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

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Successful Accommodations: Assistive Technology and Accessibility Working Together
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

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retained a valued employee</td>
<td>86%</td>
</tr>
<tr>
<td>Increased the employee’s productivity</td>
<td>72%</td>
</tr>
<tr>
<td>Eliminated costs of training a new employee</td>
<td>55%</td>
</tr>
<tr>
<td>Saved worker’s compensation/other insurance costs</td>
<td>47%</td>
</tr>
<tr>
<td>Increased diversity of the company</td>
<td>46%</td>
</tr>
<tr>
<td>Increased the employee’s attendance</td>
<td>39%</td>
</tr>
<tr>
<td>Hired a qualified person with a disability</td>
<td>14%</td>
</tr>
<tr>
<td>Promoted an employee</td>
<td>8%</td>
</tr>
</tbody>
</table>
## Indirect Benefits After Accommodation

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improved interactions with co-workers</td>
<td>66%</td>
</tr>
<tr>
<td>Increased overall company morale</td>
<td>61%</td>
</tr>
<tr>
<td>Increased overall company productivity</td>
<td>59%</td>
</tr>
<tr>
<td>Increased workplace safety</td>
<td>47%</td>
</tr>
<tr>
<td>Improved interactions with customers</td>
<td>37%</td>
</tr>
<tr>
<td>Increased overall company attendance</td>
<td>27%</td>
</tr>
<tr>
<td>Increased profitability</td>
<td>24%</td>
</tr>
<tr>
<td>Increased customer base</td>
<td>7%</td>
</tr>
</tbody>
</table>
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 workplace 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 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