

7 TIPS

for Anyone Considering AR and VR for Learning and Development



- 1 **Start Small**
Start with a focused approach, consider what tools and devices to try, and incorporate measurement. With practice, you will plan, scale, repeat what worked well, and improve the experience.
- 2 **Start Simple**
VR can be used by itself or to supplement existing programs. Begin with a test-and-learn approach. Make it low barrier or accessible on multiple devices. This will help familiarize your team with the needed tools and techniques.
- 3 **Consider Your Culture**
Define what you're trying to accomplish. AR and VR training are not always the best paths to your goals. Consider that each time you implement a new technology, a culture shift happens. Be prepared for change management.
- 4 **Choose the Proper Approach**
To decide when to use AR versus VR, know if your people need information at the point of work or ahead of time. AR enables them to practice; as well as access information, experts, and more at the point of work. VR helps users understand, explore, and practice prior to implementation. Both approaches may be useful when learning abstract concepts, practicing dangerous tasks in a safe environment, and saving costs on transportation and equipment.
- 5 **Know Which Tools to Use**
Start with cost-effective and simpler tools like Immerse, CenarioVR®, and Adobe® Captivate® for VR; and Zappar, Layar, and Blippar for AR. These are easier for testing development, designing, and storyboarding. For additional options, upgrade to more robust development tools such as Unity, Unreal, or ScoreAR.
- 6 **Review Your Team's Capabilities**
Content design for VR and AR is vastly different than instructional design. Consider who on your team can be upskilled, and identify gaps in your team's expertise.
- 7 **Start Now**
We're in the infancy of AR and VR. Start now, as the system will get more complex with new modalities, intricacies, artificial intelligence, and more.

Looking Ahead

We've supported a variety of needs such as simulating customers for staff to practice sales conversations, bringing distant subject-matter experts close to walk through complex safety procedures using live coaching in virtual reality environments, and more. The possibilities are expanding every day and will have a growing impact on modern learning.

Work and learn in the world around you

Get started today