

EBSCO

EBSCO Information Services Accessibility Conformance Report International Edition (Based on VPAT® Version 2.5Rev)

Name of Product/Version: BlueRecruit (EBSCO Learning)

Report Date: August 2025

Product Description:

BlueRecruit is a web platform for career exploration and planning in the skilled trades. It helps users discover, prepare for, and pursue careers through interactive assessments, trade information, training resources, and guidance tailored to individual goals. The platform is compatible with both desktop and mobile devices, serving students, career changers, and organizations focused on workforce development.

This report covers the BlueRecruit platform as used by BlueCareer and AlliedCareer, including all common page types, workflows, and templates in production as of August 2025.

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Notes: This ACR summarizes the conformance of BlueRecruit as tested against WCAG 2.2 Level A and AA as of the Report Date. Testing covered representative templates, key user flows, and standard components.

The organization maintains a prioritized remediation backlog and addresses fixes in ongoing releases.

Accessibility is regularly reviewed, including periodic audits and assistive technology checks, to ensure alignment with WCAG and Section 508 requirements.

This ACR is provided for informational purposes and does not constitute a warranty. The organization will continue to monitor, test, and refine the platform to ensure compliance with applicable standards.

Evaluation Methods Used:

An independent third-party auditor evaluated the website using manual and automated methods on a representative set of pages, templates, and typical user flows. Manual checks included screen-reader evaluation, keyboard navigation, and contrast verification. Screen reader testing was performed using NVDA on Windows 11 in Google Chrome. Automated checks used the Axe browser extension, WAVE, and standard accessibility bookmarklets.

Following the initial audit, the auditor performed a limited validation focused solely on re-testing previously identified failures; a comprehensive re-audit was not included in the scope. The evaluation focused on the desktop web experience; mobile and responsive views were not evaluated.

Applicable Standards/Guidelines

This report covers the degree of conformance for the following accessibility standards/guidelines:

Standard/Guideline	Included In Report
Web Content Accessibility Guidelines 2.0	Level A (Yes) Level AA (Yes) Level AAA (No)
Web Content Accessibility Guidelines 2.1	Level A (Yes) Level AA (Yes) Level AAA (No)
Web Content Accessibility Guidelines 2.2	Level A (Yes) Level AA (Yes)

Standard/Guideline	Included In Report
	Level AAA (No)
Revised Section 508 standards published January 18, 2017, and corrected January 22, 2018	(Yes)

Terms

The terms used in the Conformance Level information are defined as follows:

- **Supports:** The functionality of the product has at least one method that meets the criterion without known defects or meets with equivalent facilitation.
- **Partially Supports:** Some functionality of the product does not meet the criterion.
- **Does Not Support:** The majority of product functionality does not meet the criterion.
- **Not Applicable:** The criterion is not relevant to the product.
- **Not Evaluated:** The product has not been evaluated against the criterion. This can only be used in WCAG Level AAA criteria.

WCAG 2.2 Report

Tables 1 and 2 also document conformance with:

- Section 508 conformance is derived from WCAG 2.0 A/AA for web, with 302, 602, 603 coverage. 504 not applicable.

Note: When reporting on conformance with the WCAG 2.2 Success Criteria, they are scoped for full pages, complete processes, and accessibility-supported ways of using technology as documented in the [WCAG 2.2 Conformance Requirements](#).

Section 508 conformance is evaluated via WCAG 2.0 A/AA, while WCAG conformance in this report is evaluated against WCAG 2.2 A/AA; references to WCAG 2.0 appear only through Section 508 requirements.

Table 1: Success Criteria, Level A

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p><u>1.1.1 Non-text Content</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Images and image controls have meaningful text alternatives; decorative images are hidden from assistive technologies.</p> <p>Exception: One image on the Welcome Page lacks a text alternative, which prevents screen reader users from perceiving its content.</p>
<p><u>1.2.1 Audio-only and Video-only (Prerecorded)</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Not Applicable</p>	<p>Web: No prerecorded audio-only or video-only content exists on the site.</p>
<p><u>1.2.2 Captions (Prerecorded)</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Not Applicable</p>	<p>Web: No prerecorded media content exists on the scoped pages.</p>
<p><u>1.2.3 Audio Description or Media Alternative (Prerecorded)</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Not Applicable</p>	<p>Web: No prerecorded video content requiring audio description or media alternatives exists on the site.</p>

<p><u>1.3.1 Info and Relationships</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Standard HTML markup provides semantic structures for headings, lists, tables, and label relationships.</p> <p>Exception: Some form fields on the Welcome Page lack programmatic instructions, limiting guidance for users of assistive technology.</p>
<p><u>1.3.2 Meaningful Sequence</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Screen reader reading order follows a logical top-bottom, left-right sequence on all scoped pages.</p>
<p><u>1.3.3 Sensory Characteristics</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Instructions do not rely on sensory characteristics, such as shape, color, size, or visual location.</p>
<p><u>1.4.1 Use of Color</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: States are not indicated by color alone.</p> <p>Exception: The “Log In” and “Sign Up” tabs in the “Sign In” overlay rely on color alone to show the selected state on the Welcome Page.</p>
<p><u>1.4.2 Audio Control</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Not Applicable</p>	<p>Web: No prerecorded audio plays automatically when the page loads.</p>

<p><u>2.1.1 Keyboard</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Most user interface elements are operable by keyboard.</p> <p>Exception: Hover-triggered content on the Dashboard Page is not accessible by keyboard, blocking access for keyboard-only users.</p>
<p><u>2.1.2 No Keyboard Trap</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: No keyboard traps exist on the site.</p>
<p><u>2.1.4 Character Key Shortcuts</u> (Level A 2.1 and 2.2) Also applies to: Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: No single-character key shortcuts are used to operate content or UI elements.</p>
<p><u>2.2.1 Timing Adjustable</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: A mechanism allows users to extend session time limits.</p>
<p><u>2.2.2 Pause, Stop, Hide</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: No content moves, blinks, scrolls, or auto-updates on the scoped pages.</p>
<p><u>2.3.1 Three Flashes or Below Threshold</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) 	<p>Web: Supports</p>	<p>Web: No flashing content exists on the scoped pages.</p>

<ul style="list-style-type: none"> • 602.3 (Support Docs) 		
<p><u>2.4.1 Bypass Blocks</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs 	Web: Supports	Web: ARIA landmarks, headings, or skip links allow bypassing repetitive content blocks.
<p><u>2.4.2 Page Titled</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Web: Partially Supports	<p>Web: Pages have meaningful, programmatically defined titles.</p> <p>Exception: The <title> on the Red Seal Program Page and Specialty Info Detailer Page does not reflect the page's purpose, confusing assistive technology users.</p>
<p><u>2.4.3 Focus Order</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Web: Partially Supports	<p>Web: Keyboard focus order is logical and intuitive.</p> <p>Exception: Hidden or empty elements on the Dashboard Page receive focus, disrupting navigation for screen reader and keyboard users.</p>
<p><u>2.4.4 Link Purpose (In Context)</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Web: Supports	Web: The link text describes the link's purpose, either alone or in conjunction with surrounding text.
<p><u>2.5.1 Pointer Gestures</u> (Level A 2.1 and 2.2)</p> <p>Also applies to: Revised Section 508 – Does not apply</p>	Web: Supports	Web: Content requiring path-based movement or gestures supports single-tap or pointer operation.

<p><u>2.5.2 Pointer Cancellation</u> (Level A 2.1 and 2.2) Also applies to: Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: No content or operation is triggered by a down event.</p>
<p><u>2.5.3 Label in Name</u> (Level A 2.1 and 2.2) Also applies to: Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: Accessible labels for UI controls match their visual labels.</p>
<p><u>2.5.4 Motion Actuation</u> (Level A 2.1 and 2.2) Also applies to: Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: No motion-based gestures are used to operate functions or content.</p>
<p><u>3.1.1 Language of Page</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: The primary language of web pages is programmatically defined.</p> <p>Exception: The lang attribute is missing on the Welcome Page, preventing language identification for assistive technologies.</p>
<p><u>3.2.1 On Focus</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: No UI elements trigger a change of context on focus.</p>
<p><u>3.2.2 On Input</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: No UI elements trigger a change of context on input.</p>
<p><u>3.2.6 Consistent Help</u> (Level A 2.2 only) Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: Help links are provided consistently across the site.</p>

<p><u>3.3.1 Error Identification</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Error messages in forms are descriptive, in-text, and accessible to users of assistive technologies.</p>
<p><u>3.3.2 Labels or Instructions</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Form controls have visible labels or instructions.</p>
<p><u>3.3.7 Redundant Entry</u> (Level A 2.2 only) Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: Mechanisms prevent redundant entries in forms.</p>
<p><u>4.1.1 Parsing</u> (Level A) Applies to: WCAG 2.0 and 2.1 WCAG 2.2 (obsolete and removed) Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Not Applicable (WCAG 2.2) Supports (WCAG 2.0/2.1)</p>	<p>In WCAG 2.2, this criterion does not apply. For WCAG 2.0 and 2.1, per W3C errata, no parsing issues that affect accessibility were found.</p>
<p><u>4.1.2 Name, Role, Value</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Interactive elements have appropriate names, roles, values, states, and properties. Exception: Tooltip content and ARIA-hidden focusable elements on the Dashboard Page are inaccessible to screen readers.</p>

Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p><u>1.2.4 Captions (Live)</u> (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Web: Not Applicable	No live media content exists on the scoped pages.
<p><u>1.2.5 Audio Description (Prerecorded)</u> (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Web: Not Applicable	Web: There is no prerecorded time-based media content on the scoped pages.
<p><u>1.3.4 Orientation</u> (Level AA 2.1 and 2.2) Also applies to: Revised Section 508 – Does not apply</p>	Web: Supports	Web: The scoped pages do not restrict their content or operations to any specific orientation.
<p><u>1.3.5 Identify Input Purpose</u> (Level AA 2.1 and 2.2) Also applies to: Revised Section 508 – Does not apply</p>	Web: Does Not Support	Web: Fields that collect user information do not expose input purpose using the HTML autocomplete attribute in some forms. Example: The “Sign In” and “Sign Up” pages do not clearly identify the purpose of the input fields programmatically.
<p><u>1.4.3 Contrast (Minimum)</u> (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) 	Web: Partially Supports	Web: Contrast was checked for small text (≥ 4.5:1) and large text (≥ 3:1) in normal, hover, focus, selected, and disabled states.

<ul style="list-style-type: none"> 602.3 (Support Docs) 		Exception: Some small text, including error messages and password suggestions on the Welcome Page, falls below 4.5:1.
<p><u>1.4.4 Resize text</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs) 	Web: Supports	Web: Pages support text resizing up to 200% without loss of content, overlapping, or truncation.
<p><u>1.4.5 Images of Text</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs) 	Web: Supports	Web: All text is provided as HTML text, not images of text.
<p><u>1.4.10 Reflow</u> (Level AA 2.1 and 2.2)</p> <p>Also applies to: Revised Section 508 – Does not apply</p>	Web: Supports	Web: Pages reflow into a single column at 400% zoom or 320px viewport without content loss, overlap, or obstruction.
<p><u>1.4.11 Non-text Contrast</u> (Level AA 2.1 and 2.2)</p> <p>Also applies to: Revised Section 508 – Does not apply</p>	Web: Supports	Web: Visual boundaries, UI element states, icons, and graphical objects meet a 3:1 contrast ratio.
<p><u>1.4.12 Text Spacing</u> (Level AA 2.1 and 2.2)</p> <p>Also applies to: Revised Section 508 – Does not apply</p>	Web: Supports	Web: Adjusted text spacing (character, line, paragraph) causes no content or function loss, overlap, or cutoff.

<p><u>1.4.13 Content on Hover or Focus</u> (Level AA 2.1 and 2.2) Also applies to: Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: Additional content triggered on hover or focus is dismissible, persistent, and accessible by pointer movement.</p>
<p><u>2.4.5 Multiple Ways</u> (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs 	<p>Web: Supports</p>	<p>Web: Multiple navigation methods, including search and menus, are provided.</p>
<p><u>2.4.6 Headings and Labels</u> (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Headings and labels for forms and UI controls are descriptive and clear.</p> <p>Exception: Multiple buttons and controls on the Articles Page share identical labels but perform different actions, which can confuse screen reader users.</p>
<p><u>2.4.7 Focus Visible</u> (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Focus indicators are present and visible in most states.</p> <p>Exception: Some interactive elements on the Welcome Page lack visible focus indicators, hindering keyboard-only navigation.</p>
<p><u>2.4.11 Focus Not Obscured (Minimum)</u> (Level AA 2.2 only) Also applies to: Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: Focused elements are not obscured by author-created content.</p>

<p><u>2.5.7 Dragging Movements</u> (Level AA 2.2 only) Also applies to: Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: No operations require dragging movement.</p>
<p><u>2.5.8 Target Size (Minimum)</u> (Level AA 2.2 only) Also applies to: Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: UI elements meet the minimum target size of 24x24 pixels or are appropriately spaced.</p>
<p><u>3.1.2 Language of Parts</u> (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: No secondary language content exists on the site.</p>
<p><u>3.2.3 Consistent Navigation</u> (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs 	<p>Web: Supports</p>	<p>Web: Navigation elements maintain a consistent order across all pages.</p>
<p><u>3.2.4 Consistent Identification</u> (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs 	<p>Web: Supports</p>	<p>Web: UI controls and informative icons are consistently identified across pages.</p>
<p><u>3.3.3 Error Suggestion</u> (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) 	<p>Web: Supports</p>	<p>Web: Error detection provides users with appropriate suggestions to help them correct errors.</p>

<ul style="list-style-type: none"> • 504.2 (Authoring Tool) • 602.3 (Support Docs) 		
<p><u>3.3.4 Error Prevention (Legal, Financial, Data)</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Web: Supports	Web: Users can modify, review, or confirm data before final submission, deletion, or editing.
<p><u>3.3.8 Accessible Authentication (Minimum)</u> (Level AA 2.2 only)</p> <p>Revised Section 508 – Does not apply</p>	Web: Supports	Web: Authentication methods are accessible.
<p><u>4.1.3 Status Messages</u> (Level AA 2.1 and 2.2)</p> <p>Also applies to: Revised Section 508 – Does not apply</p>	Web: Partially Supports	<p>Web: Status messages are announced by screen readers without focus change using role="status" or aria-live.</p> <p>Exception: Error messages in the Create Your Career Journey Modal and the Articles Page search are not announced by screen readers.</p>

Table 3: Success Criteria, Level AAA

Notes: The evaluation does not include AAA Success Criteria.

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Notes:

Chapter 3: Functional Performance Criteria (FPC)

Notes:

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	Partially Supports	<p>The site is accessible and operable for users with visual impairments.</p> <p>Exception:</p> <ul style="list-style-type: none"> • 1.1.1 Non-text Content: The <i>'Blue Career'</i> logo in the <i>'Sign in'</i> overlay lacks alt text, making it unreadable to screen readers. • 1.3.1 Info and Relationships: Password instructions in the <i>'Sign in'</i> modal on the Welcome Page are not programmatically linked, so screen readers may skip them. • 2.1.1 Keyboard: The tooltip for <i>'Create Job Seeker Profile'</i> on the Dashboard Page is not keyboard-accessible. Links under <i>'Recommended Trainings'</i> and <i>'Resource Center'</i> are also inaccessible via keyboard. • 4.1.2 Name, Role, Value: The <i>'Create Job Seeker Profile'</i> tooltip lacks ARIA attributes for screen readers on the Dashboard Page. Focusable content inside ARIA-hidden elements under <i>'Resource Center'</i> confuses screen reader users.
302.2 With Limited Vision	Partially Supports	<p>The site is accessible and operable for users with limited vision.</p>

		<p>Exception:</p> <ul style="list-style-type: none"> • 1.4.1 Use of Color: On the Welcome Page, the <i>'Log In'</i> and <i>'Sign Up'</i> buttons rely on color alone (contrast ratio 1.8:1) to indicate state changes, which is not perceivable for colorblind or screen reader users. • 1.4.3 Contrast (Minimum): Error messages and password guidance in the <i>'Sign In'</i> overlay on the Welcome Page have contrast ratios below 4.5:1, making them hard to read for users with low vision. • 2.4.7 Focus Visible: The <i>'Log In'</i> and <i>'Sign Up'</i> buttons on the Welcome Page lack a visible focus indicator when using the keyboard, hindering navigation for keyboard-only users.
302.3 Without Perception of Color	Partially Supports	<p>The product is accessible to users without color perception.</p> <p>Exception:</p> <ul style="list-style-type: none"> • 1.4.1 Use of Color: On the Welcome Page, <i>'Log In'</i> and <i>'Sign Up'</i> buttons rely on color alone (1.8:1 contrast) to show state changes, making them unclear to colorblind or screen reader users. • 1.4.3 Contrast (Minimum): Error messages and password hints in the <i>'Sign In'</i> overlay on Welcome Page have low contrast

		(<4.5:1), reducing readability for users with low or color-impaired vision.
302.4 Without Hearing	Not Applicable	The product does not require hearing ability to operate its contents.
302.5 With Limited Hearing	Not Applicable	The product does not require hearing ability to operate its contents.
302.6 Without Speech	Not Applicable	The product does not require speaking ability to operate its contents.
302.7 With Limited Manipulation	Partially Supports	<p>The site is accessible and operable for users with limited manipulation.</p> <p>Exception:</p> <ul style="list-style-type: none"> • 2.1.1 Keyboard: On the Dashboard Page, tooltips and links under '<i>Recommended Trainings</i>' and '<i>Resource Center</i>' are not keyboard-accessible, blocking access for keyboard-only users. • 2.4.3 Focus Order: Hidden or empty carousel items in the '<i>Resource Center</i>' on the Dashboard Page receive focus, disrupting navigation for keyboard users.
302.8 With Limited Reach and Strength	Not Applicable	The product does not require any reachability or strength to operate its contents.
302.9 With Limited Language, Cognitive, and Learning Abilities	Partially Supports	<p>The site is accessible and operable for users with limited cognitive abilities.</p> <p>Exception:</p>

		<ul style="list-style-type: none"> 2.4.6 Headings and Labels: Identical labels for different actions on the Articles Page create confusion for users with cognitive disabilities.
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Chapter 4: [Hardware](#)

Notes: Not Applicable. This product is a website and does not include hardware.

Chapter 5: [Software](#)

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>501.1 Scope – Incorporation of WCAG 2.0 AA</p>	<p>See WCAG 2.2 section</p>	<p>This web application does not rely on platform accessibility services and is evaluated against WCAG 2.2 Chapter 2: Success Criteria for Level A and AA conformance. Issues such as missing alt text, non-programmatically associated form instructions, keyboard-inaccessible content, and insufficient color contrast in elements create barriers for users with vision, motor, or cognitive disabilities, as detailed in the WCAG 2.2 Conformance table.</p> <p>Note: Section 508 incorporates WCAG 2.0 Level A and AA for conformance, but this analysis evaluates the web application against WCAG 2.2 Level A and AA.</p>
<p>502 Interoperability with Assistive Technology</p>	<p>Heading cell – no response required</p>	<p>Heading cell – no response required</p>
<p>502.2.1 User Control of Accessibility Features</p>	<p>Not Applicable</p>	<p>The product is a website and not platform software.</p>
<p>502.2.2 No Disruption of Accessibility Features</p>	<p>Supports</p>	<p>The website does not disrupt any accessibility services.</p>

502.3 Accessibility Services	Heading cell – no response required	Heading cell – no response required
502.3.1 Object Information	Partially Supports	<p>Object names, roles, and values are programmatically determinable and are exposed by assistive technology.</p> <p>Exceptions: Tooltip content and ARIA-hidden focusable elements on the Dashboard Page are inaccessible to screen readers (4.1.2 Name, role, value)</p>
502.3.2 Modification of Object Information	Partially Supports	<p>Object properties and states are programmatically determinable and modifiable and are exposed by assistive technology.</p> <p>Exceptions: Exception: Tooltip content and ARIA-hidden focusable elements on the Dashboard Page are inaccessible to screen readers (4.1.2 Name, Role, Value)</p>
502.3.3 Row, Column, and Headers	Supports	Tables use standard HTML markup for accessibility.
502.3.4 Values	Partially Supports	<p>The values of input controls on the website are programmatically determinable.</p> <p>Exception: Password field instructions on the Welcome Page lack programmatic association, blocking screen reader access. (WCAG 2.2 1.3.1 Info and Relationships).</p>
502.3.5 Modification of Values	Partially Supports	Input control values can be programmatically set and exposed.

		Exception: Password field instructions on the Welcome Page lack programmatic association, blocking screen reader access to guidance (WCAG 2.2 1.3.1 Info and Relationships).
502.3.6 Label Relationships	Supports	Label relationships are provided via standard HTML and ARIA.
502.3.7 Hierarchical Relationships	Partially Supports	Headings, lists, and hierarchical relationships use standard HTML. Exception: Form fields on the Welcome Page lack programmatic instructions, limiting guidance for screen readers (WCAG 2.2 1.3.1 Info and Relationships).
502.3.8 Text	Supports	The website provides semantic HTML markup for accessible text.
502.3.9 Modification of Text	Supports	The website provides semantic HTML markup for accessible text.
502.3.10 List of Actions	Partially Supports	The website provides a list of actions on the applicable UI controls via standard HTML and ARIA. Exceptions are noted in 4.1.2 Name, Role, Value.
502.3.11 Actions on Objects	Partially Supports	The website provides a list of actions on applicable UI controls via standard HTML and ARIA. Exceptions are noted in 4.1.2 Name, Role, Value.
502.3.12 Focus Cursor	Partially Supports	The website provides focus cursors to most UI elements via standard browser focus cursors and CSS. Exceptions are noted in 2.4.7 Focus Visible.
502.3.13 Modification of Focus Cursor	Partially Supports	The website provides focus cursors to most UI elements via standard browser focus cursors and CSS. Exceptions are noted in 2.4.7 Focus Visible.

502.3.14 Event Notification	Partially Supports	Event changes are notified to assistive technology. Exception: Tooltip content and ARIA-hidden focusable elements on the Dashboard Page are not announced to screen readers (WCAG 2.2 4.1.2 Name, Role, Value).
502.4 Platform Accessibility Features	Not Applicable	The product is a website and not platform software.
<u>503 Applications</u>	Heading cell – no response required	Heading cell – no response required
503.2 User Preferences	Not Applicable	The product is a website and does not rely on platform-specific user preferences.
503.3 Alternative User Interfaces	Not Applicable	The product is a website and does not provide alternative user interfaces.
<i>503.4 User Controls for Captions and Audio Description</i>	Heading cell – no response required	Heading cell – no response required
503.4.1 Caption Controls	Not Applicable	The product is a website and does not contain time-based synchronized media content.
503.4.2 Audio Description Controls	Not Applicable	The product is a website and does not contain time-based synchronized media content.
<u>504 Authoring Tools</u>	Heading cell – no response required	Heading cell – no response required
504.2 Content Creation or Editing (if not authoring tool, enter “not applicable”)	See WCAG 2.2 section.	The web application is not an authoring tool and does not create or edit content, making 504.2 inapplicable. In the context of WCAG 2.2, issues such as missing alt text for the 'Blue Career' logo, non-programmatically associated password field instructions in the 'Sign In' modal, and keyboard-

		inaccessible content like the 'Create Job Seeker Profile' button prevent users with vision or motor disabilities from fully accessing or interacting with the application, as detailed in the WCAG 2.2 Conformance table.
504.2.1 Preservation of Information Provided for Accessibility in Format Conversion	Not Applicable	The product is not an authoring tool
504.2.2 PDF Export	Not Applicable	The product is not an authoring tool
504.3 Prompts	Not Applicable	The product is not an authoring tool
504.4 Templates	Not Applicable	The product is not an authoring tool

Chapter 6: [Support Documentation and Services](#)

Notes:

Criteria	Conformance Level	Remarks and Explanations
601.1 Scope	Heading cell – no response required	Heading cell – no response required
602 Support Documentation	Heading cell – no response required	Heading cell – no response required
602.2 Accessibility and Compatibility Features	Partially Supports	<ul style="list-style-type: none"> Keyboard Navigation Partially Supported: Most functionality works without a mouse.

		<p>Exception: Some elements on the Dashboard (e.g., tooltips and training/resource links) are not accessible via keyboard (WCAG 2.1.1).</p> <ul style="list-style-type: none"> • Screen Reader Compatibility Supported: Pages are compatible with screen readers, such as NVDA. • Text Alternatives Partially Supported: Most non-text content includes alt text. Exception: The 'Blue Career' logo in the Sign In overlay lacks alt text (WCAG 1.1.1). • Multimedia Supported: When present, prerecorded and live media include captions. Exception: No time-based media is currently included in the scoped pages. • Consistent Navigation & Structure Supported: Page structure and navigation are consistent across the site.
602.3 Electronic Support Documentation	See WCAG 2.2 section	<p>Web-based support documentation is partially accessible.</p> <p>Exception: Identical labels on the Articles Page, and non-keyboard-accessible links in the Resource Center create barriers for users with cognitive or motor disabilities (WCAG 2.2 2.4.6 Headings and Labels, 2.1.1 Keyboard).</p>

602.4 Alternate Formats for Non-Electronic Support Documentation	Not Applicable	The product is a website and does not provide non-electronic documentation.
<i>603 Support Services</i>	Heading cell – no response required	Heading cell – no response required
603.2 Information on Accessibility and Compatibility Features	Supports	<p>Users can contact support@bluerecruit.us or (919) 609-4088 for assistance with accessibility. The support team can assist with using screen readers, keyboard navigation, captions (when applicable), and other features. Plain-language email correspondence is provided to ensure clarity.</p>
603.3 Accommodation of Communication Needs	Supports	<p>Accessibility questions are answered via email or phone.</p> <p>Guidance is available for screen readers, captions (when applicable), keyboard navigation, and other features.</p> <p>Plain-language support is available to accommodate communication needs. BlueRecruit is committed to expanding the accessibility of accommodation and documentation in future releases.</p>

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