talent lms

TalentLMS Accessibility Conformance Report WCAG Edition

(Based on VPAT® Version 2.4)

Name of Product: TalentLMS

Report Date: June 19, 2025

Product Description: TalentLMS description*

Contact information: TalentLMS (info@talentlms.com)

Notes: This VPAT does not include course units of TalentLMS

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Evaluation Methods Used:

A combination of automated and manual testing techniques were employed for the accessibility assessment

- Manual testing based on Windows 10 - Chrome, NVDA 2023.1

- Automation: Ran automation tests using Axe DevTools v4.106.1.

- Usability testing with vision-impaired users

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 (WCAG) 2.2	Level A (Yes)
	Level AA (Yes)
	Level AAA (No)

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 be used only in WCAG 2.2 Level AAA

WCAG 2.2 Report

Note: When reporting on conformance with the WCAG 2.2 Success Criteria, the criteria are scoped for full pages, complete processes, and accessibility-supported ways of using technology as documented in the [WCAG 2.2 Conformance Requirements](#).

Table 1: Success Criteria, Level A

Notes:

Criteria	Conformance Level	Remarks and Explanations

Success Criterion 1.1.1 Non-text Content	Supports	TalentLMS provides text alternatives for all the instances of images and icons.
Success Criterion 1.2.1 Audio-only and Video-only (Prerecorded)	Not Applicable	TalentLMS does not contain prerecorded audio-only or video-only media.
Success Criterion 1.2.2 Captions (Prerecorded)	Not Applicable	TalentLMS does not contain prerecorded synchronized media.
Success Criterion 1.2.3 Audio Description or Media Alternative (Prerecorded)	Not Applicable	TalentLMS does not contain prerecorded video content that would require audio description or a media alternative.
Success Criterion 1.3.1 Info and Relationships	Supports	Visual Structure and relationship information in TalentLMS is provided appropriately in all the pages.
Success Criterion 1.3.2 Meaningful Sequence	Supports	TalentLMS presents content in a meaningful sequence in all the pages.
Success Criterion 1.3.3 Sensory Characteristics	Supports	Instructions in TalentLMS do not rely solely on sensory characteristics.
Success Criterion 1.4.1 Use of Color	Supports	No functions of TalentLMS convey information through color alone.
Success Criterion 1.4.2 Audio Control	Not Applicable	TalentLMS does not contain audio that plays automatically.
Success Criterion 2.1.1 Keyboard	Supports	All the functionalities in TalentLMS can be

		operated using only a keyboard and support standard keyboard navigation.
Success Criterion 2.1.2 No Keyboard Trap	Supports	All screens and components of TalentLMS do not include keyboard traps.
Success Criterion 2.1.4 Character Key Shortcuts	Not Applicable	TalentLMS does not provide character key shortcuts.
Success Criterion 2.2.1 Timing Adjustable	Not Applicable	TalentLMS does not include a time limit for users.
Success Criterion 2.2.2 Pause, Stop, Hide	Not Applicable	TalentLMS does not include elements that move, blink, scroll, or auto-update.
Success Criterion 2.3.1 Three Flashes or Below Threshold	Not Applicable	TalentLMS does not contain flashing content.
Success Criterion 2.4.1 Bypass Blocks	Supports	All screens in TalentLMS provide a means such as skip to main content link to bypass blocks of repeated content.
Success Criterion 2.4.2 Page Titled	Supports	Each page in TalentLMS provides a programmatic title that describes that page's topic or purpose.
Success Criterion 2.4.3 Focus Order	Supports	All TalentLMS elements receive focus in a meaningful order.
Success Criterion 2.4.4 Link Purpose (In Context)	Supports	All links in TalentLMS are labelled so that the user can understand their purpose and destination

Success Criterion 2.5.1 Pointer Gestures	Not Applicable	TalentLMS does not rely on multipoint or path-based gestures.
Success Criterion 2.5.2 Pointer Cancellation	Supports	The functions on TalentLMS that use a pointer are completed when the user releases the pointer.
Success Criterion 2.5.3 Label in Name	Supports	The accessible names of TalentLMS controls contain the text of their visible labels.
Success Criterion 2.5.4 Motion Actuation	Not Applicable	TalentLMS does not have functionality operated by device motion or user motion.
Success Criterion 3.1.1 Language of Page	Supports	On each page of TalentLMS, the language is programmatically determinable.
Success Criterion 3.2.1 On Focus	Supports	TalentLMS components do not initiate a change of context when they receive focus.
Success Criterion 3.2.2 On Input	Supports	Changes of context do not occur automatically on user input in TalentLMS.
Success Criterion 3.2.6 Consistent Help	Not Applicable	TalentLMS does not include a help mechanism
Success Criterion 3.3.1 Error Identification	Supports	Where errors are automatically detected in TalentLMS, the error is identified, and an error message is provided as text.
Success Criterion 3.3.2 Labels or Instructions	Supports	Labels are provided for all of the input fields in TalentLMS.
Success Criterion 3.3.7 Redundant Entry	Supports	TalentLMS does not require information

Criteria	Conformance Level	Remarks and Explanations
		previously entered by or provided to the user to be entered again
Success Criterion 4.1.1 Parsing	Partially Supports	In TalentLMS, the majority of the pages (1) use semantically correct markup for all interactive elements; (2) have complete start and end tags; (3) controls are nested properly; And (4) all pages have unique ID values.
Success Criterion 4.1.2 Name, Role, Value	Partially Supports	In TalentLMS, the majority of the user interface components provide programmatic name, role and state information to assistive technology users.

Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
Success Criterion 1.2.4 Captions (Live)	Not Applicable	TalentLMS does not contain live synchronized media.
Success Criterion 1.2.5 Audio Description (Prerecorded)	Not Applicable	TalentLMS does not contain prerecorded video content that would require audio description.
Success Criterion 1.3.4 Orientation	Supports	TalentLMS content does not

		restrict its view and operation to a single display orientation.
Success Criterion 1.3.5 Identify Input Purpose	Supports	All the elements in TalentLMS that require autocomplete are provided with necessary values.
Success Criterion 1.4.3 Contrast (Minimum)	Supports	All of the text in TalentLMS meets minimum color contrast requirements.
Success Criterion 1.4.4 Resize Text	Supports	All the pages in TalentLMS zoom to 200% without loss of content.
Success Criterion 1.4.10 Reflow	Supports	TalentLMS supports reflow so content can be viewed without vertical scrolling in a viewport that is 320 pixels (px) wide and without horizontal scrolling in a viewport that is 256 pixels high.
Success Criterion 1.4.11 Non-text Contrast	Supports	In TalentLMS, Visual presentation of all the interactive elements in all states have at least 3:1 contrast ratio
Success Criterion 1.4.12 Text Spacing	Supports	In TalentLMS, the spacing between letters, words, and lines of text and/or paragraphs can be adjusted in all the pages.
Success Criterion 1.4.13 Content on Hover or Focus	Supports	All of the content that appears on hover and on focus can be viewed by moving the pointer over the triggering element; can be dismissed without moving the cursor or

		pointer; and is persistent until the user dismisses it across TalentLMS.
Success Criterion 2.4.5 Multiple Ways	Supports	More than one way is available to locate a Web page within each page of TalentLMS.
Success Criterion 2.4.6 Headings and Labels	Supports	In TalentLMS, all the headings & labels are descriptive.
Success Criterion 2.4.7 Focus Visible	Supports	All the focusable elements in TalentLMS have a visible keyboard focus indicator.
Success Criterion 2.4.11 Focus Not Obscured (Minimum)	Supports	When a user interface component in TalentLMS receives keyboard focus, no part of the component is hidden by author-created content.
Success Criterion 2.5.7 Dragging Movements	Supports	All functionality of TalentLMS that uses a dragging movement for operation can be achieved by a single pointer without dragging
Success Criterion 2.5.8 Target Size (Minimum)	Supports	The size of the target for pointer inputs in TalentLMS meets the dimensions criteria
Success Criterion 3.1.2 Language of Parts	Supports	Within each page or modal of TalentLMS, the language of each portion of the page or modal is programmatically determinable.
Success Criterion 3.2.3 Consistent Navigation	Supports	TalentLMS provides consistent and repeatable navigation across all screens.
Success Criterion 3.2.4 Consistent	Supports	Components that have the same

Identification		functionality within TalentLMS are identified consistently.
Success Criterion 3.3.3 Error Suggestion	Supports	When an error is automatically detected within a data entry form in TalentLMS, the resulting error message provides suggestions for correction.
Success Criterion 3.3.4 Error Prevention (Legal, Financial, Data)	Supports	Data entered by the user is checked for input errors and the user is provided an opportunity to correct them.
Success Criterion 3.3.8 Accessible Authentication (Minimum)	Not Applicable	TalentLMS does not require a cognitive function test for any step in an authentication process
Success Criterion 4.1.3 Status Messages	Supports	All the status messages on TalentLMS are programmatically determined through role or properties and they are announced automatically to the screen reader users.

Table 3: Success Criteria, Level AAA

Notes: Level AAA success criteria are not within the scope of this conformance evaluation.

Scope:

Role	Category	Description

All	Messages	Inbox
All	Messages	New message
All	My profile	My profile
All	My Badges	My Badges
All	My Progress	My Progress
Administrator	Settings	Portal
Administrator	Settings	User
Administrator	Settings	User Types
Administrator	Settings	Courses
Administrator	Settings	Categories
Administrator	Settings	Gamification
Administrator	Settings	Integration
Administrator	Settings	Security
Administrator	Settings	Import-Export

Administrator	Reports	User
Administrator	Reports	Courses
Administrator	Reports	Branches
Administrator	Reports	Groups
Administrator	Reports	Learning Activities
Administrator	Reports	Training Matrix
Administrator	Reports	Timeline
Administrator	Branches	Branches
Administrator	Groups	Groups
Administrator	Groups	Add Group
Administrator	Courses	Courses
Administrator	Courses	Add Course
Administrator	Users	Users
Administrator	Users	Add Users

Administrator	Home	Dashboard
Instructor	Home	Dashboard
Learner	My Courses	My Courses
Learner	My Courses	Course Catalog
Learner	My Courses	Course
Learner	Calendar	Calendar
Learner	Discussions	Discussions
Learner	Discussions	New Discussion

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