RESULTS FROM THE 2020 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 to discover how businesses are progressing in their disability inclusion journey.

COMPETENCE

COMPLIANCE

EXPLORATION

COMPETITIVE ADVANTAGE

Where is your company?

Who Uses the Tracker?

Over 200 companies employing 8.7 million workers

Finding Talent Can Be the Hardest Part

The most important disability inclusion driver is finding and keeping TALENT.

Many use a variety of channels to source talent with disabilities, but few are making hires from them.

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.

Many use a variety of channels to source talent with disabilities, but few are making hires from them.

Community Partners Used to Source: 76%

Hired Talent with Disabilities: 56%

Disability Job Boards Used to Source: 75%

Hired Talent with Disabilities: 38%

Colleges & Universities Used to Source: 54%

Hired Talent with Disabilities: 32%

Existing Channels Used to Source: 54%

Hired Talent with Disabilities: 34%

Many use a variety of channels to source talent with disabilities, but few are making hires from them.

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

Broader Adoption of Disability Inclusion Best Practices

Disability employee/business resource groups make gains

Availability of accessible materials is growing steadily

Gaps

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

- Vendors are required to provide materials in accessible formats
- Accommodations
  - Centralized budget
  - Requests resolved in under 2 weeks
- Mentoring program for employees with disabilities

Yet, disability still lags behind veterans & broad diversity practices

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

24%
Percentage of companies reporting workforce representation of veterans of 6% or more
(Dept. of Labor benchmark 5.67%)

88%
Have a plan to improve veterans’ inclusion practices

79%
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 Executive Briefing. NOD.org/briefing

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.