

Voluntary Product Accessibility Template (VPAT®)

Version 2.5 - WCAG 2.2 and Section 508 Edition

Level A and AA Conformance Report

PathAdvisor - Career Key

1. General Information

Product Name:	PathAdvisor
Product Description:	PathAdvisor is a personalized career well-being web application that guides students and professionals through science-backed assessments and self-reflection activities to identify best-fit majors, career paths, and education programs. Available as a standalone browser-based app and as an LTI 1.3 certified courseware tool that integrates directly into learning management systems.
Last Updated:	2026
Organization:	Career Key
Contact:	accessibility@careerkey.org

2. About This VPAT

This VPAT reports on the accessibility of PathAdvisor according to the criteria set forth by the Web Content Accessibility Guidelines (WCAG) 2.2 Levels A and AA, and the Revised Section 508 Standards (2017). This assessment aims to outline the accessibility features of PathAdvisor and provide potential users with a comprehensive understanding of the product's compliance with global accessibility standards.

3. Applicable Standards / Guidelines

Standard / Guideline	Included in Report
Web Content Accessibility Guidelines (WCAG) 2.2 Level A	Yes
Web Content Accessibility Guidelines (WCAG) 2.2 Level AA	Yes
Section 508 (Revised 2017)	Yes

4. Accessibility Features

PathAdvisor incorporates numerous features designed to enhance its usability for individuals with disabilities, including:

- Keyboard navigability across all interactive elements
- Text alternatives for all non-text content
- Sufficient color contrast meeting WCAG 2.2 AA requirements
- ARIA landmarks for dynamic content
- Skip to Content functionality for keyboard users
- Visible focus indicators on all interactive elements

- Touch targets meeting minimum 24x24px size requirements
- Screen reader compatibility (NVDA on Windows, VoiceOver on macOS)
- Responsive design supporting reflow and orientation changes

5. Evaluation and Testing Information

Automated Tools

- WAVE (Web Accessibility Evaluation Tool)
- Google Lighthouse
- axe DevTools

Assistive Technologies

- NVDA screen reader on Windows
- VoiceOver on macOS

Browsers Tested

- Google Chrome
- Mozilla Firefox
- Apple Safari

6. Terms Used in This Report

Term	Definition
Supported	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.

7. WCAG 2.2 Report - Level A Criteria

The following table documents conformance against all WCAG 2.2 Level A success criteria.

Criteria	Remarks	Level	Conformance
Principle 1: Perceivable			
1.1.1 Non-text Content	All images, video icons, and buttons have alt attributes providing equivalent information.	A	Supported
1.2.1 Audio-only and Video-only (Prerecorded)	Our application does not contain any audio-only or video-only (prerecorded) content.	A	Supported
1.2.2 Captions (Prerecorded)	All pre-recorded video content that contains audio has captions.	A	Supported
1.2.3 Audio Description or Media Alternative (Prerecorded)	Media alternatives are available for all video content.	A	Supported
1.3.1 Info and Relationships	HTML and ARIA roles are used to identify all information and relationship features, ensuring logical navigation and operability by assistive technologies.	A	Supported
1.3.2 Meaningful Sequence	The sequence of information and controls is logical and intuitive, ensuring its readability and operability.	A	Supported
1.3.3 Sensory Characteristics	Instructions do not rely solely on sensory characteristics of components.	A	Supported
1.3.4 Orientation	Content does not restrict its view and operation to a single display orientation. The application works in both portrait and landscape modes.	A	Supported
1.3.5 Identify Input Purpose	Input fields collecting user information include appropriate autocomplete attributes to help users complete forms.	A	Supported
1.4.1 Use of Color	Color is not used as the only visual means of conveying information.	A	Supported
1.4.2 Audio Control	Users can control audio that plays on our site.	A	Supported
Principle 2: Operable			
2.1.1 Keyboard	All functionality is operable via a keyboard interface without specific timing.	A	Supported
2.1.2 No Keyboard Trap	Users can navigate to and from all components using a keyboard.	A	Supported

Criteria	Remarks	Level	Conformance
2.1.4 Character Key Shortcuts	The application does not implement single-character key shortcuts.	A	Not Applicable
2.2.1 Timing Adjustable	Our application does not include any features or content that impose time limits on user interactions.	A	Not Applicable
2.2.2 Pause, Stop, Hide	The application does not contain moving, blinking, or auto-updating content that requires user control.	A	Not Applicable
2.3.1 Three Flashes or Below Threshold	Our application does not include content that flashes more than three times per second.	A	Not Applicable
2.4.1 Bypass Blocks	A Skip to Content button is prominently positioned at the beginning of each page, allowing keyboard users to bypass repetitive navigation links and directly access the main content.	A	Supported
2.4.2 Page Titled	Web pages have titles that clearly and succinctly describe their content.	A	Supported
2.4.3 Focus Order	The focus order is consistent and follows logical patterns.	A	Supported
2.4.4 Link Purpose (In Context)	The purpose of each link is clear from its text or the context in which it is presented.	A	Supported
2.5.1 Pointer Gestures	The application does not use multipoint or path-based gestures for any functionality.	A	Not Applicable
2.5.2 Pointer Cancellation	All functions triggered by a single pointer use standard click/mouseup events, allowing users to cancel accidental activations by moving the pointer away before releasing.	A	Supported
2.5.3 Label in Name	The accessible name of all UI components contains or matches their visible text label.	A	Supported
2.5.4 Motion Actuation	The application does not use device motion or user motion for any functionality.	A	Not Applicable
Principle 3: Understandable			
3.1.1 Language of Page	The language of each page can be programmatically determined.	A	Supported
3.2.1 On Focus	No major changes of context are triggered on focus.	A	Supported
3.2.2 On Input	Changing settings does not automatically change the context unless the user has been warned.	A	Supported

Criteria	Remarks	Level	Conformance
3.3.1 Error Identification	Errors are identified and described to the user in text.	A	Supported
3.3.2 Labels or Instructions	Labels or instructions are provided when content requires user input.	A	Supported
Principle 4: Robust			
4.1.1 Parsing	The elements in the content can be parsed without errors.	A	Supported
4.1.2 Name, Role, Value	For all UI components, the name and role can be programmatically determined; states, properties, and values that can be set by the user can be programmatically set.	A	Supported

8. WCAG 2.2 Report - Level AA Criteria

The following table documents conformance against all WCAG 2.2 Level AA success criteria.

Criteria	Remarks	Level	Conformance
Principle 1: Perceivable			
1.4.3 Contrast (Minimum)	The visual presentation of text and images of text has a contrast ratio of at least 4.5:1, except for large text which has a contrast ratio of at least 3:1.	AA	Supported
1.4.4 Resize Text	Text can be resized up to 200% without loss of content or functionality.	AA	Supported
1.4.5 Images of Text	Text is used to convey information rather than images of text except where necessary for branding purposes.	AA	Supported
1.4.10 Reflow	Content can reflow without loss of information or functionality, and without requiring scrolling in two dimensions.	AA	Supported
1.4.11 Non-text Contrast	The visual presentation of UI components and graphical objects has a contrast ratio of at least 3:1 against adjacent colors.	AA	Supported
1.4.12 Text Spacing	No loss of content or functionality occurs when text style properties are modified: line height, spacing following paragraphs, letter spacing, and word spacing.	AA	Supported
1.4.13 Content on Hover or Focus	Content that appears on hover or focus can be dismissed without moving pointer or keyboard focus, can be hovered over without disappearing,	AA	Supported

Criteria	Remarks	Level	Conformance
	and remains visible until the user dismisses it.		
Principle 2: Operable			
2.4.5 Multiple Ways	Our application provides users with multiple navigation options to enhance accessibility and user experience.	AA	Supported
2.4.6 Headings and Labels	Headings and labels describe the topic or purpose.	AA	Supported
2.4.7 Focus Visible	Any keyboard operable user interface has a mode of operation where the keyboard focus indicator is clearly visible.	AA	Supported
2.4.11 Focus Appearance	The keyboard focus indicator has sufficient size (at least 2px) and contrast ratio (3:1) against the unfocused state across all interactive elements.	AA	Supported
2.5.7 Dragging Movements	The application does not use dragging movements for any functionality.	AA	Supported
2.5.8 Target Size Minimum	All interactive touch targets meet the minimum 24x24 CSS pixel size requirement, including radio button indicators and star rating controls.	AA	Supported
Principle 3: Understandable			
3.1.2 Language of Parts	The human language of each passage or phrase in the content can be programmatically determined.	AA	Supported
3.2.3 Consistent Navigation	Navigational mechanisms that are repeated on multiple pages occur in the same relative order each time they are repeated.	AA	Supported
3.2.4 Consistent Identification	Components that have the same functionality are identified consistently.	AA	Supported
3.2.6 Consistent Help	Help mechanisms available across multiple pages appear in the same relative location.	AA	Supported
3.3.3 Error Suggestion	If an input error is automatically detected and suggestions for correction are known, then the suggestions are provided to the user.	AA	Supported
3.3.4 Error Prevention (Legal, Financial, Data)	Our application does not involve legal or financial transactions. Users can retake assessments or change selections, ensuring inputs are not irreversible.	AA	Not Applicable

Criteria	Remarks	Level	Conformance
3.3.7 Redundant Entry	Users are not required to re-enter information that has already been provided during the same session.	AA	Supported
3.3.8 Accessible Authentication	Authentication processes do not require users to solve cognitive function tests. No CAPTCHA or puzzle-based authentication is used.	AA	Supported
Principle 4: Robust			
4.1.3 Status Messages	Status messages can be programmatically determined through role or properties such that they can be presented to the user by assistive technologies without receiving focus.	AA	Supported

9. Section 508 Report (Revised 2017)

The Revised Section 508 Standards incorporate WCAG 2.0 Level AA by reference. PathAdvisor conforms to WCAG 2.2 Level AA which exceeds this requirement. The table below addresses Section 508-specific chapters beyond WCAG.

Section 508 Criterion	Description	Conformance	Remarks
Chapter 3: Functional Performance Criteria			
302.1 Without Vision	Where a visual mode of operation is provided, the product shall also provide at least one mode of operation that does not require user vision.	Supported	PathAdvisor is fully operable with screen readers (NVDA on Windows, VoiceOver on macOS). All content and functionality is accessible without vision.
302.2 With Limited Vision	Where a visual mode of operation is provided, the product shall also provide at least one mode of operation that enables users with limited vision to utilize the product.	Supported	Text can be resized up to 200%, content reflows at 320px width, and sufficient color contrast is maintained throughout.
302.3 Without Perception of Color	Where a visual mode of operation is provided, the product shall also provide at least one visual mode of operation that does not require user perception of color.	Supported	Color is not used as the only visual means of conveying information. All information is also conveyed through text or other visual indicators.
302.4 Without Hearing	Where an auditory mode of operation is provided, the product shall also provide at least one mode of operation that does not require user hearing.	Supported	The application does not rely on audio to convey information. Captions are provided for any pre-recorded audio/video content.
302.5 With Limited Hearing	Where an auditory mode of operation is provided, the product shall also provide at least one mode of operation that enables users with limited hearing to utilize the product.	Supported	No audio-only content is present. All audio-visual content includes captions.
302.6 Without Speech	Where speech is used for input, control, or operation, the product shall also provide at least one mode of	Not Applicable	PathAdvisor does not use speech input for any functionality.

Section 508 Criterion	Description	Conformance	Remarks
	operation that does not require user speech.		
302.7 With Limited Manipulation	Where a manual mode of operation is provided, the product shall also provide at least one mode of operation that does not require fine motor control or simultaneous manual operations.	Supported	All functionality is operable via keyboard. Touch targets meet minimum 24x24px size. No functionality requires simultaneous manual operations.
302.8 With Limited Reach and Strength	Where a manual mode of operation is provided, the product shall also provide at least one mode of operation that is operable with limited reach and strength.	Supported	The application is fully operable via keyboard and standard pointing devices. No functionality requires physical strength or extended reach.
302.9 With Limited Language, Cognitive, and Learning Abilities	The product shall conform to the requirements in 302.9 to the extent they are applicable.	Supported	The application uses clear, simple language. Headings and labels describe content. Error messages are descriptive and provide suggestions for correction.
Chapter 4: Hardware - Not Applicable			
402-407 Hardware Requirements	Hardware chapters cover physical ICT devices.	Not Applicable	PathAdvisor is a web-based software application and does not include hardware components.
Chapter 5: Software			
502.2.1 User Control of Accessibility Features	Platform software shall not disrupt accessibility features defined in the platform documentation.	Supported	PathAdvisor does not interfere with platform accessibility features or assistive technologies.
502.2.2 No Disruption of Accessibility Features	Software shall not disrupt platform features that are defined in the platform documentation as accessibility features.	Supported	The application is tested with NVDA and VoiceOver and does not disrupt their operation.
502.3 Accessibility Services	Platform software and software tools that are provided by the platform developer shall provide a documented set of accessibility services.	Supported	The application uses standard HTML, ARIA roles, and semantic markup to expose accessibility information to assistive technologies.

Section 508 Criterion	Description	Conformance	Remarks
503.2 User Preferences	Applications shall permit user preferences from platform settings for color, contrast, font type, font size, and focus cursor.	Supported	The application respects user operating system and browser accessibility settings including font size, contrast, and focus indicators.
503.3 Alternative User Interfaces	Where an application provides an alternative user interface that functions as assistive technology, the application shall use platform accessibility services.	Not Applicable	PathAdvisor does not provide alternative user interfaces that function as assistive technology.
Chapter 6: Support Documentation and Services			
602.2 Accessibility and Compatibility Features	Documentation shall list and explain how to use the accessibility and compatibility features required by Chapter 4 and 5.	Supported	Accessibility features of PathAdvisor are documented in this VPAT, including keyboard navigability, screen reader compatibility (NVDA on Windows and VoiceOver on macOS), color contrast, focus indicators, touch target sizes, and ARIA landmark usage. Instructions on how to use these features are available upon request by contacting accessibility@careerkey.org .
602.3 Electronic Support Documentation	Documentation in electronic format, including Web-based self-service support, shall conform to Level A and Level AA Success Criteria.	Supported	All electronic documentation provided for PathAdvisor, including this VPAT and any web-based support materials, conforms to WCAG 2.2 Level A and Level AA success criteria. Documentation is accessible to users of assistive technologies including screen readers, keyboard-only navigation, and magnification software. Users who require documentation in an alternative format may contact accessibility@careerkey.org .
603.2 Information on Accessibility and Compatibility Features	Support services shall include information on the accessibility and compatibility features required by Chapter 4 and 5.	Supported	Accessibility support is available via the contact information provided in this document.
603.3 Accommodation of Communication Needs	Support services shall be provided directly to the user or through a referral to a point of contact.	Supported	Users can contact the accessibility team directly via email for accommodation requests.

10. Legal Disclaimer

Career Key makes no representation that this VPAT is complete or without error. Accessibility features may vary based on product configuration, platform, browser, and assistive technology used. This document represents the state of the product at the time of evaluation and is subject to change without notice.

11. Feedback and Accessibility Support

If you encounter accessibility barriers or wish to report an issue, please contact:

Contact:	Career Key Accessibility Team
Email:	accessibility@careerkey.org
Response Time:	We aim to respond within 2 business days.