



The Benefits Leader's Guide: 7 Questions to Ask When Developing Your Diabetes and Prediabetes Strategy

Diabetes is the number one health care cost and a leading cause of chronic illness among working-age adults. As diabetes incidence rises and the costs of care continue to climb, employers are increasingly recognizing the need to provide comprehensive diabetes management solutions that are both accessible to employees and cost-effective for their health insurance plans.

With numerous emerging solutions and vendors focused on different aspects of diabetes management—such as prevention programs, treatment navigation, lifestyle support, and more—it's essential to know where to start. Finding the right solutions begins with asking the right questions:

1. Breadth of health care team expertise:

- When evaluating products, ask: Does your healthcare team adopt a collaborative, team-based approach to diabetes care? This approach should include active involvement from primary care physicians, diabetes educators, dietitians, mental health professionals, and specialists, ensuring a whole-person approach that addresses both physical and emotional needs.

2. Informed by evidence:

- Are your diabetes management services consistently aligned with well-established, evidence-based guidelines? Does the program support evidence-based practices for diabetes prevention, management, and treatment?

3. Equitable and accessible design:

- Does your solution accommodate diverse employee needs and living situations? This includes multilingual support, offline capabilities, and availability seven days a week to ensure all employees can access the care they need.



4. Scope of care:

- Is your solution providing comprehensive support at all stages of diabetes management, including prevention, risk assessment, screening, diagnosis, management, and ongoing care?

5. Full population reach:

- Is your solution designed to offer value to the entire workforce, including those at risk of diabetes, those currently managing diabetes, and those in need of ongoing support?

6. Convenience of care delivery:

- Does your solution address the needs of hard-to-reach or diverse populations? Does it include options for employees to receive care through accessible means, such as remote consultations, home monitoring, and virtual support?

7. Ease of implementation:

- What are the requirements to implement the program and how quickly can it be set up? Can you launch the program efficiently without extensive data intake requirements or complex information security concerns?

To develop a comprehensive and effective strategy to support employees with diabetes and pre-diabetes, take action by exploring partnerships with specialized programs or services that offer tailored solutions. Start by evaluating Diabetes Self-Management Education and Support (DSMES) programs, Diabetes Prevention Programs (DPP) or wellness initiatives designed to meet the unique needs of your workforce. Implementing these programs will not only improve health outcomes but also help manage costs more effectively.