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Employee Assistance Program





Twice as much peace of mind

With IDEWE's Employee Assistance Program (EAP), you support your employees' mental, emotional and physical wellbeing by taking a proactive, preventive and curative approach.

The EAP offers guidance on a wide range of work-related and personal subjects, including stress, resilience, mild depressive symptoms and relationship issues.

The EAP offers twice as much peace of mind:

- Employees have easy access to the right assistance.
- Employers can be sure their employees will receive quality support when they need it.

Your return on prevention

By opting for IDEWE's Employee Assistance Program, you can count on a complete solution with a quality guarantee.

The importance of employees' mental health is growing.

As an employer, you can stand out from the crowd in the war for talent. What's more, healthy employees make a more significant contribution to your organisation's goals. By relieving your employees of the burden of seeking out appropriate support for their wellbeing, you strengthen their loyalty towards you as an employer.

By opting for IDEWE's EAP, you can rely on a total solution that comes with a quality guarantee – and avoid increasingly long waiting times at the usual healthcare providers. This enables you to take effective steps to prevent the problem from getting further out of hand and put your employees on the road to recovery.

An integrated approach and the bridging role between IDEWE's prevention advisors on psychosocial aspects and healthcare providers allows us to take a more targeted approach to the workplace.

What does the EAP offer look like?

The Employee Assistance Programme comes in a range of **different forms**, depending on an employee's specific needs:

- Individual therapy
- (Online) coaching
- Advice and psychoeducation

This support is offered in collaboration with POBOS and BloomUp, regular partners with an extensive network of experienced psychologists, psychotherapists and coaches.



Online mental health self-help, coaching and therapy

BloomUp provides mental health support for your employees through online courses and video consultations. You give your employees the freedom to work on their mental health in their own comfort zone at a time that suits them.



Online mental health self-help via the BloomUp platform

- ✓ Online self-help focused on long-term behavioural change
- ✓ An evidence-based mix of self-testing, psychoeducation, exercises and video coaching
- ✓ Optional coaching by professionals
- ✓ Several pathways focusing on mental resilience: handling emotions, self-care, better sleep, dealing with stress, feeling good in your own skin, etc.
- ✓ Different skill pathways: overload of choice, time management, being assertive, breathing, communication, etc.
- ✓ A wide selection of podcasts on a range of topics: anxiety, emotional eating, resilience, playfulness, burnout, high sensitivity, etc.



Online therapy via the BloomUp platform

- ✓ Instant access 24/7
- ✓ Optimal matching: finding the best match between the request for support and one of the 160 qualified psychologists in Dutch, French and English
- ✓ Introduction to the right healthcare provider within 2 days on average
- ✓ A guarantee that the therapy starts within 5 days
- ✓ From your own comfort zone

In addition to individual support for your employees, your organisation will receive a host of tools and insights to increase awareness around mental health. This will help you to gain insights into the issues within your organisation.



Communication via the Content Hub

BloomUp's Content Hub gives your organisation access to an awareness-raising tool on mental health along with ready-made materials. The Content Hub unlocks access to an extensive database of articles, research, tips and tricks, and more on mental health and psychological support. The content is created by recognised psychologists and psychotherapists and is based on science.



Insights via the dashboard

BloomUp uses anonymised data to set up a dashboard for your organisation. This gives your HR team a clear overview of how your employees use and experience the tools.

By uncovering the issues within your organisation, you can take an active and, more importantly, a preventative approach towards addressing them.

Tailored support

Together with BloomUp, we offer you tailored support in the form of three packages: mental health self-help courses (with coaching as an option), therapy or the complete package.

You choose the package that best suits you. The price of the service depends on the package chosen and the number of employees who are to be given access. Your organisation will then be allocated a number of credits that can be used for this range of services.

In partnership with POBOS, we distinguish between three forms of support in our EAP offer. This means that you can rely on a comprehensive approach to tackle any issues your employees may be dealing with in their professional and private lives.



Psychotherapeutic guidance and coaching at work and at home

If your employees are dealing with psychosocial problems at work, such as stress, burnout, depression, (long-term) incapacity for work, conflicts, closure of the company or the like, POBOS is at your service to tackle these challenges directly, quickly and efficiently. A national network of experienced and accredited clinical psychologists means help is never far away.



Social and administrative support

Mental health goes beyond work-related issues. Your employees also need the right support when they are going through tough times at home, as this affects the employee experience, too.

An extensive team of experienced social assistants offers tailored support in the context of relationship and/or family problems, divorce, illness, suicide, financial problems, disputes, death, addiction, social legislation and family law.



Legal assistance

Legal issues and uncertainties can weigh heavily on a person's mental health.

To overcome these problems, POBOS can call on a team of 25 experienced lawyers from D.A.S. legal protection. Questions about criminal law, construction law, administrative law, medical accidents, business law, traffic law and so on can be answered by phone.



Your policy, your choice

The EAP gives you access to a permanent hotline that is available 24/7. Trained call takers guarantee a response time of 90 seconds for handling the most urgent questions. Support requests can also be registered via the Poboslink online tool or the online platform.

The accessibility of these channels is determined by the employer, allowing you to choose whether employees can get started with support straight away.



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COMPARISON OF POBOS AND BLOOMUP

Employee Assistance Programme (EAP)		
	BloomUp	POBOS
E-coaching	✓	✗
Online therapy	✓	✗
Live therapy	✗	✓
Psychosocial support	✓	✓
Social support	✗	✓
Legal support	✗	✓





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Please get in touch – we will be happy to help you!

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