

# UNIVERSITY OF PHOENIX ACCESSIBILITY SURVEY

Highlighting the importance of accessibility in workplace practices and professional development.

## SURVEY OVERVIEW

**Conducted by:** The Harris Poll on behalf of University of Phoenix and in partnership with Teach Access.

**Participants:** 459 US managers from IT, healthcare and education.

**Purpose:** Understand workplace commitment to accessibility and opportunities for skill development.



## ACCESSIBILITY INTEGRATION

**60%** of organizations have accessibility built into all development phases.

**56%** of managers report their organization has staff in accessibility specialist roles.

**69%** of IT managers report higher integration. Managers in both healthcare and education report 56%.

## HIRING AND TRAINING INITIATIVES

**89%** of organizations have initiatives to hire, train and retain employees with disabilities.

**60%** of organizations value completion of university-level accessibility courses (credit or non-credit) by their employees.

**62%** of organizations have mentorship or job placement partnerships to hire, train, and/or retain employees with disabilities.

**50%** of organizations have job coaching programs to hire, train, and/or retain employees with disabilities.

## DEMAND FOR ACCESSIBILITY SKILLS

**59%** The increase in demand for accessibility skills over the past 5 years.

**95%** Managers who need professional development in accessibility skills.



## TOP 3 OPPORTUNITIES FOR IMPROVEMENT

- Disability as part of diversity programs (32%)
- Use of assistive technology (31%)
- General understanding of disability (30%)

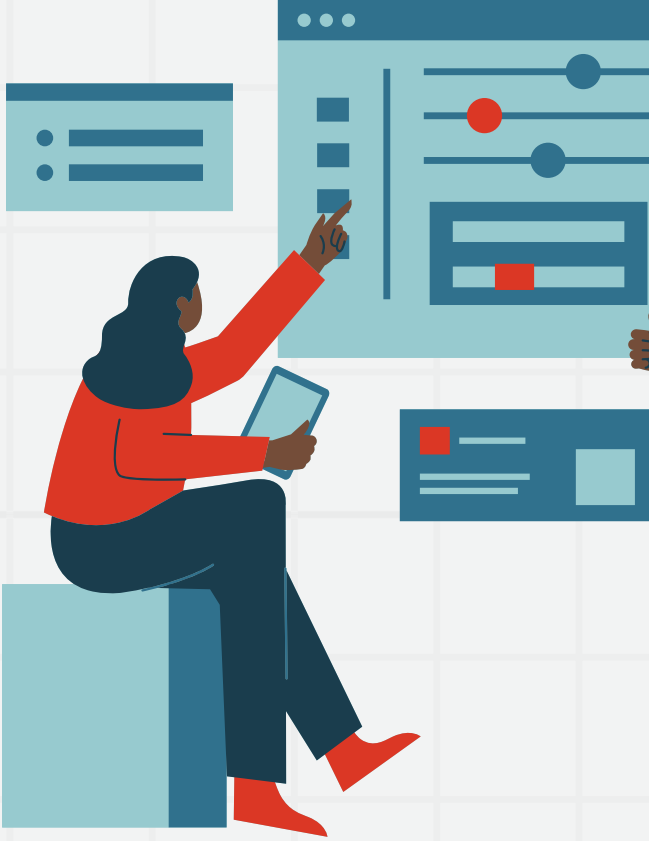
## CHALLENGES IN HIRING

**53%** of organizations have difficulty finding candidates with accessibility skills or an understanding of what those skills entail.



## PROFESSIONAL DEVELOPMENT NEEDS

- Disability as part of diversity programs
- Assistive technology usage
- Legal foundations for accessibility
- Web Content Accessibility Guidelines (WCAG)
- Multimedia accessibility
- HTML and responsive design



## ABOUT TEACH ACCESS

- A **nonprofit** working to bridge the accessibility skills gap by collaborating with educational institutions, industry, government and disability advocacy organizations.
- Learn more about Teach Access at [teachaccess.org](https://teachaccess.org).



## ABOUT UNIVERSITY OF PHOENIX

- Supports **working adults** and **students** with disabilities.
- Provides **flexible learning** opportunities and **career services**.
- Accommodated **15,937** students in university courses in 2023.



Learn more about University of Phoenix's Accessibility Survey [here](#).