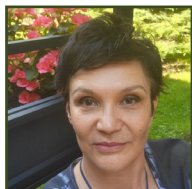


Inclusive Interviews Codesigned With Individuals on the Autism Spectrum: Job Interview Training Using VR Technologies and Blueprint for Employers



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This is a report on the research of using Virtual Reality (VR) technologies and Video Self-Modeling (VSM) method to restructure job interviews so that individuals on the autism spectrum could have more successful job interview performance. The report informs on using VR technology for job interview training implementing different structure of behavioural interview questions. The participatory research consisted of two parts. Part 1 included codesign evolution and deployment while part 2 focused on codesign assessment and modification. It resulted in app creation with scaffolding sequence of behavioural interview questions intended to address different verbal and cognitive abilities of individuals on the autism spectrum. It prompted creation of technologies and methods such as Interview Guide for Employers, and specific questions input, that can affect all the parties in the employment system from individuals on the autism spectrum, employers, employment agencies and various support programs. Most of all, this iterative process illustrated a way on how to communicate more effectively with individuals on the autism spectrum.

Biography:

Mina-Mirjana Jevremovic is an inclusive designer and educator, who earned a Masters of Inclusive Design degree at OCADU. She is contributing author to the international publication Handbook of Disability: Critical Thought, Human Rights and Social Change in a Globalizing World edited by Marcia H. Rioux, Alexis Buettgen, Ezra Zubrow, and Jose Viera with chapter- Co-creating inclusive interviews: VR technologies for job interview training of individuals on the autism spectrum and strategies for employers. Mina holds the Innovation Excellence Award and Outstanding Community Engagement Award from OCADU (2021). She was a presenter at the Virtual Accessibility Conference at Guelph University (2021).