

Rethink  
Procedural  
Training with

**VIRTUAL  
REALITY  
& GAMES**





# Procedural Training Today

In the wake of a global pandemic, the world of education went virtual. As businesses reopened and hybrid or on-site work cultures made an exciting return from mid-2021, some virtual training opportunities continued their meteoric rise. L&D leaders witnessed greater effectiveness with virtual onboarding, compliance, procedural training, and other skilling programs. The training was better received by learners and training outcomes were far superior.

Virtual procedural training is today embraced by diverse industries—manufacturing, healthcare, high-tech, and beyond. Professionals who have spent decades in interventional medical device education believe virtual procedure training is here to stay. Thriving in the new digital setting, it offers increasingly immersive learning environments to a globally dispersed and diverse cohort of students. Similarly, in the manufacturing industry employees report increased safety awareness, and develop conditioned responses, problem-solving skills, and muscle memory—most often even before they are on the job! The paradigm shift to facilitating and receiving virtual procedural training today is undeniable and has opened new doors in training methodologies and learning environments.

Learning professionals new to virtual training may be wondering:

- ◆ What makes immersive learning environments like virtual reality and game-based learning top the charts for learning effectiveness?
- ◆ How have companies capitalized on this trend?
- ◆ What are the use cases and success stories of companies that are riding the wave?

This ebook will go on to address such burning questions. Comprehensively explore ways to implement games and virtual reality to make training immersive and engaging, and deliver better learning experiences for your learners.



# Why Virtual Reality?

PwC recently undertook a study comparing virtual reality training on soft skills to both traditional eLearning and classroom learning, and the results are compelling.

## The Power of Virtual Reality

**400%**

faster than classroom based learning

**3.75x**

more emotionally connected to the content

**275%**

more confident in applying what they're taught

**400%**

less distracted while learning

Let's break this down and understand how learners receive immersive learning:

- ◆ Better results in less time—through active rather than passive participation
- ◆ Achieves higher retention rates—by combining sight, sound, and movement
- ◆ Greater impact—triggers an emotional response while exposed to a wider variety of scenarios



# What has traditionally slowed investment in immersive training?

The great results and stats are no secret, yet, there has been a guarded approach in investments. This can be attributed to the many myths making the rounds in L&D circles, and the next section will demystify some of the common ones.

MYTH	FACT
Immersive content takes too long to produce	Not all training courses need extensive and exhaustive VR content. There are numerous immersive elements that can be quickly weaved into the content, which can still deliver better learning experiences and fetch better results than traditional means.
The cost of VR training is prohibitive	The technological advancements in VR have catapulted in recent years. It's an accessible and thriving market for all.
Custom programming is needed	The best VR training is based on photo realistic images and videos generated by sharing them with a consumer-level 360 camera. No 3D designers are required!
Distribution of immersive content requires new methodologies	Today, headsets are only optional for a VR experience! You can deliver immersive content easily via mobile, browser, and inexpensive headsets, if required.

# Why Gamification?

The reality is that half the world identifies itself as a gamer of some sort. Whether it is through traditional pen and paper, mobile devices, or social media, a lot of us play games every single day. Furthermore, we are exposed to gamified learning and activities in more ways than one. Think tracking our steps, metabolic activity, collecting points from our daily coffee run, driving dashboards—the list goes on.

Reflect on what has caught our attention with gamification. Fundamentally, games provide a safe space to learn, practice, fail, and succeed. Whether it is for recreation or eLearning at the workplace, it provides a platform to engage and practice learning material. The social experience that gamification provides is unparalleled. Being competitive and collaborative while sharing success with the community impacts us emotionally.





# Including Gamified Learning in the Workplace

While the merits are clear, introducing gamified learning at the workplace is not as simple and easy as you might think. Based on your needs analysis, identify the right game for your objectives and learner preferences.

Another key component is to consider what motivates your learners. Are your workers, achievers, socializers, explorers, or fighters? Introducing game themes that connect with learners' personalities will go a long way in achieving desired training outcomes.

## Align Games with Performance Objectives

