

## **The Value of the CEAP Credential**

In 1986, the CEAP exam was offered for the very first time. The CEAP credential, everyone agreed, would promote employee assistance programs to work organizations. In addition, the CEAP would distinguish employee assistance professionals from other related professions. Since then, the CEAP has become recognized as the hallmark of excellence within the EA field.

How does the CEAP add value to our profession and our work organizations? Here are six reasons EA professionals should obtain and maintain their CEAP:

1. **The CEAP is the only credential in the world that demonstrates mastery of the EA body of knowledge.** It validates to both individual and organizational clients that the CEAP has a basic knowledge of issues unique to work organizations as well as the counseling skills needed to provide accurate, appropriate and confidential assessment, referral, and case management services.
2. **Having the CEAP credential benefits your compensation and your career.** Surveys have found that many companies will only hire CEAPs to provide EA services. In addition CEAPs are often compensated at a higher rate than non-CEAPs. Managed care companies will often take on CEAPs as affiliate providers without making them jump through the hoops they require of other non-certified professionals.
3. **Having the CEAP facilitates staying on the cutting edge of developments in the EA field through continuing education and training opportunities.**
4. **Having the CEAP demonstrates that you subscribe to the CEAP Code of Conduct and are accountable for your ethical behavior.**
5. **Obtaining the CEAP is a rigorous process.** The Employee Assistance Certification Commission (EACC) recognizes that the three-tiered process of advisement, professional development hours and exam is challenging. However; the EACC believes that making the credential difficult to obtain ensures the quality of EA professionals in the field. Further it demonstrates to work organizations that the CEAP represents a specialized body of knowledge that goes beyond clinical skills.
6. **The body of knowledge represented by the CEAP helps promote a strong EA profession.**

The EACC encourages you to call Shirley Springfloat, Director of Credentialing at EAPA with your questions regarding obtaining or renewing the CEAP credential. You may reach her at 703-387-1000 Ext. 311 or e-mail her [certdir@eap-association.org](mailto:certdir@eap-association.org)