**Extra Credit**

A startup needs to develop an accessibility plan for their products and services. What type of engagement is this?

I think this engagement is staff augmentation because the startup needs someone knowledgeable about ADA requirements. Adding additional (temporary) staff allows the company to be equipped with knowledge and skills that support their initiatives. This is also assuming the startup doesn’t have anyone well-versed with the ADA rules. If they do, then the engagement would be the current state analysis and then implementation. However, we can assume they need someone to help them. The next step after staff augmentation is starting the current state analysis to see what accessibility processes are in place and what is required.