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GREEN ASC VET PROJECT

KA220-VET - COOPERATION PARTNERSHIPS IN VOCATIONAL EDUCATION AND TRAINING

Homologation document – Interview Master VR application

Leader Partner: **Innoversa Factory**

Collaborating Partner: **Virsabi**

1. Introduction and purpose

Interview Master is a VR application for practicing job interviews, developed for autistic people in vocational education and training. This document brings together the information needed for homologation (approval for use in the educational process).

The information is based on two project guides: *“Interview Master” VR app: What to expect* and *Setting up the app “Interview Master”*.

- Homologation carried out by: Innoversa Factory (Germany), the partner responsible for the homologation of project results under the project proposal
- Submitted by: Udruga za cjeloživotno strukovno obrazovanje (#STRUKA), coordinator of the Green ASC VET project

2. Product identification

Item	Details
Product name	Interview Master – VR application for job interview practice
Product type	Educational virtual reality (VR) application
Project	Green ASC VET (Metautism)
Programme	Erasmus+, KA220-VET – Cooperation partnerships in vocational education and training
Project number	2023-1-HR01-KA220-VET-000157245
Project coordinator	Udruga za cjeloživotno strukovno obrazovanje (#STRUKA)
Development partner	Virsabi ApS
Project partners	Udruga STRUKA – HR, Industrijsko-obrtnička škola Slavonski Brod – HR, Learn Virtual Europe – HU, Innoversa Factory – DE, FPDA – Federação Portuguesa de Autismo – PT, Autism-Europe – BE, Virsabi – DK
Application version	V5, b38
Release date	June 25th, 2025
Distribution	Meta Quest Store (search: “Interview Master”)
Price / access conditions	Free of charge

Item	Details
Licence and copyright	© 2026 STRUKA, on behalf of the Green ASC VET project partnership. Licence: Creative Commons Attribution–NonCommercial 4.0 International (CC BY-NC 4.0).
Project website	metautism.eu

3. Purpose and target group

The application allows safe and repeatable job interview practice with virtual interviewers in different settings. The aim is to build confidence and experience that users can transfer to real recruitment situations.

Target group

- Primary users: autistic people in vocational education and training who are preparing to enter the labour market
- Facilitators: teachers, mentors and career counsellors who run training sessions
- Independent users: people who use the application outside organised training sessions
- Recommended age: 13+
- Prerequisites: verbal communication (answers are spoken aloud); no previous VR experience is needed

Learning outcomes – after using the application, the user is able to:

1. answer the most common general job interview questions
2. present themselves, their work experience, strengths and areas for development
3. describe examples from their own experience (teamwork, pressure, responsibility, success)
4. take part in a conversation with an unfamiliar person in an unfamiliar setting with less stress

4. Technical requirements and installation

Requirement	Details
Device	Meta Quest VR devices, including the Quest 2, 3, 3S and Pro
Display	Passthrough (view of the real room through the cameras) at the start, then full VR
Controls	Controllers (point and click, index-finger trigger) or hands (hand tracking, pressing with a finger)

Requirement	Details
Input	Headset microphone – the user answers by speaking
Position of use	Seated
Languages	Croatian, English, German, French, Portuguese, Hungarian, Danish
Internet connection	Needed only for download, not for running the app afterwards
Space	A chair and free space around the user. It can be comfortably be played in a 1.5x1.5m area, or within the "stationary" boundary the headset draws.
Session duration	The average duration of a session is 5-10 minutes, including the intro and one interview. If the user wishes to try multiple interviews, they can spend up to 20 minutes.

Installation

1. Open the Meta Quest Store on the VR headset.
2. Search for the full name “Interview Master” and install the application.
3. Launch the application from the app library.
4. On first launch, allow microphone access (Allow).
5. Select the language and then the level (recommended: level 1).

5. Functional content

The application offers 4 interviewers, 3 rooms, 3 difficulty levels and 11 general questions, which allows many different interview combinations.

User flow

1. Language and level selection with passthrough view of the real room.
2. Transition to full VR: a company lobby with a checklist for interview preparation.
3. Pressing the green *Send* button above the phone on the table.
4. Entering the interview room; the interviewer asks questions and the user answers aloud.
5. The *Next question* button starts the next question; the *Exit to menu* button returns to the menu. At the end of the interview, the application gives a symbolic encouraging score.

Interviewers

Name	Role	Character
Eric	Team lead, the future direct manager	Technically focused, listens intently; may seem critical, although that is not his intention
Tomas	Department foreman	Often preoccupied and distracted, but caring
Louise	Recruiter	Young, kind and very direct in communication
Greta	The boss	Rarely interviews in person; assertive, some people find her intimidating

Environments

Room	Description	Sensory level
Break room	A room next to a corridor, other people within hearing distance	Higher (ambient sounds)
Small meeting room	A small corporate meeting room with a partial view into a larger office	Medium
Conference room	A small conference room, private and well sound-insulated	Lower

Difficulty levels

Level	Choice of interviewer	Choice of room	Questions shown as text
1 – Full control	Yes	Yes	Always (alongside speech)
2 – Partial control	Yes	Random	Only when the user asks for a repeat
3 – Final challenge	Random	Random	Never

Interview questions

1. Did you find your way here easily? Any problems finding the right building?
2. Can you first tell me a little bit about yourself? Who are you?
3. Can you also talk a bit about your previous work experience?
4. Can you tell me about your strengths, for example through some examples from your life?

5. And what about your weaknesses? Do you do anything to improve yourself in those areas?
6. In your working life, what are the things that motivate you about work?
7. What kind of skills would you like to develop in this job, and what opportunities for professional self-development do you see here?
8. How well do you fit into a group, and how do you usually contribute when working together?
9. Tell me about an experience where you were under a lot of pressure. How did you get through it and what did you learn?
10. How do you handle taking responsibility? Can you share an experience where you had to take responsibility?
11. Can you give me an example of a successful moment in your life or at work, in which you felt committed and did a good job?

The questions are general and not related to a specific occupation.

6. Adaptations for autistic users and accessibility

The application is designed to reduce unpredictability and sensory load and to leave the user in control of the pace. The following measures for adaptation were developed and implemented:

Adaptation	How it is achieved	Who it helps
Gradual increase in difficulty	Three levels, from full control to random selection	Reduces anxiety, allows progress at one's own pace
Predictability	The *What to expect* document with questions and pictures; interviewer profiles in advance; checklist in the lobby	Users for whom unfamiliar situations cause stress
Visual support	Questions shown as text (level 1) by default, or on request (level 2)	People who process written information more easily
Control of pace	*Next question* button – the next question comes only when the user decides	People who need more time think or answer
Choice of environment	Three rooms with visual and auditory design	People struggling with transferrable knowledge

Adaptation	How it is achieved	Who it helps
Gentle transition into VR	Passthrough view of the real room during language and level selection	Users with no VR experience or aversion to VR
Exit at any time	*Exit to menu* button; gradual extension of sessions is recommended	In case of overload or fatigue
Motor accessibility	Hand controls, recommended for dyspraxia and motor difficulties	People with fine motor difficulties
Support from a trusted person	A trusted person beside the learner listens to the answers and corrects them where needed; an integral part of the intended way of use	All users
Multilingualism	7 languages, including Croatian	Users practicing in their native language

These further adaptations can be adjusted with built-in functionality in the headset, and were thus not needed to be developed in the app:

- Volume and settings: This can be adjusted with the buttons on the headset
- Screen brightness settings: This can be adjusted in the general settings.

7. Pedagogical framework and the role of the facilitator

The application is designed so that a trusted person (teacher, mentor or counsellor) is with the learner, hears their answers and corrects them where needed. Since the application neither records interviews nor scores answers, this person is the main source of feedback.

Before the session

1. Introduce the participant to the VR headset gradually; even just holding the headset and looking around can be an important step.
2. Show the participant the *What to expect* document (questions and pictures of the rooms and interviewers).
3. Discuss possible good answers with a trusted person, or research independently how to answer general interview questions.
4. Practice your answers, potentially in traditional role-play with the facilitator
5. If the participant is actually applying for a job, imagine that the VR interview is for that position and adapt your answers accordingly.

During the session

- Start with level 1.
- The facilitator listens to the answers; discussion is possible between questions (before pressing *Next question*) or after the whole interview.
- The session can be recorded using the headset's built-in function: Meta button on the right controller → *Record video*, with *Include Mic Audio* enabled.

After the session

- Take a break from VR and review the recording or notes together with the participant.
- Gradually extend session duration and move on to higher levels.
- Try different answers or approaches discussed with the facilitator
- Answer assessment form (criteria: clarity, examples, non-verbal communication, answer length)
- Form for tracking progress across levels
- Look at recommended number and duration of sessions within the training programme and adapt to your needs.
- Get link to the curriculum or qualification

8. Limitations of the application

The simulation is not fully realistic; these limitations should be explained to participants before use.

- The questions are general and not related to a specific occupation or job.
- The user cannot ask the interviewer questions.
- The user, not the interviewer, moves on to the next question by pressing a button.
- The application does not record interviews or score individual answers; at the end it gives only a symbolic encouraging score, while feedback and corrections come from the trusted person.

Despite these limitations, users are encouraged to behave in VR as they would in a real situation.

9. Safety and health

The guides already provide for seated use, gradual introduction to VR and the option to stop at any time. The following recommendations also apply.

Covered in the guides

- The application is used seated, which reduces the risk of falls and collisions.
- The participant is introduced to VR gradually and starts only when they feel ready.
- The session can be stopped at any time; its duration is extended gradually.

Recommendations for safe use

- Before first use, the facilitator reads the safety instructions of the Meta Quest headset manufacturer.
- VR may cause nausea, dizziness, headache or eye strain; the session is stopped immediately at the first symptoms.
- People with epilepsy or sensitivity to light stimuli use the application only after prior medical advice.
- The first session is short, about 10 minutes; later the duration is gradually extended to 20–30 minutes, with breaks between sessions.
- The application is used in line with the device manufacturer's age limit (recommended age 13+); minors use it only under adult supervision.
- When the headset is shared between users, the facial interface and surrounding surfaces are cleaned; a replaceable or hygienic facial cover is recommended.
- Before the session, the facilitator and the participant agree on a stop signal. In case of sensory or emotional overload, the session is stopped immediately (*Exit to menu* or removing the headset), the participant rests in a quiet space, and continuation is agreed only when they feel ready.

10. Data protection

The application neither records interviews nor scores answers; it uses the microphone only to run the interview. The only possible recording is the optional built-in function of the Meta headset, started by the user.

Question	Answer
Does the application use the microphone?	Yes, the user answers by speaking; permission is requested on first launch
Does the application record or store voice?	No – the application does not record interviews
Does the application send data to an external server?	No – no data is collected or shared
Does the application collect personal or usage data?	No - it does not record or score answers. The only usage data is how many questions have been presented and how long the sessions last; after the interview it shows

Question	Answer
	this as a symbolic encouraging score. No personal data is collected. No data can be tracked back to an individual person.
Session recording	Optional, using the built-in function of the Meta headset; the recording is saved on the device
Participant consent for recording	Not applicable – no recording is made
Storage and deletion of recordings	Not applicable – no recording is made
GDPR compliance	Fully applied, in line with the current situation
Meta account	A Meta account is required to use Meta Quest devices. This can be either a personal account, or an organization's account.

11. Validation and testing

The application was tested in a pilot programme, and all participants who tested it completed evaluation questionnaires. The questionnaire results are one of the elements on which Innoversa Factory bases its final homologation decision.

Item	Details
Homologation body	Innoversa Factory (Germany)
Pilot programme	Completed; period: 1 October 2025 – 15 July 2026
Pilot institutions and countries	Croatia: Slavonski Brod – Industrijsko obrtnička škola; Zagreb – Faculty of Education and Rehabilitation Sciences, Autism Association Zagreb; Čakovec – Technical School, Association Pogled. Germany: SRH Berufsbildungswerk Neckargemünd.
Number of participants who tested the application	**95**

Item	Details
Evaluation instrument	Evaluation questionnaire, completed by all participants who tested the application
Summary of questionnaire results	The evaluation results highlight: high usability; strong emotional safety; high realism and immersion; strong acceptance among autistic users; clear usefulness for job interview preparation; consistent feedback across all countries. The application shows excellent potential for international use. Recommendations: 1. implement a feedback system; 2. improve the introduction to the interview; 3. start the interview with simpler questions; 4. expand the interview environments and the number of interviewers.
Changes after testing	In response to the recommendations, the introduction to the interview was improved with additional written instructions; the other items are not feasible because they require additional funding.
Other decision elements	The homologation decision by Innoversa Factory is based on three core criteria evaluated during the international pilot testing (Croatia and Germany): (1) Usability and interaction (confirming ease of onboarding and intuitive hand-tracking controls), (2) Accessibility and emotional safety (verifying the application creates a safe, low-stress environment without triggering disproportionate anxiety for autistic individuals), and (3) Pedagogical value and VET impact (confirming the realism of the interview scenarios and clear usefulness for job preparation and skill development).

Item	Details
Final homologation decision	Date: September 11, 2026. Outcome: Officially approved (homologated). The "Interview Master" VR application meets all technical, content, and safety-related requirements for neurodivergent learners. It demonstrates high usability, strong emotional safety, and high realism, and is hereby officially approved for deployment and vocational guidance within the Green ASC VET project.

12. Documentation

Document	Purpose	Status
"Interview Master" VR app: What to expect	For participants: content, interviewers, rooms, levels, questions, limitations	Available (EN)
Setting up the app "Interview Master"	For facilitators and independent users: preparation, installation, recording	Available (EN)
Video tutorial	Setup guide in video form, Metautism YouTube channel	Available (EN)

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