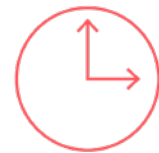


# VR in recruitment, learning & training — Key benefits

## Improved safety

- VR allows you to make invisible hazards visible and create safety training scenarios that are too dangerous or cost-prohibitive to recreate in real life.
- Physically safe VR environments enable training for dangerous situations without risking injury or equipment damage.
- Practice for rare and risky situations in a repeatable and memorable VR training experience helps prevent loss and injury when real crises occur.



## More effective recruitment

- VR helps you build a forward-thinking employer image that appeals to millennials and younger audiences.
- VR helps you stand out at job fairs and other recruitment events, enhancing the candidate experience and increasing the candidate pool.
- A chance to step into a simulated work environment helps attract more interested applicants and higher-quality applications.
- An opportunity to “try before you buy” helps job candidates have a better sense of what the job entails, supports their decision-making and may even improve retention levels.
- Putting job applicants to the test in VR-based simulated situations gives a chance to assess candidates in ways that are not possible in the conventional assessment process.

## Cost & time savings and environmental benefits

- Trainees and trainers in different locations can be connected remotely in the same virtual space. Less need to send trainees to training centres or trainers onsite leads to lower travel and accommodation costs and less time spent on travelling.
- There is no need to use physical production equipment and real materials for training in VR.
- VR typically enables faster onboarding and acquisition of job-specific skills compared with traditional training methods.
- VR training solutions are easier to share and scale throughout an organisation than many traditional training solutions.
- VR reduces environmental impacts because of less travel and less materials consumed.

## Higher engagement & motivation

- Studies indicate that people feel more immersed, are more focused on the task and show higher levels of motivation in VR than in traditional training settings.
- VR experiences are well aligned with the personalised and experiential approach to learning preferred by millennial and younger employees.
- Studies suggest that people adapt to a VR training scenario as easily as other training methods, regardless of their previous exposure to VR.
- VR training is also suitable for older employees, as studies show that older and younger adults can feel equally comfortable in virtual environments.



## Better retention & recall

- Studies show that people recall information better and retain their knowledge longer through VR-based learning than through traditional training methods.

## Faster operation

- VR simulations allow employees to train for their future work environment long before the real-life facility is in operation, enabling smoother start-up and less revenue lost.
- Employees can familiarise themselves with remote sites in VR in advance, facilitating faster orientation once on-site.
- VR-based onboarding enables faster ramp up of independent contractors and other outsourced teams during scheduled maintenance and service outages.



## Improved performance & less disruption

- Learning by doing and learning from mistakes in safe virtual settings help improve performance and reduce error rates — studies suggest that performance during training improves in VR conditions and people make fewer errors than those who use more traditional training methods.
- While trainees may have access to real-life equipment for a limited time only, VR training allows them to spend more time practising challenging tasks and gaining experience with equipment.
- Unlike with on-site training, there is no disruption to regular work, no loss of production and no risks related to new employees unfamiliar with the site.

## Effective knowledge transfer

- Multi-user VR environments enable guided learning sessions that combine the benefits of digital content with the strengths of hands-on master-apprentice learning.



## Links to studies:

- [Using Virtual Reality for Training Maintenance Procedures](#)
- [Development and Analysis of Virtual Reality Technician-Training Platform and Methods](#)
- [Assessing Knowledge Retention of an Immersive Serious Game vs. a Traditional Education Method in Aviation Safety](#)
- [Effectiveness of Augmented Reality & Augmented Virtuality](#)
- [Virtual Memory Palaces: Immersion aids Recall](#)
- [Use of immersive virtual reality to assess episodic memory: A validation study in older adults](#)
- [Information recall in a virtual reality disability simulation](#)