

# Playlist 5: Technology Access for Individuals with Disabilities

The purpose of this playlist is to present information on relevant considerations that support technology access for individuals with a range of disabilities. Accessible technology is designed to meet the needs of a broad range of users. The concept of accessible design is based on two types of access—direct and indirect. Direct access is facilitated when users can customize their technology interaction. Universal Design is one approach that embeds flexible presentation and response formats to allow broad-based access, minimizing the need for assistive technology. Indirect access design is based on products, devices, services, or environments that are compatible with a person’s assistive technology (AT) such as computer screen readers. Designing for digital access ensures that technology is accessible or at least compatible with AT devices.

## I. Assistive Technology

### **Documents and Web Pages**

- *Assistive Technology*—This web page links to short articles organized by the following topics: general information, legal issues, policy issues, telecommunications products, and web-based information and applications.  
[http://accessibletech.org/assist\\_articles/index.php#General](http://accessibletech.org/assist_articles/index.php#General)
- *Assistive Technology in Action*—This web page provides links to a series of short videos entitled “AT in Action.” The videos offer real-world examples of how AT is making a difference in the lives of students with disabilities.  
<http://www.pacer.org/transition/video/series.asp?se=36>
- *Funding for Assistive Technology: Transitioning from Secondary School to VR and Work*—This document provides guidance on the extent to which AT can follow an individual with a disability upon school exit and entry into postsecondary education, vocational rehabilitation (VR), and/or employment.  
[http://www.leadcenter.org/system/files/resource/downloadable\\_version/LEADing-to-Employment-May-2016\\_0.pdf](http://www.leadcenter.org/system/files/resource/downloadable_version/LEADing-to-Employment-May-2016_0.pdf)

### **Videos**

- *College Bound with Assistive Technology*—In this 4-minute video presentation, an assistive technology specialist discusses how AT can help transitioning students become more independent.  
<http://ctdinstitute.org/library/2016-05-25/college-bound-assistive-technology>

### **Websites That Provide Multiple Resources**

- *Center on Technology and Disability (CTD)*—The CTD is designed to increase the capacity of families and providers to advocate for, acquire, and implement effective assistive and instructional technology practices, devices, and services.  
<http://ctdinstitute.org/content/about-ctd>

*Library of Resources on AT and Transition*

<http://ctdinstitute.org/library/transition>

*Self-Paced eLearning Courses on AT*

<http://ctdinstitute.org/elearning/courses>

*Transition—The Path to College*

<http://www.ctdinstitute.org/library/2016-10-18/transition-path-college-english-voice-over>

*Q&A: Successful Transition to College: The Role of Technology (Parts I and II)*

<http://ctdinstitute.org/library/2016-09-09/qa-successful-transition-college-role-technology-parts-i-and-ii>

- *Computer/Electronic Accommodations Program (CAP)*—This program was established by the Department of Defense to provide assistive technology and guidance on reasonable accommodations to people with disabilities and wounded service members. Following the National Defense Authorization Act of October 2000, Congress granted CAP the authority to provide assistive technology, devices and support services free of charge to federal agencies that have a partnership agreement with CAP. The website provides information on accommodations for specific types of disabilities as well as short videos on disability etiquette and reasonable accommodations that are informative to any employer or organization.

<http://cap.mil/>

*Accommodations Solutions*

<http://www.cap.mil/Solutions/Index.aspx>

*Employment Initiatives*

<http://www.cap.mil/Programs/Employment.aspx>

- *Job Accommodation Network (JAN)*—This resource funded by the U.S Department of Labor’s Office of Disability Employment Policy (ODEP) provides free, expert, and confidential guidance on workplace accommodations and disability employment issues. Working toward practical solutions that benefit both employer and employee, JAN helps people with disabilities enhance their employability and shows employers how to capitalize on the value and talent that people with disabilities add to the workplace. JAN’s consultants offer one-on-one guidance on workplace accommodations.

<https://askjan.org/links/about.htm>

*Accommodation Information by Disability: A to Z*

<http://askjan.org/media/atoz.htm>

*Online Applications and Web Accessibility*

<http://askjan.org/topics/onlineapps.htm>

*Searchable Online Accommodations Resource (SOAR)*—SOAR is designed to let users explore various accommodation options in work and educational settings for specific disabilities.

<http://askjan.org/soar/>

*Technology-Related Resources*

<http://askjan.org/links/disres.htm#DisTech>

- *Trace Research & Development Center*—This center applies engineering, computer science, disability studies, public policy, and information science to prevent barriers to, and capitalize on the opportunities presented by, current and emerging information and telecommunication technologies.  
<http://trace.umd.edu/>

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## II. Technology Accessibility

### **Documents and Web Pages**

- *Accessible Technology*—This web page provides an extensive array of links to short articles that describe technology products and resources.  
[http://accessibletech.org/access\\_articles/index.php](http://accessibletech.org/access_articles/index.php)
- *Digital Accessibility Toolkit: What Education Leaders Need to Know*—The toolkit offers guidance on making accessibility part of any education program. The four sections of the toolkit define accessibility, identify the legal requirements for digital accessibility, describe benefits, and explain the procurement of accessible technology.  
[http://www.ctdinstitute.org/sites/default/files/file\\_attachments/AccessibilityToolkit-508\\_FINAL\\_100616.pdf](http://www.ctdinstitute.org/sites/default/files/file_attachments/AccessibilityToolkit-508_FINAL_100616.pdf)
- *Federal Social Media Accessibility Toolkit*—The toolkit is intended to help agencies evaluate the accessibility of their social media programs for persons with disabilities, identify areas that need improvement, and share their own ideas and recommendations.  
<https://hackpad.com/Federal-Social-Media-Accessibility-Toolkit-xWKKBxzGubh>
- *Making Meetings Accessible*—This document provides information on making meetings accessible to persons with disabilities in compliance with Section 508 of the Rehabilitation Act and other disability rights laws.  
<http://www.cdc.gov/ncbddd/hearingloss/transcripts/Making-Meetings-Accessible.pdf>
- *Office of Disability Employment Policy Technology Web Page*: ODEP is working to increase the hiring, job success, and career advancement of people with disabilities through the development, adoption, and promotion of accessible technology and universal design. This web page provides links to an array of resources.  
<https://www.dol.gov/odep/topics/Technology.htm>
- *Promising Practices in Achieving Universal Access and Equal Opportunity: A Section 188 Disability Reference Guide*—The U.S. Department of Labor has developed this Reference Guide to assist American Job Centers by providing promising practices that correlate with specific nondiscrimination requirements in Section 188 of the Workforce Innovation and Opportunity Act (WIOA) and the current Section 188 regulations. Section 2 (pages 26–40) addresses equal opportunity guidelines, including those related to physical accessibility.  
<http://www.dol.gov/oasam/programs/crc/Section188Guide.pdf>
- *Section 508 Checklist*—Although Section 508 of the Rehabilitation Act only addresses obligations of federal agencies, the Section 508 standards provide clear and measurable guidelines that are useful for evaluating electronic and information technology accessibility.  
<http://webaim.org/standards/508/checklist>

- *Social Media Accessibility Tips*—This short guide provides common sense guidance to ensure that social media sites are accessible.  
[https://www.epolicyworks.org/epw/wp-content/uploads/2013/11/ePolicyWorks\\_SocialMediaAccessibilityTips.pdf](https://www.epolicyworks.org/epw/wp-content/uploads/2013/11/ePolicyWorks_SocialMediaAccessibilityTips.pdf)
- *WebAIM's WAVE 3.0*—This web-based tool can help determine the extent to which websites or multimedia products are accessible.  
<http://wave.webaim.org/>

### **Websites That Provide Multiple Resources**

- *National Center for Accessible Media*—This nonprofit research and development organization is focused on achieving media access equality for people with disabilities.  
<http://ncam.wgbh.org/>  
*Accessible Assessments*  
[http://ncam.wgbh.org/experience\\_learn/educational\\_media/accessible-assessments](http://ncam.wgbh.org/experience_learn/educational_media/accessible-assessments)  
*Creating Accessible eBooks Textbooks with eBooks Author*  
<http://ncam.wgbh.org/about/news/creating-accessible-ebooks>
- *Partnership on Employment & Accessible Technology (PEAT)*—This is a multifaceted initiative to foster collaboration and action around accessible technology in the workplace.  
<http://www.peatworks.org/>  
*Accessible Technology Action Steps: A Guide for Employers*  
<http://www.peatworks.org/action-steps>  
*Talentworks: Helping Employers Make Their eRecruiting Tools Accessible*  
<http://www.peatworks.org/talentworks>
- *World Wide Web Consortium (W3C)*—This international community develops standards focused on long-term growth of the web and provides a variety of resources that address web accessibility.  
<https://www.w3.org/>  
*Introduction to Web Accessibility*  
<https://www.w3.org/WAI/intro/accessibility.php>  
*How People with Disabilities Use the Web*  
<https://www.w3.org/WAI/intro/people-use-web/>  
*Getting Started with Web Accessibility*  
<https://www.w3.org/WAI/gettingstarted/Overview.html>

### **Communities of Practice**

- *Section 508: Frustrations and Fixes Community of Practice*—The National Clearinghouse on Rehabilitation Training Materials is hosting a Community of Practice focusing on ways to make digital documents accessible.  
<https://ncrtm.ed.gov/CoP.aspx>

### III. Universal Design

#### **Documents and Web Pages**

- *Universal Design 101*—This web page briefly describes the seven principles of universal design with links to additional resources.  
<http://www.southwestada.org/html/publications/design/ud101.html>

#### **Websites That Provide Multiple Resources**

- *CAST*—CAST is a nonprofit research and development organization that works to expand learning opportunities for all individuals, especially those with disabilities, through Universal Design for Learning (UDL). UDL is a research-based set of principles to guide design of learning environments that are accessible and effective for all individuals.  
<http://www.cast.org>
  - AIM for Digital Equity*  
<http://www.cast.org/our-work/publications/2012/print-disabilities-access-equity-digital-zabala.html#.WFjSEqOZOSM>
  - UDL Guidelines - Version 2.0: Examples and Resources*  
<http://www.udlcenter.org/implementation/examples>
  - What is UDL?*  
<http://www.udlcenter.org/aboutudl/whatisudl>
- *The Center for Universal Design in Education*—The CUDE houses an extensive array of resources to help educators apply universal design to all aspects of the educational experience.  
<http://www.washington.edu/doit/programs/center-universal-design-education/overview>
  - Equal Access: Universal Design of Distance Learning Programs*  
<http://www.washington.edu/doit/equal-access-universal-design-distance-learning-programs>
  - Universal Design of Information Technology in Postsecondary Education*  
<http://www.washington.edu/doit/programs/center-universal-design-education/postsecondary/universal-design-information-technology>
  - Working Together: Computers and People with Learning Disabilities*  
<http://www.washington.edu/doit/videos/index.php?vid=29>
- *National Center on Accessible Educational Materials (AEM)*—The AEM provides resources and technical assistance for educators, parents, students, publishers, conversion houses, accessible media producers, and others interested in learning more about AEM and implementing AEM and the National Instructional Materials Accessibility Standard.  
<http://aem.cast.org/>
  - AEM Basics*  
<http://aem.cast.org/about/aem-basics.html#.WFjLiaOZOSM>
  - Navigating AEM*  
<http://aem.cast.org/navigating#.WFjK3KOZOSM>
  - What are AEM and Accessible Technologies?*  
<http://aem.cast.org/about/what-are-aem-accessible-technologies.html#.WJHc3E0zXde>

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## IV. Legislation

### ***Documents and Web Pages***

- *Section508.gov*—This web page provides information and links to guidance, resources, tools, and blog articles focused on helping the government implement Section 508 requirements, which mandate that all electronic and information technology supported by the federal government be accessible to individuals with disabilities. Using this website, federal employees and the public can access resources for understanding and implementing the requirements of Section 508 as they apply to the development, procurement, maintenance, or use of Information and Communication Technology (ICT) products and services.  
<https://www.section508.gov/content/new-site>
- *United States Laws*—This web page provides an overview on how web-based content should be made accessible to individuals with disabilities under U.S. law (Rehabilitation Act Sections 504 and 508, the ADA, IDEA, and Section 255 of the Telecommunications Act)  
<http://webaim.org/articles/laws/usa/>

## Websites with Comprehensive Disability Information

*ADA National Network*—The ADA National Network provides information, guidance, and training on how to implement the Americans with Disabilities Act (ADA). Its services and resources are relevant across all sectors of society such as businesses, employers, state and local governments, architects, disability organizations, and individuals with disabilities whose rights are protected under the ADA.

<https://adata.org/>

*Disability and Employment Community of Practice*—This is an online learning destination for public workforce system staff and partners, job seekers, community-based organizations, grantees, and the business sector, who provide services and programs to people with disabilities and/or other challenges to employment.

<https://disability.workforcegps.org/>

*Disability Employment Initiative (DEI) Grants*—Since 2010, DEI grants have been awarded to state workforce agencies to support American Job Centers (AJCs) to improve and enhance career, training, and workforce services for individuals with disabilities. DEI has focused on partnerships and collaboration at the systemic level working across multiple programs and services at the state and local level, along with individual level partnerships through Integrated Resource Team strategies. DEI grants also have focused on Career Pathways as a central tenet of the grant project objective. This website shares extensive technical assistance information and resources on successful strategies for improving AJC and WIOA Title I services for individuals with disabilities.

<https://dei.workforcegps.org/>

*Employer Assistance and Resource Network on Disability Inclusion (EARN)*—Funded by the U.S. Department of Labor’s Office of Disability Employment Policy, EARN is a comprehensive resource that helps employers tap into the benefits of disability inclusion.

<http://www.askearn.org/>

*Innovation and Opportunity Network (ION) Community of Practice*—ION is a community of practitioners, program staff, partners, planners, industry leaders, and stakeholders focused on system improvement, capacity building, and excellence in the public workforce system. ION is a national, regional, state, and local alliance that makes available the technical assistance, information sharing, and training needed to implement the vision of WIOA.

<https://ion.workforcegps.org/sitecore/content/sites/WIOA/home>

*Job Accommodation Network (JAN)*—This is a federally funded resource of free, expert, and confidential guidance on workplace accommodations and disability employment issues. Working toward practical solutions that benefit both employer and employee, JAN helps people with disabilities enhance their employability and shows employers how to capitalize on the value and talent that people with disabilities add to the workplace. JAN’s consultants offer one-on-one guidance on workplace accommodations.

<https://askjan.org/links/about.htm>

*LEAD Center*—The LEAD Center focuses on promoting innovation in policy, employment, and economic advancement to advance individual and systems level change for all people with disabilities. It provides policy research and recommendations, training, and technical assistance as well as demonstration projects designed to foster wider understanding, adoption, and integration of next-generation employment practices in both the public and private sector.

<http://www.leadcenter.org/>

*National Collaborative on Workforce and Disability (NCWD)*—NCWD/Youth is a source for information about employment and youth with disabilities. The collaborative’s partners—experts in disability, education, employment, and workforce development—strive to ensure that the site provides the highest quality, most relevant information available.

<http://www.ncwd-youth.info/>

*Partnership on Employment and Accessible Technology (PEAT)*—PEAT offers online resources as well as networking and collaboration opportunities to engage employers, information technology companies, and organizations interested in expanding the use of accessible technology in the workplace.

<http://www.peatworks.org>

*U.S. Department of Labor, Disability Resources*—This website provides information on the Department’s offices that support the preparation and hiring of individuals with disabilities. It also links to specific employment-related topics. This site replaces Disability.gov.

<https://www.dol.gov/general/topic/disability>

*U.S. Department of Labor, Office of Disability Employment Policy (ODEP)*—ODEP offers a comprehensive website that links to its policy and technical assistance resources. The site is searchable by topic.

<https://www.dol.gov/odep/>

*Workforce Innovation Technical Assistance Center (WINTAC)*—This national center funded by the Department of Education’s Rehabilitation Services Administration (RSA) provides technical assistance to state vocational rehabilitation agencies and related rehabilitation professionals to help them develop the skills and processes needed to meet the requirements of WIOA.

<http://www.wintac.org/>

## About the Playlists

This playlist is one of a set of ten. The playlists cover the following topics:

- *Playlist 1: Guidance for WIOA Programs, Service Providers, and Practitioners Working with Individuals with Disabilities*
- *Playlist 2: Including Individuals with Disabilities in Outreach and Recruitment*
- *Playlist 3: Disability Etiquette—Effective Communication with Individuals with Disabilities*
- *Playlist 4: Physical Access for Individuals with Disabilities*
- *Playlist 5: Technology Access for Individuals with Disabilities*
- *Playlist 6: Employer Engagement Strategies to Recruit and Retain Individuals with Disabilities*
- *Playlist 7: Individuals with Disabilities—Partnerships to Support Education, Training, and Employment*
- *Playlist 8: Legislation Relevant to Individuals with Disabilities*
- *Playlist 9: Guidance for Employers and WIOA-Related Service Providers Working with Students with Disabilities*
- *Playlist 10: Guidance for Employers and WIOA-Related Service Providers Working with Veterans with Disabilities*

### **Who are these playlists for?**

These playlists are intended for use by workforce development professionals, employers, rehabilitation services providers, adult educators, and other practitioners. Predominantly federally funded practical resources and tools are included. The complete set of playlists can be found at [https://disability.workforcegps.org/resources/2017/02/15/22/14/The\\_Playlists\\_Disability\\_Resources\\_for\\_WIOA\\_Practitioners](https://disability.workforcegps.org/resources/2017/02/15/22/14/The_Playlists_Disability_Resources_for_WIOA_Practitioners).

### **Disclaimer**

This playlist contains resource materials that are provided for the user's convenience. The inclusion of these resource materials is not intended to reflect their importance, nor is it intended to endorse any views expressed or products or services offered. This playlist may contain hypertext links, contact addresses, and websites to information created and maintained by other public and private organizations, and the contractor does not guarantee the accuracy, relevance, timeliness, or completeness of any outside information. These playlists were developed under contract #ED-VAE-14-O-5014. The opinions expressed in any of these materials do not necessarily reflect the positions or policies of the U.S. Department of Education.