

Immersive Learning

- The New Buzzword And Why You Should Care

Virtual reality (VR) is no longer all about games and destination experiences, it's revolutionising the way corporates train and upskill their employees through immersive learning. The potential for VR in training is huge, and the problems it can solve are everywhere. Surgeons can now learn complex surgical procedures, employees can learn about the inner workings of intricate machinery, and you can now train for high-risk activities safely.

A study by the University of Maryland showed that virtual reality training is more effective in recall accuracy than traditional desktop computer-based training, seeing a median recall accuracy percentage of 90.48% when using virtual reality compared to just 78.57% from computer-based training.

There are so many benefits to using virtual reality for training of employees that it's easy to see why this medium is becoming so popular. It removes risk as it's a virtual environment, which means that employees can experience tasks and scenarios that could be too risky to replicate in reality.

Added to that, they can fail the task and try again; they can come back to the task over and over again, until they feel comfortable. Employees can be put into situations they may face in the real world but that you can't traditionally train for as you can't recreate these scenarios in the real world. Anything from fire evacuation to dealing with a gas leak or attempted robbery.

Training using virtual reality is also cost effective. Yes, there will be upfront costs, but once you have the software and equipment, you can train as many people as you like, as many times as you like. The cost of training per person decreases every time the scenario is trained.

The data that can be tracked is another massive benefit of training with VR. Everything from how long it took the individual to finish a task to what actions they took during the simulation can be observed and captured, providing incredible insight to the organisation, especially as it's becoming more and more important for companies to measure how well they are doing.

You will, over time, be able to collect and collate data in such a way that it will lead you to make data-led decisions on how programmes should be modified and where employees need further training.

Virtual reality training has the ability to combine all three learning styles – visual, auditory and kinaesthetic – which means that you can enhance your workplace training to suit everyone.

Today, almost 14% of the global workforce could already have their jobs replaced by automation. For the global economy to survive, we need to have a more dynamic and flexible workforce where people are trained to perform tasks better, solve problems faster and move up the ranks in education, skill and experience quicker than ever before. By utilising new technology to improve an individual's capability in the workplace, we won't be phased out by machines.

So, why should you care? VR can help everyone achieve their full potential and change the way we empower each other to achieve. Technology will help us reach our full potential as humanity. We need to mould and embrace it.

Are you ready for a new reality?