WHO WE ARE

APHSA's Organizational Effectiveness team empowers human services systems to achieve their vision. Since 2004, we've partnered with over 40 states to deliver training and technical assistance that drives strategic, sustainable impact across agencies and communities. To learn more, contact Jennifer Kerr, Director of OE, at JKerr@aphsa.org.

Thank you for reading the blog post "Designing for All: Making Learning Work for Everyone" from APHSA's Organizational Effectiveness (OE) team. Accessible Learning Design ensures digital learning experiences are usable by all learners, regardless of ability or neurodiversity. By embedding accessibility from the start, organizations create inclusive, compliant, and more effective learning environments that improve engagement and outcomes.

Accessibility is not only a compliance requirement, but also a strategic investment in organizational performance. We hope the resources below support your continued development in crucial design practices.

To start implementing these principles within your organization, the OE team is available to consult on implementation. From strategy development to practical integration within your learning systems, you can contact Jennifer Kerr, Director of OE at JKerr@aphsa.org.

Accessibility & Learning Design

eLearning Industry. (n.d.). *Accessibility in Learning Design: Delivering Inclusive Learning for Your Workforce.*

https://elearningindustry.com/accessibility-in-learning-design-delivering-inclusive-learning-for-your-workforce

The Learning Guild. (n.d.). *Deep Accessibility for eLearning Design.*

https://www.learningguild.com/articles/deep-accessibility-for-elearning-design

Society for Human Resource Management (SHRM). (n.d.). *Accessible Learning Design: Reaching All Learners.*

https://www.shrm.org/topics-tools/news/organizational-employee-development/accessible-learning-design-reaching-learners

University of Illinois. (n.d.). *Accessibility Checklist for Instructional Designers.*

https://publish.illinois.edu/accessibility-training/accessibility-checklist-for-instructional-designers/

Standards & Global Frameworks

World Wide Web Consortium (W3C). (n.d.). Web Content Accessibility Guidelines (WCAG).

https://www.w3.org/WAI/standards-guidelines/wcag/

World Health Organization (WHO). (n.d.). *Disability and Health – Fact Sheet.*

https://www.who.int/news-room/fact-sheets/detail/disability-and-health

Online Learning & Accessibility Statistics

April ABA. (n.d.). *E-Learning & Online Learning Statistics.*

https://www.aprilaba.com/resources/e-learning-online-learning-statistics

Oxford College. (n.d.). *Online Education Statistics.*

https://www.oxfordcollege.ac/news/online-education-statistics/