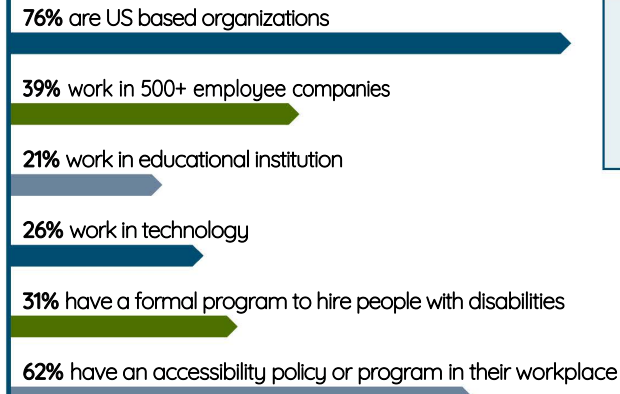


BRIDGING THE ACCESSIBLE TECHNOLOGY SKILLS GAP

DEFINING THE GAP

In Fall 2022, Teach Access surveyed its growing membership, partners, and networks about the state of accessibility within their organizations.

Generally, respondents reflect a growing awareness toward adopting accessibility practices, but those intentions remain unrealized in practice, continuing to be impeded by the lack of talent available with accessibility skills.



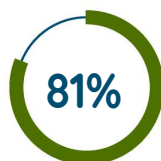
107 COMMUNITY RESPONDENTS



of respondents say that it is important or very important for their organization to hire designers and developers with accessibility skills.



of respondents see a moderate to significant increase in demand for employees with accessibility skills in their organization in the last 5 years.



of respondents report that they have to supplement their team with outside consultants and contractors and/or have to invest in supplemental external training.

Over 86%

reported that they anticipate the demand for accessibility skills to increase.

2 out of 3

reported their products are less accessible than they want and that they have to invest in on the job training for employees.

Only 3%

reported almost all of their current staff of developers and/or designers have sufficient skills to meet the company's goals.

Only 2%

reported that it's easy for their organization to find candidates with accessibility skills.

"We find that there is a significant disconnect between understanding accessibility standards and creation of content that actually adheres to them."

"Current designers and developers aren't able to consistently create accessible products."

"There are no entry points for junior [level employees] who want to develop skills in this space."

"Accessibility skills acquired by our designers and developers is through internal training; rarely do they come on board with them."

BUILDING YOUR BRIDGE

1

Lay Foundation

Curate and develop accessibility knowledge sources and experiences that emphasize practical application and hands-on experience.

- Source education materials developed by faculty to teach accessibility skills to students in the [Teach Access Curriculum Repository \(TACR\)](#).
- Collaborate with industry experts, students, and faculty to explore the field of accessibility during the [Study Away program](#).

2

Build Capacity

Embed accessibility responsibility, skills, and requirements throughout organizational roles to better support implementation of accessibility policy and best practices.

- Learn basic training and best practices for disciplines responsible for digital accessibility with the [Teach Access Tutorial](#).
- Create the basis for producing and procuring accessible products with a knowledgeable, skilled workforce by applying the [Accessibility Skills Hiring Toolkit](#).

3

Support Growth

Create opportunities for instructors and central team members to teach the others around them.

- Apply for monetary awards for higher education faculty to develop curriculum enhancements introducing accessibility to existing courses from the [Faculty Grants program](#).

JOIN WITH US

Teach Access Programs:

[Discover more programs](#) that Teach Access hosts to build a foundation of accessibility and disability knowledge in the higher education community for both students and faculty.

Partner Accessibility Programs:

AFB Talent Lab: Join AFB's digital inclusion experts through immersive accessibility programs featuring a unique combination of hands-on training, mentorship, and consultation.

AccessComputing: Support people with disabilities in their pursuit of computing education and employment and increasing this capacity in educational institutions and organizations.

"Accessibility should be everyone's job."



Please contact us!

Tell us what you need to advance digital accessibility. info@teachaccess.org