



# AN INTERACTIVE START INTO DAILY BUSINESS

Successful onboarding with Virtual Reality

**VRdirect** ▶

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**The process of onboarding new employees is a complex and cost-intensive task for many companies. In order to give new colleagues the best possible start to their professional career and to enable them to work efficiently, numerous meetings, on-the-job training, compliance courses, and safety briefings are often required.**

**This is not only costly and time-consuming it also causes a lot of downtimes. But what if all the necessary information was available in a single, comprehensive all-in-one-package that would enable new employees to learn pretty much autonomously?**

**With Virtual Reality this is exactly possible and this whitepaper explains the 'whys' and 'hows' to make it so.**

## The challenge of onboarding employees effectively

When new colleagues join the team there is usually a great amount of experience to pass on. This can mean a confusing accumulation of diverse materials for the newcomers to absorb, which may not even be up-to-date or complete.

More and more companies, therefore, rely on virtual reality in the onboarding process. The scenarios for applying technology in training new employees are various. For example, virtual tours through the company's operating facilities familiarise new colleagues with the premises and can illustrate internal processes in a realistic environment. Virtual safety training courses are also common, allowing training to be carried out as if actually there at the future workplace.

The practice of large companies such as Porsche and Siemens shows that VR can not only facilitate the onboarding process but also achieve more successful learning outcomes.

## Virtual Reality facilitates the onboarding process for all parties

### **1** Faster learning success through immersion

An immersive user experience in VR has been proven to support the learning process. A recent study by PWC showed that trainees were able to grasp the learning content in VR up to 4 times faster than by

traditional learning methods, and then apply what they had learned much more confidently.

A study by the Johnson & Johnson Institute came to a similar conclusion in 2018: Surgeons used VR to practice the procedure of an operation they had not performed before, while the control group had only conventional teaching material available. While none of the participants in the control group were able to reproduce the procedures in the laboratory, 83% of the surgeons trained with VR were able to successfully perform the surgery with minimal instruction.

This means: Companies that deploy virtual reality training can thereby benefit considerably from a comprehensive, and at the same time sustainable, increase in the knowledge of their employees.

### **2** Regular repetition for sustainable learning

Virtual Reality enables the virtual representation of realistic working environments in which employees can practice work processes again and again until they are familiar with the procedure, and can then go on to reliably implement it in real worktime situations.

VR is therefore particularly suitable for teaching highly standardised procedures.

This is applicable, for example, to virtual instructions for the operation and maintenance of machines, but also to practicing procedures in the field of nursing and geriatric care or other physical activities whose routine execution guarantees smooth operation.

#### **The advantages of VR-Onboarding at a glance:**



New employees can learn faster, and apply what they have learned more confidently



Due to being permanently available, employees can constantly repeat and practice procedures



It is allowed to make mistakes and experience the consequences in realistic environments, without really putting yourself and others at risk

### 3 Risk-free learning in virtual environments

Another advantage of VR: employees who make mistakes during onboarding do not put themselves or others in danger or can cause damage to high-quality work equipment. This means that employees can experience all possible errors and dangerous situations without risk, and are thereby optimally prepared for a real emergency.



**Dr. Rolf Illenberger**  
Managing Director  
VRdirect GmbH

With Virtual Reality, the onboarding of new colleagues succeeds for all sides quickly and without great effort.

### VR in practice: The implementation is easier than you think

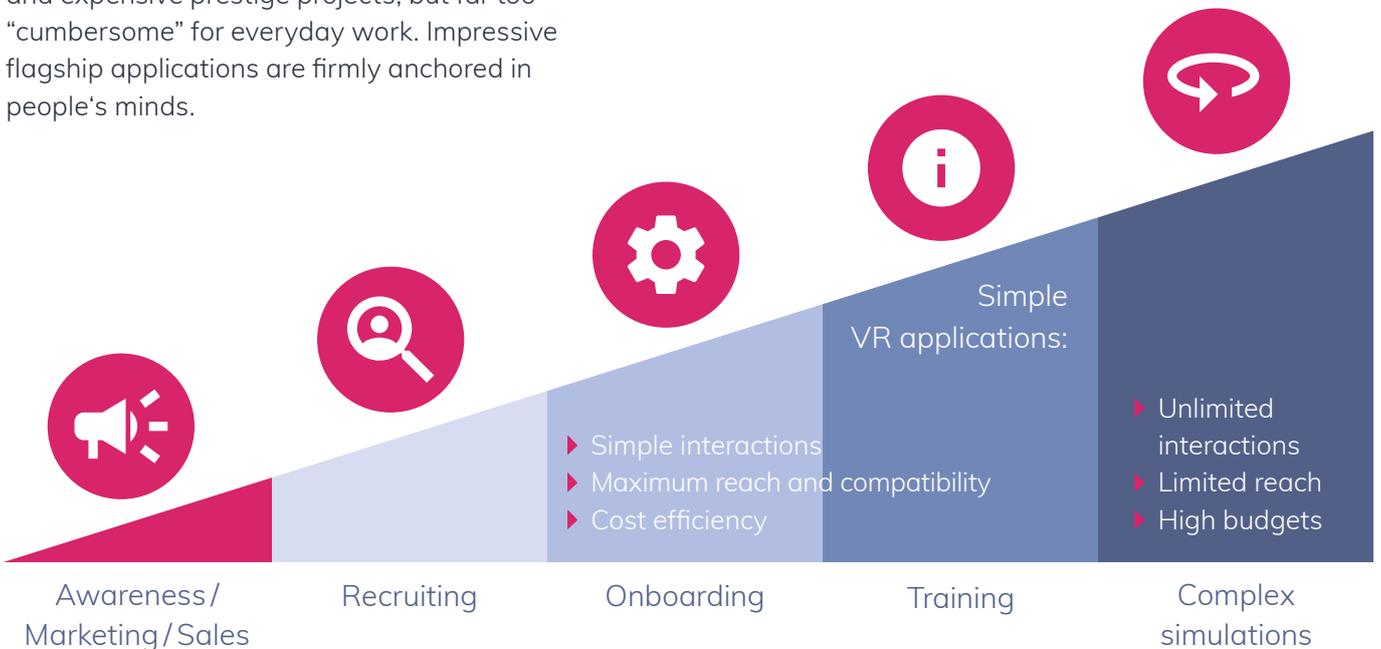
For many, VR is still the technology for elaborate and expensive prestige projects, but far too “cumbersome” for everyday work. Impressive flagship applications are firmly anchored in people’s minds.

#### Possible application scenarios of VR in onboarding:

- ▶ Virtual office tours with all important information & contacts
- ▶ Security training directly at the virtual workplace
- ▶ Virtual instructions for tools & machines
- ▶ Clear presentation of work processes

Companies also base their own expectations regarding the use of virtual reality on these applications, and often stumble into far-too-complex VR projects without enough previous experience. However, if companies concentrate themselves on very clear use cases in each different area, VR applications can be developed with little effort and can specifically complement and support business processes.

It is therefore crucial that companies keep their requirements for VR applications within a realistic framework. After that, nothing stands in the way of a speedy implementation of the first applications.



With a 360° image or video and some text modules, for example, a work situation can be mapped virtually and equipped with learning content in a very short time.

Today, the costs for hardware are relatively clear: high-quality 360° cameras are now available for a few hundred euros and even stereoscopic cameras from the high-end segment cost less than 5,000 euros.

Software solutions such as VRdirect Studio are also now available, with which VR applications can be implemented without any previous knowledge or developer resources. Specialist departments can thus create the optimal onboarding application for their newcomers directly themselves.

**This is an important advantage for several reasons:** firstly, because there are no additional costs for a development team. Secondly, because the applications can be tailored precisely to their respective areas of application.

If the employees in the departments can easily create virtual reality courses themselves, VR quickly becomes the standard for training new colleagues.

What companies should also pay attention to is the constant availability of their VR applications. Often new employees benefit greatly from being able to repeat content at any time, as required. In addition, companies are then more independent and flexible in their training - an invaluable advantage; especially in times of remote working.

With VRdirect Studio, companies can publish their application over all common platforms and make the apps available e.g. via a VR headset, mobile devices, or via the web browser.



## Conclusion: Don't wait, just start!

Companies have a strong interest in enabling new employees to start their careers without having to make a disproportionate effort in terms of resources.

Ideally, new colleagues should feel immediately engaged and be able to build up the necessary knowledge quickly and sustainably.

Virtual Reality offers companies a particularly wide range of possibilities here for making onboarding interactive, effective, and flexible.

Through an immersive user experience, new colleagues can not only perform their role in the team more quickly but also apply what they have learned more confidently.

However, companies should not be hesitant about starting with VR. Thanks to increasingly cost-effective equipment, and solutions such as VRdirect Studio

which do not require any developer skills, the barriers to entry for virtual reality are lower than ever before.

Companies can immediately start implementing the first onboarding applications and, with VRdirect Studio, make content available company-wide and on all common devices. This is because VRdirect Studio specialises in enterprise VR solutions that can make content, once created, eminently accessible.

Virtual Reality has already established itself as a standard technology in many companies and has proven itself in a wide variety of application scenarios.

**Whoever starts now can only win.**

## Companies should pay attention to this when starting VR:

- ▶ A clear focus on concrete use cases prevents companies from wanting too much at once and stops projects from becoming unnecessarily complicated.
- ▶ For the technology to become established, the departments must be able to create VR applications autonomously. This requires user-friendly and easy-to-use solutions.
- ▶ The VR applications should be compatible with a wide range of devices and be available at all times.

Are you ready to onboard with **Virtual Reality**? You can find more information at [www.vrdirect.com](http://www.vrdirect.com) or contact us at

+49 89 244 16 464

contact@vrdirect.com

## Literature

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