



Wellness @ Work

WINTER 2015-2016

BENEFITS OF EMPLOYEE WELLNESS INITIATIVES:

- Increased Productivity
- Reduced Health Care Costs and Claims
- Reduced Absenteeism
- Increased Morale

ON-SITE SERVICES:

- Disease Management
- Wellness Coaching
- Biometric Screenings
- Wellness Seminars
- Tobacco Cessation Programs

For more information, call our team at (616) 394-3344 or e-mail worksitewellness@hollandhospital.org.

The National Diabetes Prevention Program

Risk Management for the Diabetes Epidemic

Risk management is an integral part of any successful business. Experts in risk mitigation know how to identify industry-specific risks, and to develop strategies to reduce them. But these experts also know that certain risks are common to all sectors of business, regardless of their area of specialty. Among the most central are threats to workforce health—and one of the greatest of these health threats is Type 2 diabetes.

Type 2 diabetes is a national epidemic that shows no signs of slowing. The 29 million Americans who currently have diabetes are just the tip of the iceberg. Following closely in their tracks are almost 800 million people (one in three American adults) with prediabetes—a great number of whom are on the path to developing diabetes, and who pose an economic risk to those who employ and insure them.

But can this risk be mitigated? The answer is an unequivocal “yes.”

If labeling a person “prediabetic” suggests that diabetes is an inevitable part of his or her future, we are failing to deliver the correct message. Prediabetes is simply a condition where blood sugar is higher than normal, but not high enough to merit a diagnosis of diabetes. Prediabetes puts one at risk for developing Type 2 diabetes, but the diagnosis also provides a golden opportunity for risk management.

“The fact is, a diagnosis of prediabetes can be a blessing,” says Julie Husmann, Registered Dietitian and Certified Diabetes Educator with the Center for Good Health. “It gives us a heads-up, and quite often, the time to stop Type 2 diabetes in its tracks. We do know how to prevent diabetes, if we heed the warning and take appropriate measures. That’s what the National Diabetes Prevention Program is all about.”

The National Diabetes Prevention Program (NDPP) is a year-long lifestyle intervention program which has been demonstrated to reduce diabetes risk by as much as 58%. Developed by the Centers for Disease Control and Prevention (CDC), the NDPP uses a group-support model and trained lifestyle coaches to educate, support, and empower at-risk individuals to prevent diabetes.

The Center for Good Health has partnered with the CDC since 2013, to deliver the NDPP here in west Michigan. Our lifestyle coaches share a passion for diabetes prevention. They also have the depth of knowledge that comes from working as healthcare professionals and Certified Diabetes Educators.

Ask us how we can help you identify your at-risk employees, so they can take charge of their future and prevent Type 2 diabetes. You won’t just be reducing their risk... you’ll be investing in risk management for your entire organization.



Smart Investing in the Health of Your Employees

The Return on Investment for Diabetes Prevention

It's no secret that business leaders are under ever-increasing pressure to curb healthcare spending. Although known countermeasures to skyrocketing healthcare costs are few and far between, there do exist proven methods to improve employee health, and to reap the financial rewards of said improvement. In the case of the National Diabetes Prevention Program (NDPP), the well-known adage "an ounce of prevention is worth a pound of cure" certainly applies. We can even calculate the financial return for prevention efforts—and the numbers are impressive.

The tables below demonstrate projected dollar savings and ROI for the NDPP. Dollar figures are based on educating 1000 employees who are at-risk for developing Type 2 diabetes. Data were determined based on the known reduction in conversion from pre-diabetes to diabetes for graduates of the NDPP, and on the comparative healthcare costs for nondiabetic vs. diabetic employees.

PREDIABETES: Who should be tested?

Although more than a third of adults in the US have prediabetes, most do not know it. In Michigan, only 7.3% of adults are aware that they have prediabetes.

Screening for prediabetes is recommended for all adults with a BMI \geq 25 and who have one or more of the following risk factors:

- Inactivity
- Hypertension
- Family history of diabetes
- Gestational diabetes
- High risk racial/ethnic groups*

In the absence of these risk factors, testing should begin at age 45. Those with normal results should be retested every three years.

*African Americans, Latino Americans, American Indians, Native Hawaiians, Pacific Islanders and Asian Americans are at higher risk.

www.michigan.gov/diabetes
<http://www.cdc.gov/features/diabetefactsheet>

The Center for Good Health provides onsite screening services for prediabetes, as well as other health indicators. Contact us for more information.

Projected Savings, National Diabetes Prevention Program Based on 1000 Graduated Participants

	Year 1	Year 2	Year 3	Year 4
Conversion to Diabetes: PLACEBO¹	12%	21%	29%	37%
Conversion to Diabetes: NDPP¹	4%	9%	14%	20%
Difference	8%	12%	15%	17%
Reduced cases of Diabetes/1,000	80	120	150	170
Extra Annual Cost of Diabetes Treatment²	\$6,000	\$6,000	\$6,000	\$6,000
Projected Annual Investment Return	\$480,000	\$720,000	\$900,000	\$1,020,000
Cumulative Return	\$480,000	\$1,200,000	\$2,100,000	\$3,120,000

1—Diabetes Prevention Program Research Group. NEJM 2002; 346: 393-403
2—Conservative estimate using 2002 figure. 2014 figure >\$10,000

Return on Investment (Dollar/Dollar, Over Time)

	@ \$500 Cost/Participant	@ \$1000 Cost/Participant
Year One	\$0.96	\$0.48
Year Two	\$2.40	\$1.20
Year Three	\$4.20	\$2.10
Year Four	\$6.24	\$3.12