



# Worksite Wellness: A Public Health Leadership Role

July 23, 2015



**COLORADO**  
Department of Public  
Health & Environment

# Presentation Overview

- Define what is meant by a comprehensive worksite wellness program.
- Define the role of public health in defining effective worksite wellness strategies.
- Learn several approaches CDPHE is utilizing to address rising obesity rates in Colorado through worksite wellness strategies.
- Understand how Local Public Health Agencies can be involved.

# The State of Overweight and Obesity in CO

- 21% of adults are obese
- 35% of adults are overweight
- 86% of adults did not meet recommended fruit and vegetable consumption
- 18% report they had not participated in physical activity in the last month

(2013 BRFSS)

# *What is Worksite Wellness?*

- Health promotion, chronic disease prevention, early detection, and disease management.

## *How?*

- (Built) Environment, Benefits, Policies, Programs, Events

# *What is public health's role?*

- Provide employers and employees with guidance, access, and support for evidence based approaches to prevent, detect and manage illness, injury and disease.

# *Prevent-Detect-Manage*

Obesity, tobacco, substance abuse,  
immunization, oral health, diabetes,  
cardiovascular disease, cancer, mental health,  
injury prevention, safety

# *How?*

- **Environment-** Access to free water, lactation room, work station design, building design, location
- **Policies** – Lactation Accommodation, Tobacco Free Workplace, Flexible Leave, Food and Beverage, Procurement
- **Benefits-** Chronic Disease, Cessation Benefits, Immunization, Oral Health, Mental Health, Referral to exchange and medicaid

- **Programs** – Diabetes Prevention Program, Safety Programs, Employee Assistance Program
- **Events- Onsite or nearby:**
  - ✧ immunization
  - ✧ health screening (with referral to primary care)
  - ✧ CPR/First Aid
  - ✧ Education – Lunch-n-learns
  - ✧ Running, walking, cycling

# Opportunities and Challenges

- Employed population is roughly 4 million
- 50% in small to mid-size businesses
- Diverse work environments, occupations, and locations
- Limited reporting of activities
- ACA provides new opportunities for prevention and wellness programs

# *CDPHE and State Approaches*

Large institutions and government employers

- Colorado Healthy Hospital Compact
- State of Colorado - Healthy Vending and Concessions
- State of Colorado- Diabetes Prevention Program
- State and Federal Government settings - Healthy Concessions Pilot
- Schools- Colorado Education Initiative, RMC Health, Healthy Schools Collective Impact

# *Health Links Colorado*

- Non-Profit program based in the Center for Worker Health and Environment at the Colorado School of Public Health
- Provides a employers with a low cost avenue to initiate or enhance an existing wellness program
  - ✧ Assessment
  - ✧ Technical assistance
  - ✧ Access to recommended local, state, & national resources
  - ✧ Education
  - ✧ Certification
  - ✧ Recognition

# *State Resources*

- Small Business Development Center Network (SBDC)
  - ✧ 14 regional centers, 71 satellite offices
- State and Federal Grant Programs
  - ✧ CCPD Grantees - 5 Grantees working in 21 Counties
  - ✧ SE Colorado Worksite Wellness Initiative - 8 Counties

# Goals:

- Build capacity and sustainability for LPHAs and communities to support employer adoption of public health informed and evidence based approaches for worksite wellness.
- Provide opportunities for recognition of employers who are already achieving excellence
  - ✧ Healthy Business Certification
  - ✧ Colorado Healthiest Places to Work - Aug. 20
  - ✧ Colorado Culture of Health Conference- April
  - ✧ Governor's Award for Worksite Wellness
  - ✧ Governor's Award for School Health and Wellness
  - ✧ Baby Friendly Hospitals and CO Healthy Hospitals

# *What can you do?*

Promote awareness, support, and recruit hospitals participation in Baby Friendly Hospital Collaborative, Colorado Colorado Healthy Hospital Compact, Smart Source-Healthy Schools Collective Impact, Health Links Colorado.

Encourage employers who are already leading to participate in the recognition programs. Work with your local leaders, media, and partners to generate stories that can be shared locally and with the broader network.

Participate in Health Links Colorado as an employer and identify your agency's resources and community partners as recommended resources.

Reach out to Small Business Development Center Network Regional Offices to build collaboration and communication of resources.

Recruit leaders in health and wellness to represent your community by participating as an affiliate or appointee for the Governor's Council for Active and Healthy Lifestyles.

# *Information and Resources*

Colorado Healthy Hospital Compact:

[www.colorado.gov/pacific/cdphe/healthy-hospital-compact](http://www.colorado.gov/pacific/cdphe/healthy-hospital-compact)

Colorado Breastfeeding Essentials:

[www.colorado.gov/pacific/cdphe/breastfeeding](http://www.colorado.gov/pacific/cdphe/breastfeeding)

Health Links Colorado:

<http://healthlinkscolorado.org/>

Colorado Education Initiative:

[www.coloradoedinitiative.org/our-work/health-wellness/healthy-schools-collective-impact/](http://www.coloradoedinitiative.org/our-work/health-wellness/healthy-schools-collective-impact/)

Small Business Development Center Network:

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

Governor's Council for Active and Healthy Lifestyles

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

# CDPHE Contact Information

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*Questions?*



# The Diabetes Prevention Program and Local Public Health

July 23, 2015



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# Presentation Overview

- Appreciate how important you are to diabetes prevention and control in Colorado
- Define the **burden** of **obesity, prediabetes and diabetes** in Colorado
- The what, how and why of **Diabetes Prevention Program (DPP)**
- Overview of CDPHE's work in this area
- How Local Public Health Agencies can be involved

# The State of Diabetes in CO

- 21 % of adults are **obese** (2013 BRFSS)
- 1 in 15 Coloradans has **diabetes** (2013 BRFSS)
- 6.3% of Colorado women who gave live birth reported having **gestational diabetes** (2011 PRAMS)
- An estimated 1 in 3 Coloradans has **prediabetes** (CDC)
- If trends continue, by 2050, 1 in 3 will have diabetes (CDC)

# *What is Prediabetes?*

- A blood sugar level that is higher than normal but not high enough to be classified as diabetes
- Without lifestyle changes most people with prediabetes will develop type 2 diabetes within five to six years
- Few Coloradans are aware of their risk for prediabetes

# *Risk factors for Prediabetes*

- Overweight and obese
- Inactive
- Over age 45
- Family history of diabetes
- History of gestational diabetes

**Overweight or obesity is  
the #1 risk factor for type 2  
diabetes**

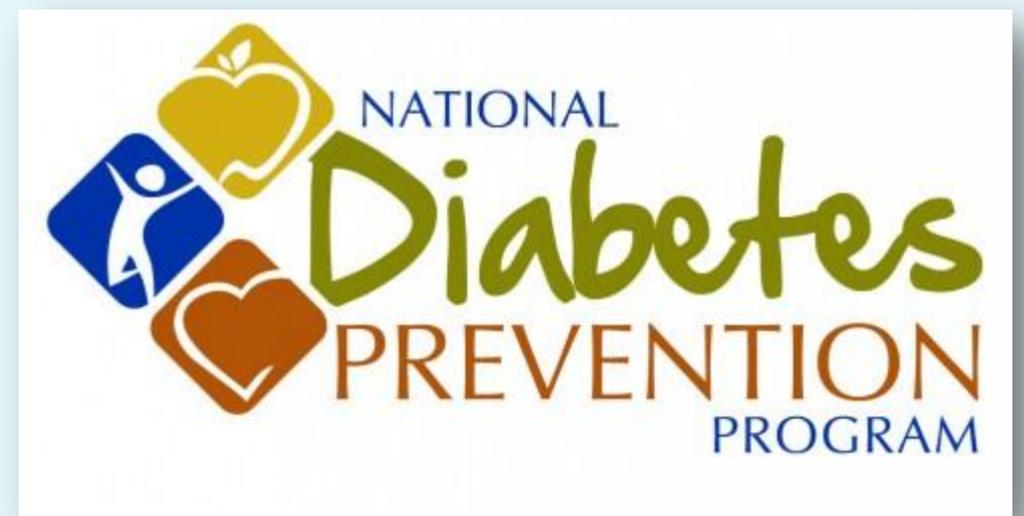
# DPP: an Effective Solution to Prevent Diabetes

# The Evidence Base

- The DPP is based on randomized control clinical research trials led by NIH & CDC
- **5% to 7%** body weight loss and increased physical activity to **150 minutes/wk** reduced risk of developing type 2 diabetes by **58%**
- 10-year follow up study showed reduced diabetes incidence of 34% in the lifestyle group

# DPP Program Elements

- **Year-long** lifestyle intervention program
- Facilitated by trained Lifestyle Coaches in community organizations, clinics or worksites
- Includes 16 weekly sessions followed by six monthly sessions



# DPP Program Elements

- **Nutrition** information/food diary
- Reading food labels
- Dealing with **stress** without overeating
- Increasing **physical activity**



# Eligibility Criteria

- **18 years of age** or older and have a **BMI of 24 or greater**
- A diagnosis of prediabetes or a **history of GDM**
- Or participants score **9 or higher** on a paper and pencil risk test

# The Prediabetes Risk Test

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

## **1 point:**

- Are you a woman who has had a baby weighing more than 9 pounds at birth?
- Do you have a sister or brother with diabetes?
- Do you have a parent with diabetes?

## **5 point:**

- Are you overweight (BMI>24)?
- Are you younger than 65 years of age and get little or no exercise in a typical day?
- Are you between 45 and 64 years of age?

## **9 point:**

- Are you 65 years of age or older?



# Tools



## TAKE STEPS TO **PREVENT DIABETES**

Sign up now for the **free** Diabetes Prevention Program at CDPHE

### **Lose 5 to 7 percent of body weight**

10-15 pound weight loss for a 200 pound person

### **Increase physical activity to 150 minutes a week**

### **Reduce risk of developing type 2 diabetes by 58 percent**



You are eligible for this program if you are overweight (BMI >24) and you have a history of gestational diabetes, have been diagnosed with pre-diabetes, or **score 9 or higher on the following risk test:**

are you **9**

**+1** Had a baby weighing more than 9 pounds?

**+1** Have a sister or brother with diabetes?

**+1** Have a parent with diabetes?

**+5** Are you overweight (BMI >24)?

**+5** Are you younger than 65 and do little or no exercise in a typical day?

**+5** Are you between 45 and 64?

**+9** Are you older than 65?

**?**

# Current DPP sites in Colorado

## Denver Metro Area:

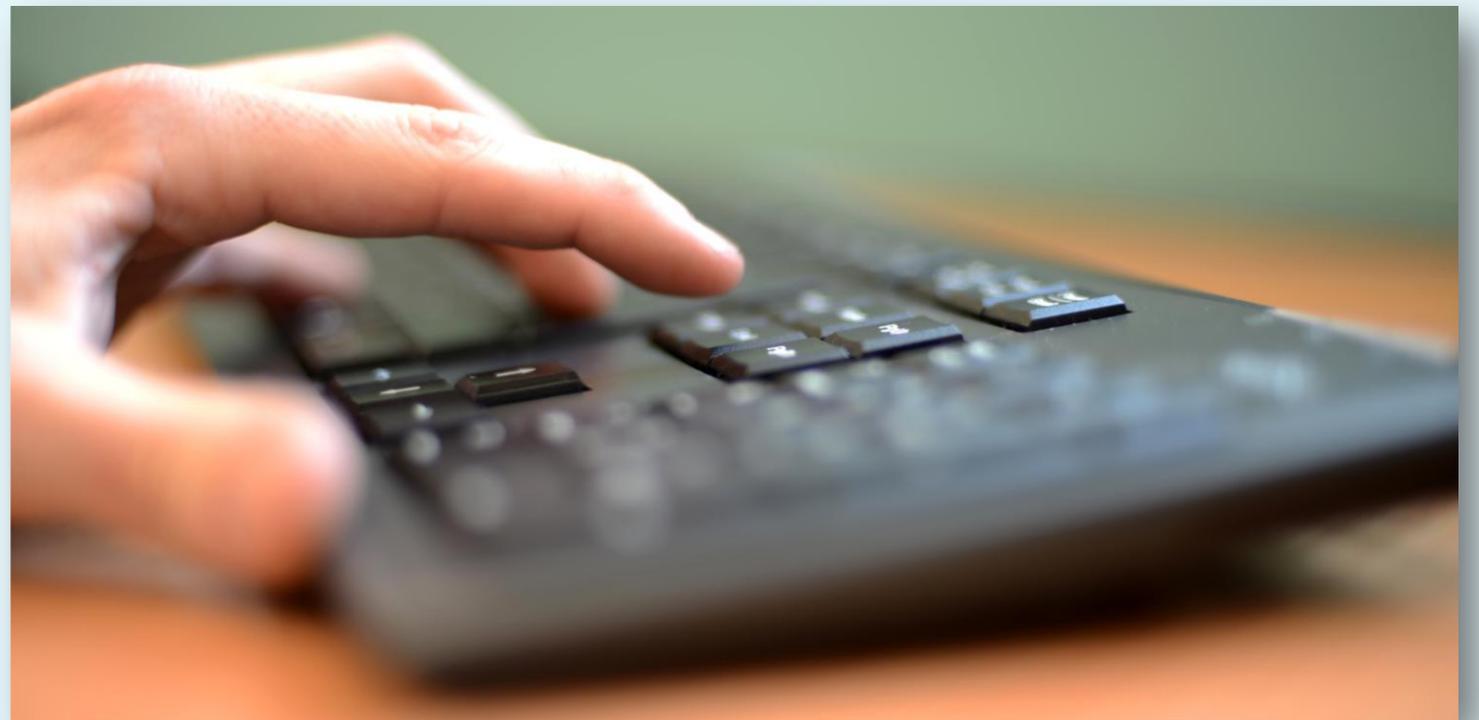
American Diabetes Association  
Anschutz Health and Wellness Center  
Boulder County Area Agency of Aging  
Center for African American Health  
Central Colorado Area Health Education  
Center  
Clinica Tepeyac  
Consortium for Older Adult Wellness  
CREA Results  
Denver Health  
Tri-County Health Department  
YMCA of Metro Denver  
YMCA of Boulder Valley

## Throughout Colorado:

San Luis Valley Regional Medical Center (Alamosa County)  
Chaffee County Public Health (Chaffee County)  
Clear Creek Public Health (Clear Creek County)  
Penrose-St. Francis Health System (El Paso County)  
Delta County Memorial Hospital (Delta County)  
Plains Medical Center (East Central Colorado)  
Spanish Peaks Outreach and Women's Clinic (Huerfano  
County)  
Kit Carson County Health and Human Services (Kit Carson  
County)  
Poudre Valley Hospital (Larimer County)  
Diabetes Care Center at Parkview (Pueblo County)  
Pueblo Community Health Center (Pueblo County)  
Northwest Colorado Visiting Nurses Association (Routt  
County)  
Weld County Department of Public Health & Environment  
(Weld County)

# Locating a DPP in Colorado

- Call 1-800-DIABETES
- [www.cdc.gov/diabetes/prevention](http://www.cdc.gov/diabetes/prevention)



# National and State level support of the DPP

# CDPHE's Goal

Increase referrals to, use of, and/or reimbursement for CDC-recognized lifestyle change programs for the prevention of type 2 diabetes

# Raising Awareness

- Only **7%** of adult Coloradans were aware of having prediabetes in 2014 (BRFSS).
- Social media messaging, communicating with health care providers, and promoting the 1-800 DIABETES hotline
- DPP Advisory Group and Community Based Organization DPP Work Group Meetings
  - Collaboration
  - Technical Assistance
  - Best practice sharing
  - Networking
- [CDPHE Diabetes Prevention Program website](#)
- CDC has a variety of resources available to help you increase awareness of prediabetes in your community, including a risk quiz and infographics. Visit the [National Diabetes Prevention Program's website](#) for these resources and more information.

# Health Plan Coverage

- United Healthcare, Anthem, and Kaiser Permanente provide reimbursement for the DPP



# Employers

- Increase number of self-insured public employers who add the DPP as a covered health benefit, including Local Public Health Agencies
- CDPHE is contracting with the [Colorado Business Group on Health](#) to develop an Economic Assessment Tool and conduct outreach with employers

## Employer Outreach

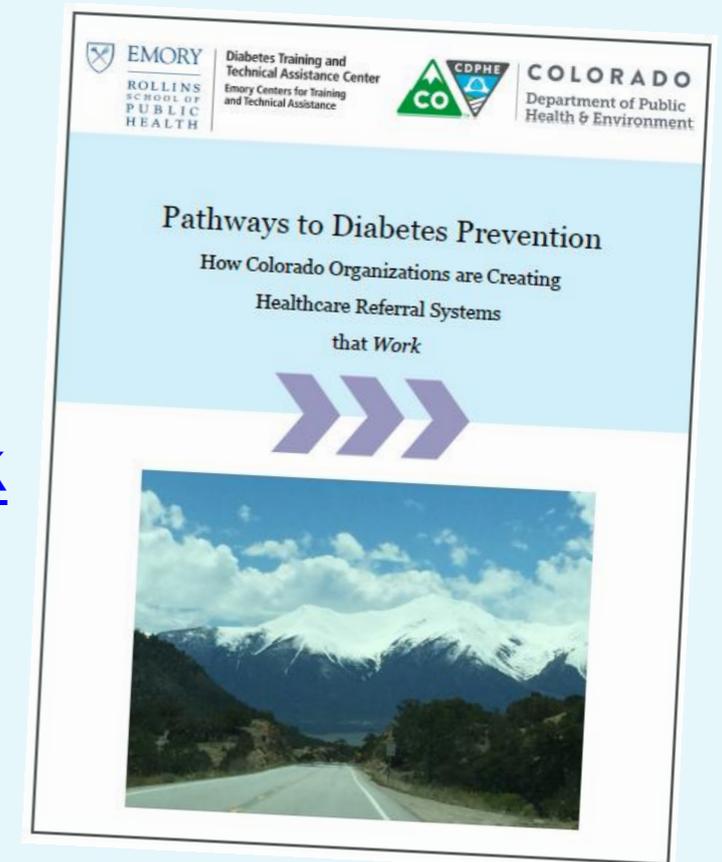
### **Making the Business Case for Offering a DPP as a Covered Benefit**

- The National Diabetes Prevention Program is sponsored by the CDC.
- 58% of individuals that complete a DPP will not develop Type 2 diabetes in five (5) years.
- CDC requires coaching vendors to be recognized and coaches to be certified.
- Offering a DPP can be incorporated into an employer's wellness program.
- DPP can be offered live or via an interactive online program.

# Technical Assistance

Diabetes Training and Technical Assistance Center (DTTAC), FY15:

- Needs Assessment Survey
- Webinars
  - [Developing a Referral and Feedback Loop for the National DDP](#)
  - [Understanding and Supporting Participant Behavior Change](#)
  - [Participant Engagement through the Year-Long Program](#)
- Key Informant Interviews
  - [Case Studies: Referral Systems](#)
  - Conference Panel Participation
- Technical Assistance Consultations
- [Tip Sheet: Making Diabetes Prevention Programs Work in your Community](#)



# How Local Public Health Agencies can be involved

# Opportunities

- Promote awareness of prediabetes and referrals to the DPP for community partners (including health systems), clients, and employees
- Identify organizations in your county to offer the DPP and provide technical assistance to help them become CDC-recognized programs
- Refer to DPP sites in your community
- Promote the inclusion of the DPP as a covered benefit in your agency and for county employees
- Work with employers and health plans in your community to increase access to the DPP as a covered benefit

# Resources

NACCHO Webinar:

“Preventing Prediabetes through the National Diabetes Prevention Program: Lessons Learned from Local Health Departments”

Webinar recording is available here:

<http://www.naccho.org/topics/HPDP/diabetes/index.cfm>

# CDPHE Contact Information

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*Questions?*