

## 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 118 unique organizations that completed the US version 5.0 of the Scorecard as of December 31, 2021. 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	30	50
Section 2: Organizational & Cultural Support	26	60
Section 3: Programs	11	20
Section 4: Program Integration	8	20
Section 5: Participation Strategies	14	30
Section 6: Measurement & Evaluation	12	20
Overall Score	101	200

### Distribution of Respondents by Number of Employees

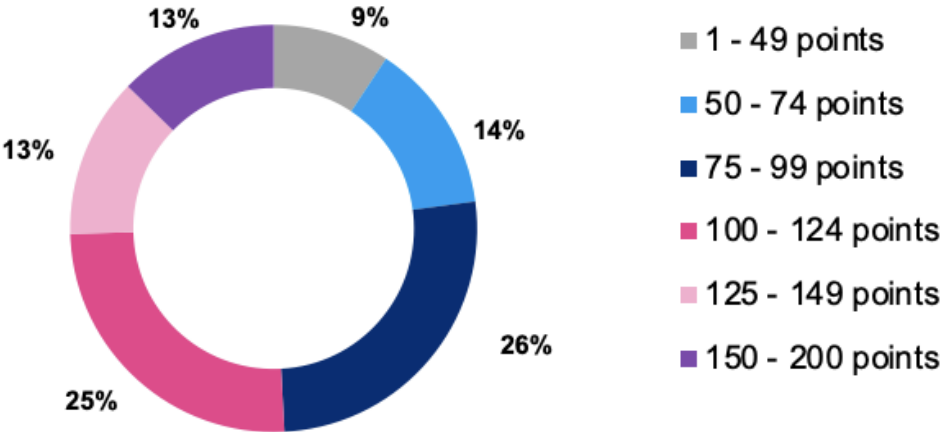
Number of Employees	Number of Respondents*	Percent of Respondents
Less than 500	40	34%
500 to 4,999	47	40%
5,000 or more	30	26%
Total	117	100%

\* Based on 117 employers that provided organization size information. May not sum to 100% due to rounding.

### Distribution of Scores by Employer Size

	< 500 employees	500 - 4,999 employees	5000+ employees
Strategic Planning	26	30	34
Organizational & Cultural Support	19	28	32
Programs	9	12	15
Program Integration	5	8	10
Participation Strategies	11	14	18
Measurement & Evaluation	10	13	14
<b>Overall Score</b>	<b>79</b>	<b>105</b>	<b>122</b>

### Distribution of Total Scores



## Distribution of Scores by Geographic location

	West	Midwest	Northeast	South
Strategic Planning	27	28	31	33
Organizational & Cultural Support	23	25	26	32
Programs	11	11	12	13
Program Integration	7	7	9	9
Participation Strategies	13	14	14	16
Measurement & Evaluation	12	13	12	14
Overall Score	93	98	102	117