

## 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 811 unique organizations that completed the US version of the Scorecard as of September 30, 2017. 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	21	50
Section 6: Measurement & Evaluation	9	24
Overall Score	89	200

### Distribution of Respondents by Number of Employees

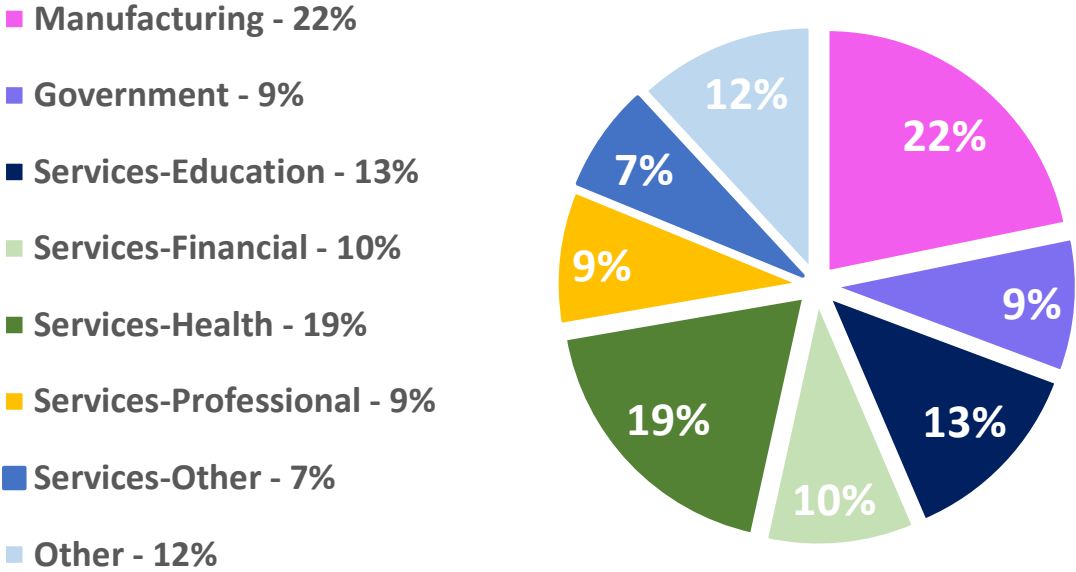
Number of Employees	Number of Respondents*	Percent of Respondents
Less than 500	253	32%
500 to 4,999	350	44%
5,000 or more	190	24%
Total	793	100%

\* Based on number of organizations providing information

### Distribution of Scores by Employer Size

	< 500 employees	500 - 4,999 employees	5000+ employees
Strategic Planning	8	10	11
Organizational & Cultural Support Programs	23	23	24
Program Integration	17	22	26
Participation Strategies	4	5	6
Measurement & Evaluation	18	22	26
Overall Score	77	90	105

### Distribution of Respondents by Industry Type



\* Based on 803 employers that provided industry information. May not sum to 100% due to rounding.