From Data to Decisions: Leveraging Benchmarking for Actionable Insights

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Meet Our Speakers

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Workshop Goals

- **Analyze Current Leave Benefits**: Use benchmarking data to review and identify gaps in your organization's existing leave benefits.
- **Identify Competitive Elements**: Leverage benchmarking insights to pinpoint plan design elements that will make your leave policies more competitive.
- **Gather Key Data Points**: Determine and collect the essential data points needed to build a compelling business case for proposed changes.

The Benchmarking Journey

1
Define Your Objectives

2
Determine Your Information Gathering Strategy

3
Collect Data or Identify Need to Supplement

4
Organize Results into Actionable Reports

5
Continually Monitor for Improvement

The Data Story

Data

Sorted

Arranged

Presented Visually

Explained with a Story

Actionable (Useful)

Source of our Benchmark Data

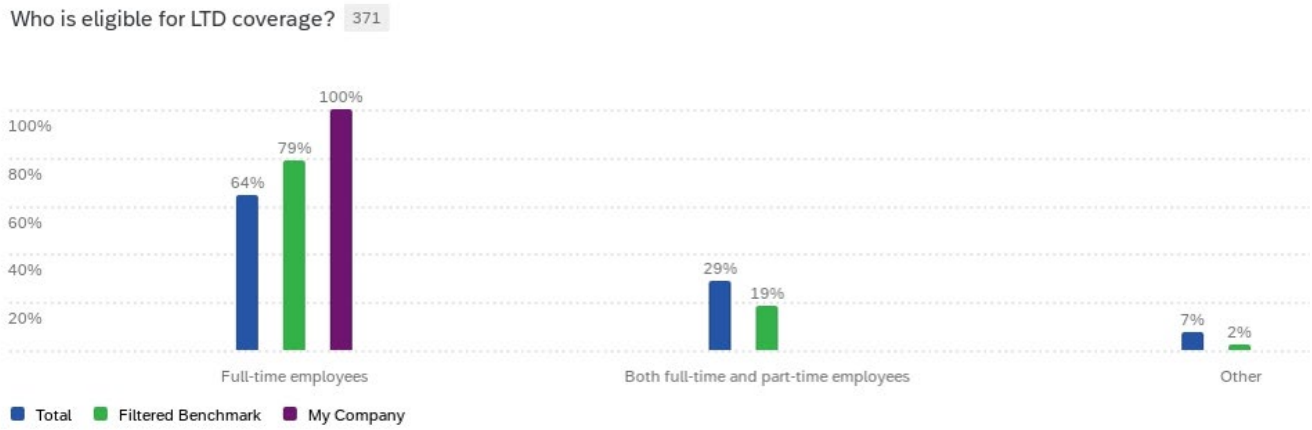
- Benchmark data for the AbsenceExemplar® Dashboards comes from the DMEC Absence Plan Design and Practice Benchmarking Survey.
- Free limited dashboard access is available to DMEC members who participated in the survey, allowing comparisons by company size and industry.
  - To access, **complete the survey** and/or **start your membership application**.
- The full dashboard version, available by subscription, offers expanded comparisons by size, industry, region, timeframe and employee class.

Interpreting the Data

- Data trends typically tell a story and highlight popular leave benefit options when evaluating a leave program
- Evaluating reports for more than one absence category can highlight standards in how different programs integrate with each other. For example, one question asks if STD approvals can act as a proxy for an FMLA claim approval.
- Consider applying industry, size, and region filters. The data will change due to filtered comparator groups. Factors that will create unique respondent results:
  - Employee demographics
  - Workforce eligibility and utilizations of certain absence programs
  - Employer finances – Larger employers may have more financial capacity and thus more robust benefit offerings
  - Employee turnover rate
  - Overall employer goals and values
- Benchmarking enables employers to create a business case for change

Understanding the Charts

- **Total** – All respondents in the survey
- **Filtered Benchmark** – Respondents that fit within your company size and industries selected.
- **My Company** – Responses provided by your company.



Activity Objectives

- **Examine Existing Leave Benefits:** Participants will analyze organization's current leave benefits and identify gaps compared to industry benchmarks.
- **Identify Competitive Plan Design Elements:** Using benchmarking data, participants will suggest plan design elements that can make organizations' leave policies more competitive.
- **Build a Business Case for Change:** Participants will formulate a compelling business case to present to leadership, advocating for improvements in the leave plan based on data-driven insights.

Table Setup

- ✓White board sheets
- ✓Markers
- ✓LEGO bag
- ✓Instructions
- ✓Organization Overview
- ✓AbsenceExemplar® Dashboard Print Outs

Hands-On Activity

Presenting Your Business Case

DMEC Benchmarking Tools

- DMEC AbsenceExemplar® Benchmarking
- 2024 DMEC Absence Plan Design and Practices Benchmarking Report
- Key Insights from DMEC's 2024 Plan and Policy Design Survey (Archived Webinar, June 2025)
- Benchmarking for Integrated Disability and Absence Management (IDAM) Programs Microcredential Course
- Comparisons Matter: Benchmarking Provides Direction for Disability and Absence Managers (Podcast, December 2024)
- 2023 DMEC Employer Leave Management Survey White Paper

Questions?