

## Supplemental Methods

We conducted a logistic regression with job offer as the dependent variable to evaluate whether VR-JIT trainees across all four cohorts of participants had greater odds of receiving a job offer. We included neurocognition and the number of months since prior employment (both are a priori variables identified in the literature), as well as VR-JIT group status. We generated odds ratios (OR) and 95% confidence intervals (CI) as well as the Nagelkerke  $R^2$  to determine the proportion of explained variance.

## Supplemental Results

The model explained a total of 15% of the variance in receiving a job offer. Overall, the model had 70% accuracy at predicting cases receiving a job offer, and the omnibus test of model coefficients was significant ( $X^2=11.45$ ,  $df=3$ ,  $p<.01$ ). Moreover, the odds of receiving a job offer were higher for VR-JIT trainees across all four cohorts compared to the controls from across all four cohorts (OR=2.68, 95% CI=1.14-6.29;  $p=.03$ ). Meanwhile, participants had 1% reduced odds of receiving a job offer for each month since prior employment (OR=.99, 95% CI=.98-.99;  $p=.01$ ). Neurocognition was not a significant covariate (OR=1.01, 95% CI=.99-1.03;  $p=.14$ ).

## Supplemental References

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