A Study on Preventing Diabetes with Health Coaching

The prevention of diabetes has previously not been studied in a workplace setting. So, beginning in 2014, the team at Atrium Health Employer Solutions set up a 5-year study. With 759 participants, the team studied if incentives and health coaching were key components of glycemic control. All participants in Group A and Group B were eligible to participate in wellness programs via health fairs during the 5-year period.

Group A

617 individuals

Were offered

MONETARY INCENTIVES in the form of

HEALTH INSURANCE PREMIUM REDUCTIONS

Received a letter with

HEALTH RISK FACTORS and

ATRIUM HEALTH EMPLOYER SOLUTIONS HEALTH COACHING OVER A 5-YEAR PERIOD

A1C DECREASED

from 5.58 mg/dL DOWN TO 5.52 mg/dL

Group B

142 individuals

Received

NO INCENTIVE

Received a letter with

HEALTH RISK FACTORS and

A CALL TO ACTION TO SHARE THE RESULTS WITH THEIR OWN HEALTHCARE PROVIDER

A1C INCREASED

from 5.37 mg/dL UP TO 5.58 mg/dL

We modeled how the health of the employee was anticipated to progress over the 5-year period.

ACTUAL

only 24 NEW DIABETIC PATIENTS within 5 years

Health coaching and monetary incentives improved glycemic control over 5 years for Group A, an improvement not observed with Group B.

ANTICIPATED

74 NEW DIABETIC PATIENTS within 5 years

A great majority of Americans with prediabetes (up to 90% of 84 million individuals) are unaware of this condition. It's identification in the workplace could prevent or delay progression to actual diabetes in the workers who are able to make lifestyle choices.