Results from the 2019 Disability Employment Tracker™
A confidential annual survey measuring companies’ disability and veterans’ inclusion policies and practices.

What is the Tracker?
The Disability Employment Tracker™ examines five essential inclusion areas:
- Strategy and Metrics
- Talent Sourcing
- Climate and Culture
- People Policies and Practices
- Workplace and Technology

To discover how businesses are progressing in their disability inclusion journey:
- Exploration
- Compliance
- Competence
- Competitive Advantage

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 use a variety of channels to source talent with disabilities, here are the most popular:
- Community Partners:
  - Used to source talent with disabilities: 73%
  - Hired talent with disabilities: 71%
- Disability-Specific Job Board:
Used to source talent with disabilities: 77%
Hired talent with disabilities: 48%
• Colleges + Universities:
  o Used to source talent with disabilities: 54%
  o Hired talent with disabilities: 57%
• Existing Channels:
  o Used to source talent with disabilities: 47%
  o Hired talent with disabilities: 68%

Assessment + Planning
Most companies have a plan for improving disability inclusion practices…but fewer have conducted an assessment of current efforts:
  • 79% - My company has done an assessment
  • 87% - My company has a plan

Understanding your starting point will ensure the most effective future plan.

BROADER AWARENESS OF DISABILITY INCLUSION
Significant increases in disability employment training
  • HR generalists trained in disability employment
    o 2018: 13%
    o 2019: 69%
  • Recruiters trained in disability employment
    o 2018: 5%
    o 2019: 65%

Accommodations policies are easier to find and use
  • Accommodations policy easily found
    o 2017: 75%
    o 2018: 84%
    o 2019: 96%
Gaps
Disability lags behind veterans’ and broad diversity practices

- Employee Resource Groups:
  - Diversity: 89%
  - Disability: 64%
  - Veterans: 78%
- Senior Leader Public Promotion:
  - Diversity: 98%
  - Disability: 76%
  - Veterans: 87%

Companies are slower to adopt these leading practices (< 50%)
- Careers web page for job seekers with disabilities
- Accommodations:
  - Centralized budget
  - Process explained on first day of employment
  - Requests resolved in under 2 weeks
- Disability self-identification communication campaign with measurable impact
- Mentoring program for employees with disabilities
- Mandatory manager disability inclusion training
- Disability inclusion considered in performance assessment

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

- 26% 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 assess veterans’ outreach and recruitment efforts

Haven’t used the Tracker Yet? Need an Expert Assessment?
Start the Tracker today and receive a free benchmarking Scorecard at

Get a customized assessment, with expert recommendations and a roadmap to advance, with the Disability Inclusion Accelerator.

The Disability Employment Tracker™ was developed in partnership with The National Business and Disability Council at The Viscardi Center.
Learn more about the National Organization on Disability.