NATIONAL ORGANIZATION ON
DIS**ABILITY**

Forum on Workplace Inclusion

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National Organization on Disability

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

STRATEGY & METRICS

TALENT SOURCING

CLIMATE & CULTURE

PEOPLE POLICIES & PRACTICES

WORKPLACE & TECHNOLOGY

EXPLORATION

COMPLIANCE

COMPETENCE

COMPETITIVE ADVANTAGE

To discover how businesses are progressing in their disability inclusion journey

Who Uses the Tracker?

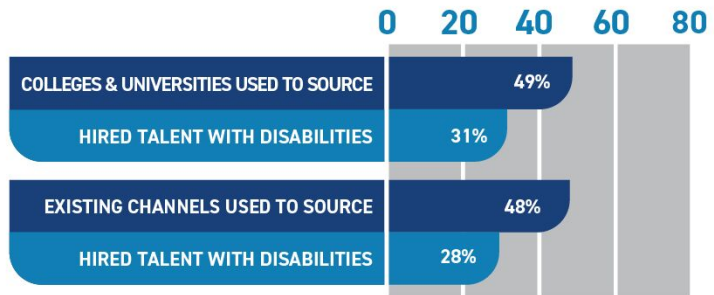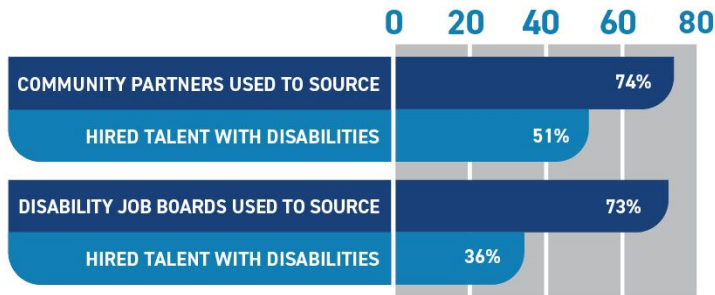| Nearly **200** companies | Employing **9 million** workers |

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

	0	20	40	60	80
COMMUNITY PARTNERS USED TO SOURCE				74%	
HIRED TALENT WITH DISABILITIES			51%		
DISABILITY JOB BOARDS USED TO SOURCE				73%	
HIRED TALENT WITH DISABILITIES		36%			

	0	20	40	60	80
COLLEGES & UNIVERSITIES USED TO SOURCE			49%		
HIRED TALENT WITH DISABILITIES		31%			
EXISTING CHANNELS USED TO SOURCE			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
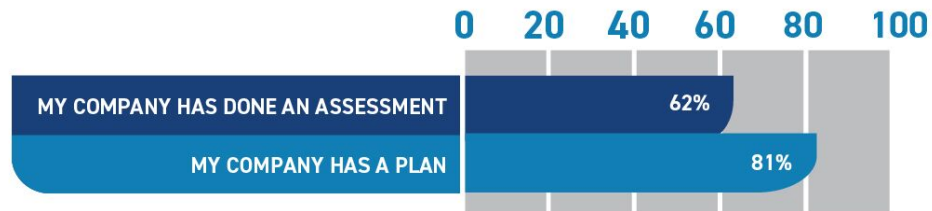
Understanding your starting point will ensure the most effective future plan

Leading Practices

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

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

PEOPLE PRACTICES
- ✓ Provide disability-related education/awareness programs
- ✓ Managers/supervisors know how to effectively administer accommodation process
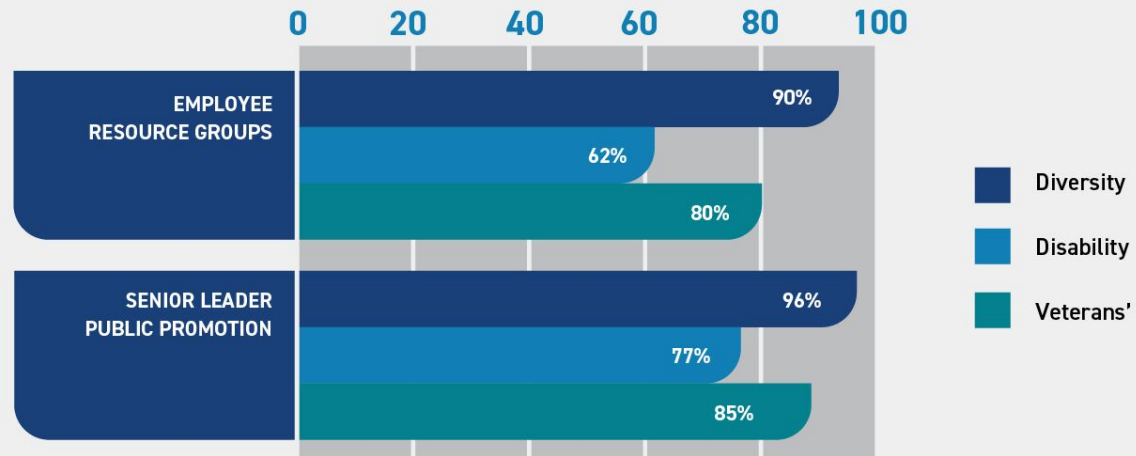
WORKPLACE & TECHNOLOGY
- ✓ Accommodation procedure can be easily found by all employees
- ✓ Post-offer and pre-employment, ask if accommodation will be required

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Gaps

Disability lags behind veterans' + broad diversity practices

| | 0 | 20 | 40 | 60 | 80 | 100 |

EMPLOYEE RESOURCE GROUPS
- Diversity: 90%
- Disability: 62%
- Veterans': 80%

SENIOR LEADER PUBLIC PROMOTION
- Diversity: 96%
- Disability: 77%
- Veterans': 85%

Legend:
- Diversity
- Disability
- Veterans'

Companies are slower to adopt these leading 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 Weighted disability inclusion competencies on performance reviews

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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. | **NOD.org**