BUSINESS
WHITEPAPER

BUILDING BRIDGES IN THE DIGITAL SPACE

HOW ACCESSIBLE LEARNING REACHES EVERYONE

Inclusion & Excellence Hand in Hand

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18

NUMBER OF THE HOUR

18% of the working population in Germany and Austria are people with disabilities – a significant number that is often overlooked in HR and L&D. CREATE is committed to ensuring that modern, multimedia and interactive learning is made accessible to all, without compromising on quality. Inclusion in eLearning means learning without restriction – for everyone.

With the EU Regulation 2025, the introduction of accessible eLearning and accessible IT in Germany and Austria is imminent. But how can inclusion, barrier reduction and high-quality digital learning be combined? With its extensive experience in government-related projects, CREATE shows that this is not only possible, but can also be successfully implemented.

WHAT KIND OF LIMITATIONS ARE THERE?

When people talk about "restrictions", many people often don't know what it actually means and what number is behind it. Restrictions can basically be divided into three categories: permanent, temporary and situational. Each of these types of restriction can have an impact on the way people interact with their environment, particularly regarding the use of digital technologies and eLearning offerings.

Possible examples of restrictions:

VISUAL IMPAIRMENT
Permanent

YOUNG MOTHER
Situational

SPORTS INJURY
Temporary

LIMITATIONS IN DETAIL

Here is a brief explanation of each type of limitation:

PERMANENT LIMITATIONS are permanent physical or mental impairments. These include, for example, blindness, deafness, or motor impairments. Around 7.9 million severely disabled people live in Germany, which corresponds to around 9.4% of the population (Federal Statistical Office, 2019). According to Statistics Austria, there are around 1.3 million people in Austria with permanent health impairments (approx. 14.6% of the population, as of 2019).

TEMPORARY LIMITATIONS are temporary impairments, such as a broken leg or short-term visual impairment due to eye surgery. The number of people with temporary impairments varies constantly and is difficult to quantify as these conditions are temporary and variable.

SITUATIVE LIMITATIONS result from certain circumstances or environments in which people may find themselves. For example, this may include operating a touchscreen with wet hands or watching a video in a noisy environment. Almost anyone can experience situational limitations and they are therefore universal.

As the number of people with temporary and situational limitations can vary greatly and depends on many factors, it is difficult to give exact figures for the entire German-speaking world. However, it is important to recognize that a significant proportion of the population is affected by some form of disability, which underlines the need for accessible design and inclusive learning opportunities.

BEYOND THE NORM

Through close collaboration with stakeholders and continuous development based on design thinking interviews, CREATE's solutions achieve far more than the WCAG AA level. Whether it's eLearning content, authoring systems or LMS integration - CREATE and its partners offer expertise in all areas of accessible eLearning.

Services & Consulting

- LMS optimization: Designing learning management systems that are accessible and promote inclusive learning. (cBook Platform)

- Authoring system: Development of authoring systems for the creation of inclusive learning content. (cBook Creator)

- Blended learning: Integrating accessible content into all aspects of blended learning to ensure a seamless learning experience.

The vision

For CREATE and its partners, inclusion and high-quality eLearning are not dreams of the future, but a lived reality. With the upcoming EU Regulation 2025 as a tailwind, the team strives to create eLearning experiences that cater to every single learner - regardless of physical or temporary limitations.

Accessible eLearning is the key to a more inclusive world of education and work. With the right partner, companies can successfully make this transition and create a learning environment that is truly accessible to all.

ACCESSIBILITY IN LEARNING: A HOLISTIC VIEW

In the world of digital learning, accessibility is not just a question of accessibility, but also of inclusion and equality. Technical accessibility barriers, such as difficulties navigating eLearning platforms for users with disabilities who rely on screen readers or alternative input devices, are just the tip of the iceberg. The lack of subtitles for videos and audio descriptions for visual content, insufficient text alternatives for non-text content and complex or inconsistent navigation and layout design can significantly impact the learning experience for people with hearing, visual or cognitive disabilities.

In addition, limited language support makes access difficult for non-native speakers or learners with language disabilities. Another hurdle is the lack of adaptability of content to different needs, such as larger texts or different contrast settings. It is not uncommon for eLearning platforms or content to be incompatible with assistive technologies used by learners with disabilities, which is a significant barrier.

Inaccessible assessment methods that do not take into account all learners, including those with disabilities, insufficient training and resources for teachers and content creators, and a lack of personalization that does not meet the specific needs of individual learners further contribute to the barriers. Limited awareness of international accessibility standards and legal requirements among eLearning providers, along with inadequate feedback mechanisms for reporting and resolving accessibility issues, further adds to the problem.

Financial barriers that prevent the implementation of necessary accessibility features due to high costs and insufficient enforcement of existing accessibility policies and standards within the eLearning environment pose additional challenges.

Creating an inclusive learning environment requires a comprehensive approach that includes technical improvements, education and awareness-raising, financial investment, and strict adherence to accessibility standards. This is the only way to ensure that eLearning is accessible and usable for all, regardless of individual abilities or limitations.

SUCCESSFUL EXAMPLES OF ACCESSIBILITY

In our ongoing efforts to make education accessible to everyone, we have developed and successfully implemented two pioneering projects in the field of accessible eLearning. These projects serve as shining examples of how inclusion and learning accessibility can be realized in the digital education landscape. Both projects illustrate our commitment to creating an inclusive learning environment where everyone has the opportunity to reach their full potential. By using innovative technologies and tailored teaching strategies, we ensure that our learning opportunities reflect the diversity of all learning needs.

Would you like to gain insights into these 3 projects?

Then arrange a non-binding online appointment with our experts and we will be happy to discuss your use case.

MAKE AN APPOINTMENT WITHOUT OBLIGATION
SIMPLY CLICK HERE & MAKE AN APPOINTMENT ONLINE

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