

Virtual Reality (VR) Training



What's the Risk?

Inadequate training can lead to a variety of risks in the workplace. Employers across industries are required to provide [workplace safety training](#) to protect workers and comply with key standards and regulations. If done well, training can help employees gain the knowledge and skills needed to do their work safely. However, not all training is created equal. **An ineffective or poorly delivered training can lead to unintended negative consequences**, including:

- An increased risk of serious injuries and fatalities (SIFs)
- Reduced job performance and productivity
- Higher employee turnover



Impacts

To improve and modernize their employee orientation program, Parsons developed realistic office and field environments using 360° camera technology that allow users to safely explore a virtual worksite and practice hazard identification techniques via computer-based training (CBT). Trials of the virtual reality (VR) training program are ongoing, but initial feedback and learnings have been positive. **Benefits of integrating VR environments into CBT** include:

- Providing workers simulated, yet realistic workplace situations without exposing them to actual hazards
- Increased employee engagement through *microtraining* (focused, shorter and more interactive training)
- Improved training efficiencies, reducing the need for in-person trainers

[Research](#) has shown that VR training programs can be as effective, if not more effective than traditional classroom trainings. VR training programs are easily customizable to appeal to a variety of learning styles and cover specific workplace training topics.



Lessons Learned

Several **key lessons learned in the trials of Parsons' VR training** include the importance of:

- Prioritizing where training will be most impactful (e.g., for specific roles or critical job tasks)
- Presenting evidence of ROI for VR training to gain leadership support
- Using subject matter experts when developing content for VR modules
- Engaging IT early to ensure compatibility with existing network structure

Employer



Parsons

Founded in 1944 and headquartered in Centreville, Virginia, Parsons is an American technology-focused defense, intelligence, security, and infrastructure engineering firm. The company employs over 15,000 people across 25 countries.

Technology

