

# Welcome to the Accessible Technology Webinar Series

The Accessible Technology Webinar Series is sponsored by the Great Lakes ADA Center and the Pacific ADA Center, both members of the ADA National Network.

**The Session is Scheduled to begin at 2:00 pm Eastern Time**

**We will be testing sound quality periodically**

- The content and materials of this training can not be used or distributed without permission. This training is funded under award #H133A060097 from the U.S. Department of Education through the auspices of the National Institute on Disability and Rehabilitation Research (NIDRR). For permission to use training content or obtain copies of materials used as part of this program please contact us by email at [adata@adagreatlakes.org](mailto:adata@adagreatlakes.org) or toll free (800) 949-4232 (V/TTY) in IL, IN, MI, MN, OH, and WI. For other all other states call (312) 413-1407



# Successful Accommodations: Assistive Technology and Accessibility Working Together



*Assistive Technology Industry Association*



# About ATIA

- ATIA represents more than 130 manufacturers, resellers and organizations working in the field of Assistive Technology
- Our members focus primarily on the following areas of technology access;
  - Visual Impairments
  - Learning disabilities
  - Multiple disabilities
  - Independent living
  - Cognitive disabilities
  - Vocational Needs

# About ATIA

- Our members include AT/IT companies
  - We partner with ICT companies to enable better access to mainstream products
  - IT companies want to make their systems accessible and interoperate with assistive technologies
  - AT manufacturers collaborate with IT companies to ensure accessibility with mainstream ICT
  - Knowledge of AT and how it works with IT is critical!

# Accommodations and AT

- AT is one part of the solution
- Critical areas that require focus:
  - Internal corporate processes
    - Purchasing, evaluations, ongoing development, creating an inclusive work environment
  - ICT systems and people
  - Training needs
    - AT and IT

# Ecosystem For Success

- HR, training, IT, Employee, Managers
- Work before and during employment
  - Needs are always changing and systems are always changing
  - Thought must be put into all areas so employee does not get locked out of doing their job
- Apathy and discrimination
  - That's why we have the ADA
  - What is reasonable?

# Web and Document Access

- Know the resources available
  - W3C –WAI Standards, Section 508
  - JAN, WebAim, the entire world of evaluation tools
  - Accessibility Solutions Providers
  - Local services and funded agencies
  - AT Resellers or distributors (often a great way to get training on specific products)

# Direct Benefits After Accommodation

Retained a valued employee	86%
Increased the employee's productivity	72%
Eliminated costs of training a new employee	55%
Saved worker's compensation/other insurance costs	47%
Increased diversity of the company	46%
Increased the employee's attendance	39%
Hired a qualified person with a disability	14%
Promoted an employee	8%

# Indirect Benefits After Accommodation

Improved interactions with co-workers	66%
Increased overall company morale	61%
Increased overall company productivity	59%
Increased workplace safety	47%
Improved interactions with customers	37%
Increased overall company attendance	27%
Increased profitability	24%
Increased customer base	7%

# Why is This Data Important?

- Companies do not just do things because it is right
- Companies have employee needs (new and existing) and need to know the facts and not use assumptions.

# Integrating AT

- Purchase mechanism
  - Who is responsible?
  - Successful when a central purchase model
- Prior testing for installation
  - Corporate environments need time to get things installed on computers
  - Helpful if they have a version that has been installed on baseline machine

# Integrating AT

- Training environment evaluations
  - Are training environment accessible
- Standard employee training needs (corporate systems)
- Ad hoc training or presentations
- AT Oriented Training needs
- Existing Employees
  - Who do they go to for an evaluation
  - Does the company provide a way for requests to be made in a positive manner

# Integrating AT

- Learning disabilities affects many in the work place and there are numerous ways to accommodate
- How do we best support employment for people who use AAC devices?

# Training/Skills

- Management Training
  - Recognizing job performance issues that could be solved with some accommodations
  - Using companies own disability insurer for support (most have services related to avoiding disability claims)
  - Accepting diversity and all that is included in that

# Challenges

- Budget
- Training
- Evaluation Resources
- Awareness
- Apathy

# You Are The Experts

- Continue to spread the knowledge you have
- Speak at an event – becoming a speaker to share successes and struggles helps us all.
  - ATIA Call for speakers is open to all of you we want you to lead the charge.
  - [www.atia.org](http://www.atia.org) for the online forms

# Thank You

- Thank you for participating in today's session.
- The Next Scheduled Session Is:
  - JULY 14, 2010
  - Return on Investment: The Business Case for Accessibility
  - Registration is now open at [www.ad-audio.org](http://www.ad-audio.org)