



# Using the Impact Toolkit

CDC created the [Diabetes Prevention Impact Toolkit](#) (Impact Toolkit) to help employers, insurers, and State Health Departments weigh the costs and benefits of offering the National Diabetes Prevention Program (National DPP) lifestyle change program.

This document complements the Impact Toolkit. It provides a brief introduction and instructions for the toolkit's Employer Module. As a human resources or employee benefit professional, you can use this document to create a predictive model that includes return on investment (ROI) data for the National DPP lifestyle change program.

## Introduction to the Diabetes Prevention Impact Toolkit

The Impact Toolkit provides several key health outcome estimates and produces an ROI projection. These estimates include:

- Total cost of delivering the National DPP lifestyle change program to a covered population.
- Cost-effectiveness of the lifestyle change program.
- Total health benefit resulting from the program.
- Life years gained and quality-adjusted life years saved.

These outcomes can help you assess the health benefits and cost-effectiveness or cost savings (ROI) of offering the program as a covered benefit. The model can be tailored to reflect a specific group of employees by adjusting input values such as worker demographics, expected adherence, and program cost.

## How to Use the Employer Module

The flexible format of the Impact Toolkit allows you to input population data and health parameters for your workforce. You can also use prepopulated default data that are based on relevant research, other programs, state and industry averages, and expert judgment.

Before you begin collecting your population data, familiarize yourself with the toolkit's calculator by using approximated figures or test data. This will give you an idea of how different inputs and variables affect the resulting model.

Remember that the accuracy of most models is, at least in part, a reflection of the quality and accuracy of the data and assumptions used to generate the model. Using data specific to your organization and workforce will generate results that are more accurate and tailored to your organization than prepopulated data.

## Employer Input Dashboard Metrics

This section outlines the process of inputting population variables or selecting estimates in the [Employer Module](#). A full list of data inputs for the Employer Input Dashboard, with descriptions, can be found on the [Data Input Checklist: Employer Module](#). An in-depth explanation of the module can be found in the [User Manual for the Diabetes Prevention Impact Toolkit](#).

### Population Characteristics

For this section, input data on your organization's workforce, including the age, sex, race, ethnicity, and body weight of all employees. If you don't have these data, select population averages based on national, state, industry, or occupation statistics. Values for this section are:

- Number of employees (insured adult population)
- Age breakdown of employees (Percentage)
  - 18–44
  - 45–64
  - 65–74
  - 75+
- Sex breakdown (Percentage)
  - Male
  - Female
- Race/Ethnicity breakdown (Percentage)
  - Non-Hispanic White
  - Non-Hispanic Black
  - Hispanic
  - Non-Hispanic Asian
  - Other Race/Ethnicity<sup>1</sup>
- Body Weight breakdown (Percentage)
  - Obese (body mass index [BMI]  $\geq 30.0$ )
  - Overweight (BMI 24.0 to 29.9)
  - Normal Weight (BMI  $< 24.0$ )

1. Includes other non-Hispanic races and non-Hispanic multiracial persons.



## Risk Group to Participate in the Program

This section defines who is eligible to participate in the National DPP lifestyle change program.<sup>2</sup> Selecting people at higher risk first will yield fewer participants and a quicker ROI. Offering the program to more employees will increase its reach and the total cost of administering the program. Values for this section are:

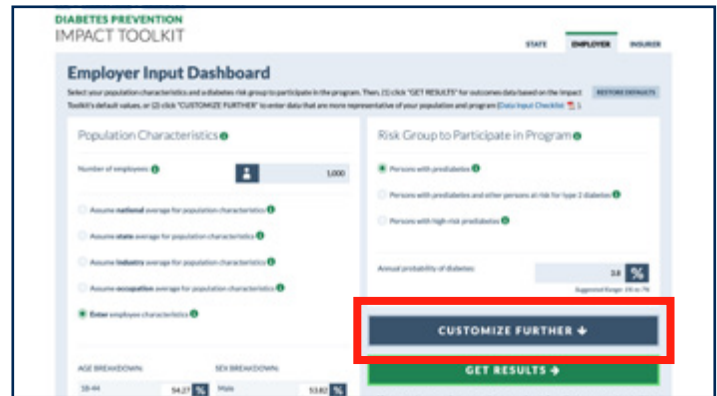
- Persons with prediabetes.
- Persons with prediabetes and other persons at risk for type 2 diabetes.
- Persons with high-risk prediabetes.

## Customize Your Model With Additional Inputs

You can create a more detailed model by inputting additional data on your organization and workforce and by refining your assumptions.

This step is optional, but it will create a model that is more precise and better tailored to your specific population.

To choose this option, click the CUSTOMIZE FURTHER button on the Employer Input Dashboard. The following categories will appear:



## Screening

Offering health screenings can increase employee awareness of the National DPP lifestyle change program by informing employees (especially those who have not had a recent health screening) of their risk of prediabetes. Costs related to screening are in the Program Costs section. Add screening data for your employees if you have it. Values for this section are:

- No new screening for prediabetes.
- Screen persons for prediabetes if they have not been previously screened.<sup>3</sup>

2. Assessed by blood tests or the CDC prediabetes screening test. For more information, see pages 21–25 of the [Technical Report for the Diabetes Prevention Impact Toolkit](#).

3. If you select “Screen persons for prediabetes if they have not been previously screened,” you will have the option to enter the average number of people screened for each case of prediabetes detected. If you don’t know the prevalence of prediabetes in your unscreened population, we recommend using the default setting of two people screened per case detected.

## Program Enrollment and Participation

Program enrollment and participation are key drivers of ROI and population-level health outcomes. For this section, estimate population parameters (the percentage of eligible persons previously screened for prediabetes) and the percentage of screened and eligible people who will enroll in your program. These inputs will calculate the estimated percentage of eligible, screened persons who will participate in your program. Values for this section are:

- Percentage of eligible persons previously screened for prediabetes.
- Percentage of eligible, screened persons who participate in the intervention.<sup>4</sup>
- Percentage of eligible, screened persons participating.

## Intervention Weight Loss and Regain Schedule

Weight loss is associated with lower healthcare expenditures and affects the ROI of the National DPP lifestyle change program. For more accurate calculations, ask your National DPP lifestyle change program provider about their experience in this area. Default data are based on national outcome data for the National DPP lifestyle change program. The value for this section is:

- Cumulative percentage of weight loss each year relative to baseline weight (must be <10%).

## Program Budget

Enter your program budget if you know it. The system will adjust the maximum annual participation of the program to align with your budget. If participation is limited by your budget, it may affect the total ROI. The value for this section is:

- Set Maximum Budget (Annual Program Expense).

## Program Costs

The default cost is an annual per-person estimate. For more accurate calculations, ask your National DPP lifestyle change program provider what they charge and what that cost includes (such as administrative fees, incentives, marketing, screening). The value for this section is:

- Program cost per person (per year).

If you conduct additional health screenings (see Screening section), enter this cost here. Values for this section are:

- Screening test cost per person.
- Other screening costs per person (such as fees for healthcare professionals to review test results with employees).

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4. If you chose to conduct additional screening, another input field will appear in the Program Enrollment and Participation section: “Percentage of eligible, previously unscreened persons receiving screening.” For more information, see pages 29–31 of the [Technical Report for the Diabetes Prevention Impact Toolkit](#).

## Annual Diabetes-Attributable Medical Costs per Person

Input cost estimates for initial and ongoing per-person medical costs associated with type 2 diabetes. If you don't have these data for your workforce, averages and suggested cost ranges are provided. Values for this section are:

- Year of diagnosis (costs attributed to type 2 diabetes).
- Years after diagnosis (annual costs attributed to type 2 diabetes).

## Productivity Costs

The costs of diabetes may include a decrease in productivity because of workplace absenteeism. Input the estimated annual missed days of work by a person with diabetes compared to a similar person without diabetes. Input the average daily earnings per employee in your organization. Values for this section are:

- Days of work missed per year due to diabetes.
- Daily earnings for employees.

## Employer Results Dashboard

Once all variables are entered, click the GET RESULTS button. Projections of the costs and benefits of offering the National DPP lifestyle change program as a covered benefit for your employees will be provided in a series of graphs and tables. You can change your inputs and recalculate your results if you get additional information or your employee data change.

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