

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 210 unique organizations that completed the US version 5.0 of the Scorecard as of September 30, 2022.

Average Scores for Respondents to US Version by Section

Scorecard Section	National Average	Maximum Points
Section 1: Strategic Planning	29	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	100	200

Distribution of Respondents by Number of Employees

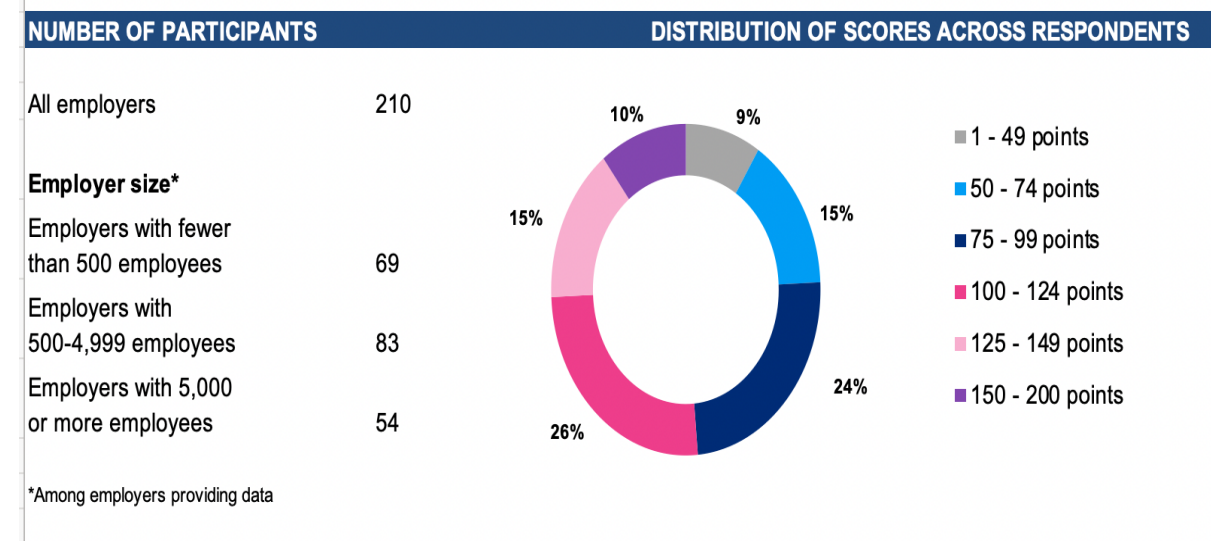
Number of Employees	Number of Respondents*	Percent of Respondents
Less than 500	69	34%
500 to 4,999	83	40%
5,000 or more	54	26%
Total	206	100%

* Based on 206 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	33
Organizational & Cultural Support	20	27	32
Programs	9	11	14
Program Integration	5	8	10
Participation Strategies	12	14	17
Measurement & Evaluation	10	12	13
Overall Score	82	102	120

Distribution of Total Scores



Distribution of Scores by Geographic Location

	West (n=72)	Midwest (n=52)	Northeast (n=38)	South (n=46)
Strategic Planning	28	29	31	31
Organizational & Cultural Support	26	26	26	28
Programs	11	11	11	12
Program Integration	7	7	9	8
Participation Strategies	13	15	15	15
Measurement & Evaluation	11	12	11	12
Overall Score	95	99	102	107

Distribution of Scores by Industry Type

	High Tech (n=44)	Tech – prof services (n=27)	Government (n=29)
Strategic Planning	31	30	28
Organizational & Cultural Support	29	28	23
Programs	13	11	12
Program Integration	9	7	6
Participation Strategies	15	13	12
Measurement & Evaluation	12	12	11
Overall Score	109	100	91

	Financial Services (n=25)	Hospitals/Healthcare clinics (n=21)
Strategic Planning	32	33

Organizational & Cultural Support Programs	33	31
Program Integration	14	12
Participation Strategies	10	9
Measurement & Evaluation	19	16
Overall Score	14	13
Overall Score	122	114

Benchmarking data are only made available when 20+ completers are in a specific category. Therefore, industry type does not currently show all sectors.

Comparison of Special Best Practice Scores (Mental Health and Well-Being, SDOH, and DE&I) by Organization Size

	n	Mental Health	SDOH	DEI
All respondents	210	44	37	37
Small (<500 employees)	69	32	24	24
Mid-size (500 to <5000 employees)	83	46	37	37
Large (5000 + employees)	54	57	53	51
< 5000 employees	152	40	31	27

*Total score is out of 100 points

A comparison of Special Best Practice Scores (Mental Health and Well-Being, SDOH, and DE&I) by US Region

Region	n	Mental Health	SDOH	DEI
West	72	42	34	34
Midwest	52	44	36	36
Northeast	38	48	41	39
South	46	45	38	39

*Total score is out of 100 points

A Comparison of Special Best Practice Scores (Mental Health and Well-Being, SDOH, and DE&I) by Industry Type

Industry	n	Mental Health	SDOH	DEI
Financial Services	25	61	52	50
Hospitals/Healthcare clinics	21	51	46	45
Technical/professional services	27	51	35	39
Government	29	36	25	27
High Tech	44	50	44	43

*Total score is out of 100 points