

Facts & Figures

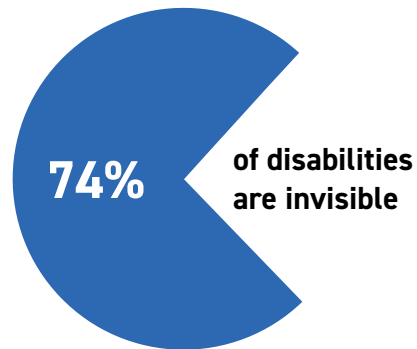
Disability is Diversity

33 million working age adults have disabilities

5 million have college degrees

83% acquire a disability later in life

40% of seniors have a disability



Global Population

1.1 Billion people with disabilities

3.2% of the world's population is blind or affected by visual impairment

6% of the world's population is deaf or affected by hearing loss

2.6% of the world's population has an intellectual disability

1% of the world's population uses a wheelchair

26%

of the U.S. population are people with mental health, intellectual, or physical disabilities, making it the **single largest minority group in the country.**

61

million
americans

Workforce

Non-Institutionalized People 16 and Older in the Workforce

As of August, 2021

With Disability	Without Disability
19.2%	63.9%

As of August, 2020

With Disability	Without Disability
17.9%	61.4%

Earnings

Cornell Disability Statistics *last reported in 2018

Median Earnings of Non-Institutionalized People 21-64

With Disability	Without Disability
\$40,500	\$49,234

Poverty

Cornell Disability Statistics *last reported in 2018

Non-Institutionalized Persons 21 to 64

With Disability	Without Disability
26%	10%

The Business Opportunity

Market Demand

67.7% labor force participation
9.2 million current job openings
9.2 million job vacancies

Disability Supply

35.6% labor force participation (Kessler Foundation)
9.8 million working-age PwD (people with disabilities) are unemployed
6.9 million have college degree but only 45% are employed

Disposable Income

\$1.90 Trillion PwD globally
\$1.28 Trillion PwD in U.S.

\$13 Trillion PwD and their friends and family (globally)
\$7.10 Trillion PwD and their friends and family (in the US)

Source: [Return on Disability](#)

NOD's Disability Employment Maturity Curve

Where's your company?

EXPLORATION

Internal discussions
External scanning
Associations & conferences
Surveys & assessments

COMPLIANCE

Disability inclusion policy
Hiring & retention
Community outreach
Self-ID survey & reporting
Documented accommodation process

COMPETENCE

C-suite topic
Self-ID rates
ERG/BRG impact
Local hiring efforts
Disability inclusion skills & accounting
Integrated accommodation process

COMPETITIVE ADVANTAGE

Board-level topic
Demonstrated business results
Disability inclusion goals achieved
Embedded policies & practices
Accommodation institutional knowledge
Universally designed workplace
Disability inclusive employer brand

NOD's 2021 Disability Employment Tracker

is a confidential annual survey measuring companies' disability and veterans inclusion policies and practices.

The tracker examines **6** essential inclusion areas to assess how businesses are progressing in their disability inclusion journey:



231 companies

employing

8.9 million workers

use the tracker.

Where is your company?

[Take the tracker online](#)



The tracking of self-ID rates is the most widely reported talent outcome among all companies. Only **3.68%** of employees identify as having a disability in 2021, down from 4.09% last year. The Department of Labor sets a target of **7%** disability representation.

Gaps

Companies continue to show a higher commitment to measuring overall D&I metrics versus tracking of disability metrics

48% of companies tracked promotions for employees with disabilities

85% of companies tracked promotions for D&I overall