



Edited By:
Katie Lumaro- MSW-Intern

Upcoming Meetings:

December 1: Holiday Party 11:30am-3:30pm

January 5: Still in Planning Stages

February 2: Executive Coaching

EMPLOYEE ASSISTANCE PROFESSIONALS ASSOCIATION
CHESAPEAKE CHAPTER-NOVEMBER-2011

CHESAPEAKE CURRENT

You Can Teach An Experienced Dog New Tricks

Reflections on Denver

By: Paul Clavelle

After 40 years of attending conferences of various sorts, I count myself lucky if 50% of the presentations impress or intrigue me. By that standard, the 2011 International EAPA Conference in Denver was a roaring success. Every one of the eight sessions I attended was informative, engagingly-presented, and relevant to my day-to-day work as an EAP professional.

Three quick observations about the offerings at the conference:

1. There were 35 countries represented, and some of the most impressive and progressive work is taking place in developing countries. We can learn much from them.
2. I went to Denver a confirmed

skeptic about online counseling. I left with a favorable impression about most of what is being done. There are several reputable groups developing professionally-delivered, ethically-responsible, and apparently-effective programs. It isn't a panacea, and protocols need to be in place to handle situations such as emergencies. But online counseling is here to stay, and will serve as an increasingly valuable EAP service in the years to come. This is especially true for those of us who work in organizations that have young, tech-savvy employees and/or that have personnel in remote locations.

3. There is a great deal of energy and creativity in the profession, as evidenced by the many new, evi-



dence-based, value-adding programs EAPs are developing to assist organizations and employees.

Plan now to join us next October right here in Baltimore as we host the conference. Better yet, contact our Host Committee chair, Jim O'Hair (james.ohair@ngc.com), and let him know that you would like to contribute as a volunteer or sponsor.



Next year Baltimore will be the site of the 2012 World EAPA Conference. It's been several years since Baltimore hosted the conference, 15 to be exact and this will be a great opportunity for us to showcase our city and to show our fellow EAPA members our excellent hosting skills.

With the help of the Potomac, DC, Keystone, Delaware, Philadelphia, New Jersey, Virginia, Tidewater and Blue Ridge chapters we will be able to spotlight our talented membership and beautiful city. Jim O'Hair will serve as the chairman of the Host Chapter Committees. To help make next year's conference a success we will

Hello Baltimore! - By: Amanda Rutkowski

EAPA 2012 World Conference Comes to Charm City

need help from volunteers in the following committees:

- Exhibit/Exhibit Hall
- Work Exchange
- FunRun/Walk
- Entertainment/Hospitality/Social Events
- Publicity/Promotion
- EAPA Marketplace
- International
- Next Generation Task Force
- Presidents
- Sponsorship and New Comer Networking/ Welcoming.

If you've been thinking about getting more involved in EAPA, now is the time! We will need all

the help we can get to make the 2012 World EAPA Conference a memorable and successful event. We look forward to your help in preparing for the conference. If you have any specific questions or to volunteer please contact Jim O'Hair at james.ohair@ngc.com

EAPA-Chesapeake 2011 Holiday Party

This year's holiday party will take place on Thursday, December 1st 11:30am-3:30pm

Regions Restaurant
803-805 Frederick Rd,
Catonsville, MD 21228

We still need a headcount and at least 30 people to keep the price between \$30-\$35 pp
RSVP to madvora@nsa.gov

Have You Checked Out Your Journal of Employee Assistance?

Great Article “Training the Next Generation” written by: Dr. Daniel Hughes, CEAP

By: Katie Lumaro —As you’ve noticed from the decrease in open chairs at the EAPA-Chesapeake meetings, interns have infiltrated the EAP workforce in the Baltimore/ DC area.

Most of us are studying at the University of Maryland, School of Social Work where we are sub-specializing in the EAP field.

Reading Dr. Hughes’ article made me cringe when he validated my fears of probably not finding an EAP based job post-graduation.

From my observation, I have noticed the majority of our field instructors have been in the EAP field for many years. The establishment of more and more affiliated networks is making the days of internal EAPs numbered—though we all can vouch for the many advantages of

having an internal EAP.

Dr. Hughes points out the accumulation of knowledge the current leaders in the EAP field have and passing that knowledge down to the new generation is dependent on the survival and growth of the field.

What you all are doing for us as interns is invaluable to our future as employee assistance professionals. Quoting Dr. Hughes, “the EA field will depend on an influx of appropriately trained young practitioners. This will require the building of additional training partnerships between EAPs and appropriate academic programs.”

Year after year you open your companies up to students and have maintained a close relationship with UMB so you can pass your knowledge down and increase



our skills to become the best EA practitioners possible.

We thank you for your continued dedication to the education of interns. And that being said, we hope you remember us after we graduate (on May 18th, 2012!!!!!!) as you are the ones who have trained us and know us best!

HOW WE CAN HELP VETERANS IN OUR WORKPLACE

A REVIEW OF NOVEMBER’S EAPA VETERANS WORKSHOP.—BY: LIZ CONLEY— MSW-INTERN

November’s EAPA-Chesapeake meeting marked a mile-stone for our chapter. We have hosted a Veteran’s themed meeting for the past several years in the month of November; however this was the first year the meeting has been extended all day which allowed us to be host to a variety of guests who spoke on veteran related topics.

The morning opened with Dr. Kathleen Beauchesme reporting on her research about “Why Corporate America Should Hire Veterans.” She reported the advantages Corporate America feels Veterans bring to their company, including work ethic, corporate leadership, and veteran specific training.

There were also factors that Corporate America reported as disadvantages of hiring Veterans. These include business pressures, labor prac-



tices, cost-cutting policies, and having to make special accommodations for current service members in Guard and Reserve components. Some of the suggested recommendations for EAPs were to evaluate whether your program is able to provide clinical services to veterans, include veteran-specific questions in the assessment, send informational materials home to families, and become culturally competent.

During the afternoon session, we were educated about the services that are available for veterans from the VA-HCHV program, HUD/VASH, Vet Center, South Baltimore Station, SAMSHA/ CMHA, and the National Resource Directory. Each agency is able to address the unique needs of veterans. The panel was able to answer our questions about how to connect veterans to resources

and how to determine which service would be best for them.

The highlight of the meeting was the Veterans panel which include an Army spouse, and both active duty and retired service members. The panel was able to personally describe the positive and negative effects that deployment had on their lives as well as how it affected their family. They spoke about the difficulties and the challenges they faced when they returned home, dealing with PTSD, and struggling to reconnect with their family, friends, and careers.

What we took away from the day was a deeper understanding of the unique needs veterans and their families have that affect our work with them when they return to the workplace. We need to be able to accommodate these unique needs and bring back that awareness to our company so we can confidently say we support our troops!

A special thanks goes out to Mike Dvorak and Jim O’Hair for organizing the entire program.