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 Mānoa – 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 deteriorating 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 post-exposure 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 deteriorating 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)

Instruments and Measurements
- Health claims expenditures
- Medicaid coverage for those without medical insurance
- Disabling Disability Benefits
- Income (SSDI) or Supplemental Security Income (SSI)
- 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

3. Participant Information & Demographics

4. Project Theory

Goal-setting Intervention – Motivational Interviewing and Medication Therapy Management (MTM)

Working Adults

5. Project Description

Control Group: Usual care

Treatment Group: Access to all services below

**Life Coaching**
- 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

**Pharmacist Counseling**
- Goal setting on diabetes topics
- Medication management and adherence
- Biometrics review
- Referrals to physicians

**Participant Characteristics**
- Diabetes diagnosis
- Medical control
- Education
- Employment

6. Life Coaching

“Stephan” 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... it’s about all my lifestyle.”

Contact us for more information!

7. Evaluation

**Desired Outcomes**

- Improved health status;
- Conserved employment status;
- Maintenance of continued independence from Social Security Disability Income (SSDI) or Supplemental Security Income (SSI).

**Research Topics**
- Participant Characteristics
- Program Design & Implementation
- Participant Perceptions on Diabetes & Employment
- Employment, Health & Public Program Participation Outcomes
- Disability Benefits
- Medicaid coverage for those without medical insurance

**Instruments and Measurements**

- Employment: (2) hours worked, wages
- Health Assessment (Biometrics)
- Disability Benefits - SSDI/SSI 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
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8. Possible Implications

- Results may impact whether Pharmacy Care or MTM is accepted as a standard of care.
- 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.

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A Demonstration to Maintain Independence & Employment (DIMIE) Grant
University of Hawai`i at Mānoa - Center on Disability Studies