

# FOR EMPLOYERS

## Prediabetes Is Affecting Your Workforce: How You Can Help



### Prediabetes Is a Growing Workforce Issue with Serious Health and Cost Consequences

- An estimated **84 million Americans**—and likely a growing number of your employees—**have prediabetes**, putting them at risk for type 2 diabetes, which can lead to kidney failure; blindness; heart attack; stroke; and loss of toes, feet, or legs.<sup>1</sup>
- Diabetes in adults has tripled in the past two decades; it is estimated that **1 in 3 adults in the United States could have diabetes by 2050**.<sup>2</sup>
- Diabetes **doubles the risk of physical disability**; adults with diabetes who are 50 years or older lose independence 6–7 years before their peers without diabetes.<sup>3</sup>
- Diabetes is the **costliest** of the 155 most common diseases in the country, at \$327 billion in 2017, including \$237 billion in direct medical costs and \$90 billion in indirect costs such as reduced productivity and absenteeism. That's an **increase of 60 percent** from 2007.<sup>4,5</sup>
- Care for people with diabetes was responsible for **1 in every 4 U.S. health care dollars spent**, and annual medical expenditures were **\$16,750 per person** with diagnosed diabetes—2.3 times as much as for those without diabetes.<sup>4</sup>

1 Centers for Disease Control and Prevention. National Diabetes Statistics Report, 2017. Atlanta, Ga., Centers for Disease Control and Prevention, U.S. Department of Health and Human Services, 2017.

2 Boyle JP, Thompson JT, Gregg EW, et al. Projections of the year 2050 burden of diabetes in the US adult population: dynamic modeling of incidence, mortality, and prediabetes prevalence. *Popul Health Metr* 2010;8:1-29.

3 Bardenheier BH, Lin J, Zhuo X, et al. Disability-free life-years lost among adults aged ≥50 years, with and without diabetes. *Diabetes Care*. 2016;39:1222-1229.

4 Economic Costs of Diabetes in the U.S. in 2017. American Diabetes Association. *Diabetes Care*. Mar 2018, dci180007; DOI: 10.2337/dci18-0007

5 American Diabetes Association. Economic costs of diabetes in the U.S. in 2017. *Diabetes Care*. 2018;41:917-928.

#### A SOLUTION:

The National Diabetes Prevention Program Lifestyle Change Program


 **Can prevent or delay type 2 diabetes by 58%**

 **Costs about \$500-\$700 per participant**

 **Cost-effective and cost-saving<sup>8</sup>**

 **A full year of support**

 **Easy-to-access**

 **Quality and adherence to scientific standards monitored by CDC**

#### WHAT EMPLOYERS ARE SAYING:

**“As the largest employer in Minnesota, we are committed both to providing our members with quality health care programs and to controlling cost. Chronic diseases like diabetes impact our employees, our health plan, and our bottom line. Prevention is the key to helping our members remain healthy and lead productive lives, and the National Diabetes Prevention Program is standard-of-care for individuals with prediabetes.”**

— Beth Lundholm, Manager, State Employees Group Insurance Program (SEGIS), Minnesota Management & Budget

THE MEDICARE DIABETES PREVENTION PROGRAM IS PART OF THE NATIONAL DIABETES PREVENTION PROGRAM LED BY THE CENTERS FOR DISEASE CONTROL AND PREVENTION (CDC)

**NATIONAL DIABETES PREVENTION PROGRAM**



Reduce costs, increase productivity, and promote the health of your employees with **the National Diabetes Prevention Program (National DPP) lifestyle change program**

## The National DPP Lifestyle Change Program **Is Proven to Reduce Risk of Developing Type 2 Diabetes and Is Cost-effective**

- The National DPP, led by the Centers for Disease Control and Prevention, can help you **reduce costs, increase productivity by reducing absenteeism, and promote the health of your employees.**
- The cost of offering the program is about \$500-\$700 depending on factors such as promotion, recruitment, staff, and logistics costs. The **cost of preventing diabetes is typically much lower than the cost of managing the complications** of type 2 diabetes.<sup>9</sup>
- It can **cut your employees' risk of developing type 2 diabetes by 58 percent.** For people over 60 years of age, the program reduced risk by 71 percent.<sup>6</sup>
- Even after 10 years, those who participated in the program had a 34 percent lower rate of type 2 diabetes.<sup>7</sup>

<sup>6</sup> Knowler, WC, Barrett-Connor, E, et al. Reduction in the incidence of type 2 diabetes with lifestyle intervention or metformin. *N Engl J Med.* 2002;346(6):393-403.

<sup>7</sup> Diabetes Prevention Program Research Group. 10-year follow-up of diabetes incidence and weight loss in the Diabetes Prevention Program Outcomes Study. *Lancet.* 2009;374:1677-86.

<sup>8</sup> Diabetes Prevention Programs: Effectiveness and Value Final Evidence Report and Meeting Summary July 25, 2016, Institute for Clinical and Economic Review. Retrieved from [https://icer-review.org/wp-content/uploads/2016/07/CTAF\\_DPP\\_Final\\_Evidence\\_Report\\_072516.pdf](https://icer-review.org/wp-content/uploads/2016/07/CTAF_DPP_Final_Evidence_Report_072516.pdf)

<sup>9</sup> Centers for Disease Control and Prevention. Diabetes Prevention Recognition Program WORKING WITH EMPLOYERS AND INSURERS GUIDE for CDC-Recognized Organizations. 2017.

## What You Can Do

- Talk to your health insurance carrier(s) about **covering CDC-recognized programs as a health benefit** for your employees.
- Talk to a third-party administrator to help you **determine potential return on investment (ROI)** specific to your organization and help implement the program, process claims, recruit participants, and collect data. Or use CDC's cost calculator to determine ROI: <https://nccd.cdc.gov/Toolkit/DiabetesImpact>.
- Consider **offering the program at your worksite.** You can find more information at <https://www.cdc.gov/diabetes/prevention/employers-insurers.htm>.
- Work with your CDC-recognized delivery organization to **promote the program** being offered.
- **Use existing resources**, such as a poster for the workplace; an email, newsletter, or website template; and a fact sheet describing the program and its benefits, to promote this program to employees.

LEARN MORE  
ABOUT THE  
NATIONAL DPP

[www.coveragetoolkit.org](http://www.coveragetoolkit.org)

[www.cdc.gov/diabetes/prevention](http://www.cdc.gov/diabetes/prevention)