

LIVE WELL@WORK

SAN DIEGO

# Diabetes Prevention Employer Toolkit



DRAFT

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# About The San Diego Diabetes Prevention Employer Toolkit

The San Diego Diabetes Prevention Employer Toolkit is intended to be a resource for employers who are interested in decreasing their business's healthcare costs, increasing productivity and employee retention, and improving employee health. The toolkit consists of an introduction to prediabetes, the Diabetes Prevention Program (DPP) lifestyle change program, and why prediabetes matters to employers, followed by action steps for employers and free, customizable resources. Specifically, the steps include:

- Determining if the DPP lifestyle change program is already a covered benefit. If it isn't, the toolkit provides simple guidance and talking points for starting a conversation with your health insurance provider about making it available.
- Strategies to get executives and other key stakeholders to support the program.
- Easy-to-follow guidance on promoting prediabetes awareness and the DPP program to your employees.

Any worthwhile investment requires some legwork to make it happen. This toolkit and appendices will help that process as easily and straightforward as possible. Users are encouraged to click on [light blue](#) hyperlinked text to further explore the content and resources of the toolkit. For optimal functionality, use Google Chrome to access hyperlinked text. For more information about the San Diego Diabetes Prevention Program, go to <http://www.PreventDiabetesSD.org>.

**NEARLY HALF OF ADULT SAN DIEGANS  
ARE ON THE PATH TO DIABETES.**

**THAT'S OVER 1 MILLION ADULTS, WHICH IS  
ENOUGH TO FILL PETCO PARK 23 TIMES.**

Reverse Your Risk. Visit [PreventDiabetesSD.org](http://PreventDiabetesSD.org)



# Acknowledgments

The National Diabetes Prevention Program is supported by:



## The Diabetes Prevention Program Employer Toolkit

This toolkit is a project of *Live Well San Diego*: Healthy Works and Aging and Independence Services of the County of San Diego in partnership with the University of California, San Diego Center for Community Health. The toolkit was made possible by funding from the Centers for Disease Control and Prevention through the County of San Diego Health and Human Services Agency. This work supports *Live Well San Diego*, the County's vision of a region that is Building Better Health, Living Safely, and Thriving. For more information on *Live Well San Diego*, visit [www.LiveWellSD.org](http://www.LiveWellSD.org).

UC San Diego | Center for  
SCHOOL OF MEDICINE | Community Health

## Dear Business Partner:

The rising rates of prediabetes and type 2 diabetes are serious workforce health problems for San Diego businesses. As of 2016, 13 million adults in California have prediabetes or undiagnosed diabetes, while another 2.5 million adults have already been diagnosed with diabetes. Specifically in San Diego, as many as 46% of adults are on the path to type 2 diabetes. This is particularly alarming for employers as this translates to an estimated 15 million absent workdays, 120 million workdays with reduced productivity, and 107 million workdays lost due to diabetes-related unemployment nationally.

The good news is that with modest weight loss and healthy lifestyle changes, employees with prediabetes can **reverse their risk** of developing diabetes. According to the Centers for Disease Control and Prevention (CDC), the annual healthcare cost of an employee with diabetes is \$13,700, of which about \$7,900 is due to diabetes; in other words, healthcare for employees with diabetes is approximately **2.3 times greater** than the cost of a person without diabetes. For employers, reversing the risk of prediabetes will have a significant impact on the bottom line.

One key strategy for businesses to address prediabetes and reduce associated costs is to support employees in making healthy lifestyle changes. The National Diabetes Prevention Program (DPP) lifestyle change program—led by the CDC—is designed to prevent or delay the onset of type 2 diabetes for those with prediabetes or at risk of developing diabetes. Businesses can include the DPP program as a covered health benefit for employees as a strategy to dramatically reduce their healthcare expenses, as well as to improve the overall health and well-being of employees.

On behalf of the County of San Diego Health and Human Services Agency, we are pleased to offer you the Diabetes Prevention Program Employer Toolkit. As an employer, there are several easy steps you can take to reverse the prevalence of diabetes among your workforce. This toolkit is designed to help you:

- Find out if your health insurance carrier covers the DPP program as a health benefit for your employees.
- Start a discussion with executives and stakeholders about the importance of offering lifestyle change programs like the DPP program as a covered benefit and the return-on-investment it can offer.
- Increase awareness of prediabetes and promote diabetes prevention among your employees.

For more information about DPP programs in San Diego, please visit [www.PreventDiabetesSD.org](http://www.PreventDiabetesSD.org). Thank you for your continued support towards Building Better Health in the San Diego business community.

Sincerely,

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Nick Macchione  
Health and Human Services Agency Director  
County of San Diego, California

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Dr. Wilma Wooten  
Public Health Officer, Public Health Services  
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## What is Prediabetes?

**Prediabetes** is a serious health condition where blood sugar levels are higher than normal, but not yet high enough to be diagnosed as type 2 diabetes (1). Prediabetes increases a person's risk for type 2 diabetes, heart disease, and stroke.

Although one in three U.S. adults—**nearly 86 million Americans**—are estimated to have prediabetes, 9 out of 10 are unaware (2). A recent study found that 55% of California adults have diabetes or prediabetes and nearly half of adults in San Diego are on the path to diabetes (3).

**Diabetes**<sup>1</sup> is a chronic condition with complications that can drastically affect both quality of life and life expectancy. Type 2 diabetes accounts for 90 to 95% of diabetes cases and is directly associated with age, obesity, physical inactivity, family history of diabetes, and/or a personal history of gestational diabetes (4).

**Type 2 diabetes** can lead to many serious health issues, including heart disease, stroke, blindness, kidney disease, and nerve damage (3). **Type 2 diabetes can be delayed—or even prevented—by making two relatively simple lifestyle changes: losing weight and increasing physical activity** (5).

Employers often shoulder the financial burden of type 2 diabetes through healthcare costs, decreased employee productivity, and more. In order to reverse the risk of prediabetes developing into type 2 diabetes, it is crucial that high-risk individuals be identified, screened, tested, and then referred to evidence-based Diabetes Prevention Program (DPP) lifestyle change programs.

Employers are in a unique position to help combat diabetes and it is crucial to take action now. This toolkit outlines three action steps that can have a significant impact: ask if the DPP program is a covered health benefit, discuss the benefits of offering the DPP program with executives and stakeholders, and promote diabetes prevention to employees.

Type 2 diabetes can be delayed—or even prevented—by making two relatively simple lifestyle changes: **losing weight and increasing physical activity.**



<sup>1</sup> For more information about diabetes (type 1, type 2, and gestational), please see the [Appendix](#) of this toolkit.



# About the National Diabetes Prevention Program

The National Diabetes Prevention Program (National DPP or DPP) is a partnership of public and private organizations that advance type 2 diabetes prevention efforts in the United States. The National DPP was established by the Centers for Disease Control and Prevention (CDC) and provides an evidence-based framework for diabetes prevention lifestyle change programs throughout the United States.

## National DPP Lifestyle Change Program Overview

People with prediabetes—or at risk of—may prevent or delay the onset of type 2 diabetes by participating in a CDC-led DPP lifestyle change program. The DPP program is a year-long, evidence-based, and cost-effective program developed specifically for people with prediabetes in order to prevent the progression to type 2 diabetes. Research shows that lifestyle changes can reduce the risk of developing type 2 diabetes by as much as 58% in people with prediabetes (6). The program is a great way to empower people to take charge of their health and well-being.

### DPP Program Demonstrated Outcomes

- Prevention or delay of type 2 diabetes and reduced cardiovascular risk factors have been shown to last for at least 10 years (6).
- Modest behavior changes helped participants lose 5% to 7% of their body weight—this is equivalent to 10 to 14 pounds for a 200-pound person (7).
- The DPP program is effective across all racial/ethnic groups, genders, and adult age groups (8).
- In one study of 100 high-risk adults aged 50 and older, DPP prevented 162 missed workdays and averted \$91,400 in healthcare costs over a period of 3 years (9).

## The San Diego National DPP Program

Most San Diego DPP programs are coordinated by the San Diego Diabetes Prevention Program Network, a partnership of local organizations working to prevent diabetes in the County of San Diego. Because San Diego DPP programs are offered in various settings, businesses can choose the DPP program that works best for their employees. Employers can host a program at their worksite, coordinate with a program in the community, or direct employees to an online DPP program. Find local San Diego DPP program providers by visiting [www.PreventDiabetesSD.org](http://www.PreventDiabetesSD.org).



A key part of the National DPP is a lifestyle change program that provides:



A TRAINED  
LIFESTYLE COACH



CDC-APPROVED  
CURRICULUM



GROUP SUPPORT  
OVER THE COURSE  
OF A YEAR

Adapted from [National Diabetes Prevention Program](#), Centers for Disease Control and Prevention

## Program Structure

The DPP program is a year-long lifestyle change program. Participants learn to take charge of their health by eating healthy foods and integrating physical activity into their daily lives (7). The DPP program provides peer support, coaching, and helps participants develop the necessary problem-solving, stress-reduction, and coping skills to ensure long-lasting lifestyle changes (7).

The year-long DPP program is broken down into two six-month periods. During the first six months, participants meet once a week and learn how to:

- Eat healthy without giving up all the foods they love.
- Add physical activity to their lives, even if they think they don't have the time.
- Manage stress.
- Cope with challenges that can derail their hard work, such as how to choose healthy food when eating out.
- Get back on track if they stray from their plan.

During the second six months, meetings are held once or twice a month. To ensure participants' long-term success, the program focuses on enhancing and maintaining the changes made during the first half of the program.



Lay and health professional lifestyle coaches teach in-person or virtual group classes.

Comprehensive program focuses on weight loss through



Identify high-risk individuals with prediabetes, outreach to eligible participant, enroll participant, and sustain engagement.

Weekly sessions

Core Curriculum (6 months)  
CDC-approved evidence-based curriculum

Maintenance (6 months)  
Monthly maintenance sessions

Adapted from [Prevent Diabetes: The National Diabetes Prevention Program](#), American Medical Association

## Why it Matters to Employers

Prediabetes is a serious health problem that adversely affects San Diego's economy and workforce. In 2012, the total national cost of diagnosed diabetes was \$245 billion, up 41% over a five-year period (10). **Employers can help prevent type 2 diabetes by providing healthcare coverage for the DPP program in San Diego.** By offering and incentivizing employees to participate in the DPP program, employers can help their employees prevent or delay type 2 diabetes along with the associated conditions that can directly impact an employer's bottom line.

### Lower Healthcare Costs

Research shows that employers who invest in prevention can improve productivity and lower healthcare costs: for every \$1 spent on prevention, \$5.60 can be saved in healthcare-related spending (11). Because diabetes is preventable, employers who offer the DPP program can potentially reduce healthcare expenses dramatically: the annual healthcare cost of an employee with diabetes is \$13,700, of which about \$7,900 is due to diabetes; in other words, **healthcare for employees with diabetes is approximately 2.3 times greater than the cost of a person without diabetes** (10). For a company of 10,000 employees, this calculates to over \$1.38 million dollars in added expenses for diabetes-related healthcare each year (12).

With no intervention, 15% to 30% of your employees with prediabetes may develop type 2 diabetes within five years (13). Therefore, it is not only better for employees' health, but also much more cost-effective to prevent diabetes than to treat the consequences of the disease.

DPP Program Cost:  
\$500 Per Employee

Annual Diabetes Cost to  
Employer:  
\$7,900 Per Employee

### Increased Productivity and Employee Retention

Diabetes accounts for 15 million absent workdays, 120 million workdays with reduced productivity, and 107 million workdays lost due to diabetes-related unemployment annually (12). Additionally, productivity losses related to personal and family health problems cost employers in the United States \$225.8 billion annually (14). Providing the DPP program as a covered health benefit has been shown to increase employee retention and reduce absenteeism (15), which can reduce the potential financial burden of diabetes on employers.

## Action Step 1

## Action Step 2

## Action Step 3

## Action Steps for Employers

There are three important steps that employers can take to make the DPP program available to employees:

- **First**, figure out if the DPP program is a covered health benefit.
- **Second**, discuss the DPP program with executives and stakeholders.
- **Third**, promote diabetes prevention to employees.

The following section outlines these steps and provides specific resources to make diabetes prevention resources more accessible to your employees.

## 1

### Action Step 1:

#### Ask if the DPP Program is a Covered Health Benefit

Explore implementing the DPP program within your business through your healthcare plan(s). While many healthcare plans offer chronic disease management programs, these focus on managing existing diseases. The DPP program is an evidence-based program developed specifically to prevent type 2 diabetes. Contact your health insurance carrier(s) and ask if the DPP program is a covered health benefit for your employees.

### If the DPP Program is a Covered Benefit...

Great! Find out coverage details from your business's health insurance carrier(s). Consider the following questions:

- What do you need for enrollment?
- Are there any situations where the DPP program would not be covered?
- Are there any conditions for enrolling in the program?
- What percentage of the program cost is covered?
- What happens if someone drops out of the program?
- How do you promote the DPP program to eligible employees?
- How do you find and connect with local DPP providers who accept this insurance benefit?

## Action Step 1

## Action Step 2

## Action Step 3

## If the DPP Program is NOT a Covered Benefit...

### Talk to Your Health Insurance Carrier

Start a discussion with your health insurance carrier(s) about how to add the DPP program as a covered benefit for employees. See the sample letter in the [Appendix](#) for an example of how to get the conversation started. You can also ask the following questions:

- What chronic disease prevention or treatment programs are included?
- Why is the DPP program not a covered benefit?
- Can you explain how coverage of this program could work and if there are any conditions that we should be aware of regarding coverage?
- What would be the total additional cost for adding the program as a benefit?
- What would be the additional cost per program participant?
- Would only a certain percentage of the DPP program cost be covered?

### Or, Consider Covering DPP Program Costs Directly

If your health insurance carrier(s) are not prepared to cover the DPP program, assess if your business can cover all, or a portion, of the costs for eligible employees as part of your organization's wellness program. Here are some steps you might take:

- [Locate a local DPP program provider](#) and discuss the possibility of partnering to offer the program to your employees.
- [Determine the cost per participant](#) and a payment structure. Find out what works best for your worksite and the DPP program provider(s). Some options include:
  - The employer pays the entire cost of the program and employees participate free of charge.
  - The employer covers part of the cost and employees make up the difference.
  - Employees pay up-front, or monthly, and are reimbursed by the employer after meeting specific program milestones.

Check out the American Medical Association (AMA)'s suggestions on [how to start your own DPP program](#).

## Action Step 1

## Action Step 2

## Action Step 3

2

**Action Step 2:****Discuss the DPP Program with Executives and Stakeholders**

Both the American Medical Association (AMA) and the Centers for Disease Control and Prevention (CDC) offer no-cost tools to help employers, health insurance carriers, and state health departments identify the return on investment (ROI) and evaluate the impact of DPP program coverage. To inform executives and stakeholders on the benefits of offering the DPP program to employees, use these no-cost tools along with the [San Diego DPP Program Provider List](#), the [San Diego DPP Overview Fact Sheet](#), and the presentation resources provided at the end of this section, to guide your conversations.

**1. Evaluate ROI**

The AMA Cost Saving Calculator helps employers calculate the potential ROI for their organization. Even a small business can see savings in less than three years by reducing employees' risk for developing type 2 diabetes.

- First, review your health care claims data in order to estimate the size of your workforce with prediabetes.
- Then, visit the [AMA Cost Saving Calculator](#) to analyze potential cost savings for your company over a three-year period. Simply follow the prompts and enter your organization's information into the calculator.

**AMA DPP COST SAVING CALCULATOR**

Your organization type  
Employer

Your insured population size (age 18 and older)  
2600

Prevalence

Your anticipated enrollment ?  
Low range 10 %  
High range 50 %

Your anticipated completion ?  
Low range 40 %  
High range 70 %

RESET VALUES CALCULATE

*Analyze potential DPP program cost savings with the AMA Cost Saving Calculator*

## Action Step 1

## Action Step 2

## Action Step 3

## 2. Evaluate Impact: Costs and Benefits Analysis

Visit the CDC's [Diabetes Prevention Impact Toolkit](#) to find an interactive, comprehensive online tool that provides estimates of:

- The total cost of delivering the DPP program or similar lifestyle change program.
- The total health benefit resulting from the program.
- Life years gained and quality-adjusted life years saved.
- Cost-effectiveness of the lifestyle change program.

## 3. Find Local DPP Program Providers

Connect with your local San Diego DPP program providers for resources and assistance. Talk to them about how to bring the program to your employees. An updated DPP program provider list is available at [www.PreventDiabetesSD.org](http://www.PreventDiabetesSD.org), or search for San Diego on the [National DPP registry](#).

## 4. Present the Information to Management, Employees, and Other Stakeholders

Once you identify local San Diego DPP program providers and evaluate ROI and impact, you will have the information you need to discuss the benefits of offering the DPP program as a covered health benefit. To help facilitate discussions with management, employees, and stakeholders, you are encouraged to customize and use the presentation slides and other resources found in this toolkit.

- [Presentation slides](#) to introduce prediabetes and the National DPP from Prevent Diabetes STAT: Screen, Test, Act – Today™ (Prevent Diabetes STAT).
- [Presentation slides](#) about prediabetes in the workplace from Prevent Diabetes STAT.
- [Presentation slides](#) about the benefits of providing the DPP program as a covered health benefit from the AMA.
- [An infographic](#) and [a fact sheet](#) about prediabetes and diabetes in the workplace from Prevent Diabetes STAT.
- [An infographic](#) about the Diabetes Prevention Program and the benefits of the lifestyle change program from the AMA.
- [Presentation slides](#) about the trends in diabetes and obesity in the United States from the CDC.
- [Statistics from a 2017 report](#) about the burden of diabetes in the United States from the CDC.
- Also, see the [Appendix](#) of this toolkit for suggested talking points.



## Action Step 1

## Action Step 2

## Action Step 3

3

## Action Step 3:

## Promote Diabetes Prevention to Your Employees

Employees need to be made aware of the benefits of reversing the risk of diabetes. For example, the DPP program can positively affect employees in a number of ways, including:

- Fewer sick days resulting from improved health of employees and their families.
- Learning new self-management and coping skills.
- Developing a social support system to help sustain new health and wellness skills.
- Increased well-being, self-image, and self-esteem.
- Improved coping skills with stress or other factors affecting health.
- Increased job satisfaction.
- A safer and more supportive work environment.
- An opportunity to incorporate healthy behaviors into their daily routine.

Several customizable sample promotional materials and templates are included in the [Appendix](#) of this toolkit for your use.

Use the Prediabetes Risk Test to encourage employee self-assessment in company newsletters, online outreach, or at health fairs.

**DO YOU HAVE PREDIABETES?**  
Prediabetes Risk Test

Write your score in the box.

1 How old are you?  
Less than 40 years (0 points)  
40-49 years (1 point)  
50-59 years (2 points)  
60 years or older (3 points)

2 Are you a woman?  
Yes (1 point) No (0 points)

3 Do you have a mother, father, sister, or brother with diabetes?  
Yes (1 point) No (0 points)

4 Have you ever been diagnosed with high blood pressure?  
Yes (1 point) No (0 points)

5 Are you physically active?  
Yes (1 point) No (0 points)

6 What is your weight status?  
Less than 100 lbs (0 points)  
100-150 lbs (1 point)  
151-200 lbs (2 points)  
201-250 lbs (3 points)  
251-300 lbs (4 points)  
301-350 lbs (5 points)  
351-400 lbs (6 points)  
401-450 lbs (7 points)  
451-500 lbs (8 points)  
501-550 lbs (9 points)  
551-600 lbs (10 points)  
601-650 lbs (11 points)  
651-700 lbs (12 points)  
701-750 lbs (13 points)  
751-800 lbs (14 points)  
801-850 lbs (15 points)  
851-900 lbs (16 points)  
901-950 lbs (17 points)  
951-1000 lbs (18 points)  
1001-1050 lbs (19 points)  
1051-1100 lbs (20 points)  
1101-1150 lbs (21 points)  
1151-1200 lbs (22 points)  
1201-1250 lbs (23 points)  
1251-1300 lbs (24 points)  
1301-1350 lbs (25 points)  
1351-1400 lbs (26 points)  
1401-1450 lbs (27 points)  
1451-1500 lbs (28 points)  
1501-1550 lbs (29 points)  
1551-1600 lbs (30 points)  
1601-1650 lbs (31 points)  
1651-1700 lbs (32 points)  
1701-1750 lbs (33 points)  
1751-1800 lbs (34 points)  
1801-1850 lbs (35 points)  
1851-1900 lbs (36 points)  
1901-1950 lbs (37 points)  
1951-2000 lbs (38 points)  
2001-2050 lbs (39 points)  
2051-2100 lbs (40 points)  
2101-2150 lbs (41 points)  
2151-2200 lbs (42 points)  
2201-2250 lbs (43 points)  
2251-2300 lbs (44 points)  
2301-2350 lbs (45 points)  
2351-2400 lbs (46 points)  
2401-2450 lbs (47 points)  
2451-2500 lbs (48 points)  
2501-2550 lbs (49 points)  
2551-2600 lbs (50 points)

If you scored 5 or higher:  
You're likely to have prediabetes and are at high risk for type 2 diabetes. However, only your doctor can tell for sure. From now on, you need to take steps to prevent or delay type 2 diabetes. Diabetes is a chronic disease that can be prevented or delayed if you take steps to prevent or delay it. You can do this by making changes to your diet, being more active, and losing weight if you are overweight. You can also take medicine if your doctor says so.

For more information, visit us at [DPPatWorkPrediabetes.org](http://DPPatWorkPrediabetes.org)

**LOWER YOUR RISK**  
If you have prediabetes, you can lower your risk of getting type 2 diabetes by making changes to your diet, being more active, and losing weight if you are overweight. You can also take medicine if your doctor says so.

AMERICAN DIABETES ASSOCIATION | AMERICAN HEART ASSOCIATION | AMERICAN CANCER SOCIETY | CDC

For an English version, find it [online here](#) or [print here](#).

**¿TIENE PREDIABETES?**  
Prueba de riesgo de la diabetes

Escriba su puntuación en el espacio.

1 ¿Qué edad tiene?  
Menos de 40 años (0 puntos)  
40-49 años (1 punto)  
50-59 años (2 puntos)  
60 años o más (3 puntos)

2 ¿Es usted hombre o mujer?  
Hombre (1 punto) Mujer (0 puntos)

3 ¿En su familia, ¿tiene alguien con diabetes gestacional (diabetes durante el embarazo) o diabetes tipo 2?  
Sí (1 punto) No (0 puntos)

4 ¿Tiene familiares (padres, hijos, hermanos) que padecan diabetes?  
Sí (1 punto) No (0 puntos)

5 ¿Es usted físicamente activo?  
Sí (1 punto) No (0 puntos)

6 ¿Cuál es su estado de peso?  
Menos de 100 libras (0 puntos)  
100-150 libras (1 punto)  
151-200 libras (2 puntos)  
201-250 libras (3 puntos)  
251-300 libras (4 puntos)  
301-350 libras (5 puntos)  
351-400 libras (6 puntos)  
401-450 libras (7 puntos)  
451-500 libras (8 puntos)  
501-550 libras (9 puntos)  
551-600 libras (10 puntos)  
601-650 libras (11 puntos)  
651-700 libras (12 puntos)  
701-750 libras (13 puntos)  
751-800 libras (14 puntos)  
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851-900 libras (16 puntos)  
901-950 libras (17 puntos)  
951-1000 libras (18 puntos)  
1001-1050 libras (19 puntos)  
1051-1100 libras (20 puntos)  
1101-1150 libras (21 puntos)  
1151-1200 libras (22 puntos)  
1201-1250 libras (23 puntos)  
1251-1300 libras (24 puntos)  
1301-1350 libras (25 puntos)  
1351-1400 libras (26 puntos)  
1401-1450 libras (27 puntos)  
1451-1500 libras (28 puntos)  
1501-1550 libras (29 puntos)  
1551-1600 libras (30 puntos)  
1601-1650 libras (31 puntos)  
1651-1700 libras (32 puntos)  
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1851-1900 libras (36 puntos)  
1901-1950 libras (37 puntos)  
1951-2000 libras (38 puntos)  
2001-2050 libras (39 puntos)  
2051-2100 libras (40 puntos)  
2101-2150 libras (41 puntos)  
2151-2200 libras (42 puntos)  
2201-2250 libras (43 puntos)  
2251-2300 libras (44 puntos)  
2301-2350 libras (45 puntos)  
2351-2400 libras (46 puntos)  
2401-2450 libras (47 puntos)  
2451-2500 libras (48 puntos)  
2501-2550 libras (49 puntos)  
2551-2600 libras (50 puntos)

Si usted obtuvo 5 o más puntos, es probable que tenga prediabetes y está en alto riesgo de desarrollar diabetes tipo 2. Sin embargo, solo su médico puede decirle si realmente tiene prediabetes. Desde ahora, usted necesita tomar medidas para prevenir o retrasar la diabetes tipo 2. La diabetes es una enfermedad crónica que puede prevenirse o retrasarse si usted toma medidas para prevenirla o retrasarla. Usted puede hacerlo cambiando su dieta, siendo más activo y perdiendo peso si usted es sobrepeso. También puede tomar medicamentos si su médico lo recomienda.

Para obtener más información, visite en [DPPatWorkPrediabetes.org](http://DPPatWorkPrediabetes.org)

**REDUZCA SU RIESGO**  
Si usted tiene prediabetes, puede reducir su riesgo de desarrollar diabetes tipo 2 cambiando su dieta, siendo más activo y perdiendo peso si usted es sobrepeso. También puede tomar medicamentos si su médico lo recomienda.

AMERICAN DIABETES ASSOCIATION | AMERICAN HEART ASSOCIATION | AMERICAN CANCER SOCIETY | CDC

For an Spanish version, find it [online here](#) or [print here](#).



## Action Step 1

## Action Step 2

## Action Step 3

For example, online outreach and prediabetes awareness activities may include:

- Promoting DPP program participation through company [emails](#), posts on your organization's intranet, or an announcement in your employee newsletter.
- Utilizing [social media](#) channels to promote your business as a supporter of diabetes prevention.
- Including a link to an [online version of the Prediabetes Risk Test](#) to encourage employees to find out if they are at risk for prediabetes.

In-person resources and activities could include:

- Hanging [informational posters](#) on your wellness board or other employee common areas to increase employee awareness of prediabetes and availability of DPP program classes. See a sample promotional flyer in the [Appendix](#) of this toolkit.
- Asking employees to take the [Prediabetes Risk Test](#) and promote DPP program participation for those who are eligible (based on risk assessment results). Promote the Prediabetes Risk Test at [employee wellness fairs](#) or [biometric screening events](#).
- Hosting a diabetes prevention informational session at your worksite. Invite a local DPP program provider who accepts your health insurance to present. Support program participation by offering incentives to enroll.
- Offering an onsite DPP program at your worksite to make attending classes convenient for employees.
- Offering incentives for employees who participate in the DPP program. Consider discussing incentive options with your health insurance carrier(s).

Additionally, consider partnering with your health insurance carrier:

- Ask your health insurance carrier(s) how they can help promote the DPP program. Request that they include program information with billing statements, send targeted mailing for people with prediabetes markers, and include program promotional flyers with benefit enrollment materials.

Note: See the [Appendix](#) of this toolkit for a variety of diabetes prevention-related promotional materials.

## Conclusion

Businesses that choose to offer the Diabetes Prevention Program (DPP) lifestyle change program as a covered healthcare benefit are taking a proactive approach to strengthen their bottom line through such benefits as decreasing future healthcare costs, decreasing employee absenteeism, and increasing employee productivity. Choosing not to prioritize diabetes prevention for employees may have a significant impact on your organization. With a conversion rate of up to ten percent per year from prediabetes to diabetes, the situation for employers is desperate (16).

There are some very simple actions you can take. **First**, ask if the DPP program is a covered health benefit; **next**, discuss the benefits of offering the DPP program with executives and stakeholders; and **then**, promote diabetes prevention to employees.

Management of type 2 diabetes is a far more expensive venture than investing in early identification and prevention strategies for your employees. The DPP program is designed for people with the greatest risk for developing type 2 diabetes. By offering the program, your business targets an increasing expense with a cost-effective intervention that has been proven to work.

**With a conversion rate of up to 10% per year from prediabetes to diabetes, the situation for employers is desperate.**

## Additional Resources

### Understanding the Problem

- The [Prediabetes Snapshot from the Centers for Disease Control and Prevention](#) (pdf) infographic from the CDC is a helpful introduction to prediabetes.
- The [Diabetes Snapshot](#) (pdf) infographic from the CDC is an overview of the prevalence, cost, and types of diabetes.
- The [evidence for diabetes prevention through lifestyle change programs](#) (pdf) overview from the American Medical Association (AMA) explains the research study findings that support the DPP lifestyle change program approach to diabetes prevention.
- [Investing in the Prevention of Chronic Disease](#) (pdf) is an overview of the YMCA's DPP program and statistics about diabetes prevention in the workplace.

### Calculating the Costs and Potential Savings

- The [Diabetes Prevention Impact Toolkit](#) from the CDC is an interactive tool that helps both employers and insurers identify the costs of prediabetes.
- Utilize the [AMA Calculator](#) to analyze potential cost savings for your business.

## Identifying Your Organization's Needs

Some employers rely on their health insurance carrier(s) to identify employees who might benefit most from diabetes prevention and management. Other tools include:

- [Do I Have Prediabetes?](#) An award winning ad campaign to raise awareness of prediabetes
- [Diabetes Risk Test \(available in English and Spanish\)](#) from the American Diabetes Association (ADA)

## Additional Helpful Websites

- [National Diabetes Prevention Program](#) website provides information and resources about prediabetes, the National DPP, and the lifestyle change program.
- The CDC's [Diabetes Prevention in the Workplace](#) webpage has information for employers about preventing and managing diabetes in the workplace.
- [Find a DPP Program Provider](#) using the National DPP program database.
- [Prevent Diabetes STAT: Screen, Test, Act – Today™](#) for employers and insurers is a toolkit for diabetes prevention, including promotional materials and infographics.
- The CDC's [National Diabetes Education Program](#) provides free resources for [diabetes prevention and management](#) for adults, including specific resources designed for people of [Hispanic and Latino ancestry](#).

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# Frequently Asked Questions

## Who is at risk for prediabetes and type 2 diabetes?

You are at increased risk for developing prediabetes and type 2 diabetes if you:

- Are 45 years of age or older
- Are overweight
- Smoke
- Have a family history of type 2 diabetes
- Are physically active fewer than three times per week
- Ever had diabetes while pregnant which disappeared after the delivery (gestational diabetes) or gave birth to a baby that weighed more than 9 pounds

## Who qualifies for the Diabetes Prevention Program (DPP) lifestyle change program?

People who are [eligible to participate in DPP program](#) must be 18 years old or older, and meet the following criteria:

- Have no previous diagnosis of diabetes, and
- Have a body mass index (BMI  $\geq 25$  or  $\geq 23$  if Asian), and
- Have not been previously diagnosed with either type 1 or type 2 diabetes, and
- Have a blood value in the prediabetes range within the past year:
  - Hemoglobin A1C.....5.7–6.4%
  - Fasting plasma glucose.....100–125 mg/dL
  - 2h plasma glucose in oral glucose tolerance test.....140–199 mg/dL, or
- Have a previous diagnosis of gestational diabetes

**Please note:** 65% of participants may be considered eligible without a blood test if they screen positive on either the:

- [Prediabetes Screening Test](#) (pdf) from the Centers for Disease Control and Prevention (CDC), or
- [Type 2 Diabetes Risk Test](#) (pdf) from The American Diabetes Association

**People who already have diabetes do not qualify for this program.**

## What can a person do to delay or prevent type 2 diabetes?

Reduce risk of type 2 diabetes by making healthy changes in your lifestyle. The DPP is designed to help you learn how to make sustainable healthy lifestyle choices.

## What is the National DPP?

The National Diabetes Prevention Program (DPP) is a partnership of public and private organizations that advance type 2 diabetes prevention efforts in the United States. The National DPP was established by the Centers for Disease Control and Prevention (CDC) and provides an evidence-based framework for diabetes prevention lifestyle change programs throughout the United States.

## What is the DPP program?

The DPP program is a lifestyle change program. Regardless of where a person signs up for a CDC-led DPP program, the program structure is the same. Groups meet once a week for 16 weeks, then once a month for 6 months to maintain healthy lifestyle changes. During each session, a lifestyle coach will teach a lesson and lead a group discussion.

For example, a DPP program participant will learn to eat healthy, add physical activity to their life, manage stress, and stay on track when eating out.

## What does it mean to be a CDC-recognized DPP program?

To ensure that participants receive a high quality and impactful program, the CDC sets standards for organizations that offer the DPP program. The standards include a CDC-approved curriculum, capacity and commitment to offer the program within 6 months of receiving approval, trained lifestyle coaches, and a designated program coordinator. For a full list of recognition standards, see the [CDC Requirements for Recognition](#).

## As an employer, what should I do to help employees reverse the risk of diabetes?

**First**, ask if your healthcare provider covers the DPP program. **Next**, discuss the benefits of offering the program with executives and stakeholders. **Then**, promote diabetes prevention to your employees. See the section titled “[Action Steps for Employers](#)” for detailed information.

## Where can a person participate in the DPP lifestyle intervention program?

- Locate a [local San Diego DPP program provider](#) on [www.PreventDiabetesSD.org](http://www.PreventDiabetesSD.org), or
- Search the [National DPP program provider list](#)

## Does the program really work?

Yes! In fact, the program can help people with prediabetes cut their risk of developing type 2 diabetes in half. A [DPP research study](#) showed that making modest behavior changes helped participants lose five-to-seven percent of their body weight—that is ten to fourteen pounds for a person weighing 200 pounds. The lifestyle changes reduced the risk of developing type 2 diabetes by 58 percent in people with prediabetes.

### Is the DPP program offered in Spanish?

Yes! Consult the [San Diego DPP Program Providers](#) list for information on Spanish program offerings, or learn more at [www.PreencionDeLaDiabetesSD.org](http://www.PreencionDeLaDiabetesSD.org). For a Spanish language version of the Risk Assessment Test, find it [online here](#) or a [print version here](#). [DolHavePrediabetes.org](http://DolHavePrediabetes.org) also offers [frequently asked questions in Spanish](#).

### Can a person participate if they have diabetes?

Unfortunately, the program is only for individuals who have not been diagnosed with type 1 or type 2 diabetes. People with diabetes are encouraged to maintain their health by working with a primary care physician or endocrinologist as medically indicated.

### Can the program be shortened?

No, the program cannot be shortened. DPP program classes require one hour per week for the first 16 weeks, then one-to-two hours per month for the remainder of the year. In order to maximize the efficacy of the lifestyle change program, the curriculum requires year-long participation.

## Glossary and Acronyms

ADA	American Diabetes Association
AMA	American Medical Association
CDC	Centers for Disease Control and Prevention
DPP Program	Diabetes Prevention Program lifestyle change program (DPP Program) is a CDC-led, evidence-based lifestyle change program designed to reduce participants' risk of type 2 diabetes and improve their overall health.
Gestational diabetes	Gestational diabetes develops during pregnancy. Although blood sugar usually returns to normal soon after delivery, women who have had gestational diabetes are at risk for type 2 diabetes.
NDPP	The National Diabetes Prevention Program (NDPP or National DPP) is a partnership of public and private organizations working to prevent or delay type 2 diabetes.
Prediabetes	Prediabetes occurs when a person's blood glucose (sugar) levels are higher than normal, but not high enough to be diagnosed as diabetes.
San Diego DPP Network	The San Diego Diabetes Prevention Program Network (San Diego DPP Network) is a partnership of local organizations working to prevent type 2 diabetes across San Diego County.
Type 1 diabetes	Type 1 diabetes is caused by an autoimmune reaction that stops the body from making insulin. Type 1 diabetes is usually diagnosed in children, teens, and young adults. Type 1 diabetes is not preventable.
Type 2 diabetes	Type 2 diabetes occurs when a person's body does not use insulin well and is unable to keep blood sugar at normal levels. Type 2 diabetes develops over many years and can be prevented or delayed with healthy lifestyle changes, such as losing weight, healthy eating, and getting daily physical activity.

# Appendices

## Free Resources and Templates for Diabetes Prevention

All resources such as sample letters and promotional materials are free of charge and can be downloaded from [www.PreventDiabetesSD.org](http://www.PreventDiabetesSD.org). Please customize and use as needed to promote diabetes prevention for your employees.

### Resources in this section include:

[Appendix A: Diabetes: The Basics](#)

[Appendix B: Sample Letter to Your Health Insurance Carrier](#)

[Appendix C: Sample Email to Your Employees](#)

[Appendix D: Talking Points: Discuss the DPP Program with Decision Makers and Insurance Carriers](#)

[Appendix E: Promotional Materials](#)

[Appendix F: Diabetes Prevention Outreach Toolkit for Social Media and Online Outreach](#)

[Appendix G: How to Conduct a Health Fair Event](#)

[Appendix H: How to Conduct a Biometric Screening Event](#)



# Appendix A

## Diabetes: The Basics

**Diabetes** occurs when there is too much glucose (sugar) in the bloodstream. The three most frequently diagnosed forms are type 1 diabetes, type 2 diabetes, and gestational diabetes.

**Type 1 diabetes** occurs when the body's immune system attacks and destroys the insulin-producing cells in the pancreas, leaving the body unable to make enough insulin for its needs (17). Type 1 diabetes can occur at any age, but it is usually diagnosed in children and young adults. It accounts for about 5 percent of diagnosed diabetes in U.S. adults (17).

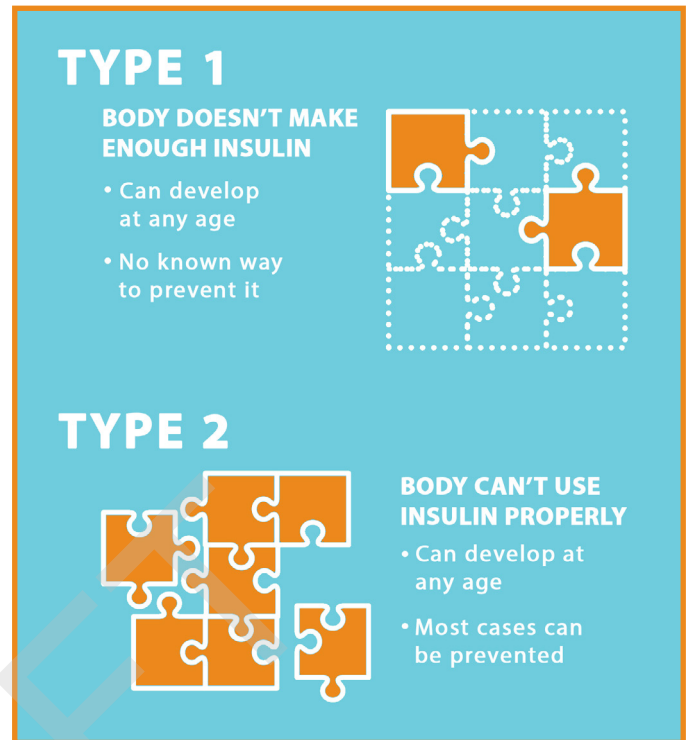
**Type 2 diabetes** is different in that it typically begins as insulin resistance—a disorder in which the pancreas makes adequate amounts of insulin, but the cells are not able to use it properly. Type 2 diabetes is the most commonly diagnosed form of diabetes, accounting for approximately 90 percent to 95 percent of diagnosed diabetes in U.S. adults (18). Recent statistics show that type 2 diabetes is more prevalent among American Indians/Alaska Natives, African Americans, and people of Hispanic ethnicity (19). Current expectations are that as many as two out of every five Americans will develop type 2 diabetes during their lifetime (20).

**Gestational diabetes** is a form of diabetes that develops during pregnancy. Blood sugar usually returns to normal soon after delivery; however, women who have had gestational diabetes are at risk for developing type 2 diabetes.

## Diabetes Risk Factors

Certain factors, some modifiable and others not, can increase a person's risk of developing type 2 diabetes. They include:

- Being age 45 or older
- Being overweight or obese
- Having a parent, brother, or sister with diabetes
- Having prediabetes
- Having a history of gestational diabetes or giving birth to a baby weighing more than nine pounds



Adapted from *A Snapshot: Diabetes in the United States*, Centers for Disease Control and Prevention

- Having high blood pressure (140/90 or higher)
- Being physically active less than three times a week
- Having a family background of African American, Hispanic/Latino American, American Indian, Asian American, or Pacific Islander
- Having a high-density lipoprotein (HDL, or “good”) cholesterol level below 35 mg/dL or a triglyceride level above 250 mg/dL
- Having a personal history of cardiovascular disease (including personal history of high blood pressure or high cholesterol)

Risk factors for type 1 diabetes are relatively unknown; however, studies have shown that certain autoimmune, genetic, and environmental factors can interact to increase an individual's risk for type 1 diabetes. Although it can develop at any age, type 1 diabetes usually occurs in children and young adults (17).

For more information about the causes, symptoms, and risks of type 1, type 2, and gestational diabetes, talk to a medical professional.

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# Appendix B

## Sample Letter to Your Health Insurance Carrier

<HEALTH INSURANCE CARRIER NAME>

<HEALTH INSURANCE CARRIER ADDRESS>

Dear <HEALTH INSURANCE CARRIER>:<sup>1</sup>

In order to ensure the health and wellness of our employees and take control of rising diabetes-related costs, <WORKSITE NAME> would like to add the National Diabetes Prevention Program (DPP) lifestyle change program as a covered health benefit for all employees.

The Centers for Disease Control and Prevention (CDC) provides an evidence-based framework for diabetes prevention lifestyle change programs based on research funded by the National Institutes of Health. Research showed, among those with prediabetes, a 58 percent reduction in the number of new cases of diabetes overall, and a 71 percent reduction in new cases for those over age 60. The program empowers patients with prediabetes to take charge of their health and well-being. Participants meet in groups with a trained lifestyle coach for 16 weekly sessions and six-eight monthly follow-up sessions.

Offering the DPP has financial benefits, as well as health benefits. Lifestyle change interventions are cost-effective and, in some cases, cost saving through reductions in healthcare spending. For instance, a study funded by CDC and the National Institutes of Health showed a statistically significant cost savings averaging \$129 per participant after three years. Of the average \$13,700 annual medical costs of a person with diabetes, about \$7,900 is directly attributable to the disease. On the other hand, the average annual cost of offering a lifestyle change program that can cut a person's risk of type 2 diabetes in half is about \$500, depending on factors such as promotion, recruitment, staff, facilities, and logistics costs.

The DPP program produces results and is cost-effective. As part of our worksite's dedication to the prevention of chronic disease, we request that the DPP program be offered as part of our health insurance package for employees. Please contact <NAME> at <EMAIL> or <PHONE> for further discussion of this matter. I look forward to speaking with you soon.

Sincerely,

<NAME>

<BUSINESS NAME>

<PHONE NUMBER>

<EMAIL ADDRESS>

<sup>1</sup> Adapted from Lorain County General Health District and YMCA of Greater Cleveland. (n.d.). Worksite coverage of the diabetes prevention program (DPP): Sample letter/email to health insurance company. Retrieved from [https://www.loraincountyhealth.com/files/resources/DPP\\_Toolkit\\_Final\\_\\_1\\_.pdf](https://www.loraincountyhealth.com/files/resources/DPP_Toolkit_Final__1_.pdf)

# Appendix C

## Sample Email to Your Employees

Dear <WORKSITE NAME> staff,<sup>1</sup>

<WORKSITE NAME> is excited to provide you with a proven, effective way for you to better your health. The Diabetes Prevention Program (DPP) lifestyle change program is proven to help participants lose weight and reduce their risk of type 2 diabetes. The program is now offered as a covered benefit under our health plan.

Did you know that one in three American adults has prediabetes? Prediabetes means your blood glucose (sugar) is higher than normal but not high enough to be diabetes. Without lifestyle changes, many people with prediabetes may develop type 2 diabetes within five years.

The DPP program focuses on simple lifestyle changes to help you lose weight, eat healthier, and live a more active lifestyle to reduce your risk of developing type 2 diabetes. Results have shown that participating in the DPP program can reduce the risk for developing type 2 diabetes by more than 55%!

To find out if you are at risk for type 2 diabetes and qualify for this program, take the Prediabetes Risk Test at <https://DoiHavePrediabetes.org/Prediabetes-Risk-Test.html>.

DPP classes will be offered at <LOCATION>, and will only require one hour per week for the first 16 weeks, then one-to-two hours per month for the remainder of the year.

Incentives will be offered for enrollment and completion of the DPP program including <INCENTIVE 1> and <INCENTIVE 2>.

Should you have further questions about the program please contact <NAME> at <EMAIL> or <PHONE>.

Sincerely,

<NAME>

<BUSINESS NAME>

<PHONE NUMBER>

<EMAIL ADDRESS>

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<sup>1</sup> Adapted from Lorain County General Health District and YMCA of Greater Cleveland. (n.d.). Worksite coverage of the diabetes prevention program (DPP): Email to staff with risk assessment links. Retrieved from [https://www.loraincountyhealth.com/files/resources/DPP\\_Toolkit\\_Final\\_\\_1\\_.pdf](https://www.loraincountyhealth.com/files/resources/DPP_Toolkit_Final__1_.pdf)

## Appendix D

### Talking Points: Discuss the DPP Program with Decision Makers and Insurance Carriers

Adapted from the CDC, these talking points offer suggested language for communicating with executives, stakeholders, or insurers about the business case for the National DPP lifestyle change program. Use these talking points to guide a conversation or include relevant points in emails, fact sheets, or articles. Please customize the text in brackets (e.g., <INSERT TEXT HERE>) to reflect your program's information.

#### To take control of rising diabetes-related costs and ensure the health of our employees, we need to offer the <INSERT NAME OF THE DPP PROGRAM> as a covered health benefit today.

<INSERT NAME OF THE DPP PROGRAM> is part of the National Diabetes Prevention Program, led by the Centers for Disease Control and Prevention (CDC). This proven program can help people at risk for type 2 diabetes make achievable and realistic lifestyle changes and cut their risk of developing type 2 diabetes. <INSERT NAME OF THE DPP PROGRAM> is a year-long program with 16 weekly sessions and six monthly follow-up sessions facilitated by trained lifestyle coaches who empower participants to take charge of their health.

#### Why Offer <INSERT NAME OF THE DPP PROGRAM> as a Covered Health Benefit?

Prediabetes is a growing workforce issue with serious health and cost consequences.

- An estimated 79 million Americans have prediabetes, placing them at greater risk for developing type 2 diabetes, heart disease, and stroke (17).
- Diabetes currently affects one in ten adults, and the CDC estimates as many as one in five adults could have type 2 diabetes by 2050 without lifestyle changes (21).
- In 2012, the total cost of diagnosed diabetes was \$245 billion, an increase of 41 percent from data collected just five years earlier. This includes \$176 billion in direct medical expenses (10).
- People with diagnosed diabetes incur on average 2.3 times the medical expenses of comparable people without diabetes. The largest portion of these expenditures is for treatment of complications (10).

#### <INSERT NAME OF THE DPP PROGRAM> Works and is Cost-Effective

This program gets results, and the incremental costs of adding <INSERT NAME OF THE DPP PROGRAM> is a cost-effective use of resources.

- Research examining the effects of a structured lifestyle change program like <INSERT NAME OF THE DPP PROGRAM> showed that weight loss of five-to-seven percent of body weight, achieved by reducing calories and increasing physical activity, reduced risk of developing type 2 diabetes by 58 percent in people at for the disease. For people over 60 years of age, risk was reduced by 71 percent (7).
- Even after ten years, those who had participated in the lifestyle change program had a 34 percent lower rate of type 2 diabetes (6).
- The cost per person of offering the lifestyle change program is about \$500 (depending on factors such as promotion, recruitment, staff, and logistics costs). The cost of preventing diabetes is much lower than the cost of managing the complications of type 2 diabetes.
- The CDC has determined that intensive lifestyle interventions that prevent type 2 diabetes among people with impaired glucose tolerance are “very cost-effective” and, in many cases, cost-saving (22).

## What You Can Do

### For executives and stakeholders

- We need to talk to our health insurance carrier(s) about covering <INSERT NAME OF THE DPP PROGRAM> as a health benefit.
- Third-party administrators can help us determine potential return-on-investment specific to our organization. They can also help implement the program, process claims, recruit participants, and collect data.
- Promote <INSERT NAME OF THE DPP PROGRAM> to your employees. We can give you promotional resources, such as a risk test and a brochure describing the program and its benefits.

### For insurers

- Consider including <INSERT NAME OF THE DPP PROGRAM> in your suite of covered health benefits.
- Consider promoting <INSERT NAME OF THE DPP PROGRAM> to your members. We can give you promotional resources, such as a risk test and a brochure describing the program and its benefits.

## Always include your contact information

To learn more, visit [www.cdc.gov/diabetes/prevention](http://www.cdc.gov/diabetes/prevention) or contact:

<CONTACT NAME>

<PROGRAM NAME>

<ADDRESS>

<PHONE NUMBER>

<EMAIL>

# Appendix E

## Promotional Materials

### For presentations to management, employees, and other stakeholders:

Users are encouraged to customize the following resources for presentations and discussions about the benefits of providing the National Diabetes Prevention Program (DPP) lifestyle change program as a covered health benefit.

- [Presentation slides](#) to introduce prediabetes and the National DPP from Prevent Diabetes STAT: Screen, Test, Act – Today™ (Prevent Diabetes STAT).
- [Presentation slides](#) about prediabetes in the workplace from Prevent Diabetes STAT.
- [Presentation slides](#) about the benefits of providing the DPP program as a covered health benefit from the AMA.
- [An infographic](#) and [a fact sheet](#) about prediabetes and diabetes in the workplace from Prevent Diabetes STAT.
- [An infographic](#) about the Diabetes Prevention Program and the benefits of the lifestyle change program from the AMA.
- [Diabetes Prevention Impact Toolkit](#) is an interactive dashboard that estimates the number of employees with prediabetes and calculates the long-term cost of diabetes for the employer. See the [step-by-step instructions](#) for using the toolkit and suggestions for how to use the data.
- [Presentation slides](#) about the trends in diabetes and obesity in the United States from the CDC.
- [Statistics from a 2017 report](#) about the burden of diabetes in the United States from the CDC.

### For print and electronic distribution (newsletters, social media, and websites):

The following resources can be emailed to employees, posted on bulletin boards, or distributed at health fairs.

- [DoIHavePrediabetes.org Risk Test](#) (online and available for print)
- [CDC's Diabetes at Work Fact Sheets](#)
- [Prediabetes Infographics and Posters](#) from DoIHavePrediabetes.org
- [Diabetes in the United States - 24 x 36 poster](#) from CDC
- [Ad Council's Prevent Type 2 Diabetes YouTube videos](#)
- [50 Ways to Prevent Type 2 Diabetes](#) from the National Institute of Diabetes and Digestive and Kidney Diseases (NIDDK)
- [Game Plan for Preventing Type 2 Diabetes](#) from NIDDK
- [Family Health History Quiz](#) from NIDDK



## Sample Flyers for Employees

### DO YOU HAVE PREDIABETES?

Prediabetes Risk Test

- How old are you?  
Less than 40 years (0 points)  
40–49 years (1 point)  
50–59 years (2 points)  
60 years or older (3 points)
- Are you a man or a woman?  
Man (1 point) Woman (0 points)
- If you are a woman, have you ever been diagnosed with gestational diabetes?  
Yes (1 point) No (0 points)
- Do you have a mother, father, sister, or brother with diabetes?  
Yes (1 point) No (0 points)
- Have you ever been diagnosed with high blood pressure?  
Yes (1 point) No (0 points)
- Are you physically active?  
Yes (0 points) No (1 point)
- What is your weight status?  
(see chart at right)

Write your score in the box.

Height	Weight (lb)	Weight (kg)	Points
4'10"	150	68	0
4'11"	150	68	0
5'0"	150	68	0
5'1"	150	68	0
5'2"	150	68	0
5'3"	150	68	0
5'4"	150	68	0
5'5"	150	68	0
5'6"	150	68	0
5'7"	150	68	0
5'8"	150	68	0
5'9"	150	68	0
5'10"	150	68	0
5'11"	150	68	0
6'0"	150	68	0
6'1"	150	68	0
6'2"	150	68	0
6'3"	150	68	0
6'4"	150	68	0

Add up your score.

If you scored 5 or higher:  
You're likely to have prediabetes and are at high risk for type 2 diabetes. However, only your doctor can tell for sure if you do have type 2 diabetes or prediabetes (a condition that precedes type 2 diabetes in which blood glucose levels are higher than normal). Talk to your doctor to see if additional testing is needed.

Type 2 diabetes is more common in African Americans, Hispanic/Latinos, American Indians, Asian Americans and Pacific Islanders.

Higher body weights increase diabetes risk for everyone. Asian Americans are at increased diabetes risk at lower body weights than the rest of the general public (about 15 pounds lower).

For more information, visit us at [DoHavePrediabetes.org](http://DoHavePrediabetes.org)

**LOWER YOUR RISK**  
Here's the good news: it is possible with small steps to reverse prediabetes, and these measures can help you live a longer and healthier life.  
If you are at high risk, the best thing to do is contact your doctor to see if additional testing is needed.  
Visit [DoHavePrediabetes.org](http://DoHavePrediabetes.org) for more information on how to make small lifestyle changes to help lower your risk.

Adapted from Being at Risk: Action Steps to Prevent Type 2 Diabetes. Original algorithm was validated without gestational diabetes as part of the model.

AMERICAN MEDICAL ASSOCIATION

Use the Prediabetes Risk Test to encourage employee self-assessment in company newsletters, online outreach, or at health fairs. Insert your business's contact information and include [www.PreventDiabetesSD.org](http://www.PreventDiabetesSD.org).  
For an English version, find it [online here](#) or [print here](#).  
For a Spanish version, find it [online here](#) or [print here](#).

## 84 MILLION AMERICANS ADULT have prediabetes

You could be one

Having prediabetes means you are at increased risk for developing problems such as type 2 diabetes, stroke and heart disease.

You could have prediabetes if you have:

- High cholesterol **or**
- High blood pressure **or**
- A parent, brother or sister with diabetes

Your risk goes up if you are also overweight, and/or over age 45.

If you have prediabetes, we can help!

**Ask your doctor how you can stop diabetes before it starts.**

AMERICAN MEDICAL ASSOCIATION

Prevent Diabetes **STAT** | Screen / Test / Act Today™

CDC

The American Medical Association and the Centers for Disease Control are supporting physicians, care teams and patients to prevent diabetes.

Use posters such as this one from Prevent Diabetes STAT: Screen, Test, Act – Today™ in emails, on bulletin boards, or distributed at health fairs.  
Insert your business's contact information and include [www.PreventDiabetesSD.org](http://www.PreventDiabetesSD.org).



# Appendix F

## Diabetes Prevention Outreach Toolkit for Social Media and Online Outreach

The following graphics and suggested social media copy is from [Ad Council's DoIHavePrediabetes.org](https://AdCouncil.org) campaign. These images can be used on social media, in emails/newsletters, or in print on posters. To access the graphics in this appendix, go to [DoIHavePrediabetes.org](https://DoIHavePrediabetes.org) or click on the images below.

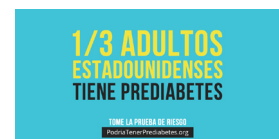
### 1 in 3 Americans Has Prediabetes

Facebook:



It's better to know than wonder. Take the risk test in one minute, to find out if you're one of the 1 in 3 American adults with prediabetes. Visit [DoIHavePrediabetes.org](https://DoIHavePrediabetes.org).

Twitter:



Take the risk test to find out in 1 minute if you may be one of the 1 in 3 American adults with [#prediabetes](https://twitter.com/prediabetes). Visit [DoIHavePrediabetes.org](https://DoIHavePrediabetes.org).

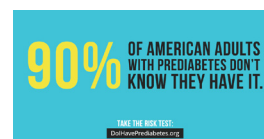
### 90% of Americans with Prediabetes Don't Know They Have It

Facebook:



Even though 90% of Americans with prediabetes don't know if they have it, you can find out if you're at risk in just one minute by taking the risk test at [DoIHavePrediabetes.org](https://DoIHavePrediabetes.org).

Twitter:



Take the [#prediabetes](https://twitter.com/prediabetes) risk test to find out if you may be at risk. Knowing is the first step to making changes. Visit [DoIHavePrediabetes.org](https://DoIHavePrediabetes.org).

## 84 Million Americans Have Prediabetes

Facebook:



Learning if you have #prediabetes is the first step to a healthier future. Take the risk test at DolHavePrediabetes.org and learn how to prevent type 2 diabetes.

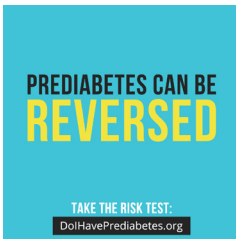
Twitter:



Learning if you have #prediabetes is the first step to a healthier future. Take the risk test at DolHavePrediabetes.org.

## Prediabetes Can Be Reversed

Facebook:



It's not too late. Fortunately, prediabetes can be reversed. To maintain a healthy future, take a minute to visit DolHavePrediabetes.org and learn more.

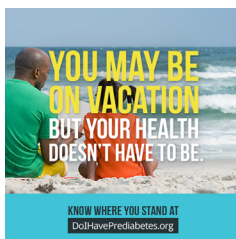
Twitter:



It's not too late to act because #prediabetes can often be reversed. Visit DolHavePrediabetes.org to learn more.

## Your Health on Vacation

Facebook:



Are you at risk for prediabetes? It only takes 1 minute to know where you stand. Take the test to find out at DolHavePrediabetes.org.

Twitter:



Facts aren't always fun, but the truth is important. Find out if you may have #prediabetes at DolHavePrediabetes.org.

# Appendix G

## How to Conduct a Health Fair Event

A **worksite health fair** is a great way to raise awareness and provide health information from various health organizations in your community. It is also a very effective way of promoting the Diabetes Prevention Program lifestyle change program.

Employee health fairs can be small or large depending on the size and needs of your worksite. The following guide from Greater Wichita YMCA<sup>1</sup> will help you plan, implement, and evaluate your worksite's health fair.

1. Form a planning committee
  - Form the committee at least six months in advance.
  - Select a diverse group that represent the entire worksite (include management).
  - Select individuals that are passionate about the wellness program.
2. Assess the needs of your worksite's population
  - Consider performing a needs assessment to get employee input on topics of interest.
  - Take the culture of your worksite into consideration: what are the shared assumptions, values, and beliefs of employees.
3. Set goals and objectives
  - Goals and objectives will provide a framework for planning and evaluation.
  - Goals should be SMART:
    - Specific: What do you want to do?
    - Measurable: How much and how often will it be done?
    - Attainable: How will it be done?
    - Realistic: Can it be done?
    - Timely: When will it be done?
  - Example: Have 75% of available employees attend the health fair on March 5.
4. Establish a budget
  - If the main goal is education, set aside money for educational resources and interactive activities that can enhance diabetes and diabetes risk awareness.
  - If the goal is participation, decide on incentives to entice employees to participate.
  - Utilize existing programs and resources, such as your Employee Assistance Program (EAP) provider, other nonprofit agencies, and your local public health department to reduce costs.
5. Choose a date and location
  - Date considerations

<sup>1</sup> Kansas Department of Health and Environment Health ICT. (n.d.). How to conduct a health fair. Retrieved from <https://healthict.org/content/upload/files/How%20to%20conduct%20a%20health%20fair.pdf>

- Schedule the health fair for midweek to accommodate anyone who is off at the start or end of the week.
  - Check the worksite calendar to make sure the health fair doesn't conflict with other events.
  - Avoid scheduling the health fair on holidays or peak vacation times.
  - Time considerations
    - Try to accommodate all shifts so that as many employees as possible can attend.
    - Discuss with management to see if employees may be allowed time during the workday to attend the health fair.
  - Location considerations
    - Choose high-traffic areas such as a cafeteria or boardroom.
    - Make sure it is convenient and can be easily accessed.
    - Be sure there is enough space, lighting, and electrical outlets to accommodate the vendors.
6. Promote event
    - Start promoting four-to-six weeks beforehand.
    - Make it simple and clear by using plain language and short sentences.
    - Make it personal and let employees know how they will benefit by attending the health fair.
    - Identify a theme to help boost interest and make the event more memorable.
  7. Engage employees
    - Develop a health fair passport to encourage employees to visit multiple vendors.
    - Offer incentives such as small gifts, giveaways, and prize drawings.
  8. Health fair checklist
    - Consider establishing timelines for three months before, one month before, one week before, the day before, the day of the health fair, and for follow-up after the health fair.
  9. Develop an evaluation tool
    - Conduct an evaluation of the health fair to find out what worked and what could be improved next time. Consider the following questions:
      - What did you like most (and least) about the health fair?
      - What motivated you to attend the health fair?
      - What was the most important thing you learned today?
      - What change(s) are you planning to make as a result of attending the health fair?
      - Overall I was satisfied with the health fair (agree, somewhat agree/disagree, disagree).
      - What suggestions do you have to improve the health fair?
  10. Additional Considerations:
    - If you are planning to provide food and beverages to vendors or employees during the health fair, be consistent with health promotion messages by emphasizing healthy food and beverages.

# Appendix H

## How to Conduct a Biometric Screening Event

A **biometric screening event** is an efficient way to assess employee health and raise awareness of the Diabetes Prevention Program lifestyle change program. To the extent possible, involve your health insurance carrier(s). The following checklist is provided by Kaiser Permanente.<sup>1</sup>

1. Determine best time of year to offer screenings at your worksite. This may be dependent upon:
  - Busy seasons versus lighter workload periods.
  - Open enrollment period if connecting to new benefits or insurance premium incentive.
  - Wellness program kick-off (for the new program year).
  - Fiscal year.
2. Determine who will be eligible to participate in screenings. Consider:
  - Full-time and part-time employees; contract employees.
  - All employees versus only those covered on health plan.
  - Spouses and dependents on health plan.
3. Determine appropriate days and times to request screenings. Consider:
  - Shift workers.
  - Fasting (fasting tests are preferable).
  - Hours if including spouse/dependents.
4. Contact screening providers in your community to determine what will best fit your needs.
  - Cost of screenings: determine what is included (for example: aggregate reporting, results-based coaching, health assessments).
  - Types of screenings that can be offered (for example: A1C only, Basic Lipid Panel, inclusion of other biometric values).
  - Responsibilities of healthcare insurance carrier versus the worksite.
  - Ask the healthcare provider if screenings will be covered for plan participants.

### Additional Considerations:

1. If providing food after screening, food should be healthy to support the message of health and well-being that you are conveying by offering the screening. Examples include: fruit, breakfast bars (whole grain and low in added sugar), and yogurt.
2. Determine in advance if screenings will be provided to employees on company time or if they will need to be clocked out while getting their screening—communicate this when promoting screening event.

<sup>1</sup> Kaiser Permanente. (n.d.). Planning checklist for biometric screening events. Retrieved from <https://www.ghc.org/static/pdf/shared/forms/health-plan/population-health/biometric-employer.pdf>

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