

NATIONAL ORGANIZATION ON
DISABILITY

Tying Business Practices to HR Outcomes

2022 Employment Tracker Data:
Setting New Standards For Workforce Inclusion

**Forum on Workplace Inclusion
Webinar**

January 19th, 2023, 3:00 – 4:00 PM ET

| NOD.org/tracker

Speakers



Felicia Nurmsen

Managing Director of Employer Services
National Organization on Disability



Stephen Lewis

Manager of DEI
Toyota North America

Learning Objectives

- Learn about important disability employment practices that lead to the best talent outcomes
- How to use the Tracker to identify gaps that remain and how your company can successfully address them
- Explore the 2023 NOD Employment Tracker, which has been updated and enhanced to dig deeper into leadership commitment, mental health, and accessibility practices!

Strategic Priorities

Three-Legged Stool Approach

MISSION

To drive employment and economic self-sufficiency for people with disabilities.

Analyzing Data
to Determine
What Works

Advocate for Public
Policies to Advance
What Works

Communicating
What Works

Services to Move You Up the Curve

NOD Leadership Council



NOD Employment Tracker



Executive Briefing



Hiring Support



Custom Climate & Employer Brand Research



Event Sponsorship



With over **40 years experience**, the National Organization on Disability (NOD) helps the **world's leading companies** become more **disability-inclusive**.

We assist in every step of the journey - from developing a strategy to acquiring and keeping top talent. **Clients rate our services as the best in the field.**



National Organization on Disability

Become an employer of choice



Using Data to Drive Disability Inclusion

2023 NOD Employment Tracker™

POLL

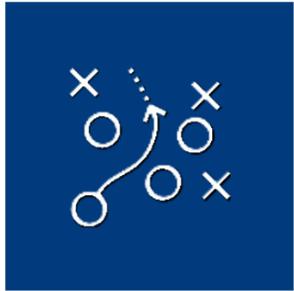
How many of you have completed the Tracker before?

NOD Employment Tracker™ overview

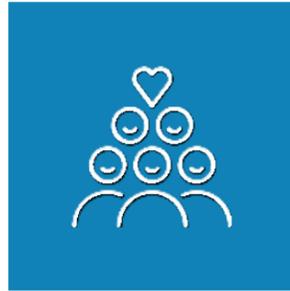
- A free and confidential assessment
- Receive a scorecard benchmarking your performance against the pool of respondents
- Connect practices to outcomes and measure your ability to attract, recruit, retain and promote people with disabilities in the workforce
- Chart year over year progress and demonstrate gains
- Use the Tracker annually to advance your disability and veterans' inclusion initiatives; Deadline: March 10th, 2023

2022 Workforce Inclusion Categories

Strategy



Climate & Culture



People Practices



Talent Sourcing



Talent Outcome Metrics



Workplace Tools & Accessibility

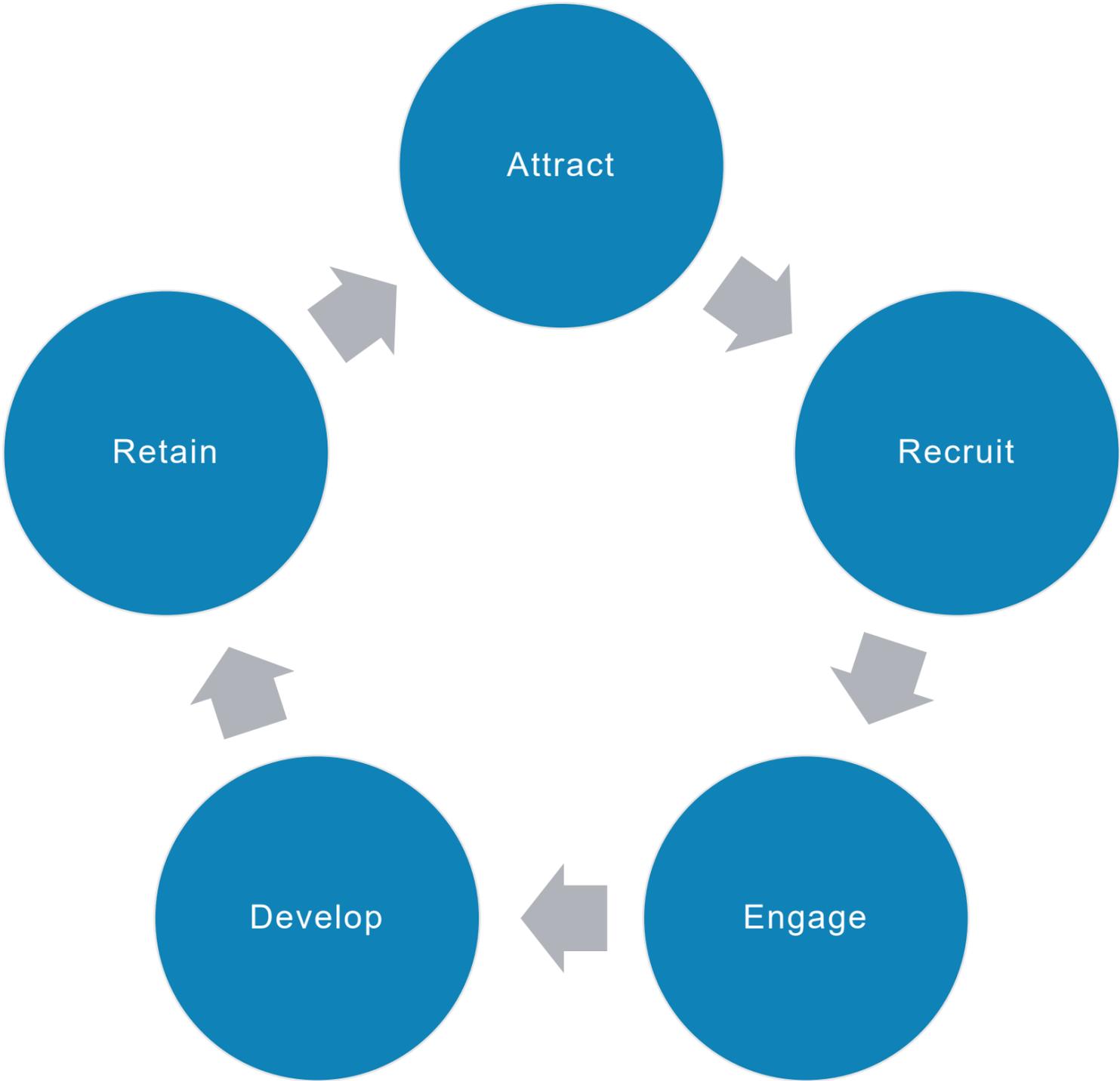


Powered by
talmetrix

NOD Employment Tracker

Compare your score against 200+ companies

Employee Lifecycle Reporting



Tracker Improvements for 2022

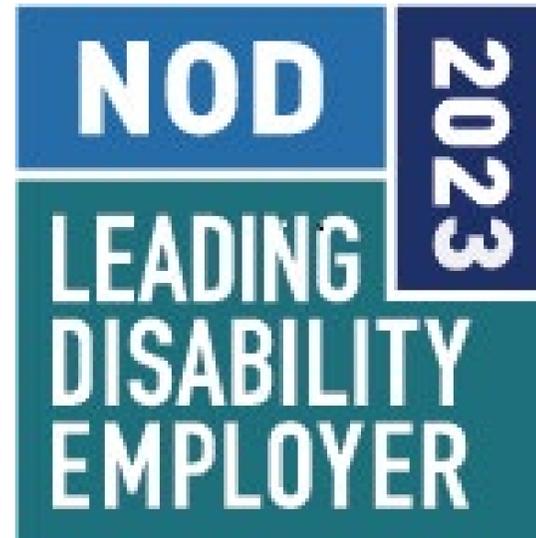
- *Connecting business practices to talent outcomes*
- *Increased focus on mental health and a deeper dive on digital accessibility practices*



Talent Outcomes Analysis

- Self-ID Rate (from prior years)
- Job Applicants
- New Hires
- Promotion
- Retention
- High Potential Employees
- Management Roles with Disabilities

NOD's Leading Disability Employer Seal



- Based on Tracker performance
- The most competitive award in the field
- Competitive: Awarded to the top 25% companies and those with High Self ID Rates



Completing the Tracker is a requirement to be eligible for the DiversityInc Top 50 Companies for Diversity

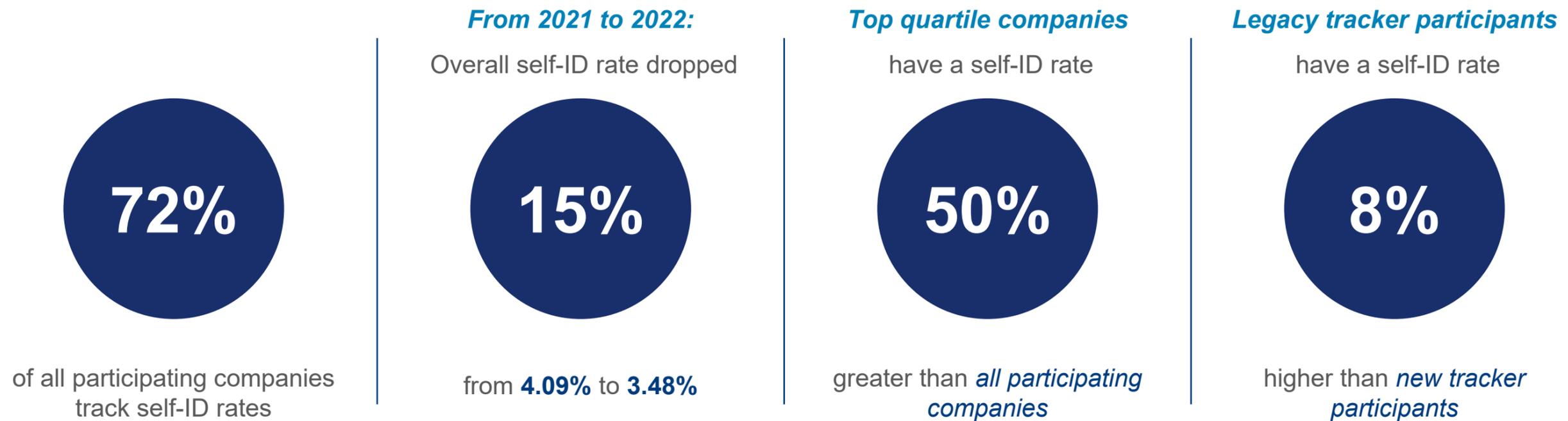
Using Data to Drive Disability Inclusion

Key Insights from the 2022 Tracker

Key Insights from the 2022 Employment Tracker

Self-ID Rates Remain the Most Widely Reported Talent Outcome Among all Participating Companies

Self-ID Dropped by 15% in 2022



Key Insights from the 2022 Employment Tracker

Measure What Matters to Drive Higher Self-ID Rates

Companies that track talent outcome metrics beyond self-ID have higher self-ID rates.

74%

74% of participating companies are tracking talent outcome metrics for diversity, but only 43% are tracking those same metrics for people with disabilities.

2X

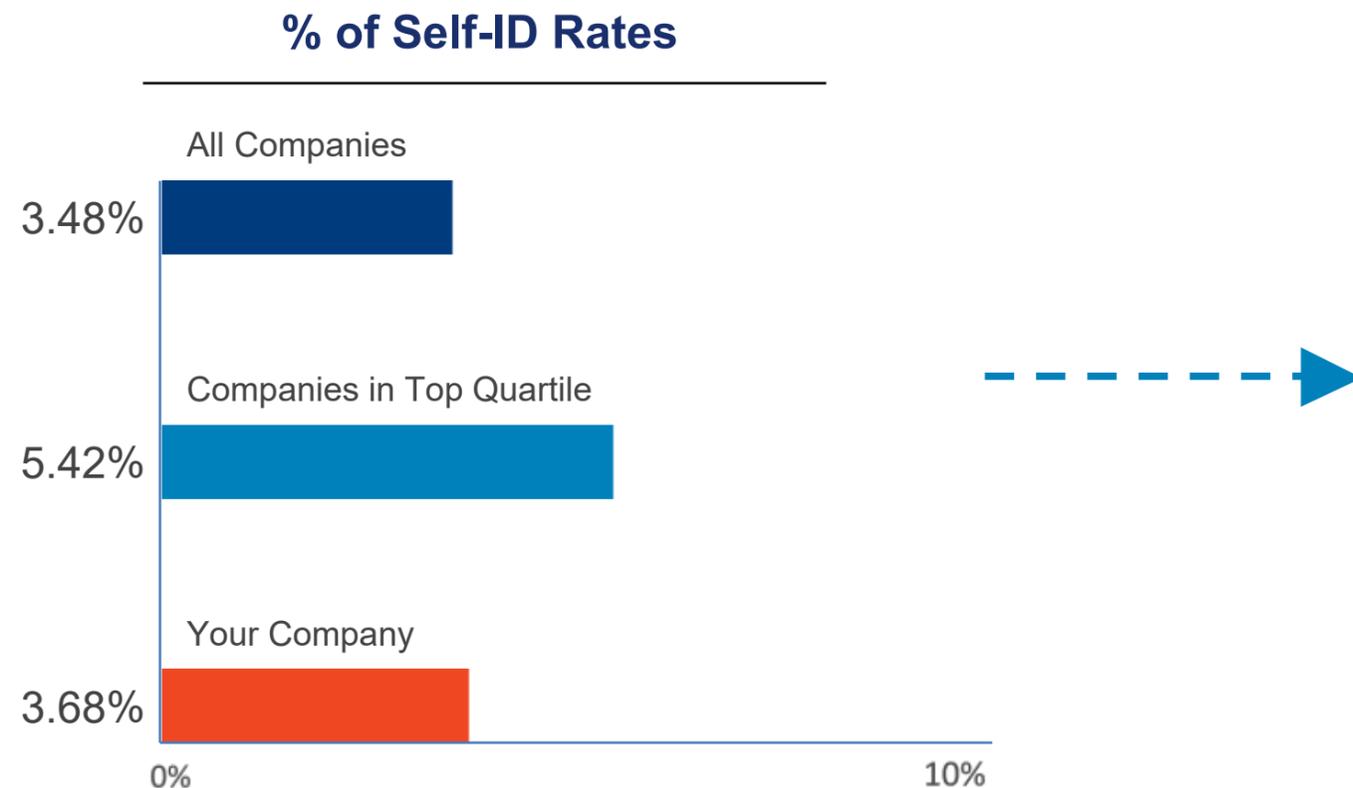
Companies with Senior Leaders that are open about their own disabilities have self ID rates **2X greater than all participating companies.**

28%

Of participating companies are only tracking self-ID. These companies have a self-ID rate of **1.43% vs. 4.29% for companies tracking additional outcomes.**

Key Insights from the 2022 Employment Tracker

Connecting Business Practices to Talent Outcomes: Self-ID Rate



Practices that Highly Correlate to increased Self-ID Rates for People with Disabilities

- My company's disability-specific business resource, employee resource, or affinity group has an executive sponsor.
- My company tracks the ratio of individuals with disabilities hired to all hires.
- My company has hired candidates with disabilities sourced from disability specific job boards.
- My company sources disability talent through colleges/universities and community partners.
- My company has a senior leader who is vocal about their own disability.

Key Insights from the 2022 Employment Tracker

Retention Begins at Recruitment

Companies who intentionally source talent from disability sourcing channels have more positive outcomes throughout the employee life cycle.



Talent Sourcing

- Tracking how many candidates with disabilities come from different channels (recruiters, staffing agencies, etc.) is the highest correlating practice to increased job applicants with disabilities.
- Companies that require existing sourcing channels to target talent with disabilities are more likely to have new hires with disabilities.
 - Hiring more people with disabilities through targeted sourcing is **correlated with lower turnover amongst people with disabilities at 54%**.
- When companies post job openings on disability-specific job boards and hire from these job boards, their **self-ID rates are 28% higher**.
 - In 2022, **60%** of companies indicated they hired people with disabilities from these channels.
- Companies that work directly with community partners to source candidates with disabilities have **27% higher identification of high-potential employees with disabilities**.

Key Insights from the 2022 Employment Tracker

Mentorship Matters

*Simply incorporating mentoring into strategy isn't enough.
Companies with mentorship programs specifically for employees with disabilities see better outcomes throughout the employee life cycle.*



People Practices: Mentorship

- Companies with a higher percentage of employees participating in a mentoring program specifically for employees with disabilities have **2X less turnover overall**.
- **48%** of companies incorporate mentoring programs for employees with disabilities into their strategic plan **42%** of those companies indicating the group is already in place.
- Only **14%** of companies indicated they have a formal mentoring program for employees with disabilities.
 - A formal mentoring program is one that is specific to employees with disabilities and does not include non-disabled peers.

Key Insights from the 2022 Employment Tracker

Efficient and Accessible Accommodation Practices are Key

Interactive, efficient and accessible accommodation processes support retention of employees with disabilities throughout the employment lifecycle.



Workplace Tools and Accessibility: Accommodation Practices

- Providing interactive accommodation processes both post-offer and post-onboarding is correlated with less turnover amongst people with disabilities at **29%**. **Interactive accommodation processes include the employee, their manager, human resources, and may also include the employee's physician.**
- Promotion of people with disabilities and number of granted accommodation requests are positively correlated. Across companies that participated in 2021 and 2022, **accommodation request tracking decreased 11% from 2021 to 2022.**
- Conducting an assessment and gap analysis of current disability inclusion practices is correlated with less overall turnover at **46%**.
- The number of companies who participated in 2021 and 2022 that engage in **this practice dropped 17% from 2021 to 2022.**

Key Insights from the 2022 Employment Tracker

Leadership Council Insights

Leadership Council companies track all 10 talent outcome metrics at a **higher rate (8%)** than non-Leadership Council companies.

Leadership Council companies have **10%** more people with disabilities represented in promotions.

93% of Leadership Council members have an employee resource group for people with disabilities (vs. **78%** for non-Leadership Council).



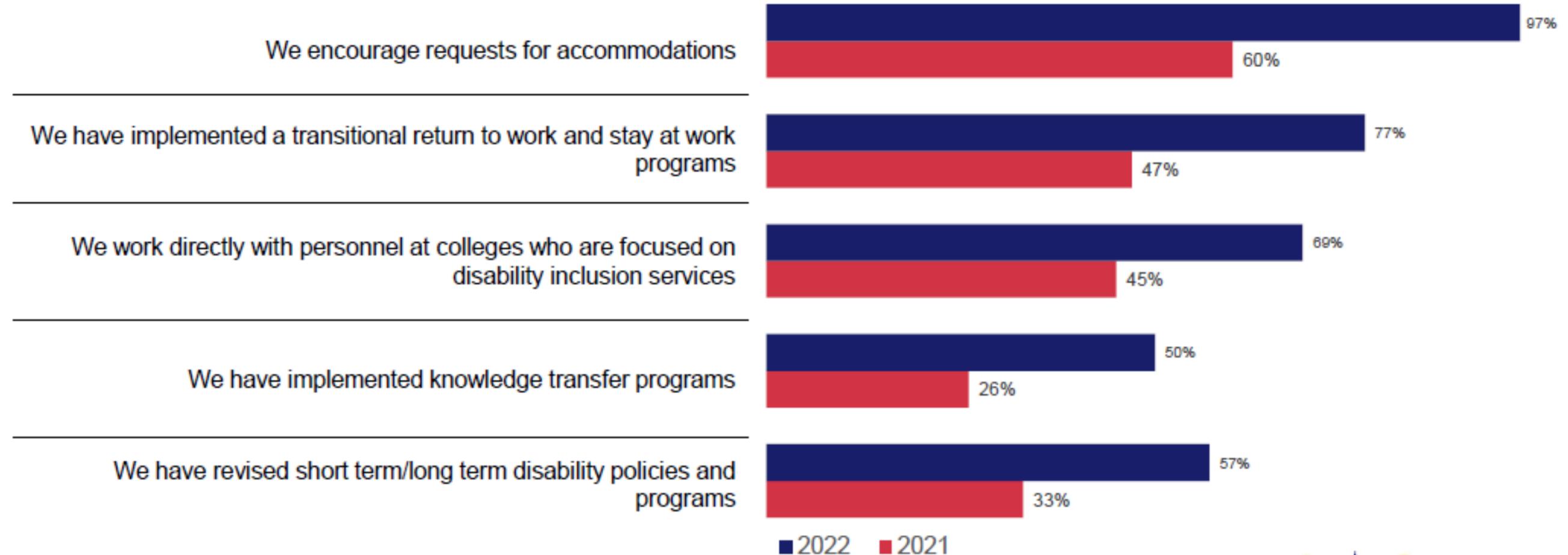
NOD Leadership Council
members have an **11%**
higher self-ID rate than
non-members

Key Insights from the 2022 Employment Tracker

Areas of Greatest YOY Improvement 2021 to 2022

Recruitment practices and practices supporting employees aging into disability rebounded from 2021 losses.

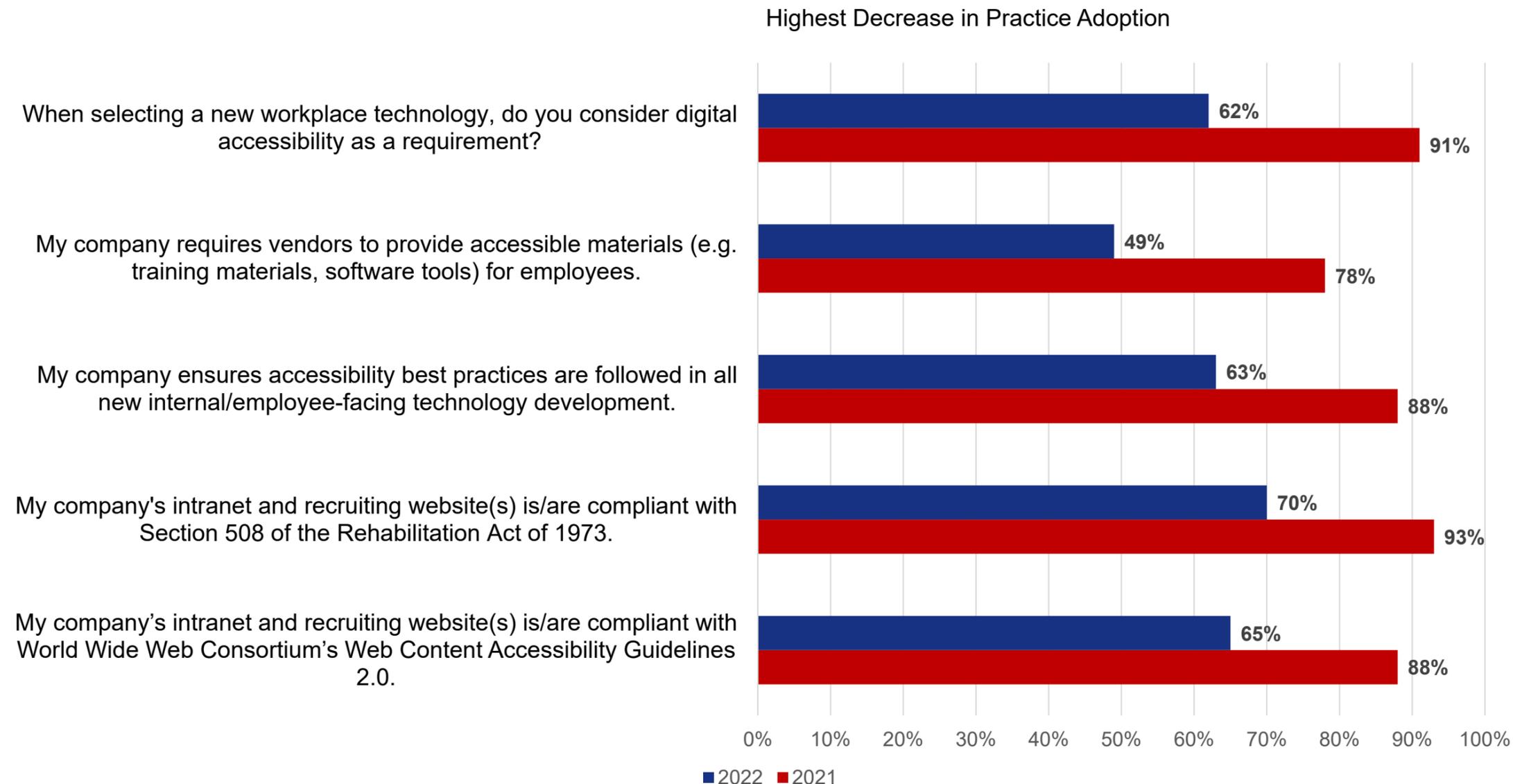
Highest Increase in Practice Adoption



Key Insights from the 2022 Employment Tracker

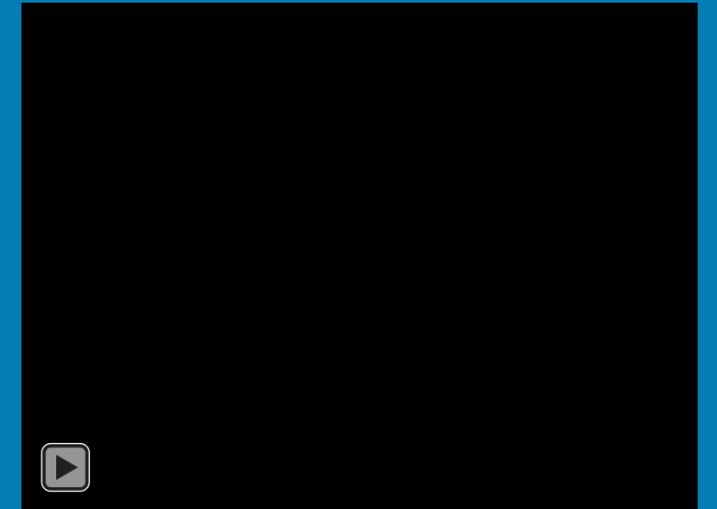
Areas of Greatest Decline YOY 2021 to 2022

Increases made in 2021 related to compliance practice adoption decreased YOY





Mark Templin
President and CEO



How Toyota used the NOD Employment Tracker™

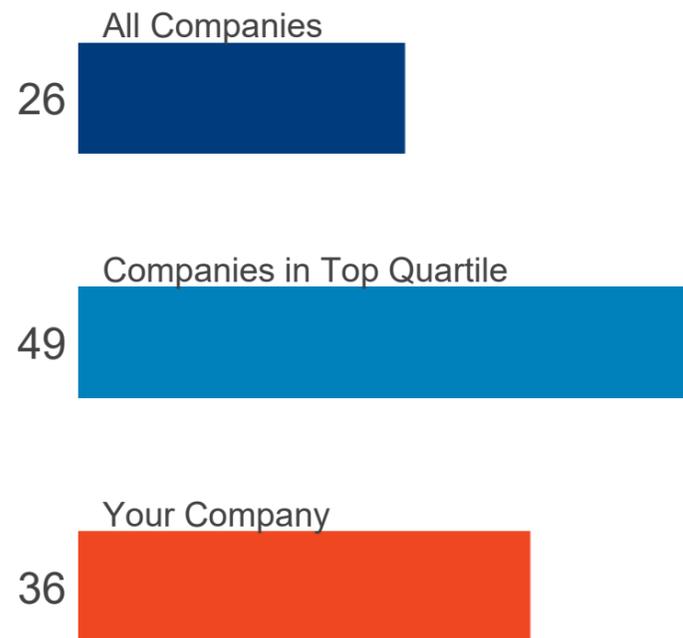
Closer Look

NOD Employment Tracker™

Sample Tracker Scorecard Report Excerpt

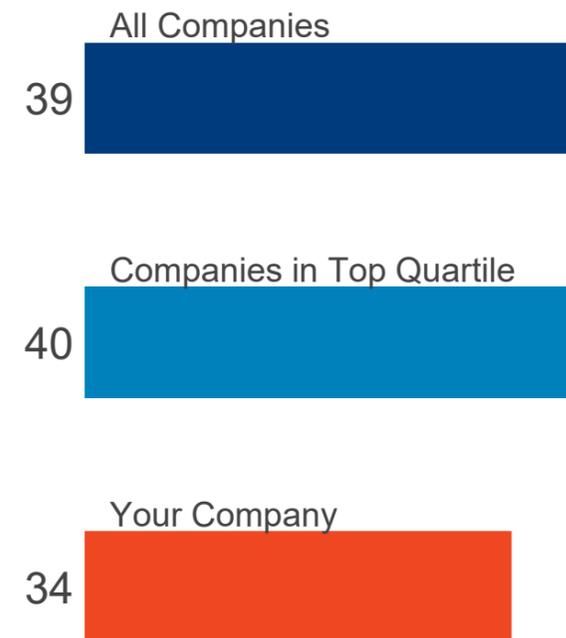
Talent Outcome Metrics

Tracking of applicants with disabilities, hires, self-ID rates, promotion, and turnover.



Workplace Tools & Accessibility

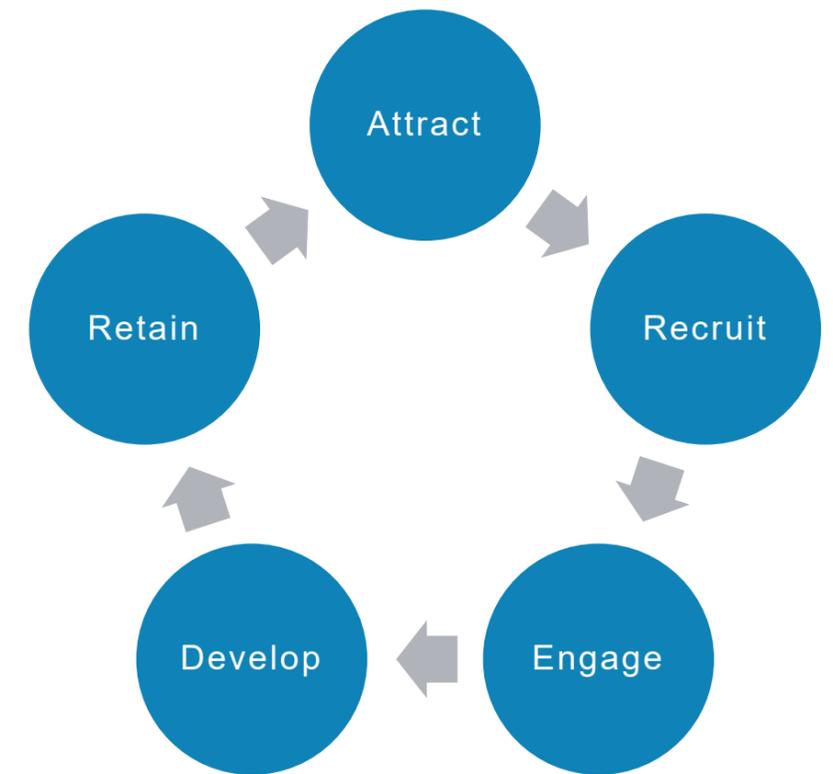
Recruiting, onboarding and training materials are accessible, accommodation requests tracked, managers trained on accommodation processes.



What's New In The 2023 Tracker?

The **2023 NOD Employment Tracker** survey has been updated and enhanced to dig deeper into leadership commitment, mental health, and accessibility practices! The major enhancements in 2023 include:

- Increased **focus on mental health** / disability resources and trainings, with more specific questions separating mental health from other disabilities
- **Deeper dive on digital accessibility** and more advanced digital accessibility practices
- **New questions on** disability leadership initiatives, board makeup, job descriptions, retention, remote work, disability strategy and planning, and other diversity segments.



What's New In 2023 – Mental Health

My senior leaders promote mental health initiatives through the following avenues:

(Select all that apply)

1. Promoting mental health events
2. Attending mental health events
3. Company town hall meetings about mental health
4. Company town hall meetings featuring or including mental health experts (new option)
5. Press releases that mention mental health in my company
6. Website features about mental health in my company
7. Videos that feature mental health in my company
8. Sponsor or participate in a mental health employee resource group (new option)
9. Encourage employees to volunteer or donate to mental health related social causes (new option)
10. Discuss mental health resources during new hire orientation (new option)
11. Encourage employees to use PTO to care for personal well-being (new option)
12. Promote mental health via email, intranet, benefits navigation site, etc. (new option)
13. Other (please specify)"

My company has a senior leader who openly identifies as or talks about living with a mental health disability? (new)

1. Yes
2. No
3. Don't Know

My company verifies that employees can access mental health providers who are (1) in-network, (2) accepting new patients, and (3) scheduling timely in-person or virtual appointments?

1. Yes
2. No
3. Don't Know

What's New In 2023 – Digital Accessibility

Does your company have a digital accessibility policy? (new)

1. Yes
2. No
3. Don't Know

If yes, select the accessibility best practices my company requires vendors to follow.
(Select all that apply)

1. Ensure compliance with WCAG 2.1 AA guidelines
2. Ensure compliance with Section 508 of the Rehabilitation Act
3. We perform Voluntary Product Accessibility Template (VPAT®)
4. We perform manual user tests
5. *We perform accessibility audits for third party vendors (new option)*
6. Other
7. None of the above

My company has a Chief Accessibility Officer or equivalent C-Suite leader charged with accessibility? (new)

1. Yes
2. No
3. Don't know

How To Use Your Tracker Scorecard

- Build **internal buy-in** and support for your disability inclusion strategy
- Demonstrate advances and **recognize internal efforts**
- Understand **critical success factors**
- **Track progress** year-over-year
- Demonstrate that your company is taking steps toward **DOL targets**

Exclusive for Council Members:

NOD disability employment experts will review Tracker results with your team

Deep Dive Into Your Tracker Results

Disability Inclusion Executive Briefing™

- Analysis of 3 key areas of your tracker results – customized to meet you where you are in your disability inclusion practice.
- Access to leading practices with expert observations - in gaps and opportunities
- Recommendations for quick wins, and medium and long-term actions, tailored to your business
- NOD presentation to senior leaders to build buy-in across the organization

Key Info and Next Steps

Start Today! www.NOD.org/tracker

- **Deadline to submit 2023 Tracker: March 2023**
- **2 hours to complete**
- **Confidential and free**

Questions? Email us at tracker@NOD.org

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