Accessibility Conformance Report

VPAT® version 2.5, WCAG edition. Product: OutcomesPath (staff app, participant portal, partner and employer portals, public forms). Report date: November 10, 2026. Vendor: OutcomesPath LLC, 347 5th Ave Ste 1402-405, New York NY 10016. Contact: support@outcomespath.com.

Product and evaluation

Product description: web-based case management and outcome tracking for workforce, education and human services programs, used in current desktop and mobile browsers.

Evaluation methods used: automated testing with axe-core on every screen at desktop and 360-pixel phone widths for each release; manual keyboard-only testing of every workflow; color contrast checks; reflow checks from 320 pixels wide; review of headings, labels, focus order and dialogs.

Not yet done: an evaluation by an independent accessibility firm, and structured testing with every major screen reader. We fix reported issues as a priority.

Applicable standards: WCAG 2.2 Level A and AA (which includes the WCAG 2.0 criteria referenced by the Revised Section 508 Standards). Level AAA is not claimed.

Terms: Supports: the functionality meets the criterion without known defects. Partially Supports: some functionality does not meet the criterion. Not Applicable: the criterion does not apply.

WCAG 2.2 Level A and AA

Criteria	Conformance level	Remarks and explanations
1.1.1 Non-text Content (A)	**Supports**	Images and icons have text alternatives; decorative icons are hidden from assistive technology. Course illustrations have descriptions.
1.2.1 Audio-only and Video-only (Prerecorded) (A)	**Not Applicable**	The app has no audio-only or video-only content of its own.
1.2.2 Captions (Prerecorded) (A)	**Partially Supports**	The app has no video of its own. The Career videos resource page links to videos hosted by others; captions there depend on the video host.
1.2.3 Audio Description or Media Alternative (A)	**Partially Supports**	Same as 1.2.2.
1.2.4 Captions (Live) (AA)	**Not Applicable**	No live media.
1.2.5 Audio Description (Prerecorded) (AA)	**Partially Supports**	Same as 1.2.2.
1.3.1 Info and Relationships (A)	**Supports**	Headings, lists, tables with header cells, labeled form fields, grouped choices in fieldsets with legends.
1.3.2 Meaningful Sequence (A)	**Supports**	Reading order follows the visual order.
1.3.3 Sensory Characteristics (A)	**Supports**	Instructions do not rely on shape, color, size or position alone.

1.3.4 Orientation (AA)	**Supports**	Works whether the device is held upright or sideways.
1.3.5 Identify Input Purpose (AA)	**Supports**	Fields that collect a person's own details (name, email, phone, birth date, address) use autocomplete values on the sign-in screen, the public forms, and the participant portal.
1.4.1 Use of Color (A)	**Supports**	Status pills carry text labels; color is never the only signal.
1.4.2 Audio Control (A)	**Not Applicable**	No audio plays automatically.
1.4.3 Contrast (Minimum) (AA)	**Supports**	Text meets 4.5:1 (3:1 for large text), checked with automated tools on every screen.
1.4.4 Resize Text (AA)	**Supports**	Text resizes to 200 percent without loss of content.
1.4.5 Images of Text (AA)	**Supports**	No images of text except the logo.
1.4.10 Reflow (AA)	**Supports**	Screens work at 320 CSS pixels wide without sideways scrolling; wide data tables scroll inside their own region.
1.4.11 Non-text Contrast (AA)	**Supports**	Field borders, focus outlines and controls meet 3:1.
1.4.12 Text Spacing (AA)	**Supports**	Layouts tolerate increased line, letter and word spacing.
1.4.13 Content on Hover or Focus (AA)	**Supports**	Menus open on click or focus and close with Escape.
2.1.1 Keyboard (A)	**Supports**	Every function works from a keyboard, tested by hand.
2.1.2 No Keyboard Trap (A)	**Supports**	Dialogs hold focus while open and return it when closed.
2.1.4 Character Key Shortcuts (A)	**Not Applicable**	No single-key shortcuts.
2.2.1 Timing Adjustable (A)	**Partially Supports**	Staff are signed out after inactivity for security (15 minutes to 2 hours, set by the organization). The session renews with any activity; there is no warning dialog before sign-out yet.
2.2.2 Pause, Stop, Hide (A)	**Supports**	No moving or auto-updating content that cannot be paused.
2.3.1 Three Flashes or Below Threshold (A)	**Supports**	Nothing flashes.
2.4.1 Bypass Blocks (A)	**Supports**	Skip link to the main content on every page.
2.4.2 Page Titled (A)	**Supports**	Each screen sets a descriptive title.
2.4.3 Focus Order (A)	**Supports**	Focus follows the reading order; after navigation focus moves to the page heading.
2.4.4 Link Purpose (In Context) (A)	**Supports**	Link text describes the destination.
2.4.5 Multiple Ways (AA)	**Supports**	Navigation menu, search on the participant list, and the Help assistant.
2.4.6 Headings and Labels (AA)	**Supports**	Descriptive headings and labels.
2.4.7 Focus Visible (AA)	**Supports**	A 3-pixel focus outline on every control.
2.4.11 Focus Not Obscured (Minimum) (AA)	**Partially Supports**	The floating Help button in the bottom right corner can cover part of a focused item near the bottom edge of the window; scrolling brings the item into view.

2.5.1 Pointer Gestures (A)	**Supports**	No path-based or multipoint gestures.
2.5.2 Pointer Cancellation (A)	**Supports**	Actions fire on release.
2.5.3 Label in Name (A)	**Supports**	Accessible names contain the visible label.
2.5.4 Motion Actuation (A)	**Not Applicable**	No motion-triggered functions.
2.5.7 Dragging Movements (AA)	**Supports**	No function requires dragging.
2.5.8 Target Size (Minimum) (AA)	**Supports**	Buttons and menus are at least 24 by 24 CSS pixels; most buttons are 38 pixels tall or more. Checkboxes are smaller but their labels are part of the target.
3.1.1 Language of Page (A)	**Supports**	The page language is set; the participant portal switches it to Spanish when Spanish is chosen.
3.1.2 Language of Parts (AA)	**Partially Supports**	In the Spanish portal, tool and course names that stay in English are not yet marked as English.
3.2.1 On Focus (A)	**Supports**	Focus never changes context.
3.2.2 On Input (A)	**Supports**	Changing a field does not submit or navigate, except the status selector on a case file, which saves the new status and announces it.
3.2.3 Consistent Navigation (AA)	**Supports**	The same navigation on every screen.
3.2.4 Consistent Identification (AA)	**Supports**	The same names for the same functions.
3.2.6 Consistent Help (A)	**Supports**	The Help button is in the same place on every screen.
3.3.1 Error Identification (A)	**Supports**	Errors are described in text.
3.3.2 Labels or Instructions (A)	**Supports**	Every field has a visible label; required and optional fields are marked.
3.3.3 Error Suggestion (AA)	**Supports**	Messages say what to fix, for example a missing answer or an email that does not look right.
3.3.4 Error Prevention (Legal, Financial, Data) (AA)	**Supports**	Deleting records asks for confirmation; deleting a participant requires typing DELETE. Answers can be reviewed before sending.
3.3.7 Redundant Entry (A)	**Supports**	No process asks for the same information twice; the enrollment form keeps answers between sections and sessions.
3.3.8 Accessible Authentication (Minimum) (AA)	**Supports**	Passwords can be pasted and filled by password managers; an email sign-in link is available; codes can be pasted.
4.1.2 Name, Role, Value (A)	**Supports**	Standard HTML controls; custom tabs and toggles expose their state.
4.1.3 Status Messages (AA)	**Supports**	Saved and error messages are announced through a live region.

Revised Section 508

Chapter 3, Functional Performance Criteria: Partially Supports, for the reasons in the table above. **Chapter 4, Hardware:** Not Applicable. **Chapter 5, Software:** Not Applicable (web application, covered by WCAG). **Chapter 6, Support Documentation and Services:** Supports. The in-app user guide and Help assistant are part of the accessible web application; support is by email at support@outcomespath.com, and we provide information in another format on request.

Contact

Report a barrier or ask for this report in another format: support@outcomespath.com. VPAT is a registered service mark of the Information Technology Industry Council (ITI).