Introduction
The Disability Employment Tracker™ helps companies develop an edge in the race for talent. Using the National Organization on Disability’s proprietary approach, this free and confidential online assessment is a valuable tool to measure your company’s performance in recruiting, onboarding and retaining individuals with disabilities and veterans.

What is the Disability Employment Tracker™?
The Disability Employment Tracker™ is a free, confidential and online assessment that measures disability and employment policies and practices and includes an optional section on veteran employment practice.

The Tracker helps leading companies across a range of industries expand the diversity of their workforce and comply with regulations from the U.S. Department of Labor.

Receive a complimentary Disability Employment Tracker™ Scorecard benchmarking where your company ranks in relation to other participants in each of the six key aspects examined:

- Climate and Culture
- Talent Sourcing
- People Practices
- Workplace & Technology
- Strategy & Metrics
- Veterans Employment (optional)

Even more, companies receive information on leading practices and high-level trends and demographic data drawn from all participating companies.

Benefits of the Tracker
• Use the benchmarking Scorecard to identify areas of strength and opportunities for improvement
• Re-enroll annually to measure improvement across key areas
• For federal contractors, demonstrate that you are taking tangible steps toward meeting Labor Department employment targets
• Qualify for the NOD Leading Disability Employer Seal™, which is awarded annually based on performance on the Tracker.
• Completion of the Tracker is required to be eligible for the DiversityInc Top 50 Companies for Diversity
• Take a deep-dive into your results with the Disability Inclusion Executive Briefing, which offers extensive benchmarking, a customized plan to progress, and a playbook to gain internal buy-in

Earn the NOD Leading Disability Employer Seal™
Be recognized for your company’s disability practices and performance. The Leading Disability Employer Seal™ is awarded annually based on performance on the Tracker. Winners can use the award mark to burnish their employer brand and attract candidates with disabilities.

To be considered for the 2020 Leading Disability Employer Seal, companies must complete the Tracker during the designated qualifying window, which will open on October 15, 2019. Learn more and find out the winners of the 2019 NOD Leading Disability Employer Seal.

Qualify for the DiversityInc Top 50
Completion of the Tracker is required to be eligible for the DiversityInc Top 50 Companies for Diversity. (Please note your data and results will not be shared with DiversityInc, only whether the Disability Employment Tracker™ was completed.)

“NOD and NBDC have powerful credibility and knowledge regarding employing people with disabilities. We have decided to have their Disability Employment Tracker play a crucial role in selection for our Top 50 Companies for Diversity. We hope this new requirement will bring metrics-driven accountability to a process often fraught with excuses.”

-Luke Visconti, CEO and founder of DiversityInc

Take a Deep-Dive into Your Results with the Disability Inclusion Executive Briefing
Our Disability Inclusion Executive Briefing provides a data-rich view of where you are in your disability inclusion journey – and an action plan to advance your efforts.

National Organization on Disability experts will analyze your Disability Employment Tracker™ responses and meet with you, in-person or virtually, for an in-depth discussion of:

- How your company stacks up against others in the Tracker database
- Leading practices with expert observations – informed by over 35 years of experience – on where your company excels and your opportunities for improvement
- A customized plan with quick wins, and medium and long-term actions, tailored to your business
- A playbook on how to use the Executive Briefing to build buy-in across the organization

Option for on-site disability employment rapid assessment and etiquette and awareness training, as well. Please email tracker@NOD.org or visit www.NOD.org/briefing to find out more.

Benefits of the Executive Briefing

- Know where your company is on the disability employment maturity curve and how you compare to the competition
- Build executive awareness of and buy-in to boost your disability inclusion efforts
- Insight into six key areas: Climate and Culture, Talent Sourcing, People Practices, Workplace & Technology, Strategy & Metrics, and Veterans Employment
- Advance your inclusion agenda and enhance your brand as a disability-friendly employer

What areas does the Disability Employment Tracker™ measure?

- Climate and Culture
- Talent Sourcing
- People Practices
- Workplace & Technology
- Strategy & Metrics
- Veterans Employment (optional)

Why is completing the Disability Employment Tracker™ vital to my company’s success?

The Tracker enables companies to strengthen their disability and veteran inclusion policies and practices, and track and document their progress and success. Tracking and improving your company’s disability and veteran employment
performance leads to increased corporate value and will:

- Generate workforce results and promote change
- Foster positive consumer perception
- Bolster corporate social responsibility

The Tracker provides insights on how to launch and grow companies’ disability and veterans workforce inclusion initiatives. Many federal contractors have taken the Tracker to assess their efforts and opportunities to meet US Labor Dept. Section 503 rules regarding disability employment.

**What is the timeline for the 2020 Disability Employment Tracker™?**

- **October 15, 2019:** Start the Tracker now! Just complete the [online form](http://www.nod.org/services/take-tracker.html).
- **March 3, 2020:** Deadline to submit your responses
- **Spring 2020:** Scorecard results shared

**How do I sign up my company for the 2020 Disability Employment Tracker™?**

- Sign up immediately via a web form at [http://www.nod.org/services/take-tracker.html](http://www.nod.org/services/take-tracker.html).
- Submit the name of single individual who will serve as the authorized representative and manage your company’s Tracker assessment.
- Usually, a single senior human resources professional completes the entire assessment with data that would be available from conventional HR records, and, if applicable, input from colleagues.
- Companies can begin completing the assessment immediately, with a deadline to submit all responses by March 3, 2020.

**How can I enroll in the DiversityInc Top 50 survey?**

Visit [https://www.diversityinc.com/about-the-diversityinc-top-50-process](https://www.diversityinc.com/about-the-diversityinc-top-50-process) or email top50@diversityinc.com.

**Is there a cost to enroll in the Disability Employment Tracker™?**

No, there is no cost to sign up for the Disability Employment Tracker™ assessment or to receive your Scorecard report.

**Who can enroll in the Disability Employment Tracker™?**

For-profit and not-for-profit organizations can enroll in the Disability Employment Tracker™, regardless of size or industry. The Tracker is not appropriate for completion by individuals.
Is the Disability Employment Tracker™ only for federal contractors?
No, the Disability Employment Tracker™ helps companies from a range of industries successfully welcome and support people with disabilities and veterans in their workforce. However, many federal contractors have enrolled in the Tracker to assess their efforts and learn leading practices in an effort to comply with Section 503 guidelines.

How long does it take for companies to complete the Disability Employment Tracker™?
In response to our focus group of employers, we designed the Disability Employment Tracker™ to be concise and easy-to-use. The estimated time to complete the company assessment is a couple hours.

This differs significantly from other corporate disability assessment tools that require many hours to complete.

What format does the Disability Employment Tracker™ take?
The Disability Employment Tracker™ has approximately 80 general disability questions and 20 optional veterans questions. Questions are asked in multiple choice and short-answer format. The Tracker is accessible via a company-specific passcode only.

What data will be published?
None of your company-specific answers, data or results will be published or shared. The class-wide data will be provided for comparison purposes in the Tracker Scorecard. General findings from aggregate data only may be shared by the partnering organizations.

How can companies improve their scores over time?
Companies seeking to improve their results on the Disability Employment Tracker can schedule an Executive Briefing with NOD experts. The Executive Briefing provides business leaders with customized recommendations on ways to improve your disability and veteran workforce inclusion practices.

Option for Disability Employment Planning Workshop and Disability Employment Awareness Training services available to on-site Executive Briefing clients. Please email tracker@nod.org to find out more.

Where can I learn more about the Disability Employment Tracker™?
Visit www.NOD.org/tracker for the most recent news and information. Email questions to tracker@nod.org.

How was the Disability Employment Tracker™ developed?
The Disability Employment Tracker™ is a partnership of the National Organization on Disability (NOD), the National Business and Disability Council (NBDC) at The Viscardi Center and OrgVitality, a leading provider of organizational assessments. The Tracker is the first tool of its kind to assess disability and veteran inclusion employment policies.
The partnering organizations conducted interviews and focus groups with dozens of employers, including many Fortune 500 companies, to develop a tool that is responsive to their demands. As a result of those conversations, the Tracker was designed to be concise and easy to use.

Who are the partnering organizations?
The partnership between NOD, NBDC and OrgVitality blends advocacy with the demands of the business community. Together NOD and NBDC have dozens of years of experience partnering with companies, large and small, to develop and grow hiring initiatives. This experience gives us a unique perspective on developing workforces based on employers’ needs.

OrgVitality’s survey research and organizational performance experts focus exclusively on conducting attitude research and driving action through effective data utilization. As our survey and technology partner, we take advantage OrgVitality’s robust normative database, leading tools and technology, and profound understanding of how to develop and execute successful survey research programs. OrgVitality administers the online survey platform and ensures confidentiality and data security.

The Disability Employment Tracker™ was introduced in 2013, with lead support from the Exelon Foundation and guidance from leading research firm J.D. Power.