

ZEROING IN ON DIABETES

In 2017, a study by the American Diabetes Association found that healthcare costs for Americans with diagnosed diabetes were 2.3x higher than those without diabetes. And the indirect costs of diabetes – like increased absenteeism and reduced productivity – totaled a whopping \$90 billion.

The same year, **Charleston Water System (CWS)** was grappling with the impact of diabetes firsthand.

The Need:

An analysis of claims data revealed a heavy burden of the chronic condition among CWS employees, fueled in part by the rising cost of diabetes therapies and care for diabetes-related complications like heart attack and stroke.

And despite significant investment in initiatives to improve diabetes management and outcomes, CWS hadn't seen progress. Leaders knew that to protect their greatest asset – their employees – it was time to try a different approach.

The Action:

CWS brought Atrium Health Employer Solutions on board to develop an engaging on-site diabetes management program tailored to the company's unique needs. This included:

- An analysis of claims data to identify employees that might benefit from the program
- Convenient, on-site biometric screenings and one-on-one health coaching to give program participants the support needed to make lasting lifestyle changes
- Participation requirements linked to a meaningful incentive: diabetes medications provided at no cost to the employee
- Consistent data collection and analysis to track program effectiveness over time

The Results:

Participants have lost a cumulative total of **315.4 pounds** and **22.3 inches** of waist circumference since Q4 of 2019.

Two-year data show measurable improvements, with reductions in hemoglobin A1C, blood pressure and weight, and increased adherence to annual physical exams and diabetes-related prescriptions. Ultimately, this may help to prevent serious complications, hospitalizations and costs. Data also suggests that the cost of care for the managed diabetic population has decreased since the start of the program.

Beyond the numbers, the program has been inspiring for CWS employees, who feel valued by their workplace – and empowered to take control of their health.