

# Diabetes/Obesity Employer Learning Collaborative

July 13, 2022

2:00PM – 3:30PM EST

Many thanks to the **National Association of Chronic Disease Directors**  
for their support!

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## AGENDA



- **Employer Market Assessment – LAST CHANCE TO PARTICIPATE**
- **Follow up** items from the previous ELC on health equity
- Overview of the **updated business case** for covering the National DPP
- Main presentation – ***Obesity: Why It Matters to Your Organization and How You Can Take Action***  
– Jenny Goins, President and CEO, Kentuckiana Health Collaborative – sponsored by Affiliate Member Novo Nordisk

## EMPLOYER MARKET ASSESSMENT

We have only had three employers respond to the survey that FLDOH and the NACDD are asking us to encourage you to respond to.

The link to respond to this brief survey is in the chat. Please open it up now and respond during this meeting. Thank you!



# Health Benefits Equity Audit *Development in Progress*



- Rationale and guidance for the development of a health benefits equity audit tool is emerging
- No specific health benefits equity audit tool developed yet; however, employers are taking action
- McKinsey & Company 2021 health equity survey of large employers found that women of color and LGBTQ+ employees had "highest share of unmet basic needs"

# Health Benefits Design for Low Wage Employees

- Bruce Sherman, M.D., has researched and written about the impact of health benefits for low wage workers and recommendations for action
- Lower wage employees typically have higher prevalence of chronic health conditions, such as diabetes, hypertension, and obesity



# Prevent T2 For All: *An Inclusive, Online DPP*



- Adults with disabilities experience higher rates of diabetes than their non-disabled peers and face challenges accessing health promotion programs
- Prevent T2 For All is a CDC-approved curriculum with same goals as a National DPP but offered online only



Preventing Diabetes in Your Workforce by Incorporating a Proven  
Value-Based Benefit Design Strategy,  
the National Diabetes Prevention Program

**Karen L. van Caulil, Ph.D.**  
President and CEO  
Florida Alliance for Healthcare Value

July 13, 2022



# Goals and Objectives



## Goals:

1. **To increase the number of employers who offer the National DPP as a covered benefit** in their health plans by providing evidence of its effectiveness in reducing the transition from prediabetes to type 2 diabetes, and
2. For those that **already offer the National DPP as a covered benefit, to increase participation.**

## Objectives:

1. Make the National DPP accessible to employees who have or are at risk for prediabetes
2. Increase the number of at-risk employees who participate in the National DPP
3. Lower diabetes-related healthcare costs



# Original Business Case Findings



## YMCA of the USA and YMCA of Central Florida (2014)

Average weight loss of 5-7% at the end of one year  
After completing the core sessions of the program:

- 93% reported reducing their portion sizes
- 86% reported increasing their physical activity level
- 91% reported improving their overall health



## UnitedHealthcare (2013)

Estimated a cost savings of \$65,000 over 10 years  
when ONE employee prevents or delays  
Type 2 diabetes



United  
Healthcare

# Current Program Analysis



- The annual healthcare cost for an employee with diabetes is \$16,750, which is 2.3X the medical expenses for those without diabetes
- With a high conversion rate from prediabetes to diabetes of 10% per year, the proportion of individuals with prediabetes may be as high as 1 out of every 3 employees in some organizations (with a range of 20-30% depending on the demographics of the organization!)

The cost per person to participate in the National DPP is approximately \$500, depending on factors such as promotion, recruitment, staff, and logistics costs.

Funding an intervention for 20-30% of the workforce that may have prediabetes may seem overwhelming.

*But consider this...*

- With no prevention strategy in place, by 2050 employers could be funding interventions, management, pharmacy, medical, and acute medical costs for 20-30% of your workforce who will have converted to Type 2 diabetes
- Management of Type 2 diabetes and all its co-morbidities is far more expensive than investing in prevention and early identification



# Recommendations



- Talk to your Health Plan or TPA partner about covering the National DPP as a health benefit and offering it to your plan members (they may have a partnership with programs like Omada, Livongo, etc.)
- If the Health Plan does not include coverage of the program, you might be able to re-direct health plan dollars to directly contract with a point solution vendor
- Use data to identify high risk employees then work with your Health Plan and/or other solution providers to develop a proactive method for enrolling these employees, and other eligible employees, into the program

# Recommendations



- Promote the program regularly to your employees, and encourage participation
- Use benefit design to reward employees for healthy lifestyle choices and annual preventive health markers
- Improve access to the National DPP. Consider hosting National DPP at your workplace. Go one step further and allow employees to attend while “on the clock” as an added incentive for participation
- If possible, leverage on-site, near-site clinics or non-traditional medical provider relationships to raise awareness of the program

# Employer Market Assessment

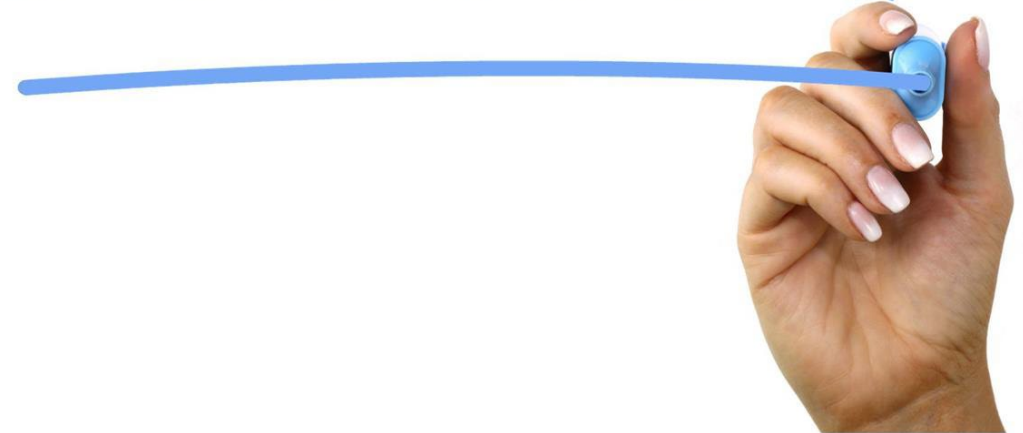


## *We need your input!*

Please take this brief survey to gauge your interest and activities related to the NDPP. *Link is in the chat feature!*

The Florida Alliance, the National Association of Chronic Disease Directors, and the Florida Department of Health would greatly appreciate your time in completing the survey!

# SURVEY



# Featured Speaker



**Jenny Goins**

- President and CEO of the Kentuckiana Health Collaborative
- Has served as the Commissioner of the Department of Employee Insurance for Kentucky, the largest self-insured health plan in the Commonwealth
- Spent 25 years in the U.S. Air Force/Air National Guard
- Member of the Board of Governors of the National Alliance of Healthcare Purchasers and serves on the Executive Committee as an at-large member