

1815 Strategy A.5 Employer Coverage Learning Collaborative Overview

About 1815 Strategy A.5

1815 Strategy A.5

Collaborate with payers and relevant public and private sector organizations within the state to expand availability of the National Diabetes Prevention Program (National DPP) as a covered benefit for employees of public and private sector organizations.

Intent of Strategy

Covering the National DPP lifestyle change program as a health benefit through commercial or employer-provided insurance is a key pillar to sustaining the National DPP. More than 50% of Americans obtain their health insurance through their employer¹; as such, engaging payers (insurance companies) and employers to cover the program is a critical entry point to expanding access to and uptake of the National DPP lifestyle change program. In addition to engaging payers and employers that cover members of the general population, recipients are encouraged to identify employers that employ members of high burden populations of focus within the state.

About the Learning Collaborative

CDC and NACDD are working together to identify states that selected 1815 Strategy A.5 and have a high level of readiness to engage employers in work to add the National DPP lifestyle change program as a covered health benefit for their employees at high risk for type 2 diabetes. The intent of the project is to learn more about the steps involved in the employer decision making and implementation process so that additional tools/resources can be developed to better meet employers' needs.

Project participation is optional, and the states selected will identify and work with an employer to establish health benefit coverage of the National DPP for their employees at high risk. We anticipate that in order to establish coverage, some employers may first seek to conduct a pilot or demonstration project. NACDD will provide technical assistance (TA) to support the state in working with the employer to implement an employee demonstration project if desired, and ultimately to establish health benefit coverage.

Project Goals:

- Inform CDC's understanding of the decisions that employers need to make in order to cover the National DPP lifestyle change program as a health benefit.
- Increase the capacity of state health department (SHD) staff to provide TA to employers who offer the National DPP lifestyle change program.
- Accelerate coverage of the National DPP lifestyle change program by securing one employer per participating state to implement the program with their employees.
- Capture employer perspectives, successes, and challenges to support coverage of the National DPP lifestyle change program.

¹ <https://www.kff.org/private-insurance/issue-brief/trends-in-employer-sponsored-insurance-offer-and-coverage-rates-1999-2014/>

Project Timeline and Expected Time Commitment

This project will span the course of 18-24 months, based on employer readiness to begin implementation. We anticipate states will be selected and notified by late February 2019, with project activities beginning thereafter.

The amount of time required will vary depending on the intensity of support each state needs to provide to their identified employer. It is likely that most entities will need a more intensive focus in the first few months of the project, and then transition to implementation where less hands-on support is needed. The evaluation phase will require additional time to gather information and relevant metrics. In addition to the time spent working directly with employers, states can expect up to four hours per month of individual and group-based TA, training opportunities, and peer learning activities.

Benefits of TA and Support

NACDD and CDC will support SHDs by providing:

- A step-by-step process and tools to assist states in working directly with employers to implement and achieve health benefit coverage for the National DPP lifestyle change program;
- Ongoing learning collaborative calls and webinars to learn from peers and gain knowledge about strategies and tools to engage and support employers;
- Individual state TA calls to review plans for engaging employers, anticipated timelines, and state specific challenges and opportunities; and
- Opportunities to hear from employers experienced in offering and covering the lifestyle change program, and to engage employers across participating SHDs.

State Roles and Expectations

Participating states, in partnership with NACDD and CDC, will:

- Obtain commitment from one employer to implement the National DPP lifestyle change program with the intent to establish health benefit coverage within the project period.
 - States applying for this project should have commitment from one employer that is interested in participating.
- Provide TA to employers-throughout the planning, implementation, and evaluation stages of the project.
 - The level of TA needed will be dependent on employer readiness and capacity.
 - Employers will be supported in moving through the step-by-step process. This may include providing guidance and resources to increase awareness of prediabetes and the National DPP lifestyle change program; establish a process for prediabetes screening, testing, and referrals to the program; employee engagement; vendor selection; data collection; and more.
- Participate in regularly scheduled TA calls and webinars with NACDD and CDC.
- Document key activities and lessons learned.