenteeism, workers' compensation claims, health care costs, accidents, and grievances. In addition, they can address safety and security issues, improve employee productivity and engagement, and reduce costs related to employee turnover.

The U.S. Department of Health and Human Services reports that "all published studies indicate that EAPs are cost-effective." The U.S. Department of Labor also says that for every dollar invested in an EAP, employers generally save anywhere from \$5 to \$16. The National Business Group on Health estimates that an average of 5.5% of employees utilize EAP benefits.

Resources: SHRM offers a [Managing Employee Assistance Programs](#) toolkit to help employers understand the process, requirements, and legalities of starting an EAP. The NIH provides a [Health and Wellness interactive infographic](#) to show employers the common reasons why employees utilize their EAP services.

Program Investment



Certified



This company meets the highest standards of social and environmental impact

Corporation





Move Forward Counseling offers contracts to employers to provide EAP benefits to their employees. Our practice has a team of qualified therapists who can provide services, as needed, to your company's staff. The fees are listed on the next page of this two-page document:

One-Time Setup Fee

\$250 per employer group (applies to year one only)

EAP benefits (3 sessions per year)

Pricing per year includes both part-time and full-time employees:

- For businesses with 2-50 employees: \$50 per employee.
- For businesses with 51 employees and over:
 - total number of employees divided by 3 = y
 - y multiplied by \$50 = total cost

During our initial setup phase, we will discuss what services you would like to offer your employees and what data you would like us to collect about how the employees use the services.

We provide services via telehealth or in the office setting at the following locations:

- Via teletherapy across Pennsylvania
- 825 Eden Road, **Lancaster**, PA 17601 (Main Office)
- 100 Keystone Ave, Suite 1, **Emmaus**, PA 18049 (Lehigh Valley)
- 935 E. Chocolate Ave., **Hershey**, PA 17033 (newly remodeled office opening April 2023)
- 201 S Craig St #1m, **Pittsburgh**, PA 15213

We will only partner with businesses with whom we already are an in-network provider with their employee's health insurance, so the transition to continue services if they choose is seamless. Employees can continue services with Move Forward Counseling, LLC once the employee has fulfilled their EAP benefits. We do not participate in Medicaid or Medicare but have reduced rates for pre-licensed therapy.

Move Forward Counseling, LLC is in-network with the following insurance plans:

- Highmark Blue Shield
- Capital Blue Cross
- United Behavioral Health/Optum
- Quest
- UPMC

We are also available for presentations to your staff on wellness topics, such as stress management, mindfulness techniques, etc. Wellness presentations can be added to your subscription, costing \$250 for one hour. **To get started**, please get in touch with Charlotte Leckow at cleckow@moveforwardpa.com.

