

A confidential annual survey measuring companies' disability and veterans' inclusion policies and practices.



The Disability Employment Tracker™ examines five essential inclusion areas



To discover how businesses are progressing in their disability inclusion journey

Who Uses the Tracker?

199
companies

Employing
9.5 million
people

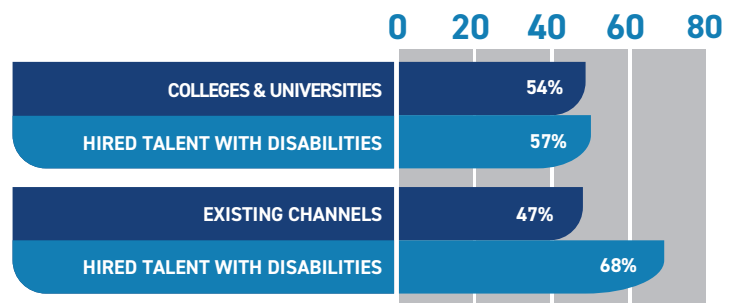
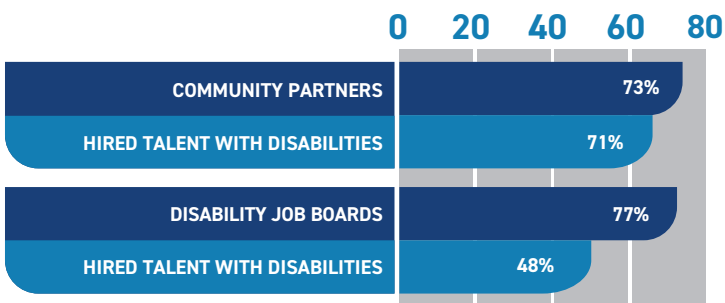
Finding Talent Is a Major Challenge

The most important disability inclusion driver is finding and retaining **TALENT**

4.0%
Average percentage of employees identifying as having a disability

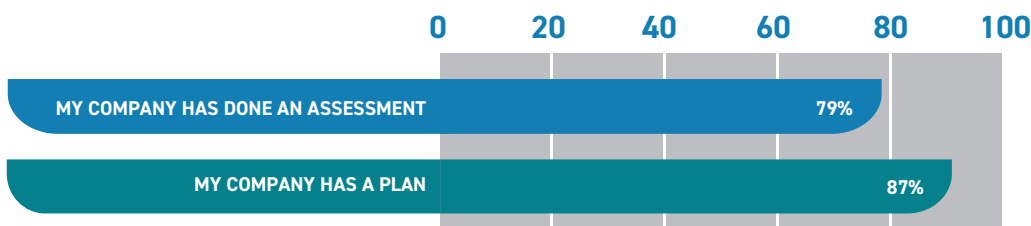
13%
Companies that have reached the Dept. of Labor target of 7% disability representation

Many companies use a variety of channels to source talent with disabilities, here are the most popular:



Assessment + Planning

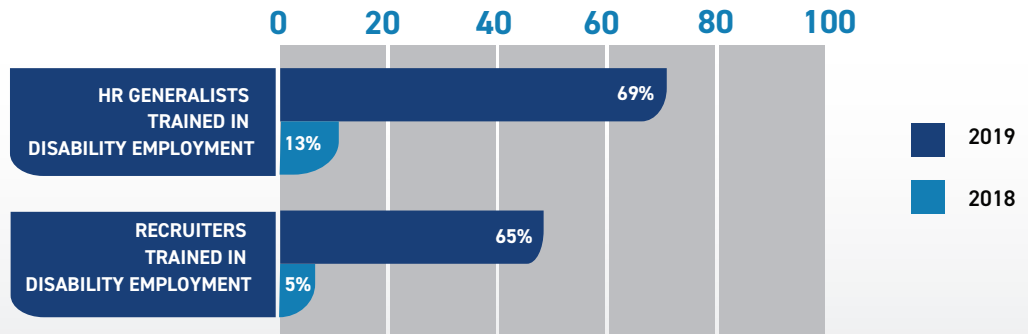
Most companies have a plan for improving disability inclusion practices...
But fewer have conducted an assessment of current efforts



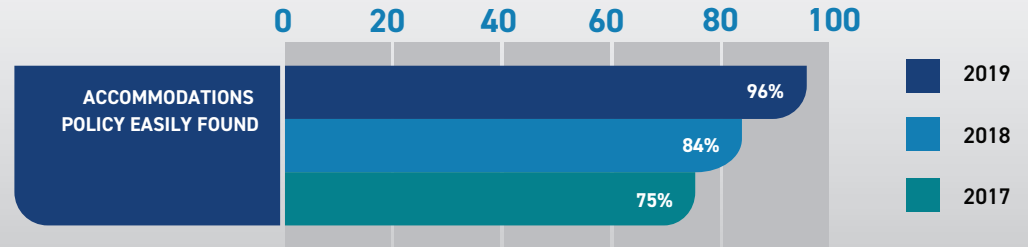
Understanding your starting point will ensure the most effective future plan

Broader Awareness of Disability Inclusion

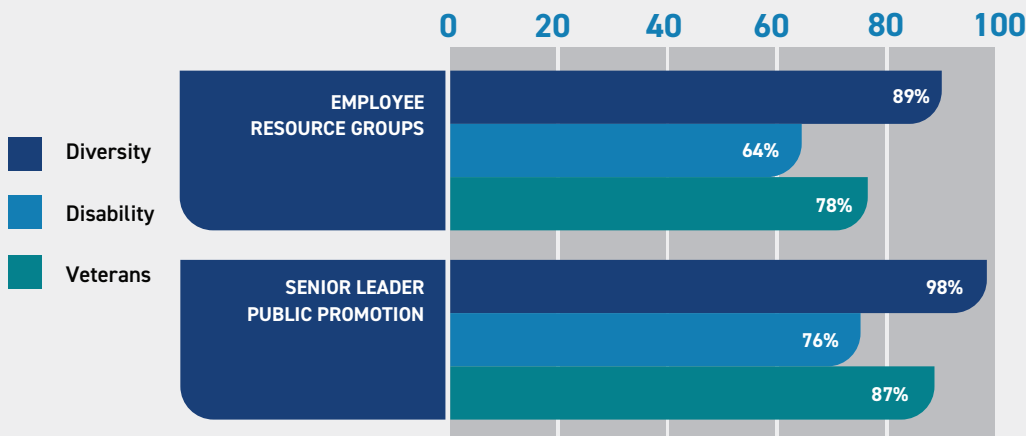
Significant increases in disability employment training



Accommodations policies are easier to find and use



Gaps



Disability lags behind veterans + broad diversity practices

Companies are slower to adopt these best practices (< 50%)

- X Careers web page for job seekers with disabilities
- X Accommodations
 - Centralized budget
 - Process explained on first day of employment
 - Requests resolved in under 2 weeks
- X Disability self-identification communication campaign with measurable impact
- X Mentoring program for employees with disabilities
- X Mandatory manager disability inclusion training
- X Disability inclusion considered in performance assessment

Veterans

Veteran inclusion practices are trending high, but target employment outcomes remain low

26%

Percentage of companies reporting workforce representation of veterans of 6% or more

(Dept. of Labor benchmark 5.9%)

88%

Have a plan to improve veterans' inclusion practices

84%

Annually assesses veterans' outreach and recruitment efforts

Haven't taken the Tracker Yet? Need an Expert Assessment?

Start the Tracker today and receive a free benchmarking Scorecard. NOD.org/tracker
Get a customized assessment, with expert recommendations and a roadmap to advance, with the Disability Inclusion Accelerator. NOD.org/accelerator