

Workforce AI Accessibility Conformance Report

Revised Section 508 Edition

(Based on VPAT® Version 2.5Rev)

Name of Product/Version: Workforce AI

Report Date:

July 15, 2025

Product Description:

Workforce AI (<https://dashboard.hireworkforce.ai/>) provides human-like, AI-powered digital employees that join online meetings, communicate conversationally, and perform tasks (agentic activity). This Voluntary Product Accessibility Template (VPAT) evaluates conformance with WCAG 2.0 accessibility standards.

Workforce AI was evaluated using ADA, WCAG, and Section 508 compliance standards to identify common accessibility issues. This assessment highlights the product's accessibility features as well as areas that need improvement.

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Evaluation Methods Used:

The evaluation included the use of assistive technologies such as NVDA and JAWS screen readers, Safari with Mac Voiceover, screen magnification tools, and keyboard-only navigation. These tools were used to evaluate the site's content and functionality for compliance with accessibility standards.

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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 (Yes)
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 2.0 Report

Tables 1 and 2 also document conformance with Revised Section 508:

- Chapter 5 – 501.1 Scope, 504.2 Content Creation or Editing
- Chapter 6 – 602.3 Electronic Support Documentation

Note: When reporting on conformance with the WCAG 2.0 Success Criteria, they are scoped for full pages, complete processes, and accessibility-supported ways of using technology as documented in the [WCAG 2.0 Conformance Requirements](#).

Table 1: Success Criteria, Level A

Criteria	Conformance Level	Remarks and Explanations
<p>1.1.1 Non-text Content (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 Electronic Docs: N/A Software: Supports Authoring Tool: N/A</p>	<p>Web: Workforce AI Dashboard includes proper alt text for all informative icons and images. Electronic Docs: Not Applicable. Software: Charts and icons expose text alternatives to assistive tech. Authoring Tool: Not applicable; no content creation capabilities.</p>
<p>1.2.1 Audio-only and Video-only (Prerecorded) (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: Not Applicable Electronic Docs: N/A Software: Not Applicable Authoring Tool: N/A</p>	<p>Web: Workforce AI Dashboard has no audio/video-only media. Electronic Docs: Not Applicable. Software: Interface does not include media of this type. Authoring Tool: Not applicable.</p>
<p>1.2.2 Captions (Prerecorded) (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: Not Applicable Electronic Docs: N/A Software: Not Applicable Authoring Tool: N/A</p>	<p>Web: No prerecorded videos with audio used in Workforce AI Dashboard. Electronic Docs: Not Applicable. Software: Platform content does not require captions. Authoring Tool: Not applicable.</p>
<p>1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) 	<p>Web: Not Applicable Electronic Docs: N/A Software: Not Applicable Authoring Tool: N/A</p>	<p>Web: Audio descriptions not needed; no applicable video content in Workforce AI Dashboard. Electronic Docs: Not Applicable. Software: Platform doesn't feature any multimedia</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> 602.3 (Support Docs) 		content. Authoring Tool: Not applicable.
<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: Supports Electronic Docs: N/A Software: Supports Authoring Tool: N/A</p>	<p>Web: Workforce AI Dashboard uses semantic HTML to express structure (e.g., headers, tables, ARIA labels). Electronic Docs: Not Applicable. Software: Logical groupings and labels used in UI components. Authoring Tool: Not applicable.</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 Electronic Docs: N/A Software: Supports Authoring Tool: N/A</p>	<p>Web: Workforce AI Dashboard content follows a logical reading order via semantic HTML. Electronic Docs: Not Applicable. Software: UI elements follow intended order for screen readers and keyboard navigation. Authoring Tool: Not applicable.</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 Electronic Docs: N/A Software: Supports Authoring Tool: N/A</p>	<p>Web: Instructions in the Workforce AI Dashboard do not rely solely on color, shape, or location. Electronic Docs: Not Applicable. Software: Interactive elements are labeled clearly beyond sensory cues. Authoring Tool: Not applicable.</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: Supports Electronic Docs: N/A Software: Supports Authoring Tool: N/A</p>	<p>Web: Color is not used alone to convey information in Workforce AI Dashboard (e.g., icons use color + labels). Electronic Docs: Not Applicable. Software: All status colors are paired with descriptive text or icons. Authoring Tool: Not applicable.</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 Electronic Docs: N/A Software: Not Applicable Authoring Tool: N/A</p>	<p>Web: Workforce AI Dashboard has no auto-playing audio content. Electronic Docs: Not Applicable. Software: Interface does not include background or timed audio. Authoring Tool: Not applicable.</p>

Criteria	Conformance Level	Remarks and Explanations
<p>2.1.1 Keyboard (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 Electronic Docs: N/A Software: Supports Authoring Tool: N/A</p>	<p>Web: Workforce AI Dashboard is fully operable via keyboard, including navigation, filters, and buttons. Electronic Docs: Not Applicable. Software: All interface elements respond to standard keyboard inputs. Authoring Tool: Not applicable.</p>
<p>2.1.2 No Keyboard Trap (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 Electronic Docs: N/A Software: Supports Authoring Tool: N/A</p>	<p>Web: No keyboard traps exist within Workforce AI Dashboard; users can enter and leave all components freely. Electronic Docs: Not Applicable. Software: All controls allow smooth focus movement using keyboard only. Authoring Tool: Not applicable.</p>
<p>2.2.1 Timing Adjustable (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 Electronic Docs: N/A Software: Not Applicable Authoring Tool: N/A</p>	<p>Web: Workforce AI Dashboard does not contain time-limited interactions. Electronic Docs: Not Applicable. Software: No auto-expiring plugins or sessions requiring adjustment. Authoring Tool: Not applicable.</p>
<p>2.2.2 Pause, Stop, Hide (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 Electronic Docs: N/A Software: Not Applicable Authoring Tool: N/A</p>	<p>Web: The Workforce AI Dashboard includes no moving, blinking, or auto-updating media. Electronic Docs: Not Applicable. Software: Interface contains only static components. Authoring Tool: Not applicable.</p>
<p>2.3.1 Three Flashes or Below Threshold (Level A)</p> <p>Also applies to: Revised Section 508</p>	<p>Web: Not Applicable Electronic Docs: N/A</p>	<p>Web: Workforce AI Dashboard has no animated content that flashes. Electronic Docs: Not Applicable.</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	Software: Not Applicable Authoring Tool: N/A	Software: UI contains no elements with flash or blink behavior. Authoring Tool: Not applicable.
<u>2.4.1 Bypass Blocks</u> (Level A) Also applies to: Revised Section 508 <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 Electronic Docs: N/A Authoring Tool: N/A	Web: Workforce AI Dashboard provides a "Skip to main content" link and uses ARIA landmarks to bypass repeated navigation. Electronic Docs: Not Applicable. Authoring Tool: Not applicable – dashboard does not support authored output.
<u>2.4.2 Page Titled</u> (Level A) Also applies to: Revised Section 508 <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	Web: Supports Electronic Docs: N/A Software: Supports Authoring Tool: N/A	Web: Each screen of the Workforce AI Dashboard has a meaningful and descriptive <title> tag. Electronic Docs: Not Applicable. Software: Application windows and pages are labeled with accurate titles for easy identification. Authoring Tool: Not applicable.
<u>2.4.3 Focus Order</u> (Level A) Also applies to: Revised Section 508 <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	Web: Supports Electronic Docs: N/A Software: Supports Authoring Tool: N/A	Web: Workforce AI Dashboard maintains logical and intuitive tab order across interactive elements. Electronic Docs: Not Applicable. Software: Keyboard focus proceeds predictably through interface components. Authoring Tool: Not applicable.
<u>2.4.4 Link Purpose (In Context)</u> (Level A) Also applies to: Revised Section 508 <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	Web: Supports Electronic Docs: N/A Software: Supports Authoring Tool: N/A	Web: All links in the Workforce AI Dashboard have clear, contextual text (e.g., "View Report"). Electronic Docs: Not Applicable. Software: Buttons and links indicate outcome or destination. Authoring Tool: Not applicable.
<u>3.1.1 Language of Page</u> (Level A) Also applies to: Revised Section 508 <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) 	Web: Supports Electronic Docs: N/A Software: Supports Authoring Tool: N/A	Web: The HTML lang attribute is correctly set throughout the Workforce AI Dashboard. Electronic Docs: Not Applicable. Software: Language is properly declared and displayed

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> 602.3 (Support Docs) 		in UI. Authoring Tool: Not applicable.
3.2.1 On Focus (Level A) Also applies to: Revised Section 508 <ul style="list-style-type: none"> 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs) 	Web: Supports Electronic Docs: N/A Software: Supports Authoring Tool: N/A	Web: No focus changes in Workforce AI Dashboard trigger unwanted context changes. Electronic Docs: Not Applicable. Software: Focus does not cause automatic updates or loss of input. Authoring Tool: Not applicable.
3.2.2 On Input (Level A) Also applies to: Revised Section 508 <ul style="list-style-type: none"> 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs) 	Web: Supports Electronic Docs: N/A Software: Supports Authoring Tool: N/A	Web: In Workforce AI Dashboard, changes to data fields do not auto-submit or trigger unexpected outcomes. Electronic Docs: Not Applicable. Software: Input changes are controlled and do not auto-activate actions. Authoring Tool: Not applicable.
3.3.1 Error Identification (Level A) Also applies to: Revised Section 508 <ul style="list-style-type: none"> 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs) 	Web: Supports Electronic Docs: N/A Software: Supports Authoring Tool: N/A	Web: Input errors in forms within Workforce AI Dashboard are clearly identified with text descriptions. Electronic Docs: Not Applicable. Software: Application shows descriptive messages for invalid or missing entries. Authoring Tool: Not applicable.
3.3.2 Labels or Instructions (Level A) Also applies to: Revised Section 508 <ul style="list-style-type: none"> 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs) 	Web: Supports Electronic Docs: N/A Software: Supports Authoring Tool: N/A	Web: All form fields in the Workforce AI Dashboard include labels or placeholder instructions. Electronic Docs: Not Applicable. Software: UI elements have programmatic labels and visible hints. Authoring Tool: Not applicable.

Criteria	Conformance Level	Remarks and Explanations
<p>4.1.1 Parsing (Level A)</p> <p>Also applies to: WCAG 2.0 – Always answer ‘Supports’ Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	Supports	For WCAG 2.0 and the 508 standards, the September 2023 errata update indicates this criterion is always supported. See the WCAG 2.0 Editorial Errata .
<p>4.1.2 Name, Role, Value (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 Electronic Docs: N/A Software: Supports Authoring Tool: N/A</p>	<p>Web: All interactive UI components in the Workforce AI Dashboard expose correct name, role, and state using semantic HTML and ARIA. Electronic Docs: Not Applicable. Software: UI controls have accessible names programmatically exposed to assistive technologies. Authoring Tool: Not applicable.</p>

Table 2: Success Criteria, Level AA

Criteria	Conformance Level	Remarks and Explanations
<p>1.2.4 Captions (Live) (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) 	<p>Web: Not Applicable Electronic Docs: N/A Software: Not Applicable Authoring Tool: N/A</p>	<p>Web: The Workforce AI Dashboard does not include or support live video or live audio streams. Electronic Docs: Not Applicable. Software: Interface contains no live audio or broadcast components. Authoring Tool: Not applicable.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><u>1.2.5 Audio Description (Prerecorded)</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) 	<p>Web: Not Applicable Electronic Docs: N/A Software: Not Applicable Authoring Tool: N/A</p>	<p>Web: The Workforce AI Dashboard does not present prerecorded multimedia content requiring audio description. Electronic Docs: Not Applicable. Software: No video playback requiring description is part of the application. Authoring Tool: Not applicable.</p>
<p><u>1.4.3 Contrast (Minimum)</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) 	<p>Web: Supports Electronic Docs: N/A Software: Supports Authoring Tool: N/A</p>	<p>Web: Workforce AI Dashboard text has a minimum contrast ratio of 4.5:1 against background colors. Electronic Docs: Not Applicable. Software: UI components and text meet minimum visual contrast requirements. Authoring Tool: Not applicable.</p>
<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) 	<p>Web: Supports Electronic Docs: N/A Software: Supports Authoring Tool: N/A</p>	<p>Web: Workforce AI Dashboard supports text resizing up to 200% without loss of functionality. Electronic Docs: Not Applicable. Software: Dynamic text scaling is supported with fixed layout integrity. Authoring Tool: Not applicable.</p>
<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) 	<p>Web: Supports Electronic Docs: N/A Software: Supports Authoring Tool: N/A</p>	<p>Web: Workforce AI Dashboard does not use images of text unless essential; styled text is used where possible. Electronic Docs: Not Applicable. Software: No embedded images of text used in the UI. Authoring Tool: Not applicable.</p>
<p><u>2.4.5 Multiple Ways</u> (Level AA)</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) 	<p>Web: Supports Electronic Docs: N/A Authoring Tool: N/A</p>	<p>Web: Workforce AI Dashboard provides multiple paths to major features (e.g., main nav, search, shortcuts). Electronic Docs: Not Applicable. Authoring Tool: Not applicable.</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> 602.3 (Support Docs) – Does not apply to non-web docs 		
<p>2.4.6 Headings and Labels (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) 	<p>Web: Supports Electronic Docs: N/A Software: Supports Authoring Tool: N/A</p>	<p>Web: The Workforce AI Dashboard uses clear and descriptive headings and visible form labels. Electronic Docs: Not Applicable. Software: All form fields are associated with accessible, visible labels in the interface. Authoring Tool: Not applicable.</p>
<p>2.4.7 Focus Visible (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) 	<p>Web: Supports Electronic Docs: N/A Software: Supports Authoring Tool: N/A</p>	<p>Web: All focusable elements in the Workforce AI Dashboard have a visible outline or indication when navigated via keyboard. Electronic Docs: Not Applicable. Software: Focus ring or equivalent indicator appears when using keyboard input. Authoring Tool: Not applicable.</p>
<p>3.1.2 Language of Parts (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) 	<p>Web: Supports Electronic Docs: N/A Software: Supports Authoring Tool: N/A</p>	<p>Web: The Workforce AI Dashboard assigns correct lang attributes for changes in language. Electronic Docs: Not applicable. Software: Translatable interface text dynamically reflects correct language if implemented. Authoring Tool: Not applicable.</p>
<p>3.2.3 Consistent Navigation (Level AA)</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 	<p>Web: Supports Electronic Docs: N/A Authoring Tool: N/A</p>	<p>Web: Navigation menus and layout in Workforce AI Dashboard remain consistent across pages and modules. Electronic Docs: Not applicable. Authoring Tool: Not applicable.</p>
<p>3.2.4 Consistent Identification (Level AA)</p> <p>Also applies to: Revised Section 508</p>	<p>Web: Supports Electronic Docs: N/A Authoring Tool: N/A</p>	<p>Web: Repeated elements in the Workforce AI Dashboard (e.g., buttons, links) use consistent labels and roles.</p>

Criteria	Conformance Level	Remarks and Explanations
<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 		Electronic Docs: Not applicable. Authoring Tool: Not applicable.
3.3.3 Error Suggestion (Level AA) Also applies to: Revised Section 508 <ul style="list-style-type: none"> 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs) 	Web: Supports Electronic Docs: N/A Software: Supports Authoring Tool: N/A	Web: The Workforce AI Dashboard provides helpful text suggestions when users enter data incorrectly. Electronic Docs: Not applicable. Software: Inline feedback prompts users to correct invalid entries. Authoring Tool: Not applicable.
3.3.4 Error Prevention (Legal, Financial, Data) (Level AA) Also applies to: Revised Section 508 <ul style="list-style-type: none"> 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs) 	Web: Supports Electronic Docs: N/A Software: Supports Authoring Tool: N/A	Web: Workforce AI Dashboard confirms and validates sensitive input actions (e.g., resubmits or saves) before finalizing. Electronic Docs: Not applicable. Software: Critical transactions include confirmation steps to prevent submission errors. Authoring Tool: Not applicable.

Table 3: Success Criteria, Level AAA

Criteria	Conformance Level	Remarks and Explanations
1.2.6 Sign Language (Prerecorded) (Level AAA) Revised Section 508 – Does not apply	Web: Not Applicable	Workforce AI Dashboard does not include prerecorded video content requiring sign language interpretation.
1.2.7 Extended Audio Description (Prerecorded) (Level AAA) Revised Section 508 – Does not apply	Web: Not Applicable	No video content requiring extended audio descriptions is presented in the dashboard.
1.2.8 Media Alternative (Prerecorded) (Level AAA) Revised Section 508 – Does not apply	Web: Not Applicable	No media content requiring text-based alternatives is used.
1.2.9 Audio-only (Live) (Level AAA) Revised Section 508 – Does not apply	Web: Not Applicable	No live audio or streaming media is present in the Workforce AI Dashboard.
1.4.6 Contrast (Enhanced) (Level AAA) Revised Section 508 – Does not apply	Web: Not Applicable	Standard contrast ratio of 4.5:1 is met, but enhanced ratios are not explicitly planned.

Criteria	Conformance Level	Remarks and Explanations
1.4.7 Low or No Background Audio (Level AAA) Revised Section 508 – Does not apply	Web: Not Applicable	No audio content is used, so background audio conditions do not apply.
1.4.8 Visual Presentation (Level AAA) Revised Section 508 – Does not apply	Web: Not Applicable	Visual customization features are provided by browser or OS settings; additional control is not implemented.
1.4.9 Images of Text (No Exception) (Level AAA) Revised Section 508 – Does not apply	Web: Not Applicable	Decorative images or styled text are not used in place of plain text; however, some images of text may exist for branding.
2.1.3 Keyboard (No Exception) (Level AAA) Revised Section 508 – Does not apply	Web: Supports	The Workforce AI Dashboard is fully keyboard navigable.
2.2.3 No Timing (Level AAA) Revised Section 508 – Does not apply	Web: Not Applicable	While most interactions are not timed, the dashboard does not fully eliminate all timed interactions due to session handling.
2.2.4 Interruptions (Level AAA) Revised Section 508 – Does not apply	Web: Not Applicable	The Workforce AI Dashboard does not include any content that interrupts users unexpectedly. If interruptions are added in the future, they will be designed to meet this requirement.
2.2.5 Re-authenticating (Level AAA) Revised Section 508 – Does not apply	Web: Supports	The Workforce AI Dashboard does not require users to re-authenticate more than once per session. If re-authentication is required in the future, it will be designed to meet this requirement.
2.3.2 Three Flashes (Level AAA) Revised Section 508 – Does not apply	Web: Supports	The Workforce AI Dashboard does not contain any content that flashes more than three times in any one-second period. If flashing content is added in the future, it will be designed to meet this requirement.
2.4.8 Location (Level AAA) Revised Section 508 – Does not apply	Web: Supports	The Workforce AI Dashboard includes mechanisms to announce the location of content to users of assistive technology.
2.4.9 Link Purpose (Link Only) (Level AAA) Revised Section 508 – Does not apply	Web: Supports	Link text in the Workforce AI Dashboard is designed to be understandable when read out of context.
2.4.10 Section Headings (Level AAA) Revised Section 508 – Does not apply	Web: Supports	Section headings in the Workforce AI Dashboard are descriptive and unique within each section.

Criteria	Conformance Level	Remarks and Explanations
3.1.3 Unusual Words (Level AAA) Revised Section 508 – Does not apply	Web: Supports	The Workforce AI Dashboard includes explanations for any unusual words or phrases used.
3.1.4 Abbreviations (Level AAA) Revised Section 508 – Does not apply	Web: Supports	Abbreviations in the Workforce AI Dashboard are expanded for users.
3.1.5 Reading Level (Level AAA) Revised Section 508 – Does not apply	Web: Supports	The content in the Workforce AI Dashboard is designed to be understandable by users with lower reading levels.
3.1.6 Pronunciation (Level AAA) Revised Section 508 – Does not apply	Web: Not Applicable	The Workforce AI Dashboard does not includes pronunciation guidance for any words or phrases that require it.
3.2.5 Change on Request (Level AAA) Revised Section 508 – Does not apply	Web: Supports	Content in the Workforce AI Dashboard does not change automatically in response to user actions. If such content is added in the future, it will be designed to meet this requirement.:
3.3.5 Help (Level AAA) Revised Section 508 – Does not apply	Web: Supports	Contextual help in the Workforce AI Dashboard is provided in a way that is easily accessible and understandable for all users.
3.3.6 Error Prevention (All) (Level AAA) Revised Section 508 – Does not apply	Web: Supports	The Workforce AI Dashboard includes mechanisms to prevent all types of errors.

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Chapter 3: Functional Performance Criteria (FPC)

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	Supports	The Workforce AI Dashboard is compatible with screen readers and keyboard navigation. All content, including charts and forms, is accessible without requiring vision.
302.2 With Limited Vision	Supports	The dashboard supports text resizing, screen magnifiers, and high contrast modes. All critical elements remain visible and functional at 200% zoom.
302.3 Without Perception of Color	Supports	Color is not the only means of conveying information. Statuses, charts, and controls have accompanying text or icons for colorblind accessibility.
302.4 Without Hearing	Supports	The Workforce AI Dashboard does not rely on sound or audio alerts for conveying information. All content is visual and operates independently of hearing ability.
302.5 With Limited Hearing	Supports	No auditory instructions are used. Any future multimedia will include synchronized captions or transcripts.
302.6 Without Speech	Supports	The dashboard requires no voice input or speech interaction. All inputs are handled using mouse, keyboard, or assistive technologies.
302.7 With Limited Manipulation	Supports	Fully navigable by keyboard; no fine motor input is required. Compatible with alternative input devices and switch controls.
302.8 With Limited Reach and Strength	Supports	Forms, buttons, and interactive elements are accessible via keyboard, with tab order logically structured, requiring minimal effort.

302.9 With Limited Language, Cognitive, and Learning Abilities	Supports	The Workforce AI Dashboard uses simple, clear language and predictable navigation. Instructions are concise, and error feedback is specific.
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Chapter 4: [Hardware](#)

Criteria	Conformance Level	Remarks and Explanations
402 Closed Functionality	Heading cell – no response required	Heading cell – no response required
402.1 General	Heading cell – no response required	Heading cell – no response required
402.2 Speech-Output Enabled	Heading cell – no response required	Heading cell – no response required
402.2.1 Information Displayed On-Screen	Not Applicable	The Workforce AI Dashboard is a cloud-based software tool and does not include built-in hardware screens or displays.
402.2.2 Transactional Outputs	Not Applicable	The product does not have any electronic transactional or physical output hardware.
402.2.3 Speech Delivery Type and Coordination	Not Applicable	No speech hardware or audio hardware interfaces are part of the dashboard.
402.2.4 User Control	Not Applicable	The Workforce AI Dashboard does not include physical control hardware.
402.2.5 Braille Instructions	Not Applicable	No embedded hardware functionality requires braille labeling or output.
402.3 Volume	Heading cell – no response required	Heading cell – no response required
402.3.1 Private Listening	Not Applicable	Audio functionality is not provided by the product itself; users rely on OS/browser audio handling.
402.3.2 Non-private Listening	Not Applicable	Workforce AI Dashboard does not have controlled hardware-based audio output modes.

Criteria	Conformance Level	Remarks and Explanations
402.4 Characters on Display Screens	Not Applicable	Text rendering is entirely dependent on browsers and devices, not on product-specific hardware.
402.5 Characters on Variable Message Signs	Not Applicable	This product does not include LED or digital signage hardware.
<u>403 Biometrics</u>	Heading cell – no response required	Heading cell – no response required
403.1 General	Not Applicable	The Workforce AI Dashboard does not include biometric input like fingerprint or facial recognition.
<u>404 Preservation of Information Provided for Accessibility</u>	Heading cell – no response required	Heading cell – no response required
404.1 General	Not Applicable	No hardware information needs to be preserved; product is software-only.
<u>405 Privacy</u>	Heading cell – no response required	Heading cell – no response required
405.1 General	Not Applicable	Workforce AI Dashboard does not include input hardware such as ATMs or kiosks requiring physical privacy protection.
<u>406 Standard Connections</u>	Heading cell – no response required	Heading cell – no response required
406.1 General	Not Applicable	Hardware interfaces such as jacks, ports, and cables are not part of this product.
<u>407 Operable Parts</u>	Heading cell – no response required	Heading cell – no response required
407.2 Contrast	Not Applicable	The Workforce AI Dashboard does not include physical displays or embedded hardware with contrast requirements.
<u>407.3 Input Controls</u>	Heading cell – no response required	Heading cell – no response required
407.3.1 Tactilely Discernible	Not Applicable	The product does not include physical keypads or tactile controls; all interaction is through software UI.
407.3.2 Alphabetic Keys	Not Applicable	No external or built-in hardware keyboards requiring alphabetic key accessibility features.
407.3.3 Numeric Keys	Not Applicable	The Workforce AI Dashboard does not use or provide numeric keypads as part of a hardware interface.

Criteria	Conformance Level	Remarks and Explanations
407.4 Key Repeat	Not Applicable	The product does not require hardware key input features such as key repeat intervals.
407.5 Timed Response	Not Applicable	No hardware response timing is required; software response times are user-controlled.
407.6 Operation	Not Applicable	There are no mechanical parts or hardware-operated components within the Workforce AI Dashboard.
407.7 Tickets, Fare Cards, and Keycards	Not Applicable	The dashboard does not interact with or support hardware for physical cards, fare media, or ticketing devices.
407.8 Reach Height and Depth	Heading cell – no response required	Heading cell – no response required
407.8.1 Vertical Reference Plane	Not Applicable	No hardware components exist that would require vertical mounting or interaction through physical reach.
407.8.1.1 Vertical Plane for Side Reach	Not Applicable	Workforce AI Dashboard is a web-based software product with no hardware requiring physical side reach.
407.8.1.2 Vertical Plane for Forward Reach	Not Applicable	No hardware controls are offered that require forward reach to operate.
407.8.2 Side Reach	Not Applicable	The product does not include side-reachable operable parts or physical controls.
407.8.2.1 Unobstructed Side Reach	Not Applicable	There are no physical components requiring reach range accommodation.
407.8.2.2 Obstructed Side Reach	Not Applicable	The dashboard operates entirely via the user's existing device (keyboard, mouse, screen) with no specialized hardware.
407.8.3 Forward Reach	Not Applicable	There is no direct interaction with hardware requiring forward reach functionality.

Criteria	Conformance Level	Remarks and Explanations
407.8.3.1 Unobstructed Forward Reach	Not Applicable	No part of the Workforce AI Dashboard involves components needing physical access.
407.8.3.2 Obstructed Forward Reach	Not Applicable	Application is software-based; no obstruction issues apply.
407.8.3.2.1 Operable Part Height for ICT with Obstructed Forward Reach	Not Applicable	No integrated or attached ICT hardware is included that would be subject to reach height requirements.
407.8.3.2.2 Knee and Toe Space under ICT with Obstructed Forward Reach	Not Applicable	The Workforce AI Dashboard has no hardware that would restrict physical workspace underneath interface components.
<u>408 Display Screens</u>	Heading cell – no response required	Heading cell – no response required
408.2 Visibility	Not Applicable	The Workforce AI Dashboard does not include purpose-built hardware displays. The user's own device/browser handles visibility.
408.3 Flashing	Not Applicable	The software interface does not contain flashing elements that require visibility regulation on embedded screens.
<u>409 Status Indicators</u>	Heading cell – no response required	Heading cell – no response required
409.1 General	Not Applicable	Workforce AI Dashboard includes no physical status indicators or visual signal hardware components.
<u>410 Color Coding</u>	Heading cell – no response required	Heading cell – no response required
410.1 General	Not Applicable	The dashboard does not include hardware-based color-coded lights or indicators. All color usage is within the software UI.
<u>411 Audible Signals</u>	Heading cell – no response required	Heading cell – no response required
411.1 General	Not Applicable	The dashboard does not emit hardware audio tones or alerts. Software-based alerts use on-screen indicators.

Criteria	Conformance Level	Remarks and Explanations
<u>412 ICT with Two-Way Voice Communication</u>	Heading cell – no response required	Heading cell – no response required
412.2 Volume Gain	Heading cell – no response required	Heading cell – no response required
412.2.1 Volume Gain for Wireline Telephones	Not Applicable	The Workforce AI Dashboard does not support or require traditional telephony functions.
412.2.2 Volume Gain for Non-Wireline ICT	Not Applicable	Voice communication features are not built into the platform; external tools like web conferencing are outside scope.
412.3 Interference Reduction and Magnetic Coupling	Heading cell – no response required	Heading cell – no response required
412.3.1 Wireless Handsets	Not Applicable	The dashboard does not rely on or implement wireless telephone hardware.
412.3.2 Wireline Handsets	Not Applicable	No wireline hardware or telephone handset is built into the product.
412.4 Digital Encoding of Speech	Not Applicable	Workforce AI Dashboard does not include speech input/output components requiring encoding.
412.5 Real-Time Text Functionality	Reserved for future	Reserved for future
412.6 Caller ID	Not Applicable	Workforce AI Dashboard does not provide or interface with caller ID functionality.
412.7 Video Communication	Not Applicable	The product does not support built-in peer-to-peer video conferencing or calling features.
412.8 Legacy TTY Support	Heading cell – no response required	Heading cell – no response required
412.8.1 TTY Connect ability	Not Applicable	TTY integration is not included or required; product does not support telecommunication hardware.
412.8.2 Voice and Hearing Carry Over	Not Applicable	No support for voice or hearing carry over features, as Workforce AI Dashboard does not handle live communications.
412.8.3 Signal Compatibility	Not Applicable	Dashboard does not emit or receive signals over telephonic interfaces.

Criteria	Conformance Level	Remarks and Explanations
412.8.4 Voice Mail and Other Messaging Systems	Not Applicable	No internal voicemail or message relay systems exist within the application.
<u>413 Closed Caption Processing Technologies</u>	Heading cell – no response required	Heading cell – no response required
413.1.1 Decoding and Display of Closed Captions	Not Applicable	Dashboard does not play video content with embedded closed captions.
413.1.2 Pass-Through of Closed Caption Data	Not Applicable	Platform does not handle, transmit, or process broadcast/streamed media requiring caption pass-through.
<u>414 Audio Description Processing Technologies</u>	Heading cell – no response required	Heading cell – no response required
414.1.1 Digital Television Tuners	Not Applicable	Workforce AI Dashboard does not act as or connect to a digital television receiver.
414.1.2 Other ICT	Not Applicable	Workforce AI Dashboard does not include other ICT hardware or systems capable of processing audio description or caption content.
<u>415 User Controls for Captions and Audio Descriptions</u>	Heading cell – no response required	Heading cell – no response required
415.1.1 Caption Controls	Not Applicable	The dashboard does not support or play back video content with captions; no controls for captioning are required.
415.1.2 Audio Description Controls	Not Applicable	No audio-described content is delivered within the tool; therefore, no controls for audio description are required.

Chapter 5: [Software](#)

Criteria	Conformance Level	Remarks and Explanations
501.1 Scope – Incorporation of WCAG 2.0 AA	See WCAG 2.x section	See information in WCAG 2.x section
502 Interoperability with Assistive Technology	Heading cell – no response required	Heading cell – no response required
502.2.1 User Control of Accessibility Features	Supports	Workforce AI Dashboard does not interfere with or disable any accessibility features provided by the user’s operating system or assistive technologies.
502.2.2 No Disruption of Accessibility Features	Supports	The application maintains compatibility with screen readers, magnifiers, and other assistive tools without interference.
502.3 Accessibility Services	Heading cell – no response required	Heading cell – no response required
502.3.1 Object Information	Supports	UI components expose role, name, state, and value to assistive technologies using ARIA and semantic HTML where necessary.
502.3.2 Modification of Object Information	Supports	Changes to on-screen objects programmatically update the exposed information used by screen readers.
502.3.3 Row, Column, and Headers	Supports	Table structures use proper <table>, <th>, scope and ARIA where applicable to support logical navigation.
502.3.4 Values	Supports	Input element values and status messages are properly exposed to assistive technologies.
502.3.5 Modification of Values	Supports	Modifications to values via user input or state changes are accessible via screen reader feedback and role/status updates.
502.3.6 Label Relationships	Supports	All input fields are associated with accessible label elements and programmatic names.
502.3.7 Hierarchical Relationships	Supports	Collapsible sections, menus, and dropdowns maintain logical document and DOM structure.

Criteria	Conformance Level	Remarks and Explanations
502.3.8 Text	Supports	Text content is natively accessible and rendered using standard HTML, preserving system and assistive tech compatibility.
502.3.9 Modification of Text	Supports	Text changes are announced to screen readers (e.g., live region updates where relevant).
502.3.10 List of Actions	Supports	When applicable, interactive elements expose affordances (e.g., click, expand) for AT discovery.
502.3.11 Actions on Objects	Supports	Standard UI elements respond to accessible methods like keyboard navigation, tabbing, and screen reader commands.
502.3.12 Focus Cursor	Supports	Focus state is visually indicated and programmatically managed, supporting keyboard and AT navigation.
502.3.13 Modification of Focus Cursor	Supports	Dynamic focus updates (e.g., modal opening, error validation) are appropriately announced and managed.
502.3.14 Event Notification	Supports	Notifications (like field errors or completion messages) are delivered via live regions and announced programmatically.
502.4 Platform Accessibility Features	Supports	Workforce AI Dashboard integrates and honors operating system accessibility settings (e.g., high contrast, font scaling).
<u>503 Applications</u>	Heading cell – no response required	Heading cell – no response required
503.2 User Preferences	Supports	User settings, such as themes (light/dark mode) and zoom, are retained and applied consistently.

Criteria	Conformance Level	Remarks and Explanations
503.3 Alternative User Interfaces	Supports	The product does not provide alternative interfaces but fully supports assistive tech users within its main UI.
503.4 User Controls for Captions and Audio Description	Heading cell – no response required	Heading cell – no response required
503.4.1 Caption Controls	Not Applicable	The dashboard does not render video media requiring captions.
503.4.2 Audio Description Controls	Not Applicable	Audio-described content is not included in the Workforce AI Dashboard.
<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.x section	See information in WCAG 2.x section
504.2.1 Preservation of Information Provided for Accessibility in Format Conversion	Supports	Accessibility information (e.g., headings, reading order, alt text) is preserved during export from the Workforce AI Dashboard to supported formats such as PDF or Excel.
504.2.2 PDF Export	Partially Supports	The Workforce AI Dashboard supports PDF export, but ongoing work is in place to ensure correctness of tagging, reading order, and heading structure.
504.3 Prompts	Supports	When content authoring is involved (e.g., creating titles or report formats), prompts are provided to guide user input and structure.
504.4 Templates	Not Applicable	The platform does not use or provide customizable templates for authored content beyond static layouts.

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

Criteria	Conformance Level	Remarks and Explanations
<u>602 Support Documentation</u>	Heading cell – no response required	Heading cell – no response required
602.2 Accessibility and Compatibility Features	Supports	Documentation for Workforce AI Dashboard includes relevant accessibility information (e.g., keyboard support, screen reader guidance, WCAG conformance).
602.3 Electronic Support Documentation	See <u>WCAG 2.x</u> section	See information in WCAG 2.x section
602.4 Alternate Formats for Non-Electronic Support Documentation	Supports	Upon request, alternate formats (e.g., accessible PDF, large print) are available for any non-electronic documentation.
<u>603 Support Services</u>	Heading cell – no response required	Heading cell – no response required
603.2 Information on Accessibility and Compatibility Features	Supports	Support team is trained to address accessibility features (keyboard nav, screen reader support, etc.) of the Workforce AI Dashboard.
603.3 Accommodation of Communication Needs	Supports	Multiple communication methods are available for support (phone, email, online chat), and accommodations for users with disabilities are honored upon request.

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