HiringCoachAI

VPAT 2.5Rev WCAG (April 2025)

Voluntary Product Accessibility Template: Accessibility Conformance Report

Report Metadata

Product:	HiringCoach.ai
Version:	0.1.0
Report Date:	April 6, 2026
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Template:	VPAT 2.5Rev WCAG (April 2025)
Applicable Standards:	WCAG 2.0, WCAG 2.1, WCAG 2.2

Product Description

HiringCoachAI is a web-based career coaching platform that provides AI-powered resume review, interview preparation, job search, and career development tools.

Product Scope

All user-facing pages accessible from the application sidebar navigation and public-facing pages (login, features, FAQ, contact, privacy, terms). Administrative, API, test, and internal partner pages are excluded from this report.

Evaluation Methods

- Automated accessibility scanning across all user-facing pages, with zero violations detected.
- Manual source code review of all user-facing pages and shared components.
- Keyboard-only navigation testing including skip navigation, tab order, and focus indicator visibility.
- Page structure verification including page titles, landmark regions, language attributes, and heading hierarchy.
- Computed accessibility tree inspection across all user-facing pages, confirming all interactive elements have accessible names, correct roles, and proper labeling.
- Responsive reflow testing at 320 CSS pixel viewport width, confirming no loss of content or functionality without horizontal scrolling.

Conformance Level Legend

Level	Description
Supports	The product fully supports the criterion without known exceptions across the evaluated scope.
Partially Supports	The product supports the criterion in most areas, but some exceptions remain.
Does Not Support	The product does not support the criterion.
Not Applicable	The criterion does not apply to this product or feature set.
Not Evaluated	The criterion was not evaluated for this report.

WCAG 2.1 Level A Criteria

Criteria	Conformance Level	Remarks and Explanations
1.1.1 Non-text Content (Level A)	**Supports**	All images have appropriate alternative text. Decorative icons are hidden from assistive technology. Verified via accessibility tree inspection and automated scanning across all evaluated pages.
1.2.1 Audio-only and Video-only (Prerecorded) (Level A)	**Not Applicable**	The product does not include prerecorded audio-only or video-only media. The Pep Talk feature generates audio on demand based on user interaction, which is not prerecorded media. Not Applicable.
1.2.2 Captions (Prerecorded) (Level A)	**Not Applicable**	The product does not include prerecorded synchronized media. The Pep Talk feature generates audio on demand with accompanying text displayed visually. This is not prerecorded media. Not Applicable.
1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A)	**Not Applicable**	The product does not include prerecorded synchronized media requiring audio descriptions. Not Applicable.
1.3.1 Info and Relationships (Level A)	**Supports**	Semantic HTML structure verified via accessibility tree inspection. Each page has exactly one main landmark, proper heading hierarchy, and labeled form controls.
1.3.2 Meaningful Sequence (Level A)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
1.3.3 Sensory Characteristics (Level A)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
1.4.1 Use of Color (Level A)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
1.4.2 Audio Control (Level A)	**Supports**	Audio playback in the Pep Talk feature is user-initiated (the user clicks a button to generate audio) and includes pause and stop controls. No audio plays without a deliberate user action.

Criteria	Conformance Level	Remarks and Explanations
2.1.1 Keyboard (Level A)	**Supports**	All interactive elements (buttons, links, form fields) are keyboard operable. Keyboard navigation tested across evaluated pages.
2.1.2 No Keyboard Trap (Level A)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
2.1.4 Character Key Shortcuts (Level A 2.1 and 2.2)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
2.2.1 Timing Adjustable (Level A)	**Supports**	Session timeouts are governed by authentication security requirements (essential exception per WCAG 2.2.1). No other time-limited interactions are present in the product.
2.2.2 Pause, Stop, Hide (Level A)	**Supports**	Auto-advancing testimonial carousel includes pause/play control. Loading progress indicators are transient and tied to active user-initiated operations.
2.3.1 Three Flashes or Below Threshold (Level A)	**Supports**	Code review found no content that flashes more than three times per second. The product uses CSS transitions and fade animations only.
2.4.1 Bypass Blocks (Level A)	**Supports**	Skip navigation link verified present on all tested pages via accessibility tree inspection. Link targets main content area.
2.4.2 Page Titled (Level A)	**Supports**	Descriptive page titles added to all user-facing pages. Verified via accessibility tree inspection across all evaluated pages: each shows a unique, descriptive document name.
2.4.3 Focus Order (Level A)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
2.4.4 Link Purpose (In Context) (Level A)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
2.5.1 Pointer Gestures (Level A 2.1 and 2.2)	**Supports**	The testimonial carousel supports swipe gestures but also provides single-point previous/next buttons as alternatives. No multipoint or path-based gestures are required.
2.5.2 Pointer Cancellation (Level A 2.1 and 2.2)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
2.5.3 Label in Name (Level A 2.1 and 2.2)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
2.5.4 Motion Actuation (Level A 2.1 and 2.2)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
3.1.1 Language of Page (Level A)	**Supports**	The lang="en" attribute is set on the HTML element across all pages.
3.2.1 On Focus (Level A)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
3.2.2 On Input (Level A)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.

Criteria	Conformance Level	Remarks and Explanations
3.2.6 Consistent Help (Level A 2.2 only)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
3.3.1 Error Identification (Level A)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
3.3.2 Labels or Instructions (Level A)	**Supports**	All form inputs have programmatically associated labels. Verified via accessibility tree inspection across all evaluated pages.
3.3.7 Redundant Entry (Level A 2.2 only)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
4.1.1 Parsing (Level A)	**Supports**	This criterion was removed in WCAG 2.2 as browsers now handle parsing natively. Under WCAG 2.0 and 2.1, the product supports this criterion.
4.1.2 Name, Role, Value (Level A)	**Supports**	All interactive elements verified to have accessible names, correct roles, and proper ARIA attributes via accessibility tree inspection across all evaluated pages.

WCAG 2.1 Level AA Criteria

Criteria	Conformance Level	Remarks and Explanations
1.2.4 Captions (Live) (Level AA)	**Not Applicable**	The product does not include live synchronized media broadcasts. There is no live media stream requiring separate captioning. Not Applicable.
1.2.5 Audio Description (Prerecorded) (Level AA)	**Not Applicable**	The product does not include prerecorded video content requiring audio descriptions. Not Applicable.
1.3.4 Orientation (Level AA 2.1 and 2.2)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
1.3.5 Identify Input Purpose (Level AA 2.1 and 2.2)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
1.4.3 Contrast (Minimum) (Level AA)	**Supports**	Color contrast meets the minimum 4.5:1 ratio for normal text and 3:1 for large text. Verified via automated scanning across all evaluated pages with zero violations detected.
1.4.4 Resize text (Level AA)	**Supports**	All pages allow browser zoom up to 500%. No pages restrict user scaling or set maximum-scale=1.
1.4.5 Images of Text (Level AA)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
1.4.10 Reflow (Level AA 2.1 and 2.2)	**Supports**	Tested at 320 CSS pixel viewport width across all evaluated pages. No horizontal scrolling required on any page. 320px at 100% zoom is equivalent to 1280px at 400% zoom.

Criteria	Conformance Level	Remarks and Explanations
1.4.11 Non-text Contrast (Level AA 2.1 and 2.2)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
1.4.12 Text Spacing (Level AA 2.1 and 2.2)	**Supports**	Code review verified that text containers do not use fixed heights that would clip content when text spacing is adjusted. Some components use fixed line-height values in pixels, but containers allow overflow.
1.4.13 Content on Hover or Focus (Level AA 2.1 and 2.2)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
2.4.5 Multiple Ways (Level AA)	**Supports**	Users can reach content via navigation sidebar, direct URL, and in-app search where available. Multiple pathways exist to locate pages.
2.4.6 Headings and Labels (Level AA)	**Supports**	Heading hierarchy verified via accessibility tree inspection across all evaluated pages. Each page has an h1 and descriptive subheadings. Form fields have associated labels.
2.4.7 Focus Visible (Level AA)	**Supports**	Focus indicators tested across evaluated pages: all interactive elements show visible blue outline with white offset on keyboard focus.
2.4.11 Focus Not Obscured (Minimum) (Level AA 2.2 only)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
2.5.7 Dragging Movements (Level AA 2.2 only)	**Supports**	The testimonial carousel supports optional drag-to-swipe but provides button-based previous/next controls as alternatives. No functionality requires dragging.
2.5.8 Target Size (Minimum) (Level AA 2.2 only)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
3.1.2 Language of Parts (Level AA)	**Supports**	The product is English-only. No content in other human languages is present, so no lang attribute overrides are needed on sub-elements.
3.2.3 Consistent Navigation (Level AA)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
3.2.4 Consistent Identification (Level AA)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
3.3.3 Error Suggestion (Level AA)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
3.3.4 Error Prevention (Legal, Financial, Data) (Level AA)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
3.3.8 Accessible Authentication (Minimum) (Level AA 2.2 only)	**Supports**	The product supports this criterion. Verified through the evaluation methods described in this report.
4.1.3 Status Messages (Level AA 2.1 and 2.2)	**Supports**	Status messages including loading states, error messages, and success confirmations are announced to assistive technology.

WCAG 2.1 Level AAA Criteria

Criteria	Conformance Level	Remarks and Explanations
1.2.6 Sign Language (Prerecorded) (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
1.2.7 Extended Audio Description (Prerecorded) (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
1.2.8 Media Alternative (Prerecorded) (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
1.2.9 Audio-only (Live) (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
1.3.6 Identify Purpose (Level AAA 2.1 and 2.2)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
1.4.6 Contrast (Enhanced) (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
1.4.7 Low or No Background Audio (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
1.4.8 Visual Presentation (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
1.4.9 Images of Text (No Exception) (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
2.1.3 Keyboard (No Exception) (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
2.2.3 No Timing (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
2.2.4 Interruptions (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
2.2.5 Re-authenticating (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
2.2.6 Timeouts (Level AAA 2.1 and 2.2)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
2.3.2 Three Flashes (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
2.3.3 Animation from Interactions (Level AAA 2.1 and 2.2)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
2.4.8 Location (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
2.4.9 Link Purpose (Link Only) (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.

Criteria	Conformance Level	Remarks and Explanations
2.4.10 Section Headings (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
2.4.12 Focus Not Obscured (Enhanced) (Level AAA 2.2 only)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
2.4.13 Focus Appearance (Level AAA 2.2 only)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
2.5.5 Target Size (Level AAA 2.1 and 2.2)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
2.5.6 Concurrent Input Mechanisms (Level AAA 2.1 and 2.2)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
3.1.3 Unusual Words (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
3.1.4 Abbreviations (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
3.1.5 Reading Level (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
3.1.6 Pronunciation (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
3.2.5 Change on Request (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
3.3.5 Help (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
3.3.6 Error Prevention (All) (Level AAA)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.
3.3.9 Accessible Authentication (Enhanced) (Level AAA 2.2 only)	**Not Evaluated**	AAA criteria are not evaluated in this WCAG 2.1 AA-focused report.

This document was generated on April 6, 2026 and reflects the accessibility conformance status of HiringCoach.ai v0.1.0 at the time of assessment. For questions, contact accessibility@hiringcoach.ai.