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The use of virtual reality in corporate training

Virtual reality allows you to significantly improve the effectiveness of corporate training. We discover the potential of virtual reality courses and good practices for integrating this new technology into corporate training processes.

Virtual reality is a technology increasingly used by companies in every sector to improve business operations and customer satisfaction.
Among the main fields of application of virtual reality, one of the most popular among companies is that of company training.

In fact, virtual reality allows for company training in an innovative and extremely engaging way, offering simulation solutions that in the past were reserved exclusively for astronauts and military pilots.

Training model

Virtual reality is a simulation of reality that allows, through special devices (3D viewer, headphones and other dedicated solutions), to explore a virtual environment and interact with tools, machinery, other students or real simulated instructors.

Virtual reality therefore adopts the principle of "**learning by doing**" and allows users to "immerse themselves" in the concrete situation, simulated virtually, putting into practice what they have learned.
The content is highly visual and multisensory: it involves sight, hearing but also movement, and this increases the **mnemotechnical potential**: the participants live emotionally engaging experiences that remain impressed.
In addition, virtual reality training is also a moment of entertainment, which raises the attention curve.

Good practices for the use of virtual reality in corporate training

In order to optimize the use of virtual reality in corporate training, this technology must be used correctly. So, let's see some good practices for virtual reality training.

1. Integrate the training offer

Although many simulations may be independent, it is always better to integrate these learning experiences into a larger **training program**. This ensures that each employee first acquires the basic knowledge and only subsequently uses the simulations in a functional way to put into practice what has actually been learned.

2. Choose the right topics

In general, creating virtual reality courses costs more than traditional eLearning. In addition, the simulation design process can take a long time. Consequently, it is necessary to carefully select the thematic areas subject to virtual reality training.

Virtual reality is ideal especially in cases where complex or **critical situations must be simulated**, such as working in dangerous contexts. In fact, these simulations allow a realistic experience while keeping the employee in a controlled environment, reducing the risk associated with errors or dangers.

Another useful application of virtual reality is that related to training in the **use of expensive equipment or supplies**: through these simulations it is in fact possible to test such equipment without having to invest in a physical prototype.

On the contrary, it is preferable to avoid simulations to transmit theoretical notions: if the skill can be learned at low cost and without risk in the real world, a simulation may not be convenient.

3. Make the training modules adaptable

By incorporating the **difficulty levels** into your simulations, you can offer students the opportunity to adapt their training to their real needs. In this way, those who are introduced to a skill will be able to select a simpler level; on the other hand, advanced students will be able to select a level suitable for their skills and make the simulation more stimulating and complex.

4. Plan a final debriefing

After taking part in a **virtual reality training** session, ask the student to talk about their training experience with their manager. In this way, he will be able to describe the challenges encountered and receive valuable feedback. In addition, a reflection period can help improve knowledge conservation, increasing the **impact of training**.

Article taken from Simulation Training Best Practices