Pathways Graduate Accessibility Conformance Report

Dated: October 16th 2026

Summary

Pathways Graduate supports WCAG 2.2 Level AA on every criterion tested in the live application. Two items are noted under Known limitations below.

This matters to universities and colleges because Pathways Graduate is embedded on their own course pages. Those pages are covered by the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018, so the tool needs to meet the same standard.

About this report

Product	Pathways Graduate: an embeddable tool that shows the careers, salaries and employment trends linked to each university course
Supplier	Pathways (Float New Media Design Ltd)
Standard	Web Content Accessibility Guidelines (WCAG) 2.2, Levels A and AA
Scope	The Pathways Graduate embed (course information view), served from app.career-pathways.co.uk and loaded in an iframe on a host page
Sample tested	The live demo on career-pathways.co.uk, showing the Mechanical engineering course
Testing date	16 October 2026
Browser	Chromium (desktop), at widths of 1024px and 320px
Result terms	**Supports**: meets the criterion. **Partially supports**: some content does not meet it. **Does not support**: most content does not meet it. **Not applicable**: the tool has no content of that type.

How it was tested:

1. An automated scan with axe-core 4.10 against all WCAG 2.2 A and AA rules.
2. Keyboard-only use of every control, including focus order, focus visibility and keyboard traps.
3. A review of the accessible names, roles and states that screen readers rely on.
4. Colour contrast measured for text, focus indicators and controls.
5. Reflow at 320px, text resized to 200%, and text-spacing overrides (WCAG 1.4.12 values).
6. Checks of the motion and video controls and of the status announcements.

Level A results

The tool supports all 21 of the 31 Level A criteria that apply to it. The other 10 cover content it doesn't contain, such as forms, audio and timed content. Criterion 4.1.1 Parsing is obsolete in WCAG 2.2 and is not listed.

Criterion	Result	Remarks
1.1.1 Non-text Content	Supports	The employment chart has a text alternative that states the trend for each career, for example "UK employment up 25% from Mar 2023 to Mar 2026". Decorative images are CSS backgrounds that screen readers ignore.
1.2.1 Audio-only and Video-only (Prerecorded)	Supports	The occupation video is short (about 5 seconds), silent and illustrative. It carries a text description track, and the same information appears as text on the page.
1.2.2 Captions (Prerecorded)	Not applicable	The video has no audio.
1.2.3 Audio Description or Media Alternative (Prerecorded)	Supports	A text description track is provided.
1.3.1 Info and Relationships	Supports	The headings, buttons, lists and landmarks are marked up correctly.
1.3.2 Meaningful Sequence	Supports	The reading order matches the visual order.
1.3.3 Sensory Characteristics	Supports	No instructions rely on shape, position or sound.
1.4.1 Use of Color	Supports	The selected career is shown by a solid fill with reversed text, and screen readers are told with `aria-pressed`. It is not shown by hue alone.
1.4.2 Audio Control	Not applicable	There is no audio.
2.1.1 Keyboard	Supports	All functions work from the keyboard. The career list uses the arrow keys, and the role cards toggle with Enter or Space.
2.1.2 No Keyboard Trap	Supports	Focus moves in and out of the embed freely.
2.1.4 Character Key Shortcuts	Not applicable	There are no single-key shortcuts.
2.2.1 Timing Adjustable	Not applicable	There are no time limits.

Criterion	Result	Remarks
2.2.2 Pause, Stop, Hide	Supports	The looping occupation video has a keyboard-operable Pause/Play button.
2.3.1 Three Flashes or Below Threshold	Supports	No content flashes.
2.4.1 Bypass Blocks	Supports	The embed has one main landmark and no repeated navigation.
2.4.2 Page Titled	Supports	The iframe and the document are both titled with the course name.
2.4.3 Focus Order	Supports	Focus follows a logical order: careers, pages, career details, roles, footer.
2.4.4 Link Purpose (In Context)	Supports	The only link is the Pathways logo, which goes to the supplier's website.
2.5.1 Pointer Gestures	Supports	No multipoint or path-based gestures are needed. Scrolling the careers also works with the page buttons.
2.5.2 Pointer Cancellation	Supports	Native buttons act on release.
2.5.3 Label in Name	Supports	Accessible names contain the visible text, for example the page button "2" is labelled "Careers page 2 of 4".
2.5.4 Motion Actuation	Not applicable	No function uses device motion.
3.1.1 Language of Page	Supports	The page language is set to `en`.
3.2.1 On Focus	Supports	Moving focus never triggers a change of context.
3.2.2 On Input	Not applicable	There are no form inputs.
3.2.6 Consistent Help	Not applicable	The tool provides no help mechanisms.
3.3.1 Error Identification	Not applicable	There is no user input.
3.3.2 Labels or Instructions	Not applicable	There is no user input.
3.3.7 Redundant Entry	Not applicable	There is no multi-step input.
4.1.2 Name, Role, Value	Supports	Careers are buttons with `aria-pressed`, role cards are buttons with `aria-expanded`, and the page buttons use `aria-current`.

Level AA results

The tool supports all 16 of the 24 Level AA criteria that apply to it. The other 8 are not applicable.

Criterion	Result	Remarks
1.2.4 Captions (Live)	Not applicable	There is no live media.
1.2.5 Audio Description (Prerecorded)	Supports	The video is silent and has a text description track.
1.3.4 Orientation	Supports	Content works in both portrait and landscape.
1.3.5 Identify Input Purpose	Not applicable	There are no inputs that collect user data.
1.4.3 Contrast (Minimum)	Supports	All text meets 4.5:1 in the tested theme. For example, white on the brand panel is 13.2:1, and the "Also known as" text is 7:1. See Known limitations for client colour themes.
1.4.4 Resize Text	Supports	No content or function is lost with text at 200%.
1.4.5 Images of Text	Supports	No images of text are used.
1.4.10 Reflow	Supports	Content reflows into a single column at 320px with no horizontal scrolling.
1.4.11 Non-text Contrast	Supports	The focus indicator is a two-tone ring (black inner, yellow outer) that is visible on both light and dark backgrounds. The control borders meet 3:1.
1.4.12 Text Spacing	Supports	No content is clipped or lost when the WCAG text-spacing values are applied.
1.4.13 Content on Hover or Focus	Not applicable	There are no tooltips or hover pop-ups.
2.4.5 Multiple Ways	Not applicable	This is a single-view embedded component, not a set of pages.
2.4.6 Headings and Labels	Supports	The headings describe their sections, and the controls have descriptive labels.
2.4.7 Focus Visible	Supports	Every focusable element shows a visible focus ring.
2.4.11 Focus Not Obscured (Minimum)	Supports	No sticky or overlaid content covers the focused elements.
2.5.7 Dragging Movements	Supports	The career list can be browsed with the page buttons or arrow keys, so no dragging is needed.

Criterion	Result	Remarks
2.5.8 Target Size (Minimum)	Supports	Targets are at least 24 by 24px or meet the spacing exception.
3.1.2 Language of Parts	Supports	All content is in English.
3.2.3 Consistent Navigation	Not applicable	There is no navigation repeated across pages.
3.2.4 Consistent Identification	Supports	Controls with the same function are labelled the same way throughout.
3.3.3 Error Suggestion	Not applicable	There is no user input.
3.3.4 Error Prevention (Legal, Financial, Data)	Not applicable	There are no transactions or data submission.
3.3.8 Accessible Authentication (Minimum)	Not applicable	No sign-in is needed.
4.1.3 Status Messages	Supports	A polite live region announces the selected career, for example "Showing Mechanical engineers".

Known limitations and planned improvements

- **Client colour themes:** each university can set its own brand colour. Contrast was confirmed only for the default theme, so new themes should be checked for 4.5:1 text contrast at set-up.
- **Heading structure:** the embed starts at heading level 2 so that it fits under the host page's own H1. This is intended and is not a WCAG failure.
- **Assistive technology testing:** results are based on code inspection and keyboard testing. Testing with screen readers (NVDA, JAWS, VoiceOver) was not carried out as part of this report.
- **Reduced motion:** the occupation video plays automatically even when a user's device is set to reduce motion. It can be paused, which meets AA. Furthermore, a client can choose to display a static image in place of a video.
- **Sample:** testing used one course, Mechanical engineering. Other courses use the same template and components.

Feedback and contact

If you find an accessibility barrier in Pathways Graduate, or need its content in another format, please contact Pathways. Please include the page or course where you found the problem.

- Website: career-pathways.co.uk/contact
- Email: hello@career-pathways.co.uk

We aim to respond to accessibility enquiries within 5 working days. This report will be reviewed after major releases and at least once a year.