

Chronic Disease Self-Management in the Workplace: wCDSMP

Matthew Lee Smith, PhD, MPH, CHES, FAAHB, FGSA

Center for Population Health and Aging
Texas A&M University

Department of Environmental and Occupational Health
Texas A&M School of Public Health

Department of Health Promotion and Behavior
The University of Georgia

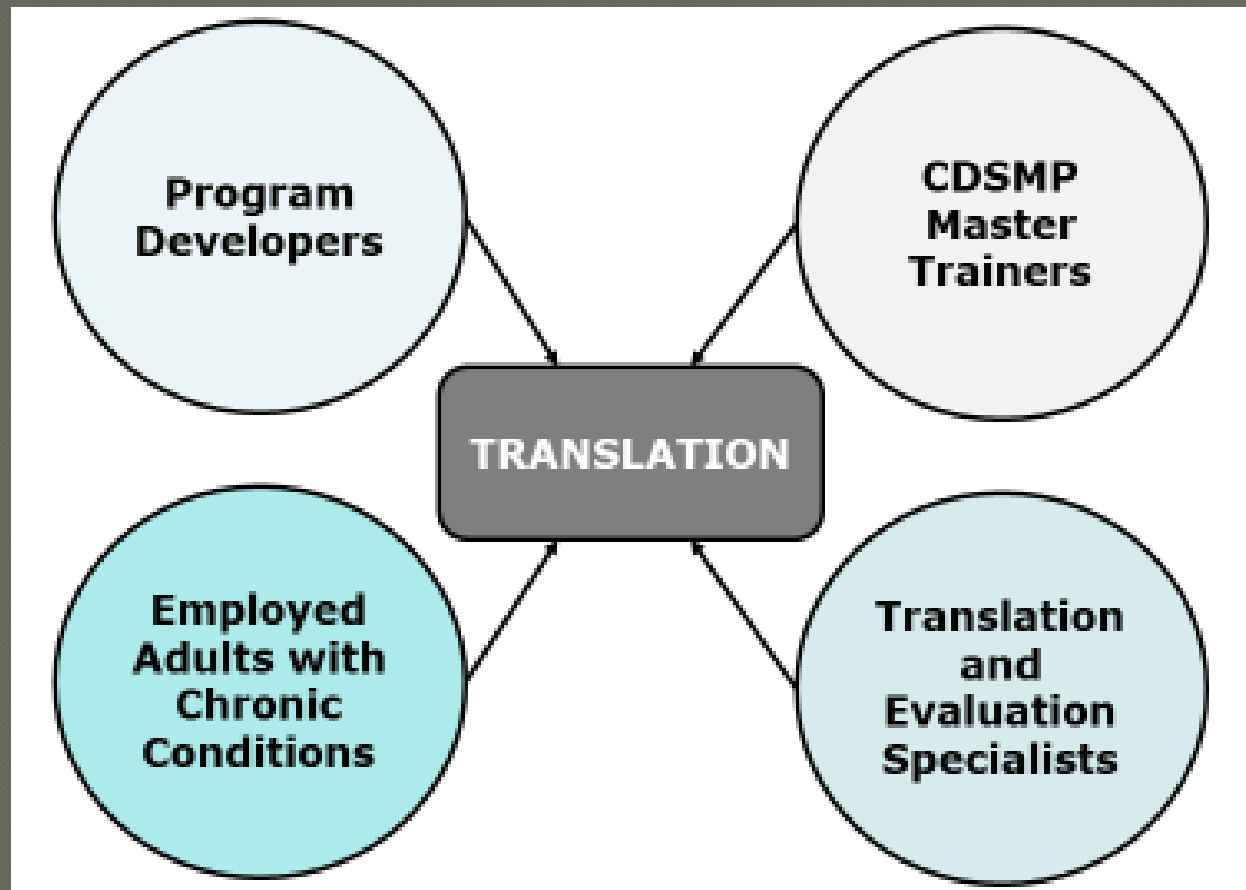
matthew.smith@tamhsc.edu



Cost of Chronic Disease

- About half of all adults (117 million people) have one or more chronic health conditions
 - 25% of all adults have two or more chronic conditions
- Diabetes alone costs \$245 billion:
 - \$176 billion in direct costs
 - \$69 billion in decreased productivity (absenteeism, presenteeism)
- Chronic diseases are multi-dimensional and affect all aspects of people's lives, especially work:
 - 22% - 49%: Difficulties meeting physical work demands
 - 27% - 58%: Difficulties meeting psychosocial work demands
- Lead to job loss or premature workforce departure

wCDSMP: Stakeholders for Translation



Translated wCDSMP

Comparison of CDSMP and wCDSMP workshop delivery

CDSMP (Original)	wCDSMP (Workplace-Tailored)
FORMAT	
6 weeks	6 weeks
2.5 hour sessions (1 session per week)	60 minute sessions (2 sessions per week)
On-site or off-site (worksite dependent)	On-site or off-site (worksite dependent)
On work time or off work time (worksite dependent)	On work time or off work time (worksite dependent)
Facilitated by 2 leaders	Facilitated by 2 leaders
Leader training (4-day training)	Leader Training (4-day training) + bridge training
Participant materials (book & CD)	Participant materials (book & CD) [consider lending library]
Target participants aged 50 years and older	Target participants aged 40 years and older
Up to 18 participants	Up to 16 participants
CONTENT	
	Reorganized order of activities
	Emphasis on work-life balance
	Updated work-related examples, content, and activities
	Addition of stress-related content/activities
	Revised communication activity
	Revised and streamlined information about nutrition
	Reduced information about falls

Bold text indicates differences across programs

wCDSMP: Worksites Engaged

- ◉ Regional medical center
- ◉ County school system (i.e., middle school, junior high school, high school, central office)
- ◉ Community action agency
- ◉ Meat processing plant
- ◉ City government
- ◉ County government
- ◉ Behavioral healthcare facility
- ◉ Bank
- ◉ Technical college



**Live Healthy,
Work Healthy**

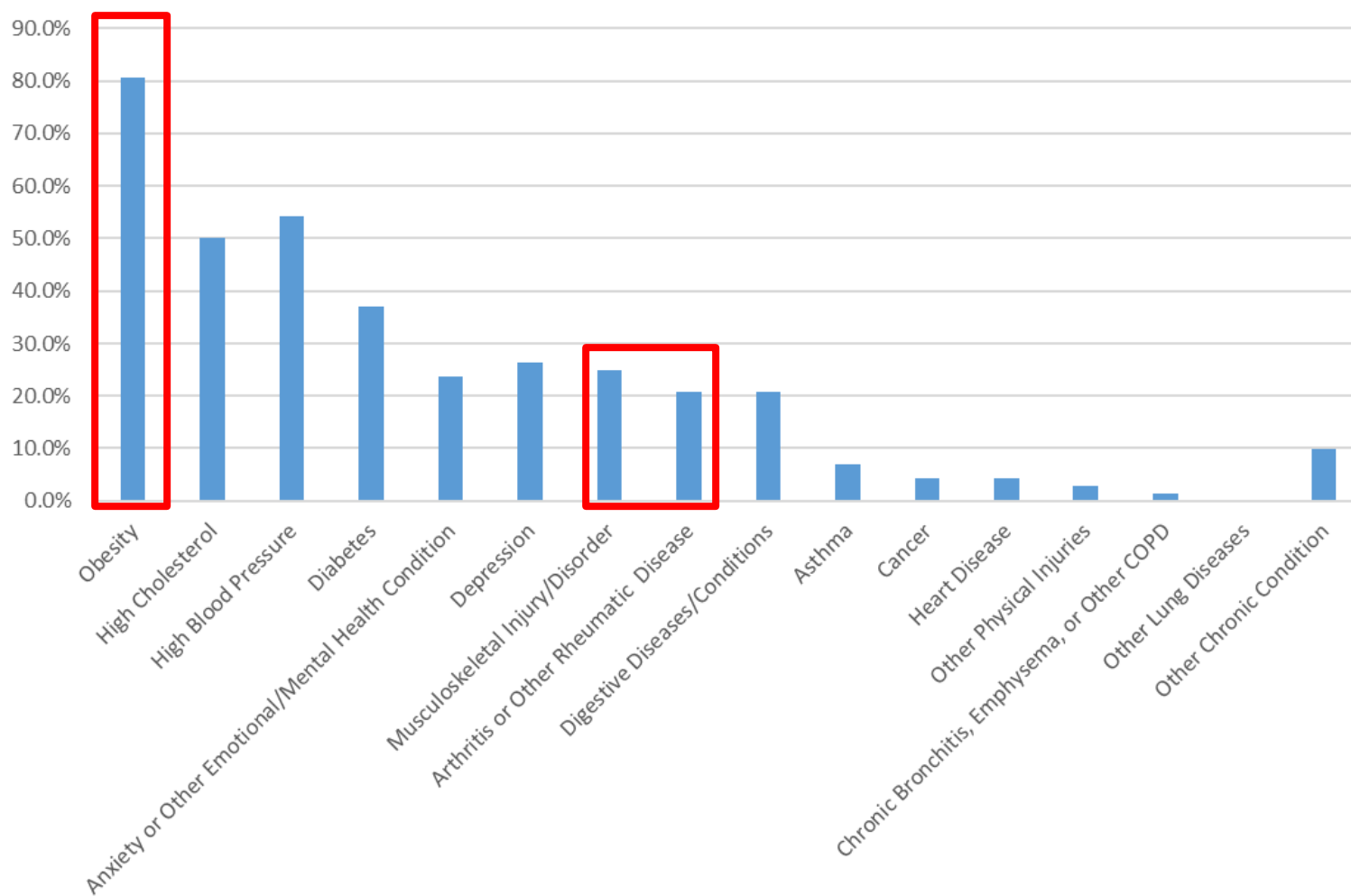
wCDSMP: Participants

- **Average age of 49.9 years**
 - National Average: 65.4 years
- **Over 87% female**
 - National Proportion: 75%
- **Over 56% non-Hispanic white**
 - National Proportion: 57%
- **Average of 3.64 chronic conditions (including obesity)**
 - National Average: 2.06 conditions
- **On average, attended 52% of workshop sessions**
 - 35% attended 75%+ sessions



Live Healthy, Work Healthy

Self-Reported Chronic Conditions



wCDSMP: Effectiveness (6-months)

AMONG EMPLOYEES WITH 1+ CHRONIC CONDITIONS




- Physical unhealthy days
- Fatigue
- Sedentary behavior
- Soda/sugar beverage intake
- Fast food intake
- Work limitations due to mental demands

- Patient-provider communication



Lessons Learned

- Younger adults living with chronic conditions have different challenges
 - Often managing disease, work, and families
 - Often more mental than physical
 - Work often interferes with workplace health programs
 - Can hinder workshop attendance
 - Best when offered on work time
 - Multi-level management support is key
 - Align with organizational mission and priorities
 - Select incentives to promote participation
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Next Steps and Opportunities

- Self-Management Resource Center handles all licensing and cross-training
 - <https://www.selfmanagementresource.com/programs/small-group/workplace-chronic-disease-self-management>
 - smrc@selfmanagementresource.com
 - Ongoing assessment of 12-month impacts
 - Work performance, biometrics, ROI
 - Disease-specific effectiveness
 - Opportunities to:
 - Improve employee health and productivity while reducing cost
 - Diversify participating worksites and employee types
 - Develop accompanying materials for enhanced uptake and sustainable outcomes
 - Translate into other languages and delivery modalities (technology)
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