

WillCo Tech Accessibility Conformance Report

Revised Section 508 Edition

(Based on VPAT® Version 2.5)

Product/Version: CyberSTAR™ version 2.20.0

Report Date: January 2025

Product Description	3
Contact Information	3
Notes	3
Evaluation Methods Used	3
Applicable Standards/Guidelines	4
Terms	4
WCAG 2.0 Report	4
Table 1: Success Criteria, Level A and Level AA	4
Revised Section 508 Report	13
Chapter 3: Functional Performance Criteria (FPC)	13
Chapter 4: Hardware	13
Chapter 5: Software	13
Chapter 6: Support Documentation and Services	15
Legal Disclaimer	16

Product Description

The CyberSTAR™ application includes an online assessment tool to map personnel qualifications to DoD (or agency) designated workforce elements, work roles and proficiency levels plus associated knowledge, skills, abilities and tasks (KSATs), delivering out of the box compliance mapping to DoDD 8570, 8140.03 and NICE/NIST as well as custom frameworks. CyberSTAR™ is purpose built to alleviate the burden and risks of manual processes or home-grown systems, automating repetitive compliance tracking and associated data management. For agencies implementing the platform, expected outcomes include a significant reduction of labor hours, more accurate and timely reporting and analysis, and an increased ability to retain, upskill, and recruit qualified talent for the growing national cybersecurity labor force.

Contact Information

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Notes

Report Date	CyberSTAR™ Version	Notes
March 2024	v2.12.0	Original VPAT Assessment
May 2024	v2.13.0	Notes for Page Titled (WCAG 2.4.2) have been updated
June 2024	v2.14.0	Supports Page Titled (WCAG 2.4.2)
July 2024	v2.15.1	No Updates
January 2025	v2.20.0	Updates for supporting and partially supporting contrast, keyboard navigation, and language

Evaluation Methods Used

Conformance to the below accessibility standards has been evaluated using manual testing and scanning tools. Testing is comprehensive across the entire CyberSTAR application, including forms inputs.

Applicable Standards/Guidelines

Standard/Guideline	Included in Report
Web Content Accessibility Guidelines 2.0	Level A (Yes) Level AA (Yes) Level AAA (No)
Revised Section 508 standards published January 18, 2017 and corrected January 22, 2018	(Yes)

Terms

- **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

Table 1 also documents 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 and Level AA

Criteria	Conformance Level	Remarks and Explanations
<p>1.1.1 Non-text Content (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</p>	<p>Web: CyberSTAR does not contain image content that is specifically relevant or meaningful to users.</p> <p>The use of images which do not have text alternative includes:</p> <ul style="list-style-type: none"> • The product logo, which can be customized by a system administrator • Snapshot icons representing a user upload, which are accompanied by attachment links with user specified descriptions
<p>1.2.1 Audio-only and Video-only (Prerecorded) (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</p>	<p>Web: CyberSTAR contains no audio-only or video-only content.</p>
<p>1.2.2 Captions (Prerecorded) (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</p>	<p>Web: CyberSTAR does not contain synchronized media with prerecorded audio content.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><u>1.2.3 Audio Description or Media Alternative (Prerecorded)</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) 	Web: Not Applicable	Web: CyberSTAR does not contain synchronized media with pre recorded audio content.
<p><u>1.2.4 Captions (Live)</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) 	Web: Not Applicable	Web: CyberSTAR does not contain live audio content.
<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) 	Web: Not Applicable	Web: CyberSTAR does not contain synchronized media with prerecorded video content.
<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) 	Web: Partially Supports	<p>Web: CyberSTAR user interface contains semantic markup to designate headings.</p> <p>Exceptions occur for some list items in the application, including:</p> <ul style="list-style-type: none"> ● Expanded information for Groups
<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) 	Web: Supports	Web: CyberSTAR is developed in a meaningful and correct reading sequence as programmatically determined.
<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) 	Web: Supports	Web: CyberSTAR user interface is provided in textual format. Instructions and operation do not rely on shape, size, visual location, or sound.

Criteria	Conformance Level	Remarks and Explanations
<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) 	Web: Partially Supports	<p>Web: CyberSTAR does not use solely color to indicate information, with the following exception:</p> <ul style="list-style-type: none"> ● In some locations, links to additional information do not include underlines as visual indicators
<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) 	Web: Not Applicable	Web: CyberSTAR does not include audio content.
<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) 	Web: Partially Supports	<p>Web: CyberSTAR does not use color alone to distinguish the importance of a visual element. The textual representation is always used as the primary mechanism for conveying information. Minimum contrast is met across the application with the following exceptions:</p> <ul style="list-style-type: none"> ● In locations referencing more details around specific information, including links to additional information, minimum contrast ratios are not met.
<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) 	Web: Partially Supports	<p>Web: The text and images within CyberSTAR can be scaled to 200% without significant loss of navigation or content. Across most pages, zooming to 300% disrupts consistent navigation, although all content remains visible.</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) 	Web: Supports	Web: CyberSTAR does not use images in lieu of text. All text content within the web application is included as pure text.

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: Partially Supports</p>	<p>Web: CyberSTAR supports standard keyboard navigation and input functions (pressing [Tab] to move between input fields, pressing the arrow keys to move between list items, and pressing [Space] or [Enter] to make selections) with the following exceptions:</p> <ul style="list-style-type: none"> ● Keyboard navigation within drop down menus is inconsistent throughout the application ● In some cases, the sequencing of keyboard navigation may be inconvenient
<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</p>	<p>Web: Where provided, keyboard navigation does not result in trapping the user in a subset of content. The keyboard focus is not trapped at any page element in the application.</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: Supports</p>	<p>Web: CyberSTAR only employs session timeouts required for risk management managed by the hosting provider.</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: Supports</p>	<p>Web: CyberSTAR does not employ time limits set by content.</p>
<p>2.3.1 Three Flashes or Below Threshold (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</p>	<p>Web: CyberSTAR does not contain any flashing features or functionality.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><u>2.4.1 Bypass Blocks</u> (Level A)</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 	Web: Partially Supports	<p>Web: CyberSTAR does not contain repeated blocks of content across pages, with the following exception:</p> <ul style="list-style-type: none"> ● CyberSTAR includes a list of links to pages across the site on every page which cannot be bypassed.
<p><u>2.4.2 Page Titled</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) 	Web: Supports	Web: The title of the page changes to match the page within the application
<p><u>2.4.3 Focus Order</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) 	Web: Supports	Web: User controls receive keyboard focus in the same tab order in which they are presented visually.
<p><u>2.4.4 Link Purpose (In Context)</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) 	Web: Supports	<p>Web: Link elements within CyberSTAR indicate purpose through link text, with the following exception;</p> <ul style="list-style-type: none"> ● User uploaded links, such as Related Links added to qualifications, are not required to indicate purpose through link text
<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) ● 602.3 (Support Docs) – Does not apply to non-web docs 	Web: Partially Supports	<p>The list of pages is visible at all times when using the CyberSTAR application. Navigation between pages is not provided by other means.</p>
<p><u>2.4.6 Headings and Labels</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) 	Web: Supports	Web: All headings and labels appropriately describe the topic or purpose of their related content

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> 602.3 (Support Docs) 		
<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) 	Web: Supports	Web: The focus indicator within the user interface and controls is always visible.
<p>3.1.1 Language of Page (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) 	Web: Supports	Web: The default language of the page is specified or set on the HTML tag for most of the pages in CyberSTAR.
<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) 	Web: Supports	Web: The default language of CyberSTAR is specified for most elements.
<p>3.2.1 On Focus (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) 	Web: Supports	Web: No context change occurs in CyberSTAR user interface when a component receives focus.
<p>3.2.2 On Input (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) 	Web: Supports	Web: CyberSTAR does not allow users to change settings of user interface components.
<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 	Web: Supports	Web: CyberSTAR Provides consistent links to other webpages on the left menu. Buttons to edit, save, delete, and cancel records are consistently placed at the bottom of the detailed views for all available records.

Criteria	Conformance Level	Remarks and Explanations
<p>3.2.4 Consistent Identification (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 	Web: Supports	Web: Components and user interface controls are identified consistently for the same functionality across the CyberSTAR application.
<p>3.3.1 Error Identification (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) 	Web: Supports	Web: Users are visually notified via text when an input error is detected in form fields.
<p>3.3.2 Labels or Instructions (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) 	Web: Supports	Web: Form controls, including input fields and buttons, can be operated and include form label elements throughout the CyberSTAR application.
<p>3.3.3 Error Suggestion (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) 	Web: Supports	Web: When an error is detected in data entry forms, suggestions for corrections are identified and provided visually to the user on the form.
<p>3.3.4 Error Prevention (Legal, Financial, Data) (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) 	Web: Supports	Web: CyberSTAR does not have functionality to cause legal commitments or financial transactions.
<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) 	Web: 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 .

Criteria	Conformance Level	Remarks and Explanations
<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: Partially Supports</p>	<p>Web: Elements and fields in the CyberSTAR application can be available to assistive technologies.</p> <p>Fields do not have appropriate label tags in HTML.</p>

Revised Section 508 Report

Chapter 3: [Functional Performance Criteria \(FPC\)](#)

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	Web: Partially Supports	Web: Refer to WCAG 2.0 Table 1 for details.
302.2 With Limited Vision	Web: Partially Supports	Web: Refer to WCAG 2.0 Table 1 for details.
302.3 Without Perception of Color	Web: Supports	Web: Refer to WCAG 2.0 Table 1 for details.
302.4 Without Hearing	Web: Not Applicable	Web: CyberSTAR does not include audible modes of operation.
302.5 With Limited Hearing	Web: Not Applicable	Web: CyberSTAR does not include audible modes of operation.
302.6 Without Speech	Web: Not Applicable	Web: CyberSTAR does not include speech input, control, or operation.
302.7 With Limited Manipulation	Web: Partially Supports	Web: Refer to WCAG 2.0 Table 1 for details.
302.8 With Limited Reach and Strength	Web: Supports	Web: CyberSTAR does not use simultaneous actions within the user interface. The user interface relies on mouse clicks or simple keystrokes.
302.9 With Limited Language, Cognitive, and Learning Abilities	Web: Partially Supports	Web: Refer to WCAG 2.0 Table 1 for details.

Chapter 4: [Hardware](#)

Notes: This section does not apply to the product, as there are no hardware components.

Chapter 5: [Software](#)

Notes: This product is a web application and is not subject to the requirements of this section.

Chapter 6: Support Documentation and Services

Criteria	Conformance Level	Remarks and Explanations
601.1 Scope	Heading cell – no response required	Heading cell – no response required
<u>602 Support Documentation</u>	Heading cell – no response required	Heading cell – no response required
602.2 Accessibility and Compatibility Features	Web: Not Applicable	CyberSTAR does not have specific features for accessibility.
602.3 Electronic Support Documentation	See WCAG 2.0 section	See information in WCAG 2.x section
602.4 Alternate Formats for Non-Electronic Support Documentation	Web: Not Applicable	CyberSTAR does not provide non-electronic support documentation.
<u>603 Support Services</u>	Heading cell – no response required	Heading cell – no response required
603.2 Information on Accessibility and Compatibility Features	Web: Supports	All product support documentation is provided electronically. Additional information can be provided by request.
603.3 Accommodation of Communication Needs	Web: Supports	Support services related to CyberSTAR can be found at the help website. Users with disabilities can open support requests via online support ticketing (email) or telephone communication.

Legal Disclaimer

This information is true and correct to the best of our knowledge as of the date printed on the front page of this document. Willco Tech cannot guarantee that any information in this ACR will remain accurate after this date, however we work continuously to monitor the accessibility of our product offerings and provide updates from time to time. This ACR is supplied “as is”, for customer evaluation purposes only; and is subject to change without notice. The contents of this document do not constitute either legal advice, representation, warranty or guarantee regarding a person's ability to comply with applicable accessibility requirements. Such a determination is the sole responsibility of the customer and its users. However, should you notice any issues, please report these to us so that they can be proactively addressed.