Latest Best Practice Scores

Scorecard respondents receive an e-mail after they submit their responses using the online Scorecard submission system. This provides their own score and contributes to the average of all employers in the database. We update these averages on a regular basis to reflect new respondents completing the Scorecard.

The table and figures below provide information based on the 1056 unique organizations that completed the US version of the Scorecard as of December, 2018. This information will become available for the International version once enough responses have been collected to develop a normative database.

Average Scores for Respondents to US Version by Section

Scorecard Section	National Average	Maximum Points
Section 1: Strategic Planning	10	20
Section 2: Organizational & Cultural Support	23	50
Section 3: Programs	22	40
Section 4: Program Integration	5	16
Section 5: Participation Strategies	22	50
Section 6: Measurement & Evaluation	9	24
Overall Score	91	200

Distribution of Respondents by Number of Employees

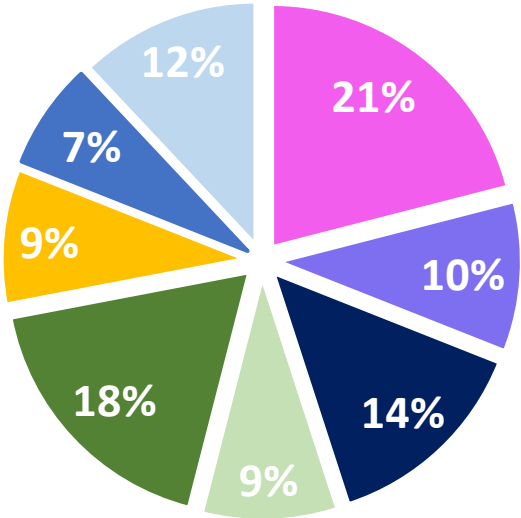| Number of Employees	Number of Respondents*	Percent of Respondents
Less than 500	352	37%
500 to 4,999	456	42%
5,000 or more	224	21%
Total	1056	100%

* Based on number of organizations providing information

Distribution of Scores by Employer Size

	< 500 employees	500 - 4,999 employees	5000+ employees
Strategic Planning	9	10	12
Organizational & Cultural Support	22	23	24
Programs	16	23	27
Program Integration	3	5	6
Participation Strategies	18	24	27
Measurement & Evaluation	7	9	11
Overall Score	75	94	107

Distribution of Respondents by Industry Type

- Manufacturing - 21%
- Government - 10%
- Services-Education - 14%
- Services-Financial - 9%
- Services-Health - 18%
- Services-Professional - 9%
- Services-Other - 7%
- Other - 12%

* Based on 1,047 employers that provided industry information. May not sum to 100% due to rounding.