



**Mid-America
Coalition on
Health Care**

Diabetes Prevention in the Workplace

March 9th, 2023

Welcome!

- ❖ The Mid-America Coalition on Health Care leverages the expertise, experience, and resources of its multi-disciplinary membership to promote the health and well-being of current and future employees and their families in the Kansas City area.
- ❖ MACHC provides leadership and acts as a catalyst to effect positive change for containing health care costs and improving health outcomes.

Collier Case

President and CEO



- Joining the Coalition in Nov. 2021, Collier brought a wealth of experience having served as the Director Benefits for Sprint for more than 18 years where he led Sprint's healthcare, well-being, retirement/401(k) and disability/leave programs.
- Collier has served on a number of health-related boards including past Chair of MACHC, board member for the Center for Workplace Mental Health and the Kansas Foundation for Medical Care. He was Treasurer of Care Focused Purchasing – a health quality data analytic initiative and currently serves on the board of the Kansas City Health Collaborative.
- Collier's other work history includes Director of Benefits at Westar Energy/Western Resources in Topeka Kansas, pension administration at UMB Bank in Kansas City and labor relations at LTV Steel in Cleveland and Pittsburgh



Emily Boster

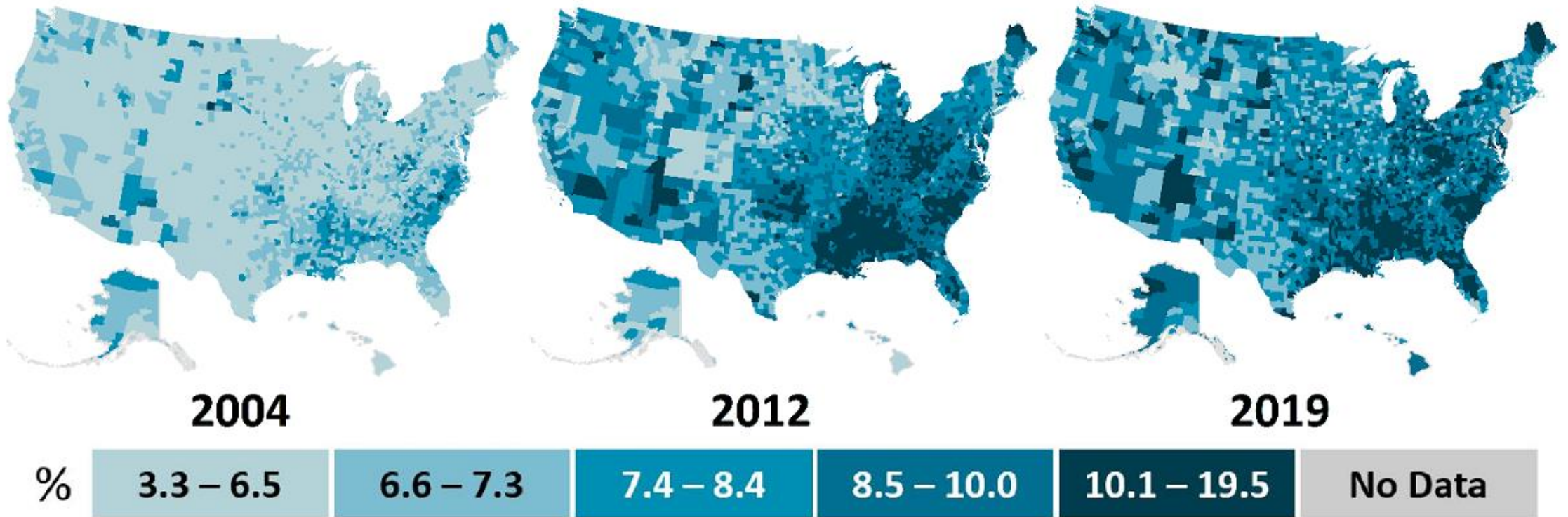
Diabetes Prevention Intern

- Emily is a senior at the University of Kansas studying Community Health and Behavioral Science.
- Prior to the internship with MACHC, she worked as an Employee Wellness Intern at the Lawrence Public School District office and is a certified personal trainer.
- She will be graduating in May and will begin her career at Lockton

Agenda

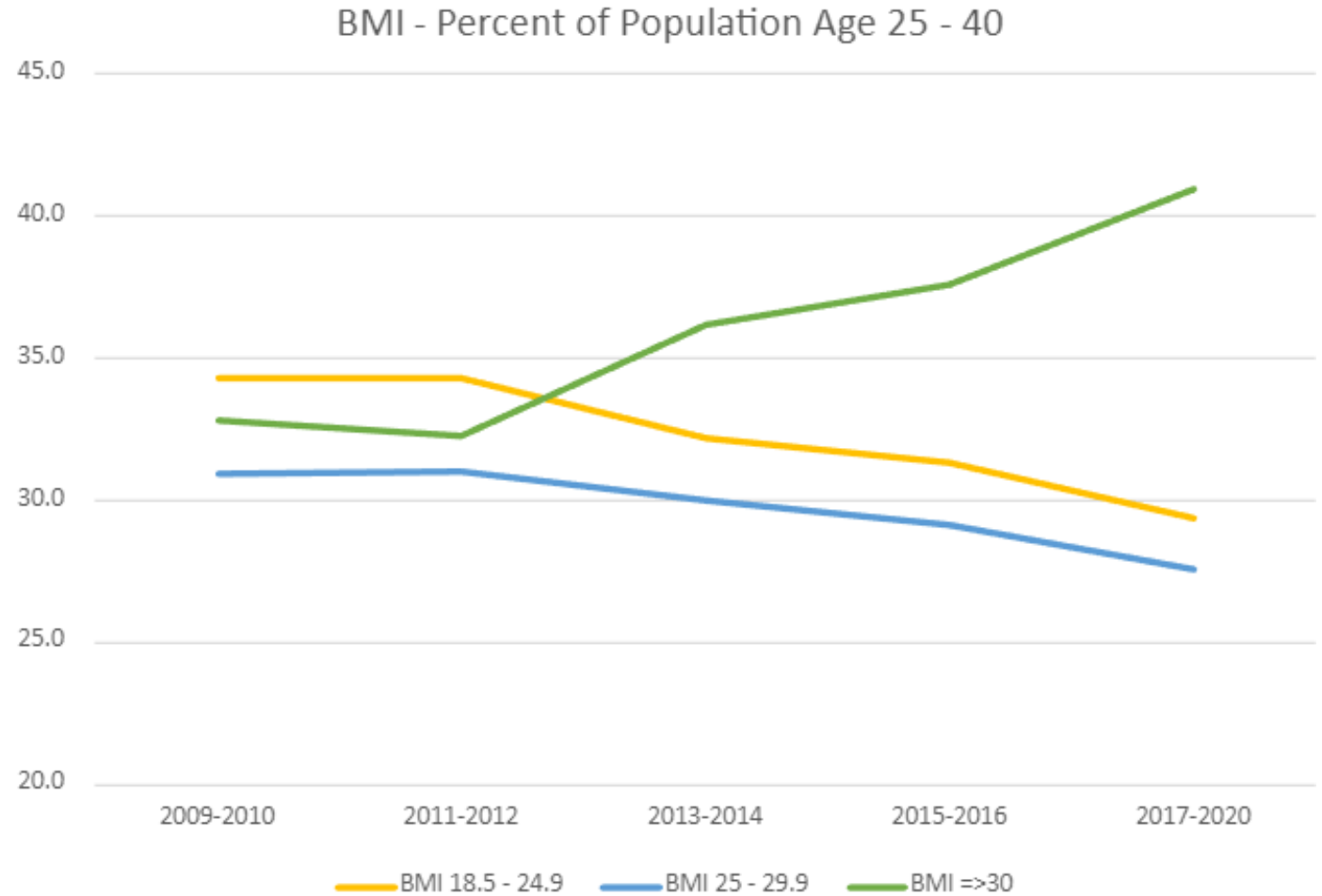
- ❖ **9:00-9:05:** Discuss prevalence of prediabetes and Type 2 Diabetes
- ❖ **9:05-9:25:** Sara Hanlon - the economic impact of diabetes
- ❖ **9:25-9:45:** Charlene Wallace - proven prevention programs to reduce diabetes risk
- ❖ **9:45-10:00:** Conversation and pulse surveys

Know the Facts



Know the Facts

The risk of diabetes is 93 times greater if the BMI is 35





Sara Hanlon

Sara Hanlon is the CEO of Empower Outcomes, a consulting firm focused on leading change to reduce healthcare costs, improve quality and equity of care, and achieve healthier populations.

Since 2017, Ms. Hanlon has worked as an independent consultant with the National Association of Chronic Disease Directors (NACDD), where she is the employer coverage subject matter expert for the National Diabetes Prevention Program

Prior to launching her consulting firm in 2013, Sara's experience includes serving as Vice President of Membership at the National Business Coalition on Health in Washington DC, and Vice President of the Mid-America Coalition on Health Care in Kansas City.

The Diabetes Prevention Business Imperative:

Why KC Employers Should Care





Summarizing The Problem

THE IMPACT OF THE DISEASE IS PROFOUND

Over 37 million Americans are living with type 2 diabetes.



This puts them at a higher risk for:


- Blindness
- Kidney failure
- Heart disease
- Stroke
- Loss of toes, feet, or legs

A close-up photograph of a person's hands using a glucometer. The person is holding the device against their index finger. The background is a blurred indoor setting. The person is wearing a dark blue patterned top.

**The societal
cost is
immense.**

**Each year, we
collectively spend
over a quarter of a
billion dollars
treating type 2
diabetes.**

On average, people
with type 2 diabetes
can expect to incur
over \$9,500 per year
in related healthcare
costs.




Over 1 in 3 adults—93 million people— has
prediabetes.

Most don't know they
have it.



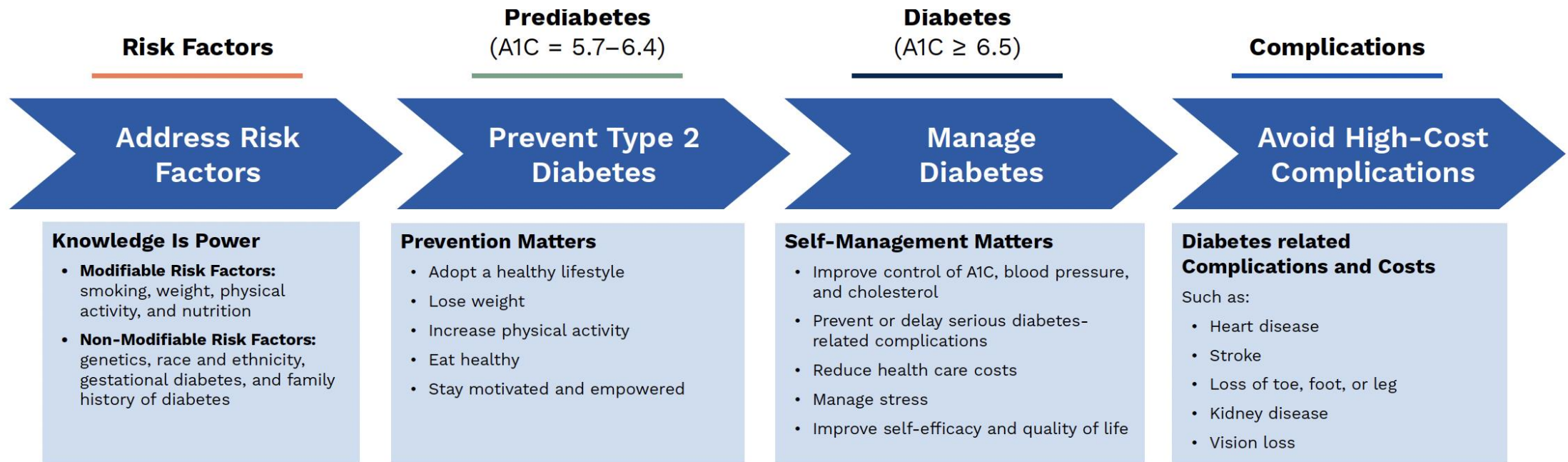
Prevent the disease before it even occurs.

When we shift our attention from only **treating** diabetes to **preventing** diabetes, everyone wins.



The National DPP Lifestyle Change Program

Understanding Diabetes



Employers Can

Promote Healthy Lifestyles Through Policies and Programs

- Educate employees on diabetes risk factors
- Provide opportunities to take a type 2 diabetes risk test
- Incentivize annual physicals, including blood glucose tests
- Provide employee wellness options that include the National DPP lifestyle change program

Offer the National DPP Lifestyle Change Program as a Covered Benefit*

- Identify and help employees at highest risk of type 2 diabetes
- Cut the risk of developing type 2 diabetes in half using an evidence-based, cost-saving program
- Improve employee productivity and long-term health outcomes
- Expand support groups to promote sustained healthy lifestyle changes

Maintain Diabetes Management Efforts

- Offer diabetes self-management education and support (DSMES) as a covered benefit
- Lower health care co-pays
- Reduce costs for medications and supplies
- Provide access to behavioral health counseling

Promote Early Detection and Treatment

- Incentivize annual physicals, dental exams, eye health, recommended bloodwork, and other preventive services described in the [Standards of Medical Care in Diabetes](#)
- Encourage physical activity through employee programs and walking groups
- Provide education on eye health, diabetes complications, and cardiovascular disease

*Adoption of this program can prevent progression from risk factors to type 2 diabetes.



Commit to reduce type 2 diabetes.

Businesses in Kansas and Missouri have an opportunity to STOP the progression to diabetes for employees with prediabetes.

A photograph of three construction workers on a job site. They are wearing yellow hard hats and orange safety vests over plaid shirts. The worker in the center is a man with a beard and glasses, smiling broadly. The worker on the left is a woman with glasses, also smiling. The worker on the right is a man with glasses, smiling. The background is a blurred construction site.

There is a great opportunity to proactively prevent type 2 diabetes in the workforce.

Offering the National DPP lifestyle change program as a covered benefit through employers will lead to exponentially greater reach.

The people impact

- Total number of employees
- Total number with diabetes
 - 1 in 10 have type 2 diabetes
- Total number with prediabetes
 - 1 in 3 have prediabetes

Start by **estimating the impact** diabetes prevention can have on your employees and your costs.

Potential for Cost Avoidance

- Medical costs
 - Hospitalizations
 - Dr. visits
 - Complications
- Pharmacy costs
 - Diabetes supplies
 - Insulin
- Lost time from work
 - Presenteeism
 - Absenteeism
 - Disability

Start by **estimating the impact** diabetes prevention can have on your employees and your costs.

Find out if your health plan, PBM, or another vendor already offers the National DPP lifestyle change program as a benefit.

WHO

Who should you talk to?

- Start with the account manager at your health plan.
- If you normally talk with an insurance broker instead of directly with a health plan account manager, your broker can facilitate a conversation with the health plan provider. The health plan account manager may invite other subject matter experts as needed.

WHAT

Does your health plan offer the National DPP lifestyle change program as a covered benefit?

Medical billing codes for the National DPP lifestyle change program are 0403T for in-person programs and 0488T for online programs. For more information, see [Coding and Billing for the National DPP Lifestyle Change Program](#).

If your health plan offers this benefit, ask for details, such as:

- Eligibility requirements, like blood tests or diagnosis by a doctor.
- In network and out-of-network considerations.
- High deductible health plans.
- Types of coverage offered, such as administrative only vs fully insured.
- Pre-authorization, co-pays, and related issues.

WHEN

When should you talk to your health plan provider?

- Talk to your health plan provider several months before you want to launch the National DPP lifestyle change program. You may be able to launch the program before your annual benefit renewal period.
- If your provider doesn't already cover this program, the annual benefit renewal period may be a good time to discuss adding it.

EMPLOYER NETWORK

Preventing Type 2 Diabetes, One Workplace at A Time

About the Employer Network

The NACDD Employer Learning Collaborative (ELC) [Employer Network](#) is a unique opportunity for employers to work together as health innovators implementing diabetes prevention efforts and leading the way to improved workforce health across the country. The ELC Employer Network is open to all employers who are interested in pursuing employer coverage of the National Diabetes Prevention Program (National DPP) lifestyle change program.

The Employer Network is facilitated by [National Association of Chronic Disease Directors](#).
To learn more, email us at nacdd.diabetes@chronicdisease.org.

Join the Employer Network

The ELC Employer Network provides tailored opportunities that will support your commitment to pursuing employer coverage of the National DPP lifestyle change program. Through the ELC Employer Network, you will have the opportunity to share with peer employers and meet with subject matter experts from NACDD and Centers for Disease Control and Prevention. We hope you will join us!

Learn how other benefits professionals and business communities are supporting diabetes prevention.

Follow Up Questions?

Sara Hanlon, MBA
Consultant

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HealmAtWork.org



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Charlene Wallace



Charlene Wallace works with organizations and stakeholders to bend the curve on diabetes. As National Director of the Diabetes Prevention Program for the American Diabetes Association, she leads diabetes prevention efforts related to the National DPP.

Charlene's strong focus on disparate populations allows her to utilize her public health experience to advance work with underrepresented populations. With expertise in program development and evaluation, Charlene leads ADA's CDC 1705 Cooperative Agreement.

Prevent
T2: An
Evidence
-Based
Lifestyle
Change
Program

Connected for Life.



Driven by the Mission

**Increase Access to
Diabetes Prevention**

**Opportunity to Bend
the Curve**



To **PREVENT** and cure diabetes and to improve the lives of all people affected by diabetes



Working to improve **HEALTH EQUITY** for all people at risk for diabetes through the 1705 cooperative agreement with CDC



The ADA has the responsibility and opportunity to support programs, health care providers, employers, and insurers to **BEND THE CURVE** on diabetes

Economic Costs of Diabetes in U.S.

\$1 IN \$5

health care dollars is spent caring for people with diabetes

The annual health care costs for a person with diagnosed diabetes are

2.3x HIGHER

than for a person without

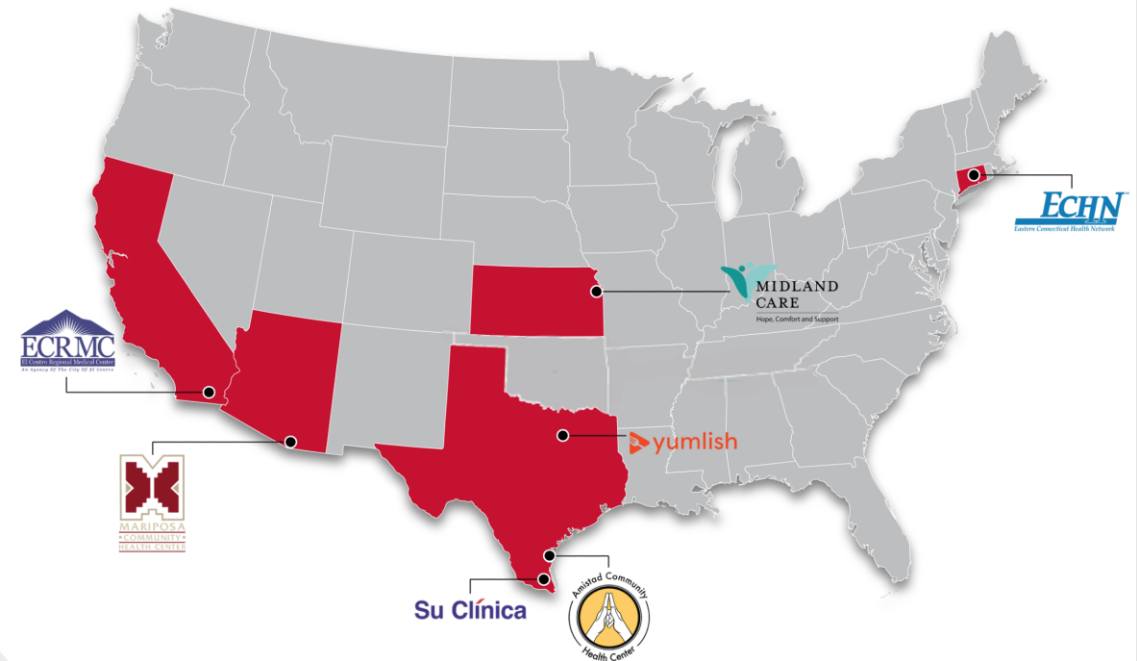
INDIRECT COSTS:

- Increased absenteeism (\$3.3B)
- Reduced productivity @ work (\$26.9B)
- Inability to work as result of disease-related disability (\$37.5B)
- Lost Productivity due to early mortality (\$19.9B)

ADA's Diabetes Prevention Program

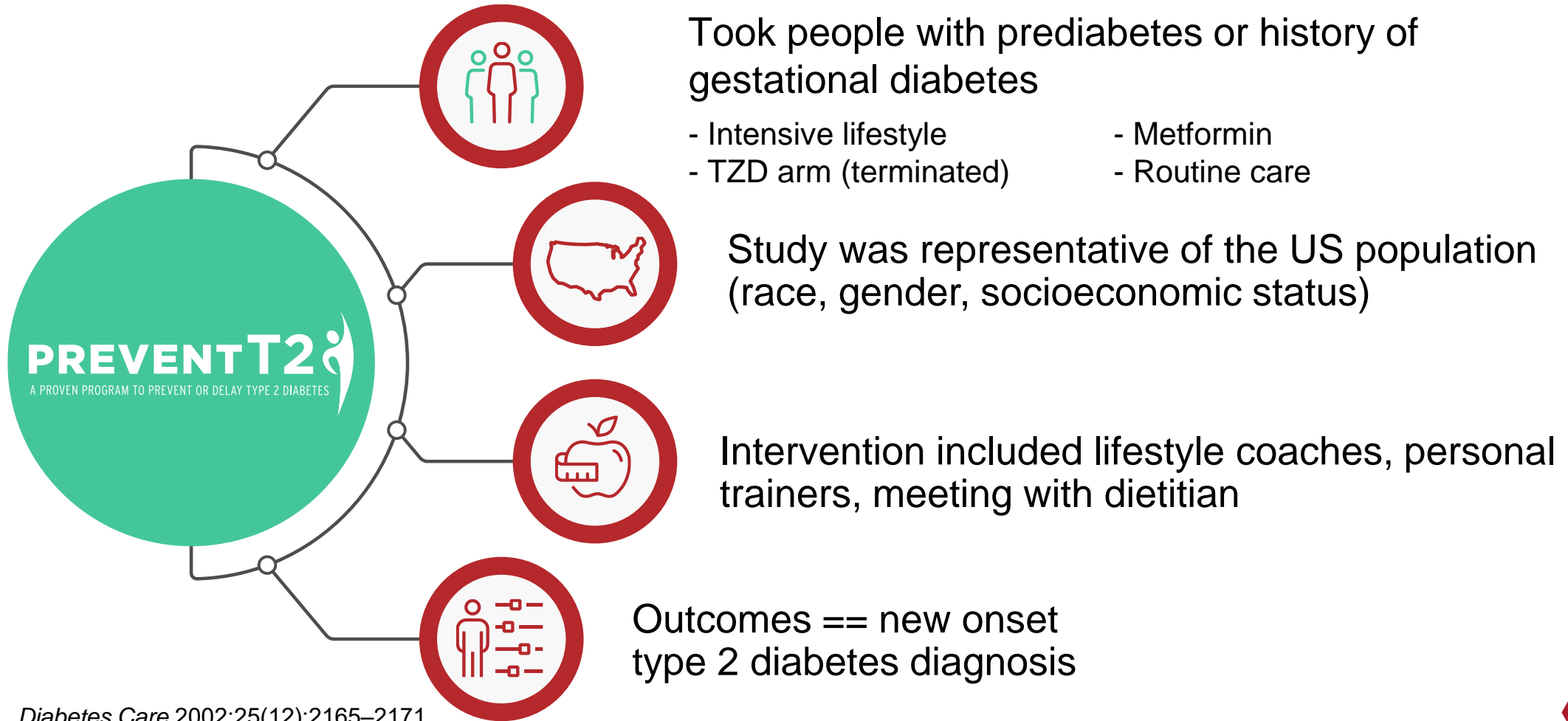
CDC 1705 Cooperative Agreement

- National DPP in underserved areas
- Seven affiliates across five states
- Supporting affiliates to enroll, retain, and sustain programs
- Employers working with ADA affiliate sites receive additional support for implementation and National recognition as a champion



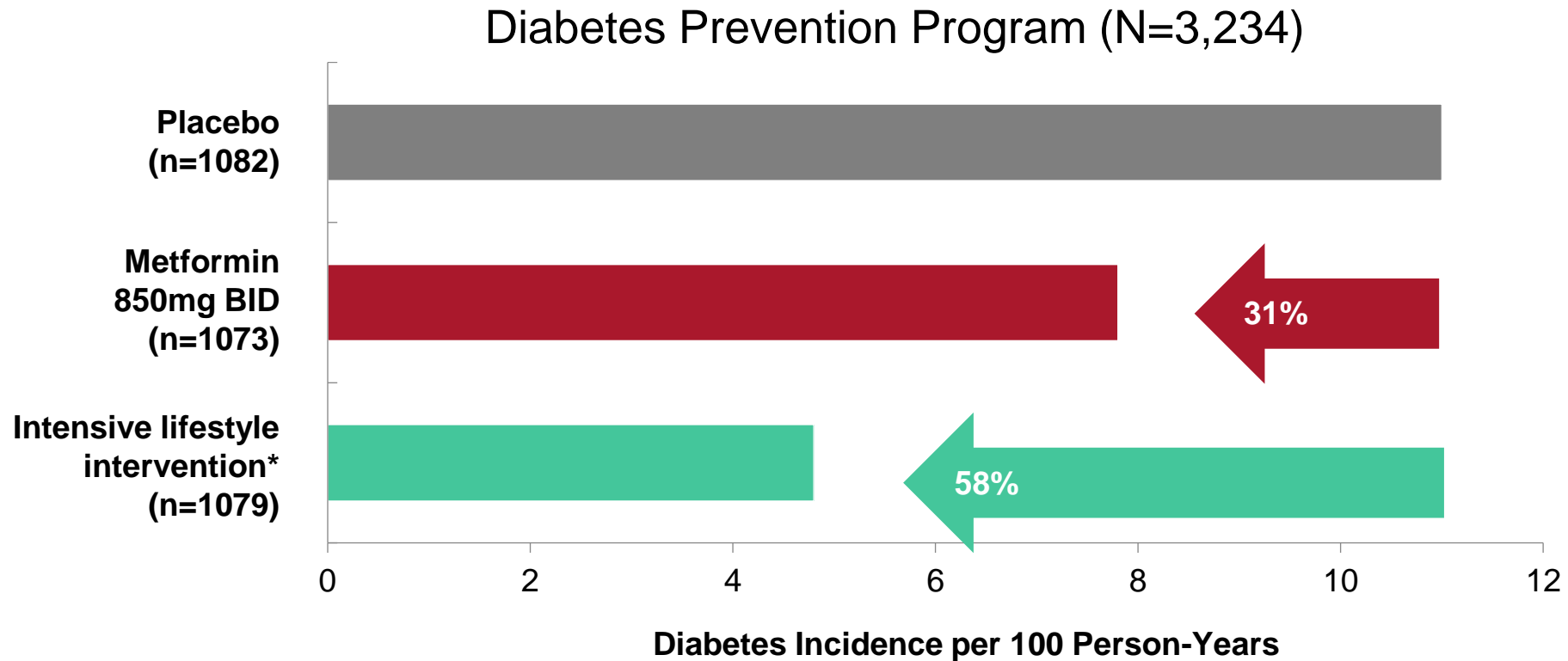
Science Behind Prevention

Diabetes Prevention Program Study



Diabetes Care 2002;25(12):2165–2171

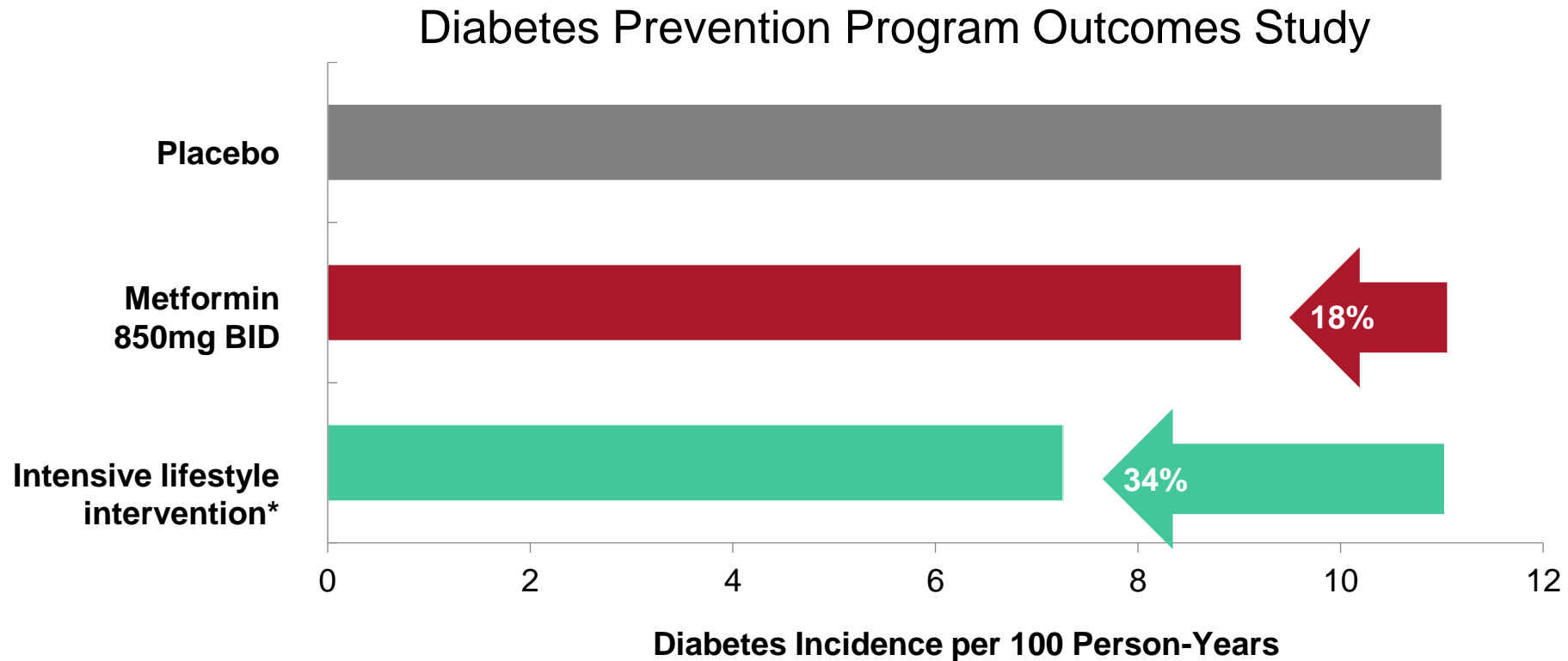
Diabetes Prevention Program (DPP) Results



DPP Research Group. *N Engl J Med.* 2002;346:393-403.

*Goal: 7% reduction in baseline body weight through low-calorie, low-fat diet and ≥ 150 min/week moderate intensity exercise .

DPPOS Results – 10-Year Findings



DPP Research Group. *N Engl J Med.* 2002;346:393-403.

*Goal: 7% reduction in baseline body weight through low-calorie, low-fat diet and ≥ 150 min/week moderate intensity exercise .

US Preventive Services Task Force

USPSTF Recommends

B

- Screening for adults 35-70 who have overweight or obesity
- Offer or refer people with prediabetes to effective preventive interventions

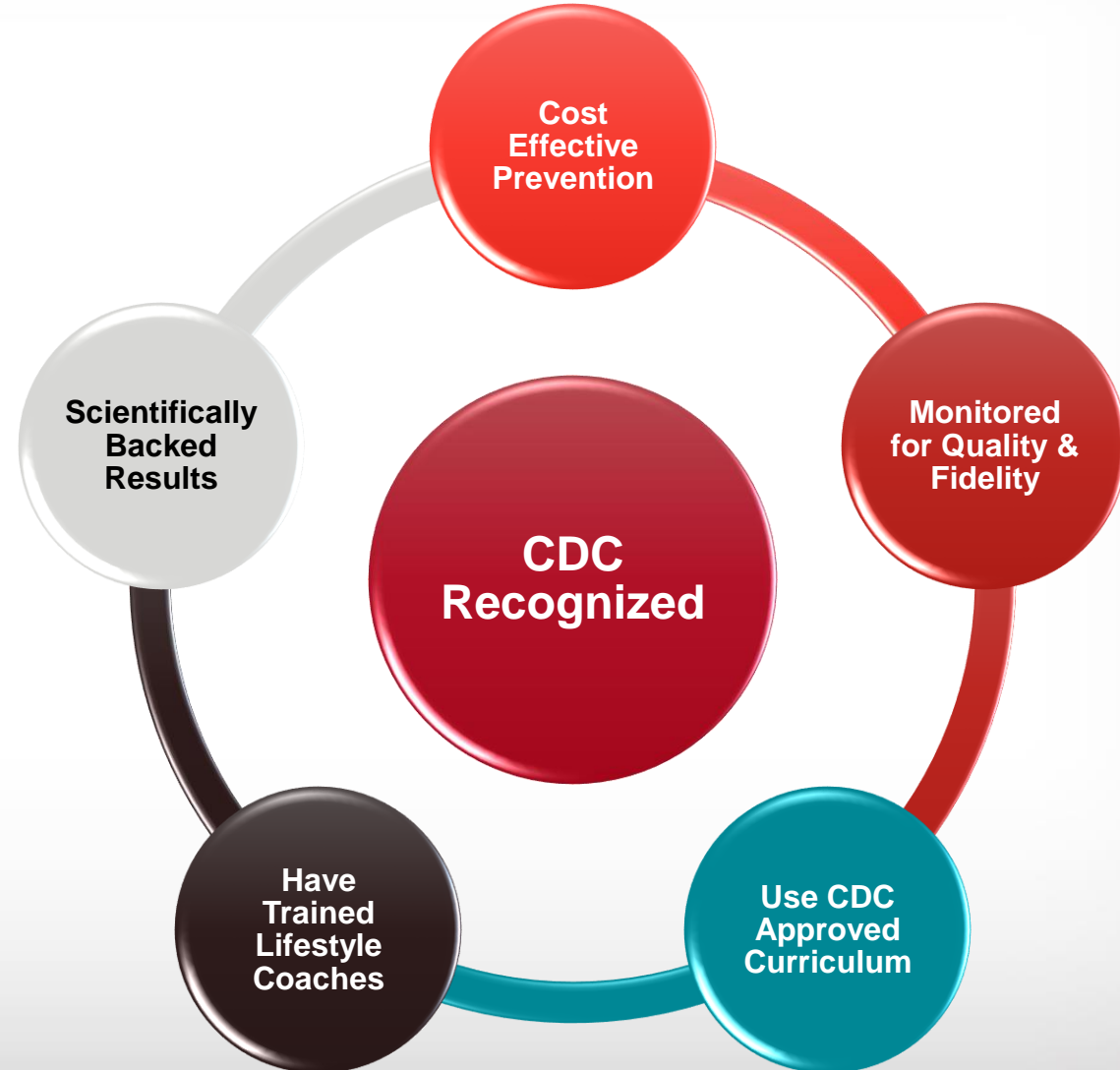
From Science to Real World

What is the National DPP Lifestyle Change Program?

- The DPP Created an Opportunity to Translate the Research
- The National DPP
 - Centers for Disease Control and Prevention (CDC) established this public-private initiative to offer evidence-based, cost-effective interventions to prevent type 2 diabetes across the nation by:
 - Increasing the number of trained organizations that have achieved CDC-recognition
 - Ensuring quality and efficacy to the proven standards
 - Network of program delivery organizations

CDC-Recognized Programs vs. Others

Many programs claim to be diabetes prevention programs but only CDC-recognized Lifestyle Change Programs:



Lifestyle Change Program – How It Works

- Employees will work with CDC-trained lifestyle coaches to make achievable and realistic changes to improve their health.
- Employees will learn how to modify what they eat and get more physical activity in a way that works for them.
- You will pay for the plan based on performance on predetermined outcomes measures.
- Your health insurance provider may be willing to cover the program as a benefit for your employees.

Delivery Modes



IN PERSON

Lifestyle coaches meet with groups of participants in person at a time and location that is convenient to the group.



DISTANCE LEARNING

Lifestyle coaches meet with participants as a group through a digital mode like Zoom or Teleconference.



ONLINE

Participants participate in the program by logging into course sessions via computer, tablet or smart phone. They are not necessarily part of a group.



COMBINATION

Program is delivered via any combination of the other three delivery modes. Participants may progress as a group or individually.

Lifestyle Change Programs at Work

- Lead to positive behavioral health modifications, a focus on population health improvement, increased employee engagement, and increased employee satisfaction.
- Achieve greater weight loss and maintenance weight loss than workplaces in which other interventions were implemented.
- Cut participants' risk of developing type 2 diabetes in half.

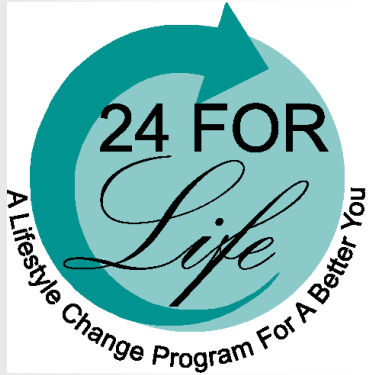
Lifestyle Change Programs at Work

- Decrease health care costs for individuals and the company.
- Empower employees to make and sustain lifestyle changes that can help them prevent or delay the onset of type 2 diabetes.
- Encourage employee retention by providing a proven wellness benefit.

What Can You Do?

- Visit [Diabetes.org/PreventionAtWork](https://www.diabetes.org/PreventionAtWork) to learn more and find helpful resources.
- Talk to a CDC-Recognized lifestyle change program about how they can help you improve employee health with lifestyle interventions.
- Ask your health insurance carrier(s) about covering CDC-recognized lifestyle change programs as a health benefit for your employees.
- Offer the program as an additional workplace wellness benefit for your employees if your health insurance carrier won't cover the program.
- Visit [CoverageToolkit.org](https://www.coveragetoolkit.org) to learn more about covering the Lifestyle Change Program

Join ADA's Diabetes Prevention Efforts



ADA affiliate site, Midland Care in Topeka, offers employers in NE Kansas their CDC-recognized **24 For Life** program. Midland Care is 1 of only about 200 programs that have achieved **Full Plus Recognition**.

Become an ADA Employer Champion!

- Implement In-Person or Distance Learning program with 24 For Life
- Receive national recognition, reduce your health care costs, and improve relations with employees
- Contact Donna Doel at 785-250-5210 or 24forlife@midlandcc.org



Charlene Wallace
Director, Diabetes Prevention Program
cwallace@diabetes.org



Conversation and Survey!

Survey

- *What is something you learned or an impression from these presentations?*

Survey

- *What is something you learned or an impression from these presentations?*
- ***What are 2-3 obstacles to implementing DPP?***

Survey

- *What is something you learned or an impression from these presentations?*
- *What are 2-3 obstacles to implementing DPP?*
- ***Where would you go to evaluate implementing a solution?***

Survey

- *What is something you learned or an impression from these presentations?*
- *What are 2-3 obstacles to implementing DPP?*
- *Where would you go to evaluate implementing a solution?*
- ***How concerned is your organization about the risks or prevalence of Diabetes and Pre-Diabetes in your work force?***

Want to Learn More?

- MACHC will be hosting an in-person event to further this discussion in April, stay tuned for more details
 - Josh Stevens will discuss overcoming obstacles to implementation
- Contact Collier Case ccase@machc.org or Emily Boster eboster@machc.org for more information
- Visit our Past Events at www.machc.org
- We look forward to seeing you in April!



Thank you!