

WHAT DRIVES US

We accelerate & grow your business



160

Employees

in 17 interdisciplinary teams

2

Managing Directors

Georges Wolff (Founder)
Alex Gruhler (since 2007)

16

million € Group Turnover

In the year 2023

11.

largest owner-managed agency in Germany

ibusiness-Ranking

25

Years of experience

since 1999

7

Locations

Cologne (HQ), Hamburg, Frankfurt, Stuttgart, Gdansk, Poznan, Innsbruck















TYPO3 SOLUTION PARTNER

Our TYPO3 expertise

- Over 20 years of experience
- 20+ TYPO3 experts
- 100+ successfully completed TYPO3 projects















"Beauty is only beautiful if it's for everyone."

... and everyone can have or get a barrier. The spectrum is diverse:

- Physical (blindness, arthritis, etc.)
- Cognitive (learning disability, etc.)

But also simply not understanding a language in a foreign country or being injured for life in an accident can present you with a barrier at any time.





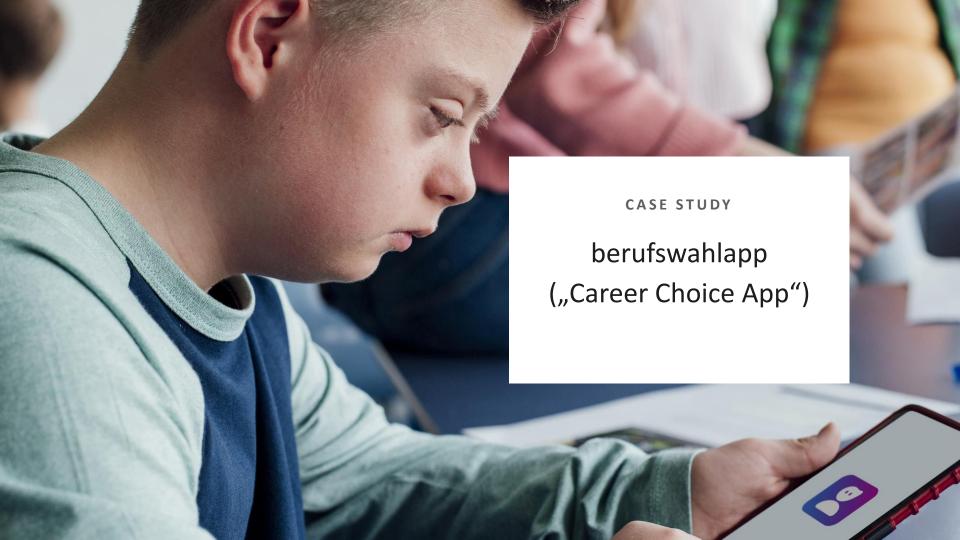
"Beauty is only beautiful if it's for everyone."

The paradigm "form follows function" has never been more important than in the context of Accessible Web Design.

Nevertheless, the necessity of following accessibility requirements – now and even more in the future – does not mean that Accessible Web Design can't be beautiful.

Let's see how – in the following case of the "berufswahlapp"...







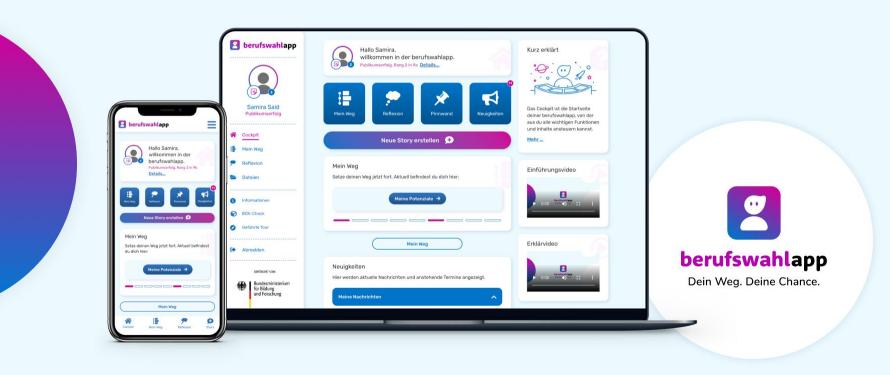
"Career Choice App" App and Brand Development

Nationwide usable e-portfolio for the professional orientation of Germany's students





Professional Orientation in Pocket Format







berufswahlapp

- Ongoing development project of a nationwide consortium since 2018
- Scientifically based pedagogical concept
- From impractical analog "Berufswahlpass"
 ("career choice pass") folder with low usage to fully digitalized, accessible solution (PWA)
- High level of data protection, scalability and accessiblity
- Target group oriented User Experience and Brand development (incl. brand sound effect for the visually impaired!) tested and continuously optimized in 3 phases with over 6,000 students and teachers
- Advantages of the digital app medium such as interactive task types (with particular focus on accessibility!) and gamification



Participating Federal States















In cooperation with







With financial support from the state of North Rhine-Westphalia and the European Union



Die Landesregierung Nordrhein-Westfalen





Students & Teachers in Focus



holistic
stereotype-free
inclusive

culturally sensitive

•

The Design of the berufswahlapp



Rubik Light
Rubik Regular
Rubik Bold



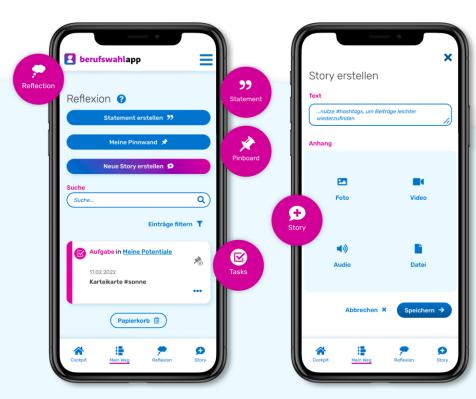




•

The UX & UI of the berufswahlapp







The Interactive Tasks & Accessibility



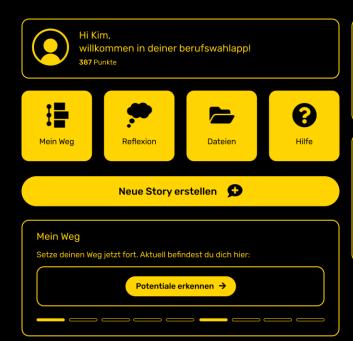
Fragebogen	Lückentext
Berufe Quiz	Lückentext
	- 0 -
Du sollst ein Praktikum machen. Weißt aber noch nicht wo?	Beschreibung/Aufgabe
Durch unser Quiz lernt du verschiedene Ausbildungsberufe kennen. Welcher verbirgt sich hinter diesem Quiz?	Die Fortbildung
AL.	Eine Fortbildung ist
	Bitte auswählen
	und beinhaltet
and the same	Bitte auswählen
	oder neue
	Bitte auswählen
	. Eine Fortbildung er
	Bitte auswählen
0 ———	twicklungen der B als in der
	Tasks e auswählen
Welchen Beruf stellen wir hier da?	Doch Fortbildu iterschiedliche Art an verschiedene
	Bitte auswählen
Was weißt du über den Beruf?	richten und somit u
	Bitte auswählen
	aufweisen. Es gibt F
Wie lang dauert die Ausbildung?	Bitte auswählen
1 Jahr	
	Bitte auswählen
2 Jahre	
3 Jahre	Bitte auswählen
Wie gefällt dir der Beruf?	und

-		_
Beschrei	ibung/Aufgabenstellung	
Die F	Fortbildung	
Eine I	Fortbildung ist Teil der	
Bit	tte auswählen)
und b	beinhaltet	
Bit	tte auswählen	1
oder	neue	-
Bit	tte auswählen	7
. Eine	e Fortbildung ermöglicht es zum Beispiel, sich an	1
Bit	tte auswählen)
	vicklungen der Berufswelt anzupassen. Sie findet als in der auswählen	7
iter	Doch Fortbildung ist nicht gleich Fortbildung. Es gibb rschiedliche Arten der beruflichen Qualifikation, die si erschiedene	
Bit	tte auswählen	0
richte	en und somit unterschiedliche	
Bit	tte auswählen 🔻	0
	veisen. Es gibt Fortbildungen mit den Schwerpunkten	
		0
aufw	itte auswählen 🔍	
aufw	tte auswählen 🔻	
aufwr Bit	tte auswählen	0









Kurz erklärt

Das Cockpit ist die Startseite deiner Berufswahlapp, von der aus du alle wichtigen Funktionen und Inhalte ansteuern kannst.

Mehr Infos



Best color for contrast mode (not white!):

#F8D648

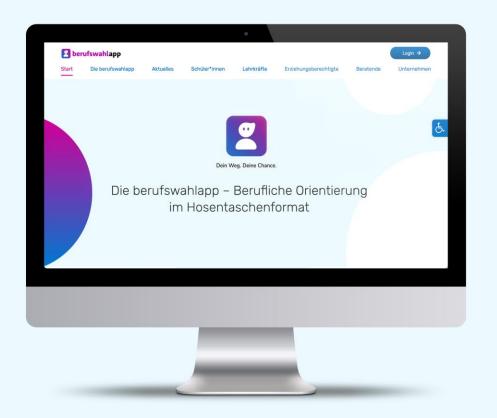
The Contrast Mode of the berufswahlapp:

Tested by a class of students with visual impairments

GEFÖRDERT VOM

Bundesministerium
für Bildung
und Forschung

Landingpage & Accessible Videos in the App





Sign language

... + versions in easy language and with individualized descriptions for visually impaired students and teachers

Most Important Learnings



Highly prioritise stakeholder management



Never lose absolute target group focus (especially in relation to stakeholders)



Test, verify assumptions and correct



View accessibility not as an obstacle but as a central topic for the future



Summary of General Regulations (WCAG)



Structure, Links & Navigation

Descriptions & alt-tags

2 ways of access to content
(eg. via search and
navigation)

Forms, Inputs & Feedback

Permanently visible description of input fields
Fail/success and status messages with clear

descriptions

Non-text, Audio & Video

Alt-tags for all images to be read out by screenreader Audio files with transcripts Video files with subtitles

Information & Context

Headlines h1-h6
Interactive texts need to be declared, eg. underlined
Responsive Design
Simple Language

Keyboard Navigation

Entire page is usable via keyboard navigation without mouse (test it yourself with eyes closed!)

Touch & Sensory Navigation

Swipe and other sensory gestures with alternative possibilities to navigate, eg. arrows

Animations

No flashy animations (epilepsy!)

Length max. 5 seconds or deactivatable

Syntax & Code

Perfect HTML-markup with correct labels throughout the code

Perfectly logical order of elements

How do I make Forms, Inputs & Feedback Accessible?

Forms, Inputs & Feedback

- Respect the **Accessibility Tree** and follow the semantic rules.
- Make sure your custom form and input templates show the description permanently.
 - aria-describedby
- Give literal feedback. Place the error message inline and make it literal.
 - aria-invalid, aria-errormessage
- Enrich feedback not only by pointing out mistakes, but give
 advise on how to resolve the error
- Use tabindex if the layout and the intended fill out sequence interfere.

```
. .
<form action="{f:uri.action(action: 'submitForm')}" method="post" class="contact-form">
        <label for="name">Name:</label>
        Please enter your last name.
           aria-describedby="input-name"
           aria-invalid="{f:if(condition: validationResults.properties.name, then: 'true', else:
            'false')}"
           aria-errormessage="name-error"
       <f:if condition="{validationResults.properties.name}">
           <div class="error-message" id="name-error" role="alert">
               {validationResults.properties.name.0.message}
        <input type="submit" value="Submit">
```

How do I make Non-text, Audio & Video Accessible?

Non-text, Audio & Video

- For images always provide the alt tag, a title as well as a connection to the description with the aria-describedby tag
- The only exception to this is graphical content that has no informative function
- For video always provide the aria-label, aria-describedby and subtitles with a track element
- Custom controls have to be added to ensure cross browser compatibility

```
. . .
 <f:if condition="{mediaItem}">
     <f:switch expression="{mediaItem.type}">
         <f:case value="image">
             <img src="{mediaItem.url}" alt="{mediaItem.alternative}" title="{mediaItem.title}"</pre>
                 aria-describedby="description-{contentObjectData.uid}"
         <f:case value="video">
             <video aria-label="Video Player" aria-describedby="description-{contentObjectData.uid}">
                 <source src="{mediaItem.url}" type="{mediaItem.mime type}">
                 <track kind="subtitles" src="subtitles.vtt" srclang="mediaItem.lang"</pre>
                     label="Subtitles" default />
                 Your browser does not support the video tag.
             <div class="controls">
                 <button class="playpause" aria-label="Play/Pause" title="Play/Pause">
                     <!-- SVG icons for Play and Pause -->
                 <button class="stop" aria-label="Stop" title="Stop">
                 <div class="time" aria-live="polite" aria-label="Current Time">00:00</div>
             <a href="{mediaItem.url}" target="_blank">{mediaItem.originalResourceIdentifier}</a>
     <div id="description-{contentObjectData.uid}" class="visually-hidden">
         {mediaItem.description}
```

User Experience Best Practices



Colors

Clarify standard, AA or AAA.



Use sufficient contrast for texts 4,5:1.

Decorative elements may be lighter, but must never contain critical information.

Think black & white first!

Typography

Use **non-serif fonts**. not geometric fonts eg. with constructed "a" of Futura.







System fonts are not mandatory anymore, clarify possibility of eg. Google Fonts (data security!).

Use sufficient line-height, at least 120% (133%< better).

Styling

Shadows can be used additionally, but clear outlines are recommended.





Remember to design an active element state!

For animations think microanimations with additional navigation elements, eg. slider arrows.

Functional

Interactive elements need clear indication, eg. arrow or underline.

Icons, if not widely known (eg. cart), must be described with additional text.

Clarify if "adjusting textsize" is possible via browser-function.

Contrast function recommended; not black & white, but black & yellow according to test group.



Why is this so important?

There's a tight timeline, in EU & Germany!

European Accessibility Act (EAA)

Barrierefreiheitsstärkungsgesetz (BFSG)
Regulation

Barrierefreiheitsstärkungsgesetz (BFSG)
Coming into effect 28th June 2025

2025 - 2030 🔶 Grace period

(after that up to 6-figure financial penalties possible for noncompliance)

Let's start preparing – today!

Shift from public to private sector

The following services are to be offered barrier-free from 2025:

- Telephone services
- E-books
- Messenger services
- Services offered on mobile devices (including apps) in inter-regional passenger traffic
- Banking services
- Electronic commerce, including business initiation, e.g. via contact form on a website!
- Passenger transportation services (with regional restrictions)



Readable for screenreaders & bots alike



Let's start preparing – today!

Taking accessibility on in new projects, at the latest

Failure to comply with the accessibility obligation may have consequences that may include termination of service.

We can only advise not to wait within the available scope until there is no other way, but to proactively remove existing barriers or to provide for accessibility from the outset in new developments that are taking place anyway, e.g., a website relaunch.

Some may consider it a truism, but nevertheless: Everyone benefits from barrier-free access!







How to Make Accessibility Work in Projects

COMPROMISE

By making solutions for a minority of users, we must not forget the requirements of the majority (eg. good User Experience & Design)!

ANTICIPATE

Although making accessible projects will be more expensive at first, in the long run there will be a cost reduction, if we start today (no double costs/fines later)!

BALANCE

We will need to excel in the art of creating a **good balance** between uniting **business** requirements of our customers with the requirements of accessibility!

SUMMARY ACCESSIBILITY

How to Make Screen Design Work for Everyone

FUTURE

Accessibility is mandatory for the public sector today, but will become increasingly relevant in the private sector in the future!

TEAMWORK

Teams working on accessibility projects need to work seamlessly: managers, information architects, designers and developers as "one brain"!

MINDSET

Don't think like a manager, information architect, designer or developer, think like a person with impairments first and then act accordingly!

Mindset: Inclusion!







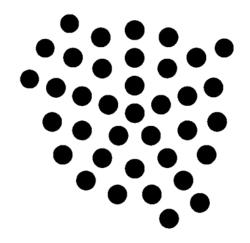
Integration



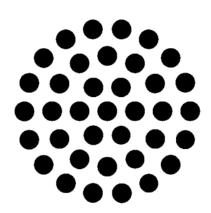
Inclusion

Test: find the mistake;) ... (solution: see next slide)

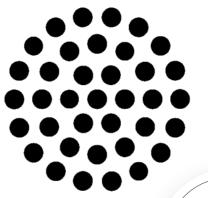
Mindset: Inclusion!







Integration



Inclusion

Possible solution:

Add eg. structure, outline...

(middle and right graphic look exactly the same to someone not being able to differentiate colors!)



Kanxlei Weiler Fachanwalt für Arbeitsrecht Fachanwalt für Insolvenzrecht Termine nach Vereinbarung



Semantic Search

By enhancing the quality of search results and turning the traditional list of results in to one correct answer makes information retrieval less of a challenge.

Speech-to-Text

Al supported tools to transform speech to text are already on the market.
Use them to take away the need to type with your hands when asked for input.

Image-to-Text

Al supported alt- and describtion texts enhance accessibility for website users and reduce work for your editors.

Automated Translation

Translate user generated content with AI to display it in the current locale or even transform it to an easy language format.

My prediction ...



LINNEA ERLICH

As seen many times before, legal regulation is usually far behind actual reality.

Taking into account the rapid development of AI we are witnessing today, my guess is:

Once the Accessibility Strenghtening Act comes into effect in June 2025 (not even one year anymore from now, which is an eternity in the digital arena), people with impairments will probably have far more sophisticated AI tools to aid them, than the project work we as human digital specialists are doing today for accessibility.

Nevertheless, the topic will stay as urgently relevant as it is today and we should still be prepared for the time to come. A time, which at least I hope will be a more, if not entirely, inclusive one, where we can all – despite our backgrounds and (dis-)abilities – access and experience the information and beauty of our world without barriers.

Sources

Our Favourite Overview

by the German Federation of the Blind and Partially Sighted



www.leserlich.info/ index-en.php Color Contrast
Tool incl. AA / AAA



https://snook.ca/ technical/ colour contrast/ colour.html Best "Best Practice" we ever found;)



https://www.einfachteilhaben.de/ Our article about Accessible Apps



https://www.omt.de/ digital-marketing/ barrierefreie-apps/

Creative Consultant & Senior UX Designer



LINNEA ERLICH

- Design Diploma (h da Darmstadt), Creative Strategy Diploma (Miami Ad School EU)
- 13+ Years Agency Experience
- Creative Consulting, Branding & Strategy
- UX, UI & Mobile App Design
- Visual Concepts & Social Media
- Change Communication & Print Design
- 9-time Design Award Winner























Chief Technology Officer



SEBASTIAN SPILL

- IT Specialist for Application Development
- Customer Advice & Leadership Skills
- 17+ Years of Digital Agency Experience
- Software & Architecture Consultant
- TYPO3 and other CMS (e.g. Storyblok, Contentful)
- E-Commerce (Shopware & Magento)
- Individual Web Applications
- JavaScript, PHP, SQL & NoSQL Databases











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