RESULTS FROM THE 2018 DISABILITY EMPLOYMENT TRACKER™
A confidential annual survey measuring companies’ disability and veterans’ inclusion policies and practices.

The Disability Employment Tracker™ examines five essential inclusion areas:
- Competence
- Compliance
- Exploration
- Competitive Advantage
- Climate & Culture
- People Policies & Practices
- Workplace & Technology
- Talent Sourcing
- Strategy & Metrics

To discover how businesses are progressing in their disability inclusion journey.

Who Uses the Tracker?
- Nearly 200 companies
- Employing 9 million workers

Finding Talent Can Be the Hardest Part
- The most important disability inclusion driver is getting and keeping TALENT
- 3.9% average percentage of employees identifying as having a disability
- 12% companies that have reached the Dept. of Labor target of 7% disability representation

Many use a variety of channels to source talent with disabilities, but few are making hires from them:
- Community Partners: 74%
- Disability Job Boards: 73%
- Hired Talent with Disabilities: 36%
- Colleges & Universities: 49%
- Existing Channels: 48%
- Hired Talent with Disabilities: 28%

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

Companies with a high representation of people with disabilities (> 4%) share these practices:

**STRATEGY & METRICS**
- Plan for improving disability inclusion practices
- Invite all employees to voluntarily self-identify as a person with a disability
- Administer a survey evaluating employee attitudes about the organization

**CULTURE & CLIMATE**
- Diversity champion accountable to drive disability strategy
- Disability-specific employee/business resource group with annual budget

**PEOPLE PRACTICES**
- Provide disability-related education/awareness programs
- Managers/supervisors know how to effectively administer accommodation process

**TALENT SOURCING**
- Recruiters know how to find accommodation process
- Work directly with community partners to source candidates with disabilities

**WORKPLACE & TECHNOLOGY**
- Accommodation procedure can be easily found by all employees
- Post-offer and pre-employment, ask if accommodation will be required

Disability lags behind veterans' + broad diversity practices

<table>
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<th>Employees Resource Groups</th>
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<th>60</th>
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<td>77%</td>
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<tr>
<td>Disability</td>
<td></td>
<td></td>
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<td></td>
<td>90%</td>
<td>94%</td>
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<tr>
<td>Veterans'</td>
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<td>85%</td>
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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
- Weighted disability inclusion competencies on performance reviews

Veterans

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

- 28% Companies reporting veterans workforce representation of 6% or more (Dept. of Labor VEVRAA benchmark 6.4%)
- 86% Have a plan to improve veterans' inclusion practices
- 82% Annually assesses 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. NOD.org/tracker

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

The Disability Employment Tracker™ was developed by the National Organization on Disability (NOD), in partnership with The National Business and Disability Council at The Viscardi Center.