## **Supplementary Figure 1:** *Mixed Methods Design Diagram*



Diagram adapted from Creswell & Plano Clark (2018)

## **Supplementary Figure 2**

## *Thematic Networks from Teacher Semi-Structured Interviews*



## **Supplementary Figure 3**

## *Thematic Networks from Student Acceptability Survey*



# **Appendix: Adherence checklist for VIT-TAY orientation**

**Day 1**

1. **Introduction**
	* Welcome and remind students why they are attending Virtual Interview Training
	* Navigate to this website: training.simmersion.com
	* Login using student’s PIN (username) and password
	* Select either Launch or Resume a previous play on the Virtual Interview Training Card
	* Identify gender for voice over purposes (first login only)
	* Play the welcome video that introduces Kendra
2. **Interview Basics**
	* Click the “Interview Basics” button and navigate the content using both mouse and voice over feature
	* Review how to navigate through the different “Interview Basics” and subsections
		1. Find a Job Opening iv. Getting ready
		2. Job Application v. The Interview
		3. Creating a Resume vi. After the Interview
3. **The Application**
	* Review the introductory screen and identify the 5 areas of the application
	* Click “Apply at Wondersmart”
	* Name your application and click “Create”
	* Introduce the “Tips & Advice” box
	* Briefly review:
		1. Contact Information iv. Position & Schedule
		2. Personal Information v. Demographics
		3. Employment History vi. Review & Print
4. **The Interview**
	* Introduce the “Working at Wondersmart” link and review how the student got the interview at Wondersmart and what to expect from them.
	* Introduce the “Job Openings” link and review that there are 14 job openings and trainees are welcome to learn about what they are after the training session is complete.
	* Introduce the “Kendra, Your Coach” link, and play the videos to teach students the nonverbal cues.
	* Introduce the **“Learning Goals”** link, and go over each one in detail.
		1. Be Confident vi. Be Dependable
		2. Be Positive vii. Work Well with Others
		3. Be Professional viii. Share Strengths and Skills
		4. Show Interest ix. Share Past Experiences
		5. Be Honest x. Share Past Limitations
	* Introduce the three “Levels of Play” - Easy, Medium, and Hard
	* Introduce the “Choosing What to Say” link, play the video to teach students about answering questions and changing topics.
	* Introduce the “Software Guide” link, and let students know they can self-learn using this link.

**Day 2**

1. **Interview Interface**
	* Click “Interview Now”
	* Introduce the three “Levels of Play” - Easy, Medium, and Hard
		1. Choose a Position (Medium, Hard)
		2. Choose an Application (Medium, Hard)
		3. Factors that apply to you (Hard)
	* Click “Start Interview”
	* The interview opens (Rita or Travis) on the “Talk” tab
	* Point out Kendra (On-screen Help Coach)
	* Turn on Speech Recognition using purple microphone
	* Hamburger Menu Button (open software guide)
		1. View Introductory Material
		2. Achievements
		3. Score History
		4. Save/Load Play
		5. End Conversation
		6. New Play
		7. Options
		8. Help
		9. Report a Problem
	* Options: Recommend checking the “Allow Voiceover” and “Show Meter” boxes
	* Click “Click here to begin” to start the interview
	* Point out the follow-on responses
	* Click speaker next to text to hear the statement read aloud
	* Changing topics (available on Medium and Hard)
	* Running Transcript (Speaker, color-coded, includes feedback from Kendra)
	* Notes
2. **Interview Assessment & Learning Goals**
	* **Did You Get the Job?** (**Easy, Medium & Hard**)
		1. Short clip from Rita or Travis about the status of the job offer
		2. Tokens
	* **Are You Someone People Want to Work With?** (**Easy, Medium & Hard**)
		1. Short clip from Kendra about your performance
		2. Scoring sections (color-coded)
			1. Confident
			2. Positive
			3. Professional
			4. Interested
	* **Are You a Good Worker?** (**Medium & Hard**)
		1. Short clip from Kendra about your performance
		2. Scoring sections (color-coded)
			1. Honest
			2. Dependable
			3. Teamwork
	* **Are You Good for the Job?** (**Hard**)
		1. Short clip from Kendra about your performance
		2. Scoring sections (color-coded)
			1. Strength & Skills
			2. Past Experiences
			3. Overcoming Limitations
	* **Total Score**
		1. Print
		2. Save PDF
		3. View Transcript
		4. Exit Exercise
		5. New Play
		6. Quit
3. **Transcript**
	* Color-coded feedback
	* Read Aloud Mode (if microphone was used)
	* Replay all
	* Replay
	* Save transcript (HTML)
	* Print transcript
4. **After-Interview Questionnaire**
	* Please fill out and submit after every interview
5. **Starting A New Interview**
	* Return to the Training Center, Launch, and click the purple “The Interview” button
		1. Click “Interview Now”
		2. Choose a level of play (easy, med, or hard) & click “Start Interview”
6. **Your Rewards**
	* Your Tokens
		1. Earn tokens per point on score
		2. Token Bank
		3. Purchase Options
		4. Past Purchases
		5. Spend tokens to talk to Kendra by clicking “Talk to Kendra”
		6. Click “Purchase” to select topics to ask Kendra; Click “Use My tokens” to talk with her; the interface is similar to talking with Rita and Travis.
		7. When done, end conversation naturally or use hamburger menu to click “End Conversation” and then click “Save and Quit”

**If you were unable to complete any part of this checklist please let us know why and what is your plan for its completion?**