



Healm Metrics Definitions

Metric Definitions

Category	Metric	Definition
Administrative and Business Data	Employee Count	The total number of people in the employee population.
	Total Employer Benefit Eligible Population (“Total Population”)	The total number of people who are eligible to receive employer benefits, regardless of National DPP eligibility. The employer may decide to offer the program to employees’ spouses, adult dependents, or retirees in addition to current employees. In this scenario, the total population is the number of people to whom employer benefits are potentially made available.
	Total Number of Participants	The number of employees participating across all cohorts of the National Diabetes Prevention Program (National DPP) lifestyle change program.
Annual Cost and Prevalence	Annual Cost of Type 2 Diabetes	The total cost of medical care related to type 2 diabetes in a given fiscal year. Calculated by aggregating the annual cost of all medical care related to type 2 diabetes from the employee population diagnosed with type 2 diabetes. Employers can look at aggregate health claims data to ensure adherence to all health information rules and regulations.

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Category	Metric	Definition
	Prevalence of Prediabetes	<p>The proportion of a population that has prediabetes at a specific point in time.^a</p> <p>Calculated by dividing the number of employees who are diagnosed with prediabetes or at high risk for type 2 diabetes by the employee count. The result may be expressed as a proportion (e.g., 50 out of 100 employees), as cases per a set population number (e.g., 5 cases per 10 employees), or as a percentage after multiplying by 100.</p> <p>Employers should gather and aggregate prevalence data from their health plan providers or CDC-recognized program providers.</p>
	Prevalence of Type 2 Diabetes	<p>The proportion of a population that has type 2 diabetes at a specific point in time.¹</p> <p>Calculated by dividing the number of employees with type 2 diabetes by the employee count. The result may be expressed as a proportion (e.g., 50 out of 100 employees), as cases per a set population number (e.g., 5 cases per 10 employees), or as a percentage after multiplying by 100.</p>
Cost Analysis Concepts and Terminology	Cost Avoidance	Refers to actions taken to avoid potential future expenses.
	Cost-Benefit Analysis	Compares the costs of running a program with the overall benefits accrued from the program's outcomes.

^a For the purposes of Healm, point prevalence rather than period or lifetime prevalence is used.



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	Cost Effectiveness	Similar to a cost-benefit analysis but serves as a more general term that refers to the overall extent to which something is effective or beneficial in relation to its cost.
	Cost Savings	Identifies a quantifiable reduction in expenses related to a specific input; also referred to as “hard cost savings” that affect a company’s bottom line.
	Return on Investment (ROI)	Measures the cost of an investment against the direct economic benefits it produces (e.g., gain or loss relative to the amount of money invested).
	Value on Investment (VOI)	A broader financial analysis of all the benefits and costs of an investment for all affected groups. VOI includes variables that are more difficult to quantify, such as quality of life, productivity, satisfaction, and engagement.
Other Definitions	Cohort	A group of people who start the National DPP lifestyle change program at the same time and in the same delivery mode and, if attending in-person or through distance learning, also typically attend the same meetings together. An employer could have multiple cohorts at one time such as a virtual cohort and an in-person cohort, or several in-person cohorts that meet as separate groups.

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	Eligible	<p>People who are qualified to participate in the National DPP lifestyle change program. A person is eligible for the National DPP lifestyle change program if they meet all “Part A Requirements” and one of the “Part B Requirements”:</p> <ul style="list-style-type: none"> a. Part A Requirements <ul style="list-style-type: none"> i. Be 18 years old ii. Be overweight iii. Not diagnosed with type 1 or type 2 diabetes iv. Not pregnant b. Part B Requirements <ul style="list-style-type: none"> i. Diagnosed with prediabetes ii. Previously diagnosed with gestational diabetes iii. Have a “high risk” test result from the CDC Prediabetes Risk Test
	Engaged	A person who is enrolled as a participant in the National DPP lifestyle change program. The person must attend the first billable session of the program (not counting session zero), either in-person or virtually, to be considered “engaged.”
	Enrolled	A person who has registered to participate in the National DPP lifestyle change program. Once the person has enrolled, they are expected to attend 16 core sessions in six months followed by a core maintenance phase that has a minimum of six sessions in six months.
	Screened	A person can be screened for prediabetes using the Prediabetes Risk Test.
	Tested	A person can be tested for prediabetes through a blood test by measuring A1C levels, taking a fasting plasma glucose test,

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		or through an oral glucose tolerance test. CDC’s Diabetes Prevention Recognition Program requires that at least 35% of participants be diagnosed with prediabetes through blood testing.
Population Health Metrics: Participant Health	A1C	The A1C test—also known as the hemoglobin A1C or HbA1c test—is a simple blood test that measures a person’s average blood sugar levels over the past three months. A1C tests help identify the risk of prediabetes or type 2 diabetes. A1C results can show the following: <ul style="list-style-type: none"> • Normal: Below 5.7% • Prediabetes: 5.7%-6.4% • Diabetes: 6.5% or above
	A1C Reduction of 0.2% or Greater	The total percentage of people who achieve an A1C reduction of 0.2% or greater by participating in the National DPP lifestyle change program. Calculated by dividing the number of people who reduced A1C by 0.2% or greater by participating in the National DPP lifestyle change program by the total number of people engaged in the National DPP lifestyle change program. This number is multiplied by 100 and expressed as a percentage.

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	Absenteeism Due to Sick Leave	<p>Absences are defined as instances when an employee misses work due to illness, injury, or medical issues; childcare issues; other family or personal obligations; civic or military duty; and maternity or paternity leave. The absenteeism rate is the ratio of hours absent to the total number of hours usually worked.¹</p> <p>This number is then multiplied by 100 and expressed as a percentage.</p> <p>Employers can gather aggregate data on absenteeism from human resources information.</p>
	Blood Pressure Data	<p>People with diabetes have an increased risk of developing high blood pressure, which can be a risk factor for heart disease, heart attack, and stroke. Preventing diabetes can lead to lower rates of high blood pressure.²</p> <p>Employers should consult with their health plan provider on how to gather aggregate blood pressure data in the total employee population.</p>
	Cholesterol Data	<p>People with diabetes have an increased risk of developing high cholesterol, which can be a risk factor for heart disease or stroke. Preventing diabetes can lead to lower rates of high cholesterol.³</p> <p>Employers should consult with their health plan provider on how to gather aggregate data on cholesterol levels in the total employee population.</p>

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	Five Percent (5%) or Greater Weight Loss	<p>The total percentage of people who lost 5% or more of their initial body weight by participating in the National DPP lifestyle change program.</p> <p>Calculated by dividing the number of people who lost 5%* or more of their initial body weight by participating in the National DPP lifestyle change program by the total number of people engaged in the National DPP lifestyle change program. This number is multiplied by 100 and expressed as a percentage.</p> <p>*A person's percent weight loss is calculated by dividing the number of pounds lost by the person's initial body weight in pounds. This number is multiplied by 100 and expressed as a percentage.</p>
	Presenteeism or Productivity Levels	<p>Presenteeism is loss of productivity that occurs when employees are not able to fully function in the workplace due to illness, injury, or other conditions.</p> <p>Employers can gather these data from employee surveys or human resources information.</p>
	Triglyceride Data	<p>High triglyceride levels can be indicative of prediabetes or type 2 diabetes and a risk factor for heart disease or stroke.</p> <p>Employers should consult with their health plan provider on how to gather aggregate data on triglyceride levels in the total employee population.⁴</p>

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Category	Metric	Definition
<p>Program Participation Metrics: Enrollment and Engagement</p>	<p>Aggregate Physical Activity Data</p>	<p>Includes:</p> <ol style="list-style-type: none"> 1. <u>Total minutes</u> - The sum of minutes that all program participants have dedicated to physical activity. Calculated by adding up all minutes of physical activity across all program participants. 2. <u>Average minutes</u> - The per-person average number of minutes across all program participants dedicated to physical activity. Calculated by dividing the sum of all minutes of physical activity across all program participants by the total number of program participants. <p>Employers can look at data for a single cohort or aggregate data across all cohorts.</p>

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	Aggregate Weight Loss Data	<p>Includes:</p> <ol style="list-style-type: none"> 1. <u>Total Weight Loss (lbs.)</u> - The sum of all program participants' weight loss in pounds. Calculated by adding up all pounds lost across all program participants. These data should be rounded up or down to the nearest pound (0.5 to 0.9 rounds up to the nearest pound and 0.1 to .04 rounds down to the nearest pound).⁵ 2. <u>Total % Weight Loss</u> - The percentage of weight loss across all National DPP lifestyle change program participants. Calculated by dividing the sum of pounds lost across all program participants by the sum of all program participants' weight in pounds at the start of the program. 3. <u>Average Weight Loss (lbs.)</u> - The average of all program participants' weight loss in pounds. Calculated by dividing the sum of all pounds lost across all program participants by the number of participants. 4. <u>Average % Weight Loss</u> - The average percentage of weight loss per-person across all program participants. Calculated by dividing the sum of all % weight loss across all program participants by the number of participants.
	BMI Data	Body mass index (BMI) is calculated by taking a person's weight (in kilograms [kg]) and dividing it by their height (in meters [m]) squared, or $BMI = kg/m^2$.

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		Employers can look at aggregate BMI data (i.e., the average BMI among participants).
	Claims Data Associated With Type 2 Diabetes	<p>Claims data, also known as administrative data, include information on doctors' appointments, bills, insurance information, and other patient-provider communications.⁶</p> <p>Employers should consult with their vendor or health plan provider on how to gather these data.</p>
	Percent Eligible Engaged	<p>The total percentage of eligible people who are engaged in the National DPP lifestyle change program.</p> <p>Calculated by dividing the number of National DPP eligible people who are engaged in the National DPP lifestyle change program by the total number of National DPP eligible people. This number is multiplied by 100 and expressed as a percentage.</p>
	Percent Eligible Enrolled	<p>The total percentage of eligible people who are enrolled in the National DPP lifestyle change program.</p> <p>Calculated by dividing the number of National DPP eligible people who enrolled in the National DPP lifestyle change program by the total number of National DPP eligible people. This number is multiplied by 100 and expressed as a percentage.</p>
	Percent Engaged Who Completed 9+ Sessions	The total percentage of people engaged in the National DPP lifestyle change program who completed nine or more sessions.

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		<p>Calculated by dividing the number of engaged people who completed nine or more sessions by the total number of all engaged people across all cohorts that have offered nine or more sessions. This number is multiplied by 100 and expressed as a percentage.</p> <p>These data can be viewed in the aggregate across all cohorts or for each cohort separately.</p>
	Percent Engaged Who Completed 16+ Sessions	<p>The total percentage of people engaged in the National DPP lifestyle change program who completed 16 or more sessions.</p> <p>Calculated by dividing the number of people who completed 16 or more sessions by the total number of all engaged people across all cohorts that have offered 16 or more sessions. This number is multiplied by 100 and expressed as a percentage.</p> <p>These data can be viewed in the aggregate across all cohorts or for each cohort separately.</p>
	Pharmacy Data Associated with Type 2 Diabetes	<p>Pharmaceutical data associated with type 2 diabetes include data on prescription and specialty drugs and pharmacy benefit costs.⁷</p> <p>Employers can look at aggregate health claims data for information on pharmacy spending.</p>
	Total Number Engaged	The total number of employees that have ever been engaged in the National DPP lifestyle change program, regardless of completion.
	Total Number Enrolled	The total number of employees that have ever been enrolled in the National DPP

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		lifestyle change program, regardless of completion.
Program Participation Metrics: Screening and Identification	Percent Screened	<p>The total percentage of people screened through the risk test who are eligible to receive employer benefits, regardless of National DPP eligibility.</p> <p>Calculated by dividing the number of people screened by the total population. This number is multiplied by 100 and expressed as a percentage.</p>
	Percent Screened Who Are National DPP Eligible	<p>The total percentage of people screened who are eligible for the National DPP lifestyle change program.</p> <p>Calculated by dividing the number of people screened who are eligible for the National DPP lifestyle change program by the total number of people screened. This number is multiplied by 100 and expressed as a percentage.</p>
	Percent Tested	<p>The total percentage of people tested for prediabetes through a blood test by measuring A1C levels, taking a fasting plasma glucose test, or through an oral glucose tolerance test who are eligible to receive employer benefits, regardless of National DPP eligibility.</p> <p>Calculated by dividing the number of people tested by the total population. This number is multiplied by 100 and expressed as a percentage.</p>

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	Percent Tested Who Are National DPP Eligible	<p>The total percentage of people tested who are eligible for the National DPP lifestyle change program.</p> <p>Calculated by dividing the number of people tested who are eligible for the National DPP lifestyle change program by the total number of people screened. This number is multiplied by 100 and expressed as a percentage.</p>
	Total Number National DPP Eligible	<p>The total count of people who are eligible for the National DPP lifestyle change program based on screening and / or testing results.</p> <p>See eligibility requirements under the definition of “eligible” in the “Other Definitions” section.</p>

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