

The Impact of Accessible Public Transportation, Disability Inclusion Policies, and Digital Skills Proficiency on the Workplace Adaptation of Graduates with Disabilities in Oyo State, Nigeria

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Abstract

This study investigated the influence of accessible public transportation, disability inclusion policies, and digital skills proficiency on workplace adaptation among graduates with disabilities in Oyo State, Nigeria. Despite increasing attention to disability inclusion in the workplace, graduates with disabilities continue to face significant challenges in workplace adaptation, particularly in developing contexts. Previous research has largely focused on individual factors, with limited attention to the combined impact of environmental, policy, and skill-based factors on workplace adaptation. This study employed a descriptive correlational design, using purposive and convenience sampling to select 200 employed graduates with disabilities across various workplaces in Oyo State. Data was collected using standardized instruments: the Workplace Adaptation Scale (WAS), Transportation Accessibility Assessment Scale (TAAS), Disability Inclusion Policy Awareness and Implementation Scale (DIP AIS), and Digital Skills Proficiency Assessment (DSP A). Results revealed significant positive correlations between all independent variables and workplace adaptation, with digital skills showing the strongest relationship ($r = 0.583, p < 0.01$). The combined variables explained 45.2% of the variance in workplace adaptation ($R^2 = .452, p < .001$), with digital skills emerging as the strongest predictor ($\beta = 0.512, p < .001$). Successful workplace adaptation requires a comprehensive approach addressing transportation accessibility, organizational policies, and digital competency. Enhancing accessible transportation infrastructure, strengthening workplace inclusion policies, and prioritizing digital skills training for graduates with disabilities can help foster adaptation in the workplace.

Keywords: Workplace Adaptation, Disability, Graduates, Digital Skills, Public Transportation

INTRODUCTION

Graduates with disabilities face unique challenges in their transition from higher education to employment, often encountering barriers that extend beyond those experienced by their non-disabled peers. This demographic represents a critical intersection of disability rights, education policy and workforce development. Research by Lindsay, Olalere, A., and Wentz, (2019) indicates that despite increasing access to higher education, graduates with disabilities continue to experience lower employment rates and face greater difficulties in securing jobs aligned with their qualifications. Factors contributing to this disparity include employer attitudes, lack of workplace accommodations, and insufficient transition support (Trainor, Morningstar and Murray, 2020).

The transition process itself presents significant hurdles. Honeycutt et al. (2018) found that graduates with disabilities often struggle with disclosure decisions, navigating accommodation requests, and adapting to workplace cultures that may not be inherently inclusive. Moreover, Sorani-Villanueva, McMahan, Crouch, and Keys (2017) highlighted the importance of early career experiences in shaping long-term employment trajectories for this group.

In the Nigerian context, limited research exists on the specific experiences of graduates with disabilities. Etieyibo and Omiegbe (2016) noted that cultural attitudes and systemic barriers in the country often compound the challenges faced by educated individuals with disabilities seeking employment. This study's focus on graduates with disabilities in Oyo State is particularly

salient, as it addresses a gap in the literature regarding the intersection of higher education, disability, and employment in a developing economy context. By examining how accessible transportation, inclusion policies, and digital skills affect this specific demographic, the research aims to contribute valuable insights to inform targeted interventions and policy development.

The integration of individuals with disabilities into the workforce remains a critical global challenge, with workplace adaptation playing a pivotal role in fostering inclusive employment environments (World Health Organization, 2011). This complex issue encompasses various factors that collectively influence the ability of people with disabilities to navigate and thrive in professional settings. Among these, three key elements emerge as particularly significant: accessible public transportation, which facilitates physical mobility and independence; disability inclusion policies, which provide legal and structural support; and digital skills proficiency, which enhances employability in an increasingly technology-driven job market (Bonaccio, Connelly, Gellatly, Jetha and Martin Ginis, 2020; Ebuenyi, Syurina, Bunders, and Regeer, 2019). The interaction of these elements is particularly relevant in developing nations, where societal attitudes and a lack of resources frequently make it more difficult for people with disabilities to overcome obstacles. The focus of this study is Oyo State, Nigeria, a region that is experiencing severe inequalities in disability inclusion despite experiencing rapid economic growth and urbanisation (Adelowo, Olatunji and Omomule, 2018). This study intends to add to the larger conversation on disability rights and economic empowerment in the Global South by investigating the effects of these three important factors on workplace adaptation.

The global context of disability inclusion and workplace adaptation is characterized by significant challenges and ongoing efforts to promote equality and accessibility. Approximately 15% of the world's population lives with some form of disability, representing a substantial portion of potential workforce participants (World Health Organization, 2011). International frameworks, such as the United Nations Convention on the Rights of Persons with Disabilities (CRPD), have set standards for inclusive practices and equal opportunities in employment (United Nations, 2006). Despite these efforts, people with disabilities continue to face disproportionate barriers to workforce participation, with employment rates significantly lower than those of their non-disabled counterparts (International Labour Organization, 2018). The importance of workplace inclusion extends beyond individual economic empowerment, contributing to broader societal benefits including reduced poverty rates, increased economic productivity, and enhanced social cohesion (Banks and Polack, 2014). As global economies increasingly recognize the untapped potential of workers with disabilities, there is a growing emphasis on creating adaptive work environments, implementing supportive policies, and fostering inclusive corporate cultures to facilitate meaningful participation of individuals with disabilities in the labor market (Lindsay, Cagliostro, Albarico, Mortaji and Karon 2018).

The Nigerian context presents unique challenges and opportunities in the realm of disability inclusion and workplace adaptation. With an estimated 25 million Nigerians living with disabilities, representing approximately 13.1% of the population, the issue of disability rights and inclusion is of paramount importance (National Population Commission, 2018). Despite the enactment of the Discrimination Against Persons with Disabilities (Prohibition) Act in 2018, which aims to safeguard the rights of individuals with disabilities, implementation and enforcement remain inconsistent across the country (Etieyibo and Omiegbe, 2016). The current state of disability rights in Nigeria is characterized by a complex interaction of cultural attitudes, economic constraints, and policy gaps. Workplace inclusion for people with disabilities is particularly challenging, with employment rates significantly lower than the national average and limited access to accommodations and support services (Adelowo, Olatunji and Omomule, 2020). However, there are emerging initiatives led by both government and non-governmental organizations aimed at promoting disability inclusion in various sectors, including employment, education, and public infrastructure (Ofuani, 2011). These efforts, while promising, accentuate

the need for more comprehensive research and targeted interventions to address the complicated barriers to workplace adaptation for individuals with disabilities in Nigeria.

Given the substantial evidence supporting the impact of accessible transportation on employment outcomes, this study positions accessible public transportation as the first independent variable. Accessible public transportation refers to transit systems designed to accommodate individuals with diverse physical, sensory, and cognitive abilities, ensuring equitable mobility for all users (Velho, 2019). This includes features such as wheelchair ramps, audio-visual announcements, tactile surfaces, and trained staff to assist passengers with disabilities. The importance of accessible transportation for workplace participation cannot be overstated; it serves as a critical link between residential areas and places of employment, enabling individuals with disabilities to access job opportunities and maintain consistent work attendance (Bezyak, Sabella and Gattis, 2017).

Research has consistently demonstrated the significant impact of transportation on employment outcomes for people with disabilities. A comprehensive study by Jansuwan, Christensen and Chen (2013) found that lack of accessible transportation was a primary barrier to employment, with 31% of unemployed individuals with disabilities citing transportation difficulties as a major obstacle. Similarly, Christensen (2014) reported that improved public transit accessibility correlated with higher employment rates among people with disabilities in urban areas. Lubin and Deka (2012) highlighted that reliable and accessible transportation not only facilitates job acquisition but also contributes to job retention and career advancement for individuals with disabilities. These findings highlight the crucial role of accessible public transportation in promoting workplace inclusion and economic independence for people with disabilities.

The second independent variable, disability inclusion policies encompass a range of legislative measures, organizational practices, and societal norms designed to promote equal opportunities and full participation of individuals with disabilities in all aspects of life, including employment (Scotch, 2000). These policies typically address issues such as workplace accommodations, non-discrimination in hiring and promotion, and accessibility standards. The potential impact of such policies on workplace adaptation is substantial, as they create a legal and social framework that supports the integration of people with disabilities into the workforce. Studies have shown that well-implemented disability inclusion policies can significantly improve employment outcomes. For instance, Kruse and Schur (2003) found that the Americans with Disabilities Act (ADA) led to increased job retention among workers with disabilities in the United States. In the context of developing countries, Mitra and Sambamoorthi (2014) demonstrated that disability legislation in India was associated with higher employment rates for people with disabilities, particularly in the public sector.

However, the effectiveness of these policies often depends on factors such as enforcement mechanisms, employer awareness, and societal attitudes. A meta-analysis by Lindsay et al. (2018) revealed that while disability inclusion policies generally have positive effects, their impact varies across different contexts and types of disabilities. Moreover, Ebuenyi, Guxens, Ombati, Bunders-Aelen and Regeer (2020) highlighted the challenges of implementing such policies in low- and middle-income countries, where resource constraints and cultural barriers may limit their effectiveness.

In an increasingly digitized world, digital competency skills encompass a broad spectrum of competencies, from basic computer literacy to advanced programming and data analysis (van Laar, van Deursen, van Dijk and de Haan, 2017). For people with disabilities, digital proficiency can be a powerful equalizer, enabling them to overcome physical barriers and access a wider range of employment opportunities (Dobrinsky and Hargittai, 2016).

Research indicates that digital skills significantly enhance employability and workplace adaptation for individuals with disabilities. A study by Lazar, Olalere and Wentz. (2019) found

that proficiency in assistive technologies and mainstream digital tools correlated strongly with higher employment rates and job satisfaction among workers with visual impairments. Similarly, Abascal, Barbosa, Nicolle, and Zaphiris (2016) demonstrated that digital literacy programs tailored for people with cognitive disabilities improved their chances of securing and maintaining employment. However, the digital divide poses a significant challenge, particularly in developing countries. Vicente and López (2010) highlighted disparities in access to digital technologies and training opportunities for people with disabilities, potentially exacerbating existing employment gaps.

The intersection of accessible public transportation, disability inclusion policies, and digital skills proficiency presents a complex web of factors influencing workplace adaptation for individuals with disabilities. While these elements have often been studied in isolation, their combined impact remains largely unexplored, particularly in developing contexts. Research by Emerson, Hatton, Robertson and Baines (2018) suggests that the interplay between transportation accessibility and workplace policies can create synergistic effects, enhancing employment outcomes beyond what either factor achieves independently. Similarly, Clayton, Barr, Nylen, Burström, Thielen, Diderichsen and Whitehead (2016) found that digital skills can amplify the benefits of accessible transportation by enabling remote work options and improving job search capabilities.

However, the literature reveals significant gaps in understanding how these factors interact in diverse cultural and economic settings. Meyers, Karpur and Bruyère, (2020), highlighted the need for more comprehensive studies that examine multiple variables simultaneously, particularly in Global South contexts where resource constraints may alter the dynamics observed in more developed economies.

The purpose of this study is to close this gap by examining how these three important elements work together to affect workplace adaptation. The project will provide a more sophisticated understanding of the relationship between digital skills, policy, and transport in a particular developing country setting by concentrating on Oyo State, Nigeria. This strategy is in line with requests for additional regional, multidimensional studies on disability and employment in various international contexts made by academics such as Groce and Kett (2014). While many studies have looked at the effects of accessible public transportation, disability inclusion policies, and proficiency with digital skills on employment outcomes for individuals with disabilities, few studies have looked at the combined effects of these three important factors, especially in developing nations. This gap is highlighted by Ebuenyi et al. (2020) who found that environmental factors, including transportation and digital access barriers, significantly affect employment for persons with disabilities in low and middle-income countries. Similarly, Kamau et al. (2018) demonstrated that despite policy advances, practical implementation challenges in transportation infrastructure and digital inclusion continue to create compound disadvantages for disabled jobseekers in Sub-Saharan Africa.

RESEARCH METHODS

This study employed a descriptive research design of correlational type. This design is appropriate for investigating the associations between variables without manipulation, allowing for a comprehensive understanding of their natural relationships. As Creswell and Creswell (2018) explain, correlational research is particularly valuable when examining complex social phenomena where multiple factors interact in real-world settings.

The target population for this study comprises graduates with disabilities who are currently employed in various workplaces across Oyo State, Nigeria. Due to the specific nature of the target population and potential challenges in accessing participants, a combination of

purposive and convenience sampling techniques was used to select 200 participants. This sampling approach aligns with Etikan et al.'s (2016) recommendation for studying hard-to-reach populations where random sampling may be impractical and where participants must meet specific inclusion criteria.

Data collection was conducted using a self-administered questionnaire, distributed to the selected participants through their workplace disability groups, disability advocacy organizations, and professional networks. For participants who required assistance due to specific disabilities, trained research assistants were available to help complete the questionnaires. The questionnaire covered demographic information and the main variables of the study: accessibility of public transportation, awareness and implementation of disability inclusion policies, digital skills proficiency, and indicators of workplace adaptation. This multi-faceted approach to data collection follows Saunders and Townsend's (2016) guidelines for ensuring comprehensive data capture when investigating intersecting social and organizational factors.

Data analysis involved both descriptive and inferential statistics. Descriptive statistics, including means, standard deviations, and frequencies, were calculated to describe the sample characteristics and the distributions of the main variables. Pearson's product-moment correlation coefficient was used to examine the bivariate relationships among continuous variables. Multiple regression analysis was employed to determine the relative contributions of accessible public transportation, disability inclusion policies, and digital skills proficiency in predicting workplace adaptation. Results were presented in tables for clarity and ease of interpretation. All statistical tests were carried out at a 0.05 level of significance.

To ensure ethical compliance, necessary permissions were obtained from relevant authorities, and informed consent was secured from all participants. Confidentiality and anonymity were strictly maintained throughout the research process.

Instrumentation

Workplace Adaptation Scale (WAS)

The WAS, developed by Thompson and Brown (2019), is a 25-item scale measuring employees' adaptation to workplace environments and responsibilities. It uses a 5-point Likert scale ranging from 1 (Strongly disagree) to 5 (Strongly agree). The scale covers four domains: job performance, social integration, workplace navigation, and organizational culture adaptation. Sample items include "I can effectively complete assigned tasks within the required timeframe" and "I feel comfortable interacting with colleagues during work activities." The total score ranges from 25 to 125, with higher scores indicating better workplace adaptation. The original scale reported high internal consistency ($\alpha = .89$) and test-retest reliability ($r = .87$). The WAS was pilot tested with a sample of 30 graduates with disabilities in Oyo State not included in the main study. The pilot study results showed good internal consistency ($\alpha = .88$).

Transportation Accessibility Assessment Scale (TAAS)

The TAAS, developed by Roberts and Lee (2020), is a 20-item measure assessing the accessibility of public transportation systems. It uses a 5-point Likert scale ranging from 1 (Never) to 5 (Always). Sample items include "Public transport stations in my area are wheelchair accessible" and "I can easily access transportation schedule information in accessible formats." Scores range from 20 to 100, with higher scores indicating better transportation accessibility. The original scale demonstrated good internal consistency ($\alpha = .86$) and construct validity. The TAAS was pilot tested with the same sample of 30 graduates, showing good internal consistency ($\alpha = .84$).

Disability Inclusion Policy Awareness and Implementation Scale (DIPAIS)

The DIPAIS, developed by Wilson and Ahmed (2021), is an 18-item scale measuring awareness and implementation of workplace disability inclusion policies. It uses a 5-point Likert scale ranging from 1 (Not at all) to 5 (Very much). The scale covers three dimensions: policy awareness, implementation effectiveness, and perceived support. Sample items include "My

workplace has clear policies on disability accommodation" and "Disability inclusion policies are effectively implemented in my organization." Scores range from 18 to 90, with higher scores indicating better policy awareness and implementation. The original scale showed good internal consistency ($\alpha = .90$) and construct validity. The DIP AIS was pilot tested with the sample of 30 graduates, demonstrating good internal consistency ($\alpha = .88$).

Digital Skills Proficiency Assessment (DSP A)

The DSP A, adapted from Martinez and Garcia (2022), is a comprehensive measure of digital skills proficiency. It consists of 30 items using a 5-point Likert scale ranging from 1 (No proficiency) to 5 (Expert proficiency). The assessment covers basic computer operations, software applications, internet navigation, and adaptive technology usage. Sample items include "I can effectively use screen readers" and "I can navigate workplace software with assistive technology." Scores range from 30 to 150, with higher scores indicating higher digital skills proficiency. The original scale demonstrated good internal consistency ($\alpha = .92$) and construct validity. The DSP A was pilot tested with the sample of 30 graduates, showing good internal consistency ($\alpha = .90$). The purpose of this research is to investigate how the implementation of defense offset can be used as a strategy to address the gap in the supply of materials and technology for fighter aircraft between countries. The implementation of defense offset refers to the practice in which foreign aircraft or defense equipment manufacturers provide compensation or contributions in the form of technology transfer, investment in the local defense industry, or research and development collaboration to the purchasing country.

In order to achieve these objectives, this research will use a qualitative method with a descriptive approach. This approach will involve a literature study to gather relevant and in-depth information about the implementation of defense offset and its impact on the material and technology gap in fighter aircraft. Through the analysis of literature studies, it is expected that this research can provide a more comprehensive insight into the effectiveness of defense offset implementation as a strategic solution. The objectives of this research can be detailed as follows:

- 1) Analyse the effectiveness and success of defence offset implementation in reducing the gap in the supply of the material and technological requirements in fighter aircraft development.
- 2) Identify the factors influencing the success of defence offset implementation.
- 3) Investigate political, economic, and strategic implications of defence offset in the context of fighter aircraft development.
- 4) Explain the benefits from defence offset obtained by purchasing countries.
- 5) Formulate policy recommendations for countries looking to leverage defence offset to narrow the material and technology gap in their fighter aircraft.

In this journal, it is expected that there will be a thorough analysis of defence offset practices and their impact towards the development of fighter aircrafts, as well as discussions on the potential benefits and challenges associated with the implementation of this strategy.

RESULT AND DISCUSSION

Research Question 1: What is the relationship that exists between the independent variables (accessible public transportation, disability inclusion policies, and digital skills proficiency) and workplace adaptation among graduates with disabilities?

Table 1: Correlation matrix showing the significant relationship between variables of the study

Correlations	1	2	3	4	5	\bar{X}	S. D
Workplace Adaptation	1					58.45	7.52
Accessible Transportation	.512**	1				45.67	6.83
Disability Inclusion Policies	.476**	.284	1			52.34	8.21

Digital Skills Proficiency .583** .196 .342* 1 61.28 9.45

****.** Correlation is significant at the 0.01 level (2-tailed).

***.** Correlation is significant at the 0.05 level (2-tailed).

The correlation matrix in Table 1 reveals the interrelationships among the variables: Workplace Adaptation, Accessible Transportation, Disability Inclusion Policies, and Digital Skills Proficiency within the context of the study. A strong positive correlation is observed between Workplace Adaptation and Digital Skills Proficiency ($r = 0.583$, $p < 0.01$), indicating that as graduates' digital skills proficiency increases, there is a corresponding enhancement in their workplace adaptation. This suggests that graduates with disabilities who possess stronger digital skills tend to adapt better to their workplace environments. Workplace Adaptation also shows significant positive correlations with Accessible Transportation ($r = 0.512$, $p < 0.01$) and Disability Inclusion Policies ($r = 0.476$, $p < 0.01$). These relationships imply that graduates with disabilities who have better access to public transportation and work in organizations with well-implemented disability inclusion policies tend to exhibit greater workplace adaptation.

Additionally, a significant positive correlation exists between Disability Inclusion Policies and Accessible Transportation ($r = 0.284$, $p < 0.05$), suggesting that areas with better transportation accessibility tend to also have workplaces with more effective disability inclusion policies. Digital Skills Proficiency shows a significant correlation with Disability Inclusion Policies ($r = 0.342$, $p < 0.05$) but not with Accessible Transportation ($r = 0.196$, $p > 0.05$), indicating that digital skills proficiency might be more closely linked to organizational policies than to transportation infrastructure. The mean scores and standard deviations for each variable provide insight into the distribution of scores within the sample. Workplace Adaptation ($M = 58.45$, $SD = 7.52$), Accessible Transportation ($M = 45.67$, $SD = 6.83$), Disability Inclusion Policies ($M = 52.34$, $SD = 8.21$), and Digital Skills Proficiency ($M = 61.28$, $SD = 9.45$) all show reasonable variability among the participants.

Research question 2: What is the joint contribution of the independent variables (accessible public transportation, disability inclusion policies, and digital skills proficiency) on workplace adaptation among graduates with disabilities?

Table 2: Summary of regression analysis for joint contribution of the independent variables on workplace adaptation among graduates with disabilities

Model Summary					
Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate
1	.672a	.452	.443		5.61234

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	4521.876	3	1507.292	47.842	.000 ^b
	Residual	5485.324	196	27.986		
	Total	10007.200	199			

The regression analysis in Table 2 examines the collective impact of accessible public transportation, disability inclusion policies, and digital skills proficiency on workplace adaptation among graduates with disabilities in Oyo State. The model, with an R value of 0.672, indicates that approximately 45.2% of the variance in workplace adaptation can be explained by the combined influence of these independent variables. The adjusted R Square of 0.443 suggests a moderately strong fit of the model, accounting for the number of predictors.

The ANOVA results reveal the overall significance of the model, with a statistically significant F-value of 47.842 ($p < .001$). This indicates that the joint contributions of accessible public transportation, disability inclusion policies, and digital skills proficiency collectively have a substantial and significant influence on explaining the variability observed in workplace adaptation among graduates with disabilities.

The model's strong statistical significance ($p < .001$) emphasizes that these environmental, policy-related, and skill-based factors are crucial predictors of successful workplace adaptation for graduates with disabilities. This finding suggests that interventions targeting all three areas simultaneously might be more effective than focusing on individual factors in isolation.

Research question 3: What is the relative contribution of the independent variables (accessible public transportation, disability inclusion policies, and digital skills proficiency) on workplace adaptation among graduates with disabilities?

Table 3: Summary of regression analysis for the relative contribution of the independent variables on workplace adaptation among graduates with disabilities

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	12.452	2.134		5.83	.001
Digital Skills Proficiency	.823	.094	.512	8.76	.000
Accessible Transportation	.645	.132	.384	4.89	.002
Disability Inclusion Policy	.428	.156	.276	2.74	.007

The regression analysis presented in Table 3 elucidates the relative contributions of digital skills proficiency, accessible transportation, and disability inclusion policies to workplace adaptation among graduates with disabilities. The constant term of 12.452 represents the expected workplace adaptation when all independent variables are zero. Digital skills proficiency emerges as the strongest predictor with a standardized beta coefficient of 0.512 ($t = 8.76$, $p = 0.000$), indicating that higher digital competence is significantly associated with increased workplace adaptation. Accessible transportation shows the second highest impact ($\beta = 0.384$, $t = 4.89$, $p = 0.002$), followed by disability inclusion policies ($\beta = 0.276$, $t = 2.74$, $p = 0.007$).

All three variables demonstrate statistically significant positive contributions to workplace adaptation, with digital skills proficiency having the most substantial relative impact. These findings underscore the critical importance of enhancing digital skills training programs, improving transportation accessibility, and strengthening workplace disability inclusion policies to facilitate better workplace adaptation among graduates with disabilities in Oyo State. The results suggest that while all factors are important, interventions prioritizing digital skills development might yield the most significant improvements in workplace adaptation outcomes.

Discussion of Findings

The correlation analysis for the first research question revealed complex interrelationships between workplace adaptation and the independent variables among graduates with disabilities. Digital skills proficiency demonstrated the strongest correlation with workplace adaptation ($r = 0.583$, $p < 0.01$), emphasizing its crucial role in modern workplace integration. This finding aligns with Henderson and Chen's (2023) comprehensive study of 450 employees with disabilities, which found that digital competency was the primary facilitator of workplace success in technology-driven environments. The strong correlation suggests that as digital skills increase, graduates with disabilities are better equipped to navigate workplace demands, use assistive technologies, and perform job tasks effectively. The significant positive correlation between accessible transportation and workplace adaptation ($r = 0.512$, $p < 0.01$) reflects the fundamental importance of mobility in employment success. This relationship supports Ramirez

and Thompson's (2022) longitudinal study, which found that reliable transportation access increased workplace retention rates by 68% among employees with disabilities. The correlation also validates the transportation-employment framework proposed by Wilson, Ahmed, K., and Lee (2023), which positions transportation accessibility as a critical enabler of sustainable employment.

Disability inclusion policies showed a meaningful correlation with workplace adaptation ($r = 0.476$, $p < 0.01$), reinforcing findings from Ahmed and Peterson's (2023) meta-analysis of 75 studies on workplace inclusion. The significant intercorrelation between disability inclusion policies and digital skills proficiency ($r = 0.342$, $p < 0.05$) suggests that organizations with strong inclusion policies may be more likely to provide digital skills training and technological support, a pattern also noted in Martinez's (2022) institutional analysis of disability-inclusive workplaces. The regression analysis for research question 2 revealed that the combined effect of the independent variables explains 45.2% of the variance in workplace adaptation ($R^2 = .452$, $F = 47.842$, $p < .001$), representing a robust predictive model. This substantial joint contribution supports the integrated workplace adaptation framework developed by Thompson and Roberts (2023), which emphasizes the interconnected nature of environmental, technological, and policy factors in successful workplace integration.

The model's strong explanatory power aligns with Davidson, Smith and Thompson (2023) findings from their study of 300 employed graduates with disabilities, which demonstrated that multi-faceted support systems produced significantly better adaptation outcomes than single-factor interventions. The significant F-value (47.842, $p < .001$) indicates that these factors work synergistically, supporting Lee and Garcia's (2022) assertion that successful workplace integration requires a comprehensive approach addressing multiple barriers simultaneously. The explained variance (45.2%) suggests that while these factors are crucial, there remain other influential variables affecting workplace adaptation. This finding corresponds with Hassan and Kumar's (2023) research identifying additional factors such as workplace culture, mentorship opportunities, and individual resilience as important contributors to adaptation success.

For research question 3, the relative contribution analysis identified digital skills proficiency as the strongest predictor of workplace adaptation ($\beta = 0.512$, $p < .001$), followed by accessible transportation ($\beta = 0.384$, $p < .002$) and disability inclusion policies ($\beta = 0.276$, $p < .007$). This hierarchy of influence provides crucial insights for intervention prioritization. The dominance of digital skills aligns with Rodriguez et al.'s (2023) three-year longitudinal study of 500 graduates with disabilities, which found that digital competency was the most significant predictor of job retention and career advancement. The substantial contribution of accessible transportation supports the mobility-employment nexus theory proposed by Williams and Johnson (2023), which positions transportation accessibility as a fundamental prerequisite for sustainable employment. The finding that disability inclusion policies, while significant, had the lowest relative contribution challenges some existing literature but aligns with Park and Kim's (2023) recent findings suggesting that policy effectiveness may be mediated by implementation quality and organizational culture.

CONCLUSION

This study examined the influence of accessible public transportation, disability inclusion policies, and digital skills proficiency on workplace adaptation among graduates with disabilities in Oyo State. The findings demonstrate that these factors significantly impact workplace adaptation both independently and collectively. Digital skills emerged as the strongest predictor, highlighting the crucial role of technological competency in modern workplace success. The substantial joint contribution of all variables (45.2%) emphasizes the importance of a

comprehensive approach to supporting workplace adaptation. The significant correlations between variables suggest that improvements in one area may positively influence others, creating a synergistic effect on workplace adaptation. These findings contribute to the growing body of knowledge on disability employment and provide empirical evidence for the importance of addressing multiple barriers simultaneously to enhance workplace adaptation among graduates with disabilities. Based on the findings, the following recommendations were proposed:

1. **Government and transportation agencies should:**
 - Implement comprehensive accessible transportation infrastructure
 - Provide subsidized transportation services for employed graduates with disabilities
 - Develop real-time accessibility information systems
 - Establish dedicated transport support programs for workers with disabilities
2. **Organizations and employers should:**
 - Develop and implement robust disability inclusion policies
 - Provide regular digital skills training programs
 - Create mentorship opportunities for graduates with disabilities
 - Establish clear accommodation request procedures
 - Conduct regular accessibility audits
3. **Educational institutions should:**
 - Integrate advanced digital skills training into disability support programs
 - Establish partnerships with employers for internship opportunities
 - Provide career counseling specifically tailored for students with disabilities
 - Include workplace adaptation strategies in career preparation programs
4. **Policymakers should:**
 - Develop incentives for organizations implementing strong disability inclusion policies
 - Create frameworks for monitoring and evaluating workplace accessibility
 - Establish funding mechanisms for workplace adaptation support

Develop standards for digital accessibility in workplaces

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