



Visma EasyCruit

Working towards WCAG 2.1 A + AA Compliance

November 2020 - English

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1. Digital accessibility and the WCAG 2.1 A + AA Guidelines

The Web Content Accessibility Guidelines, often abbreviated to WCAG, are a series of guidelines for improving web accessibility. Produced by the World Wide Web Consortium (W3C), the WCAG are the best means of making your website useful to all of your users.

Digital Accessibility aims at the principle that everyone, including people with functional disabilities, have equal access to digital content. Although they are not an all-inclusive list of issues facing web users with disabilities, they are internationally recognised and adopted standards. The guidelines explain how to solve many of the problems that your users with disabilities face. We find it very important to make sure that all our clients have the possibility to comply with the WCAG guidelines when it comes to the Visma EasyCruit product.

2. A standard that is constantly evolving

We are continuously working to comply with the WCAG guidelines, as these guidelines evolve over time, we take the necessary steps to stay compliant. In this document we would like to inform you about some upcoming changes in Visma EasyCruit regarding the WCAG 2.1 A + AA guidelines.

It is important to make sure that the information is shared with the correct people within your organization. As the WCAG guidelines are about your career website we advise you to share this information with your communications department, internal webmaster or the agency that maintains your career website.

To read about the guidelines in detail, please visit: www.w3.org/WAI/translations

3. What changes are we making?

We are updating the applicants facing web components of Visma EasyCruit such as: vacancy list, vacancy search, application form, career-center etc. The update will allow us to adhere to the latest WCAG standards.

You may wonder what exact changes we are talking about. Some examples of the WCAG requirements we will implement in the Visma EasyCruit web pages:



- Clear identification of input errors
- Contrast ratio between text and background is at least 4.5:1
- Labels have to contain the same text that is presented visually
- Providing text alternatives for non-text content
- Images of text are not used unless they are essential or the user can customize them
- Etc.

The complete overview of all the changes is available upon request.

ReCAPTCHA

An example of a WCAG-related change we made just recently is the reCAPTCHA functionality we use. To avoid spam robots and other software from gaining access to a site a feature called a reCAPTCHA is used. These usually involve visual or auditory tasks that are beyond the current capabilities of Web robots.

The current reCAPTCHA functionality has been replaced with an updated version. This will be implemented on the vacancy details page for the "Email to a Friend" functionality. In the future the reCAPTCHA will be replaced on other pages as well.

Old reCAPTCHA tool	New reCAPTCHA tool
 <p>Enter code <input type="text"/></p>	<h3>Friends</h3> <p>Job Title: Vacancy with additional questions Application deadline: 30/09/2020</p> <h4>Your Details</h4> <p>Name <input type="text" value="Svetlana Sergejeva"/></p> <p>Email Address <input type="text" value="svetlana.sergejeva@vism"/></p> <div data-bbox="785 1624 1161 1720"><p><input checked="" type="checkbox"/> I'm not a robot </p></div> <h4>Friends Details</h4> <p>Name <input type="text" value="Name"/></p>

Updated version of the reCAPTCHA tool for the send to a friend feature

4. How do these changes impact clients?

As a Visma EasyCruit client you have a career page which showcases your vacancies. To implement the WCAG changes your current web integration needs to be updated.

Within Visma EasyCruit we distinguish between two types of web integrations:

1. **Full HTML website**

Visma hosted and maintained pages on the easycruit domain (clientname.easycruit.com)

2. **XML feed website**

Client hosts and maintains all pages themselves (except for the application form and career-center pages)

All career pages can contain the following components:

- Search / filter functionality page
- Vacancy list page
- Vacancy details page
- Application form page
- Career-Center page

Depending on your type of web integration some of the above components will be hosted by you (on your web domain) or by Visma EasyCruit.

Visma is responsible for building and updating all Visma hosted components. All other pages are the client's responsibility. We can therefore only consult on the Visma hosted pages. If you haven't already inquired we advise you to get in touch with your web builder to inquire about the changes on those pages that are hosted by you to ensure WCAG compliance.

5. What do you need to do to prepare?

The website components that need to be updated in your specific case will need to be specified in terms of look and feel (what colours, fonts, font sizes). We can update the components to match your current look and feel as we have always done. But perhaps this is a good time to update your branding.

In order for us to make the changes we need a specification of how you would like things to look. This can be done either via a mock-up or an example page on your already existing website.

6. When will the changes be released?

Our developers are working hard to implement the WCAG changes. This will be finished in January 2021. The WCAG option will be made available through activation of an ACL (Activated per client by Visma).

So starting from January 2021 you can order the update of your web components.

It is important for you to know that whilst the changes are made, your current web integration will remain untouched and accessible for your candidates. You will receive access to a test page on which you can see the changes. Only after your approval the new updated web components will be promoted to live.

7. What does the order & delivery process look like?

The process to update your web components to be WCAG 2.1 A + AA compliant will typically consist of the following steps:

1. Client indicates their wish to update the web integration by contacting the Customer Success Manager
2. The CSM and client will determine which web components need to be updated and on which channel (homepage, internal channel etc.)
3. Client provides a specification and/or mock up or reference of the desired look and feel
4. CSM will request a quote from our web developers
5. Client approves the quote
6. Work will be scheduled and the CSM will communicate the expected delivery date
7. Work is delivered to the client to check and test the web components
8. Client gives their approval of the delivery
9. CSM will ask the web developers to promote the changes to live

Should you have any additional questions regarding the WCAG 2.1 A + AA guidelines or the update of your web components then please contact your Visma EasyCruit Customer Success Manager.