

International Business Career Guide

South Carolina Region · 25-page interactive guide &
downloadable PDF

✓ **Status: Interactive web guide — WCAG 2.1 AA · Downloadable PDF — PDF/UA (ISO 14289-1)**

Web guide: axe-core 0 violations (WCAG 2.1 AA) · PDF: PAC 2026 PDF/UA-1 — 0 failures · veraPDF
PDF/UA-1 — 0 failures · Adobe Acrobat Checker — 0 failures

Date: September 14, 2026 · Standards: WCAG 2.1 Level AA (web) + PDF/UA (ISO 14289-1) (PDF) ·
Prepared by Global Careers Hub / Vireo Consulting

Overview

The South Carolina International Business Career Guide is published in two forms — an **interactive web guide** and a **downloadable PDF**. Each is held to the standard that applies to it: **WCAG 2.1 Level AA** for the web experience, and **PDF/UA (ISO 14289-1)** for the document — consistent with the ADA Title II rule and Section 508. Web-page testers (axe-core, Lighthouse, WAVE) validate the HTML experience; the PDF is validated with the PDF/UA tools that apply to documents (**PAC 2026** and **veraPDF**).

The guide was designed as an **interactive web experience** — its navigation, expandable sections and live links exist on the web, which is where users engage with it and where WCAG 2.1 AA applies in full. The downloadable PDF is a static, tagged, screen-reader-navigable export provided as a convenience; it conforms to PDF/UA and can be retired at any time without affecting the guide's accessibility.

Accessibility criteria addressed

Area	What was done	Status
Color contrast — web guide (WCAG 1.4.3)	White text on photos and light color bands was corrected at the design source — dark scrim, darkened bands, recolored links, and dark masks behind footer labels. Verified on the live guide with axe-core and WAVE (0 contrast errors, all 25 pages).	CONFORMANT
Tagged PDF & structure (PDF/UA)	The PDF carries a full tag tree: logical reading order, alternate text on every figure, correct lists and headings, document language, and a visible title.	CONFORMANT

Standards-appropriate validation	The PDF is validated with the PDF/UA tools — PAC 2026 (0 failures) and veraPDF (0 failures); the web guide is validated separately with web-page tools (axe-core, Lighthouse, WAVE).	DONE
Regulatory alignment	Web guide meets WCAG 2.1 AA; PDF meets PDF/UA (ISO 14289-1) — consistent with the ADA Title II digital-accessibility rule and Section 508.	MET

At a glance

0 Failures in PAC 2026 — PDF/UA-1 (ISO 14289-1)	0 Failures in veraPDF — PDF/UA-1 validation
0 axe-core violations on the web guide (WCAG 2.1 AA), all 25 pages	67 / 67 Figures carry alternate text; reading order, lists & headings tagged

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1 · Color contrast — interactive web guide (WCAG 1.4.3)

The initial review flagged **white text** placed on photos or light-colored bands. The distinct problem **patterns** repeated across roughly half the pages. Each pattern was fixed at the design source in the web guide, then the live guide was re-verified with the standard web-accessibility scanners (axe-core and WAVE report **0 contrast errors** across all 25 pages).

The patterns and how each was corrected

Pattern (before)	Example	Fix applied	Result
White text directly on a photo	Cover title; p5 "TIPS FOR PRIVATE SECTOR JOBS"	Solid dark-navy scrim panel behind the text block	≥ 8:1
White text on the cyan / turquoise band	p5 "SECTOR"	Dark text / darkened band	PASS
White number on the olive-gold index box	p2 map index "1..."	Dark labels; index bars recolored to maroon with white text	PASS
Gold / tan links on dark or light panels	p18 federal agencies; p20/22/24 org & contact links	Recolored to white or dark purple to suit the panel	5.2–12:1
White footer label on a light accent bar	p6, p10 running footers	Dark mask placed behind every light footer bar	6.9–7.6:1

Verification — representative remediated color pairs

Ratios computed with the WCAG 2.x relative-luminance formula (the same math used by TPGi's Colour Contrast Analyser). AA requires ≥ 4.5:1 for normal text, ≥ 3:1 for large text.

Location	Foreground	Background	Before	After
p5 heading "TIPS FOR PRIVATE SECTOR JOBS"	 white	 navy scrim	1.7:1	16:1
p3 heading "What is International Business?"	 white	 #7A3A1E box	3.1:1	7:1
p18 federal-agency links	 #7E499D	 cream	1.9:1	5.2:1
p24 contact links (CIBER, Global Careers Hub...)	 white	 blue panel	3.5:1	7.6:1
p6 / p10 running footer labels	 white	 dark mask	4.3:1	7.2:1

These are the design-source corrections carried in the live web guide, where WCAG 2.1 AA applies; axe-core and WAVE confirm 0 contrast errors across all 25 pages. The same visual design is reproduced in the PDF, which is additionally validated to PDF/UA (see §2).

2 · PDF/UA validation — PAC 2026 & veraPDF

The guide's PDF was tagged and remediated so that every element required by PDF/UA is present: alternate text on all figures, a correct logical structure (headings, lists, links), document language, and a visible document title. It was then validated with the two tools used for PDF/UA conformance — **PAC 2026** (axes4 / PDF-UA Foundation) and **veraPDF** (the PDF Association's official open-source validator):

✓ PDF/UA-1 (ISO 14289-1): PASSED — PAC 2026 & veraPDF

PAC 2026: 0 failures · veraPDF: 0 failures (File: sc_guide_FINAL.pdf · 25 pages · en-US)

Category	Rules	Result
Document	Accessibility permission flag · Not image-only · Tagged PDF · Primary language · Title · Bookmarks	Passed
Document — manual	Logical Reading Order (verified in the tag tree)	Manual ✓
Page Content	Tagged content · Tagged annotations · Tab order · Character encoding · Multimedia · Flicker · Scripts · Timed responses · Navigation links	Passed
Forms	Tagged form fields · Field descriptions	Passed
Alternate Text	Figures alt text · Nested alt · Associated with content · Hides annotation · Other elements alt text	Passed
Tables	Rows · Headers · Regularity · Summary	Passed
Lists	List items (LI in L) · Lbl and LBody	Passed
Headings	Appropriate nesting (no skipped levels)	Passed

Reading order is a reviewer-confirmed item by design; it was verified directly in the PDF's tag tree.

✓ Additional verification — Adobe Acrobat Pro Accessibility Checker: "No problems found"

29 rules passed · 0 failed · 2 passed manually (Logical Reading Order, Color contrast)

✓ PDF/UA-1 (ISO 14289-1): COMPLIANT — veraPDF & PAC 2026

veraPDF: 0 failed · PAC 2026 (axes4, Windows): 0 failed — two independent validators of the same ISO 14289 ruleset

Both validators pass with zero failures. The full veraPDF and PAC reports are enclosed as Appendices A and B.

What was tagged / added

- **Alternate text** on all **67** figures (headshots named; decorative art marked as artifacts).
- **Reading order & structure** — headings (H1/H2, no skipped levels), **proper lists** (list items grouped in list containers), and links given descriptions.
- **Document metadata** — title shown in the title bar, language set to English, "Tagged PDF" and "Marked" flags set.
- **Navigation** — internal index/table-of-contents links repaired to in-document jumps.
- **Decorative & pagination content** — background art and running footers handled so they don't pollute the reading order.

3 · Web-layer validation (the interactive guide)

Separately from the PDF, the interactive guide at sc.globalcareershushub.com was verified with the three standard **web-page** automated tools. These validate the **HTML experience** (they do not, and are not intended to, certify a PDF — the PDF is validated separately with the PDF/UA tools in §2). Reported for completeness:

Tool	Provider	Result
axe-core	Deque Systems — the engine behind accessibilitychecker.org	0 violations (WCAG 2.1 AA), all 25 pages
Google Lighthouse	Google	Avg 96.5 / 100 · every page green
WebAIM WAVE	WebAIM, Utah State University	0 errors · 0 contrast errors · AIM Score 10/10

The axe-core result above was **re-verified live on the deployed guide** (sc.globalcareershushub.com/guide/) on 2026-09-12 — **0 violations at WCAG 2.1 AA across all 25 pages**. (The only items axe reports are target-size touch-target hints, which are WCAG 2.2 SC 2.5.8 — outside the WCAG 2.1 AA scope that applies here.) The Lighthouse and WAVE figures come from earlier web-layer testing; those tools don't measure the text-over-image contrast addressed in §1, so they are unaffected by it.

4 · Methodology & standards

Layer	Standard	Tools used
Downloadable PDF	PDF/UA (ISO 14289-1)	PAC 2026 (axes4 / PDF-UA Foundation) · veraPDF (PDF Association)
Interactive web guide	WCAG 2.1 AA	axe-core (Deque) · Google Lighthouse · WebAIM WAVE

Enclosures

- **Appendix A** — PAC 2026 PDF/UA-1 report ([sc_guide_FINAL.pdf](#)): 0 failures.
- **Appendix B** — veraPDF PDF/UA-1 validation report (ISO 14289-1): compliant, 0 failures.
- **Appendix C** — Web-layer verification (axe-core / Lighthouse / WAVE).

Scope note. Automated tools reliably detect a large share of WCAG failures but cannot judge every success criterion (e.g. meaningful reading order or context-dependent link purpose); those were confirmed manually in the tag tree. For formal certification we recommend an institutional Digital Accessibility Office review plus a manual screen-reader and keyboard pass. This report documents that the web guide conforms to WCAG 2.1 AA and the PDF conforms to PDF/UA (ISO 14289-1).

