# KESSLER FOUNDATION

# Virtual Reality Job Interview Training Study for Traumatic Brain Injury

## What Was This Study About?

The goal of this study was to assess the efficacy of Virtual Reality Job Interview Training (VR-JIT) for participants with a history of traumatic brain injury. VR-JIT had already demonstrated success in improving job interview skills and employment outcomes for individuals with autism spectrum disorder and schizophrenia. However, its efficacy in TBI populations had not been evaluated.

## What Were Our Goals?

- Examine the efficacy of VR-JIT in improving job interview performance, confidence, and anxiety
- Assess the long-term impact of VR-JIT on employment outcomes, such as job offers, types of jobs and work readiness
- Gather qualitative feedback from TBI participants to determine how well the program meets their needs and identify areas for improvement

## How Did We Run This Study?

Participants were randomly assigned to either the VR-JIT group or an active control group that received a different treatment. Their job interview performance, confidence, and anxiety levels were measured with mock job interviews and questionnaires. Long-term follow-up evaluations tracked employment outcomes, such as job offers and job satisfaction. Qualitative data was collected to inform potential modifications to the program, such as creating a TBI-specific manual.

# What Did We Learn?

Feedback from participants and research staff provided key insights into the program's utility and potential areas for improvement:

- Positive Reactions: TBI participants appeared to enjoy using VR-JIT
- Mixed Reactions: Some TBI participants found the program helpful, while others suggested they would also like to work with a therapist or job coach to complement their training
- Challenges Identified: Some individuals with cognitive disabilities may need assistance in using the program

# What Are We Doing Next?

The next step involves analyzing the collected data to determine the overall effectiveness of VR-JIT in improving job interview skills and employment outcomes for individuals with TBI. Based on participant feedback, a TBI-specific training manual will be developed to supplement virtual job interview preparation. This manual will offer tailored guidance for clinicians and vocational rehabilitation specialists working with TBI populations, so that it can help a broader audience. The training manual will be made available on Kessler Foundation's website.

## For more information, contact:

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