



Live healthy...Work well

A Diabetes Study for a Healthy Workforce

An RCT for Life Coaching with Diabetes



1. Abstract

The Hawai'i Demonstration to Maintain Independence and Employment "Live Healthy – Work Well" project is funded by the U.S. Centers for Medicare & Medicaid Services and is a joint endeavor between state and private industry, facilitated by the University of Hawai'i at Manoa – Center on Disability Studies. This community-based collaboration utilizes promising and emerging practices to identify and support persons, ages 18 to 62 years old, with diabetes, who were employed a minimum of 40 hours per month at Federal minimum wage or an acceptable equivalent at time of enrollment.

The Project is addressing the question: Can a program of medical assistance and other supports forestall or prevent the loss of employment and independence due to a potentially disabling and medically determinable condition? Specifically, the project developed and implemented a comprehensive community-based employment and health maintenance effort for individuals with diabetes who are at risk of becoming disabled (i.e., unemployed).

The Project recruited 190 participants and used a randomized controlled trial design to assign one-third of participants into a control group and two thirds into a treatment group. The control group did not receive any intervention services, supports, or effects other than those considered usual care for which they are eligible through standard practices. The treatment group received two main interventions: pharmacist counseling (based on the Diabetes Ten City Challenge model) and life coaching, a new non-directive participant-based goal-setting approach which represents a paradigm shift in diabetes self-management education.

Treatment intervention ends September 2009 with a post-exposure study that will continue through March 2010. The poster presentation will provide an overview of the project and details about a new Life Coaching model. We will describe how the project will be evaluated and what some possible implications of our findings might be at the local and national levels.

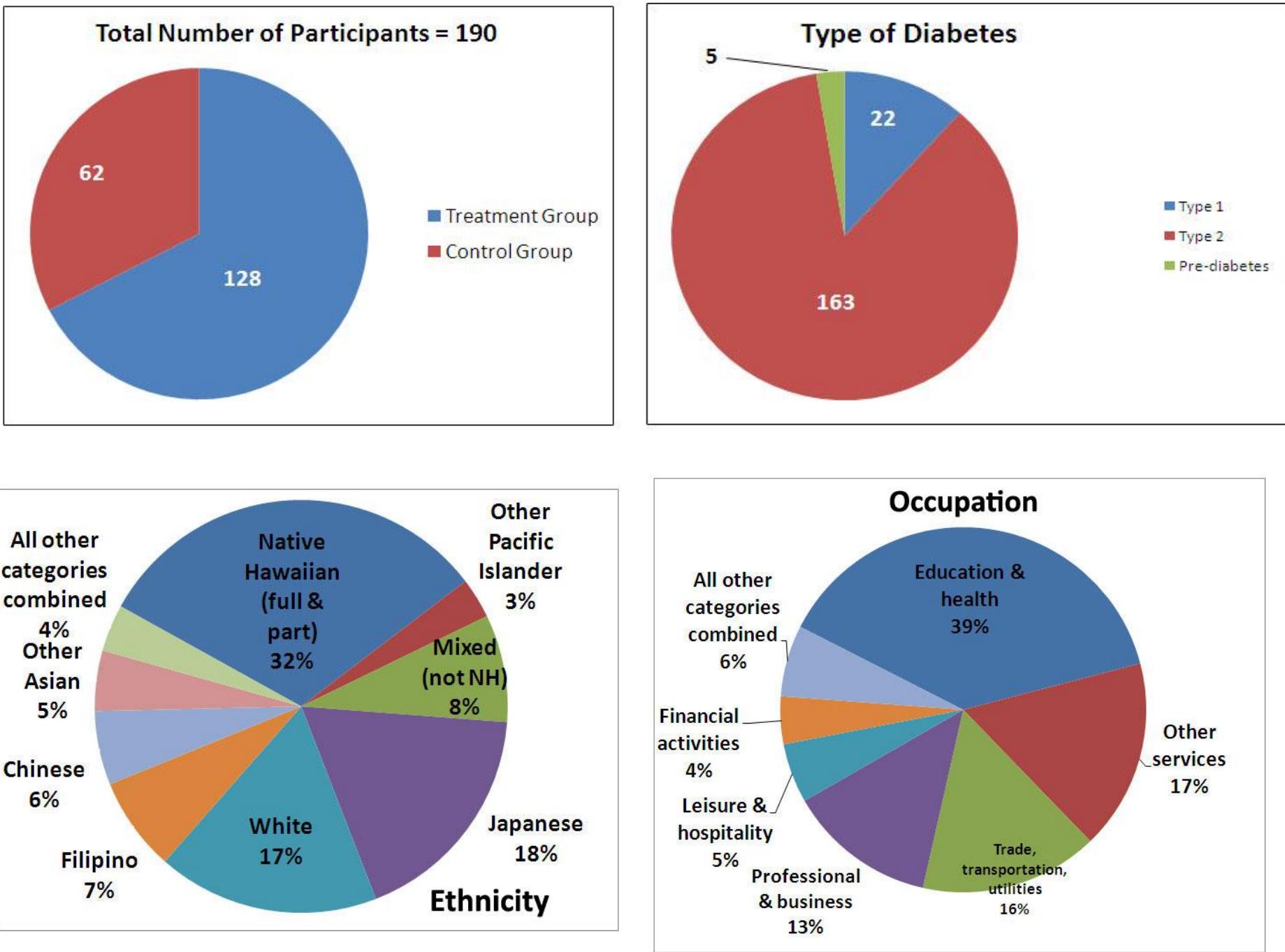
2. Research Statement

Can a program of medical assistance and other supports forestall or prevent the loss of employment and independence due to a potentially disabling and medically determinable condition?

Eligibility

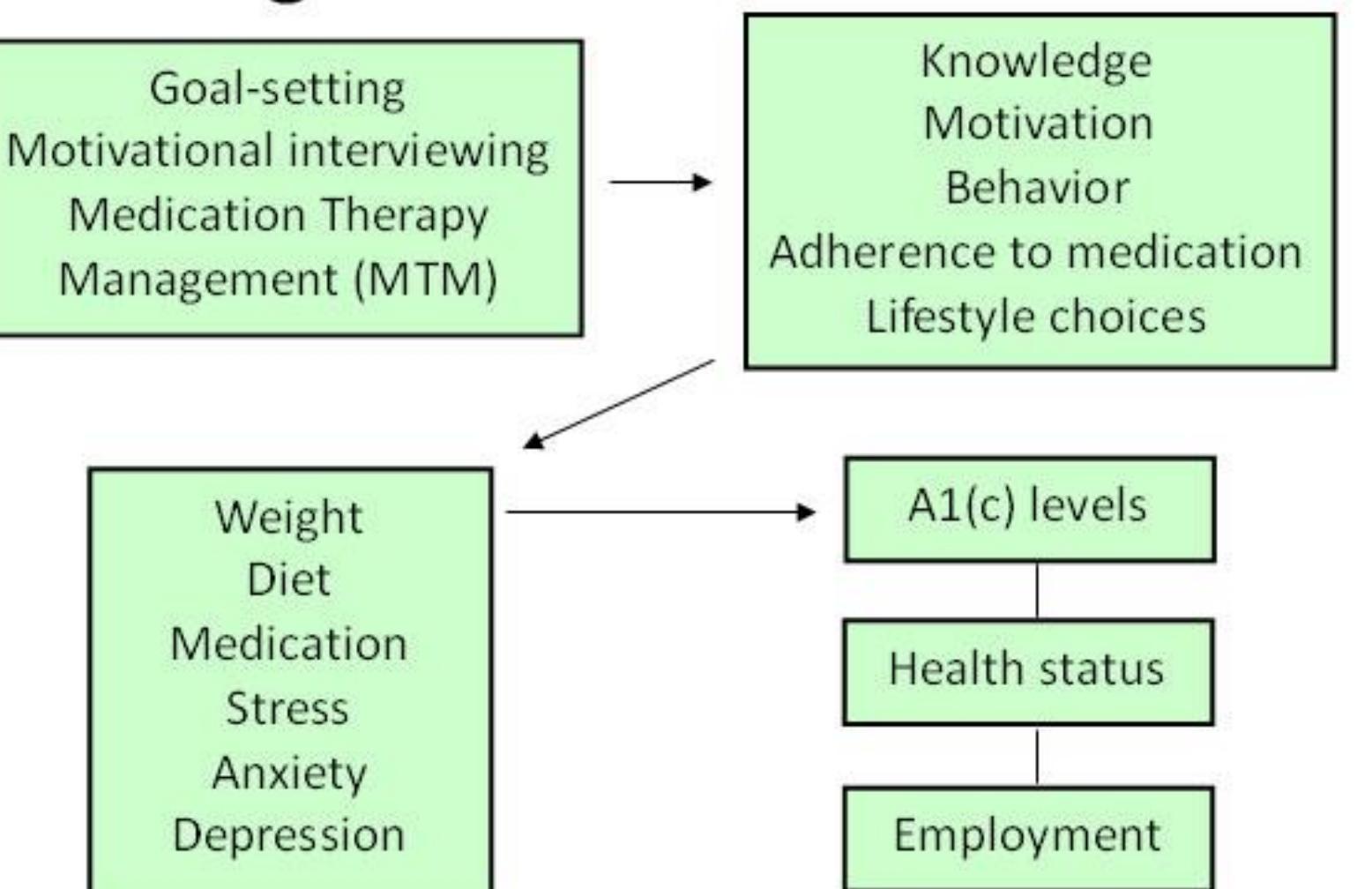
- Diagnosed with diabetes or HbA1c ≥ 6.5
- Between the ages of 18 – 62
- Resident of the island of O'ahu
- Work at least 40 hours/month (federal minimum wage or higher)

3. Participant Information & Demographics



4. Project Theory

Working Adults



5. Project Description

Control Group: Usual care

Intervention Group: Access to all services below

Treatment Group	
All participants receive two main interventions for one year.	
Life Coaching	Pharmacist Counseling
<ul style="list-style-type: none"> • Goal setting, action planning & follow through on work, health, lifestyle and personal topics • Access to a laptop, the Internet, & online coaching tool • Referrals to other services 	<ul style="list-style-type: none"> • Goal setting on diabetes topics • Medication management and adherence • Biometrics review • Referrals to physicians
Types and Frequency of Communication	
<ul style="list-style-type: none"> • 2x/month (first two months, then monthly) • One hour meetings • Face to face, phone, electronic 	<ul style="list-style-type: none"> • 1x/month (first three months, then quarterly) • 30 minute consultations • Face to face only
Additional supports include co-payment reimbursements for diabetes medications and supplies; and Medicaid coverage for those without medical insurance	
Additional Services	
Access to: Certified Diabetes Educator, Registered Dietician, Fitness Membership, Diabetes Education, Support Groups	

6. Life Coaching

"Stephen" lost 50 pounds in the Live Healthy... Work Well project. He attributes his success to setting goals with his life coach and pharmacist.

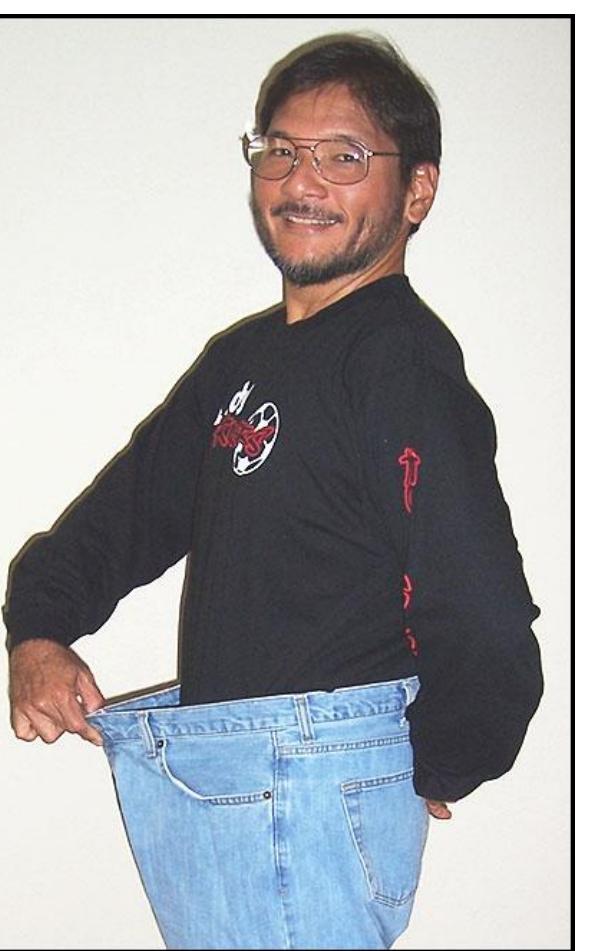
Here's what other participants are saying ...

"Coaching allows me to share concerns about other aspects of my life which affects the way I deal with my health."

"Being able to have someone to truly help me focus on what is most important to me – MY HEALTH!"

"SMART Goals!! The focus is not purely on diabetes the disease - but a healthy lifestyle."

Contact us for more information!



7. Evaluation

Desired Outcomes

The project will seek to statistically demonstrate the difference between the intervention and control group on the following outcomes:

- 1) Improved health status;
- 2) Continued and improved employment status;
- 3) Maintenance of continued independence from Social Security Disability Income (SSDI) or Supplemental Security Income (SSI).

Research Topics

- 1) Participant Characteristics
- 2) Program Design & Implementation
- 3) Participant Perceptions on Diabetes & Employment
- 4) Employment, Health & Public Program Participation Outcomes
- 5) Service Delivery & Fidelity
- 6) Impact or Effect of the Intervention
- 7) Goal Attainment, External Factors & Other Areas of Interest

Instruments and Measurements

- Employment: status, hours worked, wages
- Health Assessment (biometrics)
- Disability Benefits - SSI/SSDI status
- Unemployment Insurance status
- Work Productivity and Activity Impairment Questionnaire (WPAI)
- World Health Organization Quality of Life Assessment (WHOQOL)
- University of Michigan Diabetes Empowerment Scale (DES)
- Coaching and Pharmacy Logs
- Health claims expenditures
- Focus groups
- Participant Satisfaction Surveys

8. Possible Implications

- Results may impact whether Pharmacy Care or MTM is accepted as a standard health benefit.
- RCT results will contribute to the existing research in MTM and Life Coaching for individuals with chronic illness.
- Results may provide a scalable, replicable model for community-based management programs for chronic illnesses.
- The demonstration study results will contribute to policy briefs to Congress with recommendations for further chronic illness prevention related research.