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# What is accessibility?

Creating better experiences for everyone



# Accessibility empowers people with disabilities at work, school, and in daily life



Vision



Hearing



Neurodiversity



Learning



Mobility



Mental Health

| Accessibility is a responsibility and an opportunity

# Accessibility is a responsibility

**1 + billion**

people have disabilities, many of whom need assistive technology

But only

**1 in 10**

have access to the products needed

and

**disability can affect any of us at any time**

**2x**

unemployment rate

**Permanent**



(one arm)

**Temporary**



(arm injury)

**Situational**



(new parent)



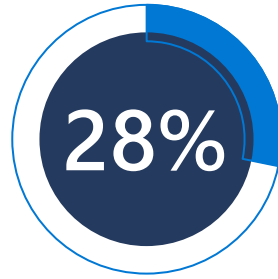
# Accessibility is an opportunity

## Inclusive organizations

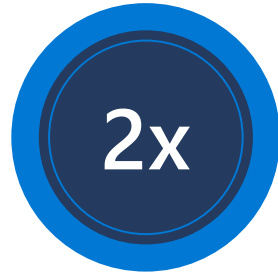
Outperform their peers

Attract top talent  
**Millennials: 75% of global workforce by 2025** – choose employers who reflect their values

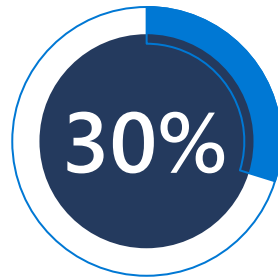
**Diversity and inclusion top the list**



higher revenue



higher net income



better performance on economic profit margin

Sources: Accenture study: *The Disability Inclusion Advantage* and Forbes: *How millennials are re-shaping what's important in corporate culture*





# Microsoft APAC Enabler Program







CITY HALL OF DAVAO







# APAC Microsoft Enabler Program

Empower every person and every organization on the planet to achieve more

**Delight our customers and partners**



**Expand pipeline of talent**



**Increase employability of people with disabilities**



## NPO

- Employer prep workshops
- Assessments of PwD skills
- Matching PwD to roles
- Ongoing advisory to employers and PwD

## Microsoft

- Accessibility 101 training for Partners
- Online technical training and certification paths for PwD
- Workshops on inclusive design and assistive tech for Corporates

## Participating Partners

- Opportunities for experiences
- Job shadowing
- Mentoring
- Internships
- Employment opportunities





# Our Journey

5 Countries



6 NPOs



16

Partners



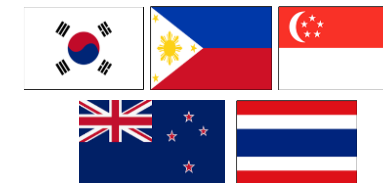
To increase  
awareness

To build  
talent

To enhance  
employability

2020

5 Countries



6 NPOs



16

Partners





# Our Journey

5 Countries



6 NPOs



16 Partners



2020

Expansion to SEA



Onboarded new NPO

2021

Empowered new partners



2021

Built talent

Enhanced employability

Expansion to SEA



Onboarded new NPO



Empowered new partners







# Our Journey

5 Countries



6 NPOs



16 Partners



2020

Expansion to SEA



Onboarded new NPO



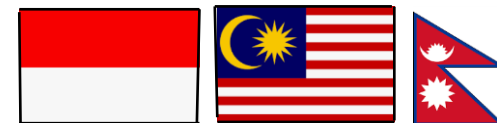
Empowered new partners



2021



More countries



NPOs



trific.org



and partners



THAKRAL ONE

S.Pin Technology



# Together we have.....

## Increased awareness



**300+ hours:** Disability  
Inclusive hiring workshops

**7000 hiring managers**  
trained on Accessibility

## Built talent



**350+ roles, internships,  
projects** for people with  
disabilities

## Enhanced employability



**530** people with disabilities  
have completed training,  
certification and consulted  
with Microsoft experts





**What's next for the Microsoft APAC Enabler Program**

# **Microsoft Enabler Mentorship Program**

For early-in-career PwD talent

Personal and professional growth

Career guidance and sponsors





# Thank you!

Learn more:  
[Microsoft.com/accessibility](https://Microsoft.com/accessibility)