



INCREASE DRIVER RETENTION BY IMPROVING HEALTH

Presented by | Trent Tangen, Director of Health Coaching

TWO CONCERNS FOR THE TRUCKING INDUSTRY

1. Driver shortage:¹

- Shortage estimated to reach 63,000 by the end of 2018...and growing
- Turnover averaging 90%

2. Poor driver health:²

- 69% are obese (compared to 33% of all US adults)
 - o 17% are morbidly obese
- 54% use nicotine (compared to 19% of all US adults)
- 28% have sleep apnea (compared to 7% of all US adults)
- 14% have diabetes (compared to 9.4% of all US adults)



1. <http://progressive2.acs.playstream.com/truckline/progressive/ATAs%20Driver%20Shortage%20Report%202017.pdf>
2. <https://blogs.cdc.gov/niosh-science-blog/2015/03/03/truck-driver-health/>

POOR DRIVER HEALTH LEADS TO...

1. Increased Turnover:²

- 21% of drivers report health issues as a reason for turnover

2. More Frequent Medical Examinations:¹

- Morbidly obese (BMI ≥ 35) are 6x more likely to receive a shortened certification length
 - o 63.5% of drivers qualified for 2-years
 - o 28.5% of drivers qualified for <2 years (12, 6, or 3 month renewal)
 - o 3.3% of drivers temporarily disqualified
 - o 4.7% of drives disqualified

3. Higher Crash Rates:³

- Obesity alone doubles crash rate
- Drivers with three medical conditions (8.8% of drivers²):
 - o 2.6x more likely to have a DOT-reportable crash
 - o 3.2x more likely to have a DOT-reportable crash with an injury
- Drivers with four medical conditions are 4.2x more likely to have a crash of any severity

1. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4448672/>

2. <https://www.hireright.com/news/press-release/hireright-transportation-survey-finds-21-percent-of-drivers-leave-due-to-he>

3. https://journals.lww.com/joem/Fulltext/2017/02000/Multiple_Conditions_Increase_Preventable_Crash.11.aspx



POOR DRIVER HEALTH LEADS TO...

4. Higher Workers' Compensation Claims:

- 2010 Study: Claims averaged \$116,437 for obese employees (81.3% more than those without) and 35 weeks of lost time (80% more than those without)¹
- 2016 Study: Claims averaged \$470,000 for obese employees, \$270,000 for overweight employees, and \$180,000 for a healthy weight employees²

5. Higher Medical Claims:

- 2006 Study: Obese people had medical spending that was \$1,429 greater than spending for normal-weight people³



1. https://www.cwci.org/press_release.html?id=344

2. <https://www.acoem.org/obwcomp.aspx>

3. Finkelstein EA, Trogon JG, Cohen JW, Dietz W. Annual Medical Spending Attributable to Obesity: Payer-and Service-Specific Estimates. Health Affairs, 28(5): w822-831, 2009.



HEALTHCHECK360'S DRIVER COACHING PROGRAM

Gives drivers an additional benefit they need to live a healthy and safe life while maintaining their employment!

1. Programming designed specifically to help drivers renew their Medical Certificate

- Regularly scheduled telephonic coaching and online support
- Provide mobile tracking resources (scale, BP cuff, and/or glucometer as needed) to driver for daily/weekly monitoring of health risks

2. Coaching geared toward the unique barriers that come with a driver's work environment

- Lifestyle coaching provides education and skill development specific to the drivers' health risk
- Regular support and accountability to monitor progress toward goals and overcome barriers to change
- Clinical support to gain control and ultimately reverse medical conditions



INTERVENTION MODEL DEPENDS ON MED CARD RENEWAL TERM

3 Month Renewal:

- 8 scheduled coaching calls starting out weekly and reducing to every other week

6 Month Renewal:

- 10 scheduled coaching calls starting out weekly and reducing to every other week and then monthly

12 Month Renewal:

- 12 monthly coaching calls

All programs include tracking tools and monitoring specific to driver's health risks:

- Tracking tools provided as needed and may include a weight scale, pedometer, BP monitor and/or glucose monitor
- Additional outbound interventions made if monitoring identifies severe levels or if driver is not following designated tracking plan

Free inbound coaching for all programs



VALUE TO DRIVER

Improved health leads to improved quality of life

More likely to maintain CDL, continue to earn a paycheck and provide for their family

A healthier driver is a safer driver

Driver feels support from their employer



VALUE TO EMPLOYER

Reduced turnover costs:

- Cost per driver turnover averaged \$8,234¹
 - o Entry and exit administration
 - o Fixed assets costs due to idle equipment
 - o Profit lost due to idel equipment
 - o Other costs associated with safety, insurance and legal

Reduced liability:

- In 2016, 22% of police reported crashes involved an injury and .8% involved a fatality²
 - o Average cost for non-fatal crash with injury was \$195K in 2005³
 - o Average cost of fatal crash was \$3.6 million in 2005³

Reduced cost of medical and workers' compensation claims

Health Coaches are able to refer driver to other benefit offerings



1. <https://www.ugpti.org/pubs/pdf/SP146.pdf>
2. <https://www.fmcsa.dot.gov/sites/fmcsa.dot.gov/files/docs/safety/data-and-statistics/398686/lbcbf-2016-final-508c-may-2018.pdf>
3. <https://www.fmcsa.dot.gov/sites/fmcsa.dot.gov/files/docs/UnitCostsTruck%20Crashes2007.pdf>



CASE STUDY

Family Owned & Operated Trucking Company

- Over 700 tractors and nearly 1600 trailers
- Over 1,000 employees
- Long-haul drivers
- Reached out to 6 of their tenure employees with 3-month certified drivers.
- All 6 agreed to participate in the program



COACHING DRIVERS ... NOT SO DIFFERENT THAN NON-DRIVERS

Drivers want to be healthy and are thankful for the support!

- Some drivers may start off “guarded” but most, if not all, become engaged

Lack the knowledge of what the healthy choice is.

- i.e. Choose sports drinks thinking it is a healthy choice

When attempting to make changes on their own, tend to make too many changes and get burned out.

- Small changes lead to big results!

Need support in advocating for themselves regarding medical needs.

- Asking medical examiners what their BP or A1C needs to be for a longer renewal
- Knowing when to reschedule with their primary provider for a medication review



CASE STUDY

Driver 1: 3-month to a 2-year renewal

- Initial short card due to blood pressure (162/98 at initial screening)
- Nutrition planning focused on reducing carbohydrates and started regular exercise program

Driver 2: 3-month to a 1-year renewal

- Initial short card due to diabetes.
 - A1c reduced 8.5 to 7.5
- Reducing carbohydrates by replacing energy/sports drinks with water and black coffee and regular exercise program

Driver 3: 3-month to a 1-year renewal

- Initial short card due to blood pressure
 - BP decreased from 165/92 to 130s/70s.
 - Lost 15 pounds.
- Increased lean protein and vegetables with each meal



CASE STUDY

Driver 4: 3-month to a 1-year renewal

- Initial short card due to blood pressure
 - Last blood pressure reading was 124/78
- Reduce amount of processed foods consumed from eating out, stocking truck with healthy snacks. Also, replacing soda with water.

Driver 5: 6-month to a 6-month

- RN started working with this driver just 3-weeks prior to his renewal.
 - A1c reduced 1 pt
 - Lost 8 pounds
- Initially provided short card due to diabetes
- Preps truck with healthy snacks and replacing soda/sweet tea with water. Started walking around truck at stops, using pedometer to track steps.

Driver 6: 6-month to a November renewal

- Initial short card due to diabetes
 - Blood sugar ranges dropped from 260's-300's to 120's
- Started stocking truck refrigerator with fruit to replace chips



RECAP

Program Goals:

- Retain drivers & keep them on the road
- Reduce crash rates & work comp injuries resulting in significant costs
- Reduce healthcare costs associated with conditions
- Improve quality of life for these employees



QUESTIONS?

TRENT TANGEN

Director of Health Coaching

trent.tangen@healthcheck360.com

