

Employers Can Help Stop Diabetes in its Tracks

About the National Diabetes Prevention Program (DPP)

- This is a cost-effective, proven program, tested in a large-scale research study and led by the Centers for Disease Control and Prevention (CDC). DPP providers help participants at high risk for type 2 diabetes—a condition commonly referred to as prediabetes — make real lifestyle changes like eating healthier, including physical activity in their daily lives, and improving problem-solving and coping skills.
- The DPP is a one-year program where participants meet once a week for 16 weeks, then once a month for the remainder of the year to maintain healthy lifestyle changes. Participants learn with others in the program and a trained lifestyle coach to gain the skills needed to make lasting changes.
- The DPP is delivered and used in many Minnesota health systems, employer organizations, fitness centers, faith-based communities, and in other community settings.
- Research results suggest that DPP participants who meet program goals may reduce their risk of developing type 2 diabetes by about half.
- There have been more than 50 studies translating the DPP lifestyle interventions to real world settings since 2002. Several systematic reviews found that these programs decrease body weight, decrease fasting plasma glucose, improve blood pressure and cholesterol levels, and prevent the onset of type 2 diabetes. They found that diet and exercise programs reduced diabetes incidence by 41% compared with usual care. (See Diabetes Prevention Programs [Report*](#) from the Institute for Clinical Economic Review to learn more, and the May 17, 2017, report: A National Effort to Prevent Type 2 Diabetes: Participant-level Evaluation of CDC's National Diabetes Prevention Program.)

“Our claims data show that insulin is the number one prescription among employees and covered family members. We can’t afford *not* to offer the DPP to our people.”

Senior Benefits Director

*URL: http://icer-review.org/wp-content/uploads/2016/05/CTAF_DPP_Draft_Evidence_Report_050916-1.pdf
<https://doi.org/10.2337/dc16-2099>

About Prediabetes

- Prediabetes occurs when blood sugar levels are higher than normal, but not high enough to be called diabetes. People with prediabetes are at great risk of developing type 2 diabetes, a leading cause of death and disability in the U.S.¹
- As many as **ONE IN THREE** Minnesota adults has prediabetes, which translates to 1.5 million people.¹
- An estimated **90%** of adults with prediabetes don’t know they have it.¹
- Without weight loss and moderate physical activity, **15% TO 30%** of people with prediabetes will develop type 2 diabetes within five years.¹

Why Employers Should Care

- Diabetes has serious health, quality of life, and cost consequences to employees, families, employers, insurers and communities.

- Annual 2009 health care costs for a person without diabetes were \$4,400 per year, and with diabetes \$11,700 per year. With diabetes complications, the annual cost averages \$20,700 per year.²
- Nationwide implementation of DPP could save the U.S. health care system \$5.7 billion and prevent about 885,000 future cases of type 2 diabetes over 25 years.³
- Type 2 diabetes can lead to health problems including heart attack, stroke, blindness, kidney failure, and loss of toes, feet and legs.
- Diabetes costs Minnesota an estimated \$3.1 billion annually.² This includes increased costs in direct medical expenses and costs from reduced productivity such as:
 - Lost wages due to missing work.
 - Employees being less productive while at work.
 - Employees not being able to work due to diabetes-related disability.
 - Employers' and employees' loss in years of work due to early death.

How Employers Can Get Involved

- Tell your health insurance provider(s) you would like the DPP to be a covered benefit.
- Include prediabetes awareness education through internal websites, bulletin boards, newsletters, social media, and other available channels. Include only healthy food and beverage options in vending machines, cafeterias, and at employer-sponsored events.
- Provide free diabetes screenings for employees and their spouses, perhaps offering participation incentives.
- Offer a comprehensive worksite wellness program for all employees.
- Participate in our local Diabetes Prevention Network, working with others to make the DPP available.

"Our DPP participants lost a total of 11 tons between April and October. We couldn't be more thrilled with the results."

Senior Director, Well-being Programs

How The Action Group Can Help Employers

- Answer questions about the DPP and this region's Diabetes Prevention Network.
- Assist in identifying DPP vendors that are best suited to meet the needs of specific employee populations.
- Help employers connect to and learn from other employers who have offered DPP.
- Provide communication materials to help increase prediabetes awareness.
- Provide information to support your employees who have diabetes.
- Provide discussion points for meetings with health insurance providers.

¹ MDH Prediabetes Fact Sheet, 2015. <http://www.health.state.mn.us/diabetes/pdf/2015PrediabetesMN.pdf>

² Zhou et al. 2012. A Nationwide Community-Based Lifestyle program could delay or prevent type 2 diabetes cases and save \$5.7 billion in 25 years. Health Affairs 31(1):50-60.

³ UnitedHealth Center for Reform and Modernization. The United States of Diabetes: Challenges and opportunities in the decade ahead. Nov 2010. <http://www.unitedhealthgroup.com/~media/uhg/pdf/2010/unh-working-paper -5.ashx>

