

## 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 1,332 unique organizations that completed the US version of the Scorecard as of September 30, 2020. 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	21	40
Section 4: Program Integration	5	16
Section 5: Participation Strategies	22	50
Section 6: Measurement & Evaluation	9	24
Overall Score	90	200

### Distribution of Respondents by Number of Employees

Number of Employees	Number of Respondents*	Percent of Respondents
Less than 500	457	35%
500 to 4,999	554	43%
5,000 or more	290	22%
Total	1301	100%

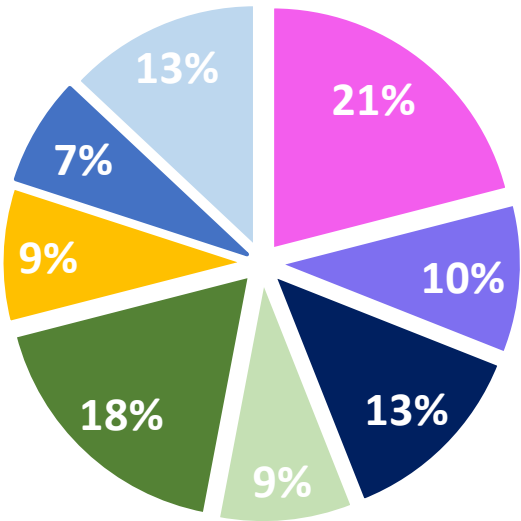
\* Based on number of organizations providing information

### Distribution of Scores by Employer Size

	< 500 employees	500 - 4,999 employees	5000+ employees
Strategic Planning	9	10	12
Organizational & Cultural Support	22	23	25
Programs	16	23	27
Program Integration	3	5	6
Participation Strategies	17	23	28
Measurement & Evaluation	7	9	11
Overall Score	74	93	108

### Distribution of Respondents by Industry Type

- Manufacturing - 21%
- Government - 10%
- Services-Education - 13%
- Services-Financial - 9%
- Services-Health - 18%
- Services-Professional - 9%
- Services-Other - 7%
- Other - 13%



\* Based on 1,317 employers that provided industry information. May not sum to 100% due to rounding.

### Distribution of Scores by Industry Type

	Manufacturing (n=272)	Government (n=129)	Services- Education (n=176)	Services- Financial (n=115)
Strategic Planning	10	9	9	11
Organizational & Cultural Support Programs	21	22	22	26
Program Integration	23	21	19	25
Participation Strategies	4	5	4	5
Measurement & Evaluation	23	20	19	26
Overall Score	9	7	8	10
Overall Score	89	85	82	103

### Distribution of Scores by Industry Type (cont.)

	Services- Healthcare (n=240)	Services- Professional (n=121)	Services- Other (n=91)	Other (n=173)
Strategic Planning	11	11	10	10
Organizational & Cultural Support Programs	26	23	22	20
Program Integration	24	20	18	20
Participation Strategies	5	4	3	4
Measurement & Evaluation	25	21	19	20
Overall Score	10	9	7	8
Overall Score	102	88	80	83