



INDUSTRY SECTOR REPORT:

TRAINING

Q1 2019

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HP Inc. www.hp.com/go/vr

HP creates possibilities for technology to have a meaningful impact on people, businesses, and society and gives businesses new ways to experience and train with VR.



4EXPERIENCE

Warp Industries

Forget about training, just do it in VR!

creativeBC



Creative BC creativebc.com

Creative BC is committed to helping the creative industries we serve push the boundaries of storytelling while driving new economies in BC.

Foreword

First off, thanks to the folks at the VR/AR Association for moving the industry needle and serving as the connecting file for companies across the ecosystem. Before you get cracking on this wonderful report, allow me to share some perspective on training and how VR/AR disrupts the norm.

Training Overall

There is a head scratching data point that I have been referencing lately: corporations collectively spend \$350 billion on training each year. To put that in perspective, corporations spend more annually on training than the Gross Domestic Product of 83% of the countries in the world. And what are the results? Before we get there, think about the last time you experienced company training. Was it effective? Were you engaged? Did you remember anything? Answers are probably overwhelmingly no. And you aren't alone. Most executives think that their company learning and development is ineffective and many employees do not think they are effectively trained to do their job and/or find their training useless.

So what's the problem?

In a word, practice. To be effectively trained, employees must be afforded the opportunity to practice what they learn. Ask any athlete, first responder, or military service member how often they practice. One of my favorite quotes is from Olympic Gold Medal Swimmer Rowdy Gaines: "I swam around the world for a race that lasted 49 seconds." I came across this quote in a book analyzing the characteristics of top performers. Practice is not easy, both physically, but also, and more importantly for the purpose of this audience, financially. Think of the economic cost of delivering effective training to a workforce: the logistics, facilities, content, instructors, and employee "downtime". It's tough to scale good training but training is crucial to having productive employees. Add to the mix an aging workforce, a skills gap, fleeting employees and we are bordering on a training crisis!

Why should you care?

As an employee, you should want a safe, productive work environment and well-trained, capable teammates. Safety shouldn't be overlooked. In the US alone, 14 people per day die at work in preventable accidents. As a member of society, you should want humans to stay sharp, adaptable, and relevant, particularly with the onset of artificial intelligence and the employment implications. A recent McKinsey Global Institute Report purported that over the next decade, as many as 375 million workers may need to switch occupations.

As an executive, you need to balance two objectives: 1) taking care of employees and 2) hitting profit goals (not mutually exclusive). Better training results in more effective employees who can make better decisions and ultimately boost productivity.

What to do about it?

Innovate or die! Embrace immersive technologies. VR/AR provide a unique ability to enable deliberate practice on a mass scale. Because it's a virtual rendered world, any scenario can be replicated and practiced over and over again with randomization injected to throw multiple scenarios at the trainee. Randomization is a key variable as it avoids "teaching to the test" and exposes trainees to an infinite number of scenarios. Think of a pilot. How many times do they get to experience an actual crisis? Hopefully, never. Yet, they are expected to be able to make split second decisions when placed in that situation.

Who is using VR/AR for training?

To quote the great Jim Collins, “the flywheel is in motion.” Companies across just about every industry are either testing, piloting, or deploying VR/AR for training; the momentum is real. Let’s focus on only a few. Retail: Walmart recently announced that it will deliver VR Training to all stores in the United States and train more than a million employees (thanks STRIVR for making this happen!). Aerospace: several major airlines are leveraging VR to familiarize its flight attendants with the aircraft and the proper protocol in getting underway. Energy: Siemens has started to implement VR to train personnel on the maintenance and operations of its large gas turbine engines within its Energy division. Technology: look no further than my own company, HP! Our learning and development organization is developing inclusion training in VR. Also, our print global services business is piloting a VR procedural trainer on one of our large printing presses. Military: at least one large country in the Middle East is deploying squad sized dismounted troop trainers and the US Army recently announced a \$480M deal with Microsoft. Law enforcement: Netherlands police department is testing VR for crime scene investigation, domestic violence, and presentation skills. The list goes on and on.

It’s time to reinvent training

Another favorite quote of mine from my time as a Marine Corps officer: “we don’t rise to the occasion; we sink to the level of our training” – Archilochus. HP and the many companies featured in this report are committed to enabling effective training (i.e. practice) on a mass scale. Our founders Bill and Dave believed in reinventing themselves and their company. To mark HP’s 80th anniversary this year, let’s work together to reinvent training. Enjoy the report and the creative and innovative means by which companies are doing just that.

**Jay Fraser**

WW Business Development
Virtual Reality Training Segment

Foreword

The immersive technologies of virtual and augmented reality (VR and AR) are poised to disrupt training in all sectors including corporate, healthcare, manufacturing, and education to name a few. This is a bold statement but one supported by the psychology and brain science of learning. Traditional approaches to training rely heavily on text, or one-off expert demonstrations and predominantly engage one learning system in the brain. This is the cognitive skills learning system that recruits the prefrontal cortex and relies heavily on working memory and attention. Importantly, this system is not fully developed until one is in their mid 20s, begins to decline in middle age, and is negatively impacted by stress, pressure, and anxiety making this a fragile and suboptimal learning system. Immersive approaches, on the other hand, broadly engage multiple learning systems in the brain in synchrony including experiential, emotional, behavioral and cognitive systems that recruit many brain regions including occipital, temporal, parietal and frontal cortical regions. This broad-based synchronous engagement of brain-based learning systems leads to a powerful sense of “presence”, strong initial learning and enhanced long-term retention. Because many of these systems are less affected by age and stress, learning is more consistent across individuals and situations.

As Einstein said, “Learning is an experience. Everything else is just information.” Experience is at the heart of immersive training, whereas information is at the heart of traditional training. Our society is in desperate need of high-quality training. Training approaches are ripe for disruption and immersive technologies meet this need.



Todd Maddox

Ph.D., Founder and CEO, Cognitive Design
& Statistical Consulting



4Experience

Summary

4experience is a Virtual Reality Studio with a track record of over 100 VR&AR projects. We are a team of over 30 passionate, driven and dedicated professionals who deliver custom tailored solutions. We help businesses gain competitive advantage with technology and software development. Our support starts with conceptualization & reaching up to your product launch, maintenance as well as training your team.

We use Agile approach delivering results in weekly or bi-weekly iterations. We first start by helping you define your requirements and transform them into a solid specification. After agreeing on the business terms we gather a team and deliver the solution at a steady pace keeping projects on track to ensure achievable objectives.



Contact

<https://4experience.co/>
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Type of Company

Design & Development of VR & AR trainings for all modern platforms.

Automotive, Banking, Construction, Education, Energy, FMCG, Finance, Healthcare, Health and Safety, Manufacturing, Coal Mining, Transport and Logistic.



Customers

NASDAQ, Omron Electronics, Walmart, Viessman, Wells Fargo, Cisco, Carrefour, Ford, ShowTime, Network Rail, Mitsubishi Electric, Strabag, Hochland, AVON, MSF, SOS Children's Villages, Dec-Group, Tauron, PIAP, DPD.



Size of Company

How many employees: 30+



Why are you in this industry vertical/sector?

In 2014 a group of friends created a pilot training project for MSF - "Doctors without borders", after that it quickly became obvious to us that VR is the future of trainings. Since that time we have created over 100 experiences for clients from over 15 countries, many of which were training simulations. Currently Health and Safety is our top priority as emphasizing effort to influence behaviours that can save people's lives.



What do you want/hope for/from this industry?

We are looking for further development of the trend that started an increased demand for VR trainings. The two main fields of expansion are Health & Safety and New Employee Training. As the main factor for most companies, it's seeing their competition successfully implementing VR into their processes. Driving force to do this is being able to do Hazardous Environment Training and a virtual "training on the job" before the facility is operational.



Absorb Reality

Summary

Absorb Reality provides staff training delivered in Virtual Reality and Augmented Reality. Immersive learning that engages, develops and accelerates your organisational development backed by years of classroom based experience.

Service:

At Absorb Reality, we know that great training is one of the vital drivers of success. Outstanding performance starts with a top-class training programme, and Absorb Reality training is designed to help you unlock your true potential.



What is VR & AR training?

Absorb Reality training is, in short, whatever you want it to be. Learning sessions use headsets that can transport your learners to almost any situation. Emergency procedures, client interactions and technical processes can be realistically simulated in a safe environment. So the question isn't what we can provide, but what your needs are.



Contact

www.absorb reality.com
learn@absorb reality.com



Type of Company

Staff training content



Customers

Absorb Reality training comes with years of hands-on experience. Our team of has an in-depth background in providing tailored courses across industries, both in the public and private sectors.



Size of Company

How many employees: 118



Why are you in this industry vertical/sector?

With subject matter experts across multiple sectors, we're here to help organisations find the right fit for VR & AR in their learning & development offering. With extensive knowledge of the training world, we know staff development and now we're ensuring it's supported by VR & AR as well.



What do you want/hope for/from this industry?

At Absorb Reality, we combine innovative technology with a human approach. We know that your best assets are your people, and their needs are at the very heart of what we do. We know VR & AR inside out, but we'll also take the time to learn about your organisation, its people, its challenges, and the needs of your clients. We strive to make learning safe, inclusive, meaningful and engaging.



Summary

AnotheReality is the first established XR company in Italy. Born as an independent gaming house, we evolved into a B2B Consultancy firm focused on XR Training Solutions for Corporations willing to experiment the new Immersive Learning frontier.



Contact

www.anotherreality.io



Type of Company

XR Studio focused on Immersive Simulation & Training Solutions, Creative Technology Solutions and Immersive Advergaming. Strongly skilled in Software development and CGI modeling. We are working on our proprietary set of Simulation & Training solutions, called Virtuademy, willing to become a one-stop-shop for Corporations' Immersive Learning needs.



Customers

BH General Electric, IBM, Nokia, Luxottica, Olivetti, Enel, A2A, Asus, Hitachi, Deloitte, and many others.



Size of Company

How many employees: 12



Why are you in this industry vertical/sector?

Many researches have proven immersive learning as +30% in average more effective than traditional learning: this is why the simulation & training industry is ripe to be disrupted by these technologies. With our game design background and our highly skilled technical knowledge, we are focused in bringing immersive learning to a whole new level of engagement.



What do you want/hope for/from this industry?

We would like to see more and more competition in this segment, meaning it has really moved from niche to mass.

AVATAR PARTNERS **AVATAR Partners**

Summary

AVATAR Partners has a 15-year track-record innovating advanced training and job performance systems that provide organizations competitive advantage. Our products and services drive sales, return on investment, and improve safety and quality. We are on the forefront of Augmented Reality, Mixed Reality and Virtual Reality solutions – collectively known as Extended Reality (XR).

AVATAR Partners is forward-leaning in performance technologies that Simplify Complex Systems™, matching the training and task requirement to the right solution. We have a unique blend of training experts, subject matter experts, and software developers that give us a deep insight into the customer’s needs, and how to solve them cost-effectively.



Contact

www.avatarpartners.com
info@avatarpartners.com



Size of Company

How many employees: 50 Employees,
30 Partners, Headquartered in USA



Type of Company

AR, MR, VR, Interactive Multimedia
Instruction, Online Courseware,
Video, Interactive Electronic
Technical Manuals, SimplifyXR –
Mixed Reality Content Authoring
Tool, Content Management
Systems, Content Delivery Systems,
Data Analytics, AI, IoT



Why are you in this industry vertical/sector?

Technology has disrupted the way organizations must design, develop, produce, and distribute solutions, forcing companies to become competitive in new ways. Today’s workforce learns differently than ever before. We help our customers fit the right training solution or job performance aid to the task and user type, ensuring highest return on investment, safety, quality and competitive advantage.



Customers

Aerospace, Defense, Education,
Automotive, Manufacturing, Oil & Gas,
Construction, Retail



What do you want/hope for/from this industry?

As one part of a global community, AVATAR Partners supports open-source, non-proprietary hardware and database agnostics solutions, allowing customers to take their existing technology investments to the exponential new levels of sales and profit.



Bizri Academy

Summary

Bizri Academy provides cutting-edge education and training services both face-to-face and online to various businesses sectors including universities, government, and the private sector. Lead by Houssam Bizri who is an award-winning Learning Designer and sessional lecturer at various Australian universities, with a demonstrated history of more than twenty years working in the higher education industry in the areas of innovative online teaching and learning Houssam’s current interest is in

the areas of new disruptive technologies such as Virtual Reality, Augmented Reality and the effect/possibilities they may bring to the field of future teaching and learning. Houssam Bizri is currently leading the training of VR/AR/MR and 360° to organizations, staff, educators to understand the possibilities of the technology and how they could be adopted in future training design.



Current Courses: Scheduled for 2019
Visit <http://Bizri.com.au> for dates and locations
The University of Newcastle Sydney Campus
The University of Sydney - Center for Continuing Education



Contact

<http://bizriacademy.com>
<http://bizri.com.au>
hello@bizri.com.au



Type of Company

Digital training including VR/AR/MR
AND 360° for Business

Consultancy, Customised Training
Design & Development Services,
Face-to-Face Training and Online.



Customers

Education, Universities, Government,
Defence, Commercial, Industrial, Non-
Profit, Enterprise, Construction, Retail,
SME, Start-ups and other VRAR training
companies.

Australasia/ Asia/Middle East/ Africa



Size of Company

How many employees: >10



Why are you in this industry vertical/sector?

Creating cutting edges and innovative training programs to share the learning with immersive experiences with designers, managers, educators alike who are curious and want to further their learning about using VR/AR/MR and 360°. Through the Bizri Academy, we are assisting learners at all levels to fill the gap and to develop a level of literacy in using VR/AR/MR and 360°. We are creating a community of learners with setting up monthly meet-ups that could support the learning and promote the uptake of the technology.



What do you want/hope for/from this industry?

For the VR/AR/MR and 360° the technology to be expanding more in higher education and other sectors to uptake, as well the development of Learning Management Systems that supports the VR/AR tech and in which allows educators and teaching instructions to develop cutting edge learning coursework.



Circuit Stream

Summary

Circuit Stream offers education and training services for professionals and businesses alike. Established in 2015, we’ve taught over 20,000 students through workshops, 1:1 mentorship and small class settings. Our online VR/AR Development with Unity course is customized for professionals investing in their abilities and careers. Our team of instructors mentor students to build their idea into a working prototype in 10 weeks. We’ve built customized training simulations for airport operations and medical training, and offer integrated training for companies to have the knowledge and independence to maintain applications after launch.

Whether you’re a professional enrolling in VR/AR Development with Unity course¹, or a business investing in streamlined VR/AR training, Circuit Stream’s education and training services are designed to help you succeed. Visit our website² for case studies³, testimonials⁴, and more.



¹<https://circuitstream.com/product-category/courses/virtual-reality-course/>

²<http://circuitstream.com/>

³<http://circuitstream.com/circuit-specialize>

⁴<http://circuitstream.com/testimonials>



Contact

www.circuitstream.com
support@circuitstream.com



Type of Company

Education, Software Development,
Training Services



Customers

Professionals looking to invest in VR/AR training to further their skills, change careers, or satisfy curiosity. From digital marketers to IT software engineers, we’ve helped managers find business VR training solutions, build 3D data visualization software, and more.



Size of Company

How many employees: 11-50 employees
across N.America



Why are you in this industry vertical/sector?

By sharing education and expertise to individuals curious about virtual and augmented reality, we’re allowing a diverse range of people to develop proficiency in this technology, fostering growth in VR and AR technology, content, and professional networks. A rising tide lifts all boats, and Circuit Stream prides itself in welcoming and sharing these skills with developers, creatives, and other professionals from any industry.



What do you want/hope for/from this industry?

For the VR/AR ecosystem to continue to grow, more professionals across industries must have access to knowledge behind the technology. Expanding the opportunities for VR and AR content creation will have a net positive effect across the ecosystem. We strive to open, support and enhance access for education for professionals. Our students have built relationships with other professionals in their classes, networks that translates to a stronger and more robust industry.



Concurrent Technologies Corporation

Summary

Concurrent Technologies Corporation (CTC) has a rich heritage of providing cost-effective education and training solutions to many organizations across the federal government and industry. We led the development of global learning standards, the Sharable Content Object Reference Model (SCORM), and bring more than 25 years of expertise in instructional design practices, principles and techniques; curriculum development; adult learning theory; and instructional product development. We understand how online learning, communities of practice, gaming, simulation, and exercises can blend together to provide the highest fidelity learning experiences at the best overall value. CTC's Visualization and Mixed Reality (V&MR) Capability assists clients in reaching their educational technology goals using AR and VR.



Contact

www.ctc.com
IITS@ctc.com



Type of Company

Applied scientific research and development professional services



Customers

US Armed Forces, US Federal and State Government, Commercial, Industrial, Non-Profit



Size of Company

How many employees: 500



Why are you in this industry vertical/sector?

Our goal is to help clients understand how AR and VR can help improve programs of instruction and to develop prototypes for evaluation, technology transition and full production. An example of our work in the non-profit client space includes Co-Tour. Co-Tour enables remote mobile AR clients at a museum to share a realistic spatial and social experience with classroom VR clients navigating a virtual rendition of the same museum and its exhibits.



What do you want/hope for/from this industry?

CTC works with clients seeking wholly new and experimental educational technology solutions and those that seek to extend established programs of instruction using the strengths of AR and VR technology. The mixed reality continuum presents many different possibilities for the implementation of AR and VR and CTC provides consultation to clients to help them understand how these technologies can be leveraged to meet project requirements.

DiSTI The DiSTI Corporation

Summary

Located in Orlando, Florida – the very heart of the global simulation and training industry - our software products and professional services have pioneered the advancement of the virtual training experience for Fortune 500 companies, the U.S. Military and clientele around the world. We leverage the power of our data-driven virtual training platform, VE Studio, to enable our clients to simplify and lower the cost of developing highly scalable 3D virtual enablement solutions for their maintainers, operators and field services teams. For over 25 years we’ve pushed the boundaries for training solutions deployed on desktop, mobile and now extended reality (XR) devices.



Contact

Kevin Mikalsen, Director of Marketing
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Type of Company

Software



Customers

We are proud have assisted operations, learning and marketing organizations for Fortune 500 and military service branches around the globe, including Siemens, Nissan, Toro, HP, and armed forces branches within the U.S., Australian, Chilean, Saudi Arabian and Singaporean militaries.



Size of Company

How many employees: We have 100 employees and maintain a global presence via global solution integrators and consultancies such as Agueris, Exozet, Leonardo, Havelsan, Lockheed Martin, Boeing, Deloitte Digital and Accenture.



Why are you in this industry vertical/sector?

Extended Reality (XR) is a natural progression for our clients seeking to improve their training by engaging students within virtual environments that encourage learning by doing - resulting in better knowledge retention, increased field proficiency, and better service to their customers. Though this type of training can be costly and complex, VE Studio’s data-driven platform approach results in lower development costs and allows customers to reuse and re-create more training – all using the same dataset.



What do you want/hope for/from this industry?

While we all recognize the value of XR in student experiences, content is key – organizational teams need to digitize content faster and at lower costs. The lack of content is slowing adoption, and the cost of hand-coding while maintaining disparate solutions is a barrier as well. Our intent is to work with industry peers, customers, and VRARA to push technology forward by developing tools and standards that simplify content creation for expanding the entire market.



Factual VR

Summary

FactualVR is a company dedicated to researching, developing and commercializing groundbreaking VR technologies to leapfrog current forensic, investigative capabilities. Our solutions support Law Enforcement, Prosecutors and Defense Attorneys. We assist them in their mandate to accurately replicate, analyze, document and communicate the facts around a crime or accident scene. We provide capabilities for training and simulation, as well as actual case-related activities.

FactualVR finished as one of the six winners from more than 50 contestants during the 2018 NIST VR HUD Navigation Challenge and presented at the 2018 NIST PSCR annual stakeholders meeting. FactualVR was also awarded a Phase I SBIR Grant by the Department of Energy to support training and supervision of remote field work operations.



Contact

Eduardo Neeter
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Type of Company

Software - Criminal Justice/ Judicial Process



Customers

Law Enforcement. Prosecutor’s Offices, Defense Attorneys/ Industrial site operations



Size of Company

How many employees: 4



Why are you in this industry vertical/sector?

Our vision is to improve justice by providing the best possible tools for the investigation and communication of the facts related to a crime and/or accident scene.

Our goal is to become the preferred productivity environment for processing every day crime/accident scene investigations. We aim to be engrained into the end-to-end judicial process.

Utilizing VR will improve the investigative process and the way that evidence is presented to a Judge or Jury. It will not only help exonerate the innocent or convict the guilty, it will also aide those that have been victimized by crime.



What do you want/hope for/from this industry?

We recognize the political and legal hurdles for a product like this. Investigators will have to demonstrate their proficiency, standards and training. The courts will have to ensure that every party has a copy of all relevant evidence and access to any technology that will be presented to a jury. We hope the need for performance improvement will drive the adoption of VR in the judicial process.



Summary

Halldale is a publisher and global content provider of simulation and training best practices and technology solutions to high reliability industries.

Our content is targeted principally toward the needs of defence forces, the airline sector and healthcare.

We provide background on the actions and decision of sector peers in terms of training as well as looking at the latest simulation and training technologies such as VR/AR and AI that are now impacting their sector. Where applicable we also cover the regulatory environment in which they operate and we cover industry providers of tech and training, the academic facilities specific to each sector and the end user community.



A key focus is the impact of new devices from tanks to aircraft to medical robotics that will require cost effective new training solutions. We have dominated this niche for more than 30 years.



Contact

Andrew Smith
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Type of Company

Media/Marketing



Customers

Airline, Defence and Healthcare users of AR/VR



Size of Company

How many employees: 40



Why are you in this industry vertical/sector?

We have always understood the critical need for excellent training using the latest pedagogy and the latest, most cost effective training technologies, for high stakes businesses where safety of the operator and their clients is key to their operation. We provide information that enables our readership to provide, better, more rapid, consistent and more cots effective training.



What do you want/hope for/from this industry?

We recognize the dramatic impact that this industry can have in providing consistent, high quality and cost effective training that maybe currently only available through the use of expensive original equipment and/or fixed base simulation. We want information to provide to our highly specialist readership and we hope that some dedicated businesses will choose to market their products via our publications, websites, newsletters and events.



Heartwood

Summary

Our Mission

We believe critical, complex information should be easy to follow, learn and master. We build visual, interactive, and intuitive applications that do just that.

About Us

Heartwood’s virtual interactive simulations and guides help operations, maintenance, and field service teams perform complex procedures faster, safer and with less errors. Our visual, 3D interactive and portable applications allow them to practice procedures on equipment virtually via web, PC, mobile, AR and VR platforms. Our customers reduce workforce training time by up to 60% and see an ROI of up to 7x. “Training and guiding technical workforce - in a visual, interactive, portable manner”



Heartwood is recognized as one of Inc. Magazine’s 500|5000 Fastest Growing Companies, ‘10 Most Trusted Simulation Solution Providers’ and a ‘Top Simulation and Training’ company.



Contact

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info@hwd3d.com



Type of Company

Virtual Interactive Training applications for operations, maintenance, and field service teams - via web, PC, mobile, AR and VR platforms.



Customers

Apple, Reynolds, Pacific Gas & Electric, Norfolk Southern, CSX, Tetra Pak, Komatsu, Audi, Sikorsky, Oshkosh and Raytheon. Leading brands in Manufacturing, Utilities, Energy, Railroad, Automotive, Aerospace and Defense leverage our virtual interactive simulations and guides every day.



Size of Company

How many employees: < 30



Why are you in this industry vertical/sector?

Anyone who has a job needs training. However, the worker of today is decentralized, mobile and needing information ‘just-in-time’ at the point of use. We fill that gap. Heartwood’s simulations allow workforce to practice procedures anywhere, anytime - getting them into peak production mode faster and decreasing costly ramp-up training. There is less need to travel for training and more consistency at scale - so your workforce is on the job working smarter, sooner.



What do you want/hope for/from this industry?

New technology in the enterprise is often met with cautious optimism and a hesitation to act. That is changing at an unprecedented pace though. It is tough to go even a week without hearing some Fortune 1000 company adopting interactive/immersive technology for training and field service. Similar to the electric transportation revolution, we will all thrive more with a supportive ecosystem of shared best practices, measured ROI case studies and some healthy co-opetition.

Innoactive. Innoactive

Summary

Innoactive is the leading provider of VR/AR Enterprise Software scaling VR/AR in large organisations. The Innoactive Hub enables global roll-outs of VR Planning, Simulation and Training applications, supporting the transformation of manufacturing processes in industries such as Automotive, Aerospace/Aviation, Semiconductors, Chemicals, Transportation, and Energy. The Hub comprises a Content Management System (CMS) centralising all VR content, a Software Development Kit (SDK) speeding up the creation of VR applications as well as a VR Launcher with rich functionalities for end-users and device management. One of Innoactive's key customers is the Volkswagen Group, using the Innoactive Hub to train over 10.000 employees, with more than 30 VR applications deployed across the globe.



Contact

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Type of Company

SaaS Enterprise software for creation, deployment and management of VR/AR Trainings.



Customers

Volkswagen Group, Deutsche Bahn, Media Markt Saturn Retail Group, Carl Zeiss, Audi, Kawasaki, and more.



Size of Company

How many employees: 35



Why are you in this industry vertical/sector?

Innoactive's vision is to enable a world of XR empowered super workers. In an age of change, new ways are being invented, work processes are being redefined, requiring intensive knowledge transfer and effective trainings. The Innoactive Hub is a platform enabling enterprises to create more XR Training simulations faster, deploy them globally, and maintain them centrally. Thus every worker gets access to engaging, relevant XR Trainings, wherever they are.



What do you want/hope for/from this industry?

Innoactive is on a mission to scale VR in large enterprises. However, we don't want to do this alone, but engage with the entire XR ecosystem. We are looking to join forces with XR agencies, exchange best practices and deliver more trainings, to more enterprises, together. We are also working on enabling consulting businesses to integrate VR/AR in their services. Finally, hardware partners can always send us devices for early testing.



LlamaZoo

Summary

LlamaZOO Interactive solutions fuse and visualize geospatial, engineering and IIoT data to create digital twins of machinery and equipment, infrastructure and entire worksites. By clarifying and visualizing complex data, LlamaZOO helps businesses train employees more safely and efficiently. The AR/VR studio’s digital twinning solutions help reduce training costs, improve productivity and keep workers safer.



Contact

Nevin Thompson, Marketing and Communications Manager
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Type of Company

AR/VR studio, data and systems integrator, software solutions developer



Customers

Resource companies, mining, mining exploration, oil & gas, forestry, agriculture, government, post-secondary education



Size of Company

How many employees: 30



Why are you in this industry vertical/sector?

Video game industry veterans Charles Lavigne and Kevin Oke had a vision to take their expertise in building highly engaging, interactive, and large-scale 3D experiences, and AR/VR training solutions for real-world challenges. We work with sectors that benefit most from being able to understand, communicate around, and act on complex 3D data. With the huge costs, risks, and time-loss associated with site visits, training, maintenance and more, the natural resources is the perfect fit.



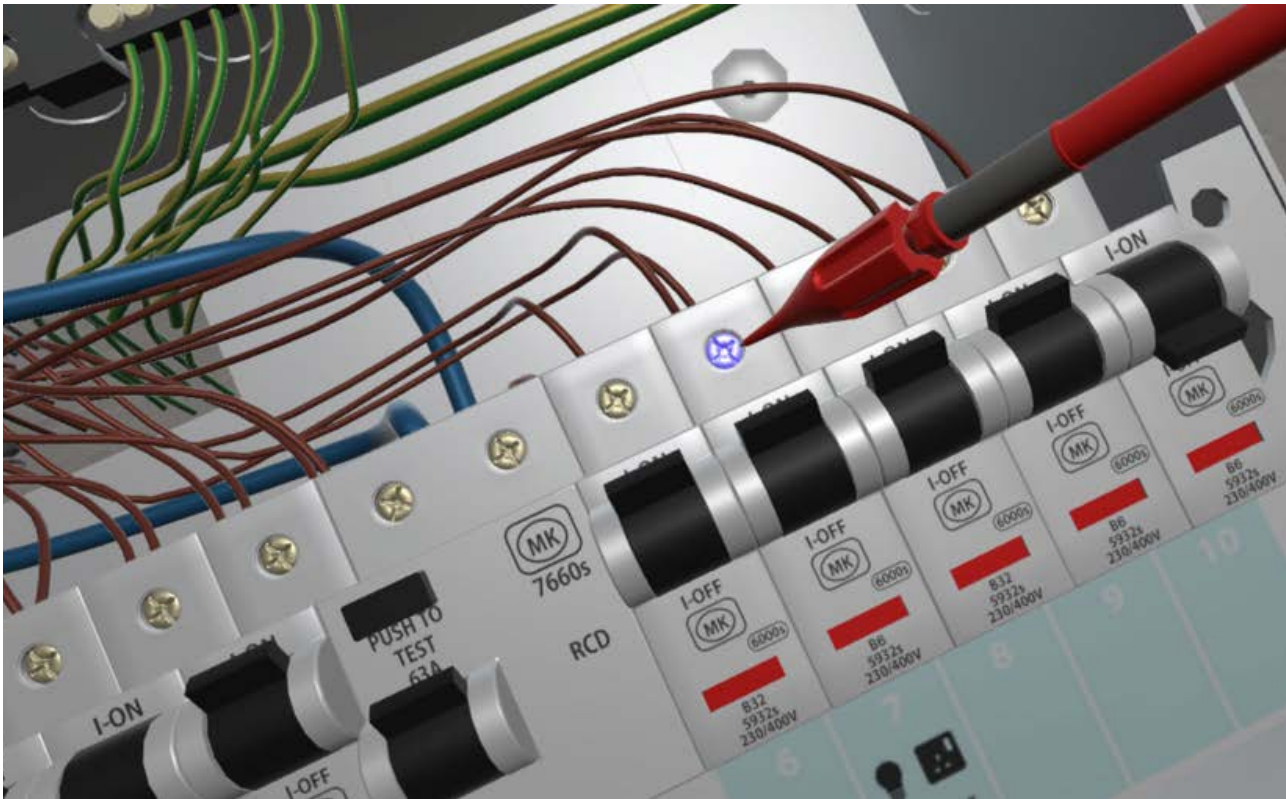
What do you want/hope for/from this industry?

Because of the environment they operate in, companies in resource sector can be very conservative and risk-averse. This means they may not necessarily devote time and energy to exploring and implementing innovative technologies. We want these companies to know that there are straightforward ways to liberate and visualize their data, and explore entirely new ways of training employees more effectively.

make [REAL] **Make Real**

Summary

Make Real has been providing training, simulation, learning and development content to clients and partners for over a decade. Via virtual caves, full flight simulators and a range of immersive VR and AR technologies, the relevant tech is part of the solution, not the primary driver. Formed by a leadership team with simulation and AAA games industry backgrounds, the 4D creation process blends learning and business objectives and aims with gamified interactions, based upon reality to provide measurable benefits, outcomes and metrics tracked through SCORM and xAPI connected systems. We believe in utilising appropriate technology to foster positive employee behavioural change in areas including maintenance, HS&E, soft-skills and wider-ranging awareness of roles and responsibilities throughout utilities, automotive and construction industry sectors.



Contact

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Type of Company

Training & simulation software & services, immersive technologies (VR/AR/MR/xR)



Customers

McDonald's, Vodafone, Lloyd's Banking Group, Keltbray, McKinsey, EDF Energy



Size of Company

How many employees: 20



Why are you in this industry vertical/sector?

We believe that with a rapidly changing workplace, employees need to be engaged and provided with cutting edge learning and development tools and content to ensure they have the relevant skills provided in the most efficient way. Traditional learning methods of elearning delivered via flat screen interfaces are not providing the depth of knowledge and engagement levels to be effective for the modern workforce growing up with touchscreens, internet and smart devices. Having seen the measurable impact that immersive technologies bring to training, simulation, learning and development, we want to ensure that our clients and partners are part of the journey with us, deploying effective tools to enhance their budget ROI, employees and business KPIs.



What do you want/hope for/from this industry?

As we move into 2019 and beyond, we are looking to solidify offerings with mature technologies and platforms that provide clients and partners with confidence and power to train their employees at scale beyond the initial prototypes and proof-of-concepts. We expect the hardware vendors to improve their systems and support for deployment at scale as costs decrease and ease of use improves, ultimately making the technology invisible.

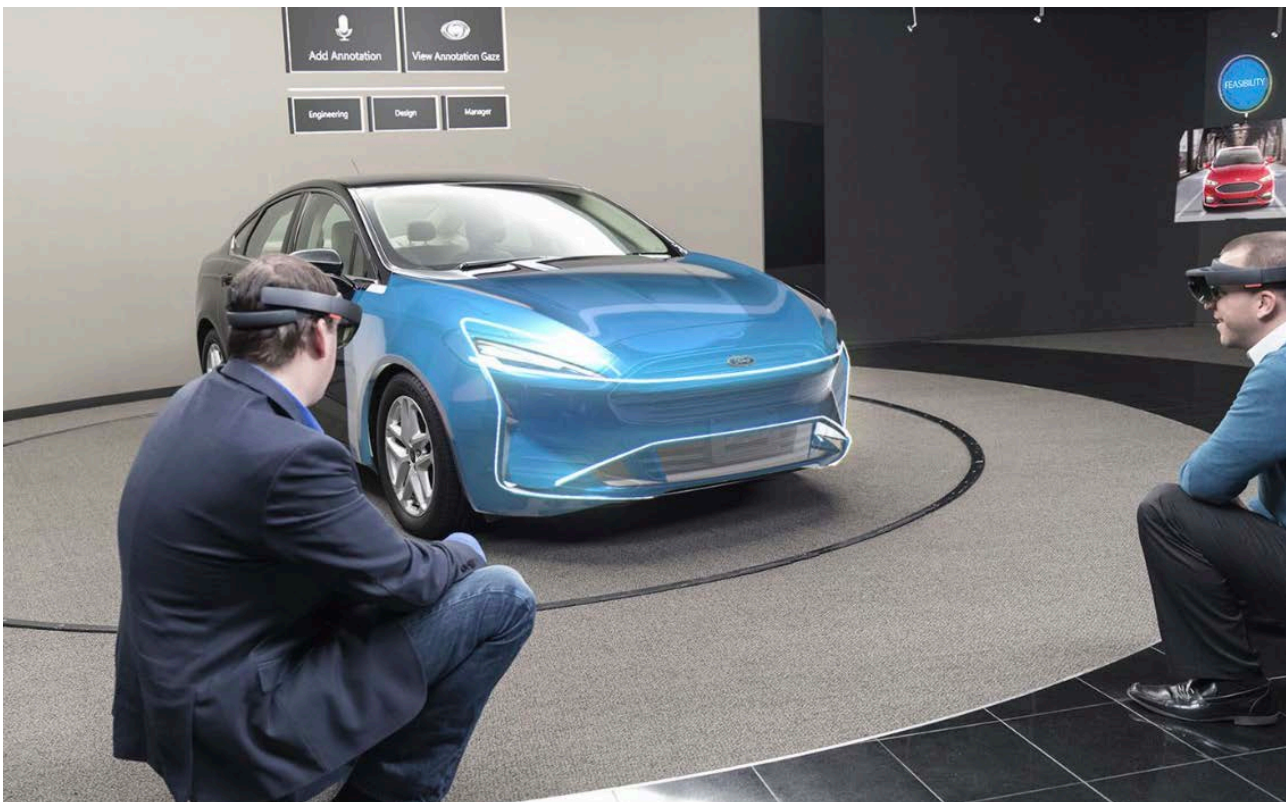


Summary

We’re a 3D eXperience Studio with expertise in CGI, WebGL Extended Reality (XR) We optimize 3D Data and Big Data to visualize, interact and engage on web, mobile and out-of-home.

- 1. We optimize 3D Data and Big Data for consumer and enterprise.
- 2. We help brands plan, develop and deliver content for ‘Extended Reality’ (XR).
- 3. We inform and educate the market thru events and workshops.

We offer hands-on interactive learning in manufacturing and services for AR and MR data prep, visualization, UX/UI, HMI.



Contact

David Pollock.
david.pollock@mirari.us



Type of Company

Transportation Sector: Design,
Engineering, Manufacturing



Customers

Ford, Acura, Overstock, NIO,
PASSboards, Cirrus AViation, Piper
Aircraft, Heaven Hill



Size of Company

How many employees: 7-10



Why are you in this industry vertical/sector?

SE Michigan is a global hub for transportation: design, engineering, manufacturing and innovation. Mirari works seamlessly between the overlapping areas of advanced manufacturing, knowledge transfer, and immersive visualization. We are intent on advancing industrial productivity, quality, and efficiency through disruptive learning strategies and novel knowledge transfer practices.



What do you want/hope for/from this industry?

Mirari recognizes the challenges Industry 4.0 poses for manufacturing and industry in general. Using innovative approaches for transferring engineering and manufacturing expertise through emerging technology like XR/MR is critical to our clients’ global competitiveness. Mirari initiatives equip our clients to create robust communication and collaboration capabilities, leading to greater productivity, more rigorous operating processes, and higher quality products.



Motive.io

Summary

Motive.io is a content authoring platform for AR & VR that gives content creators and instructional designers unprecedented power to create immersive, interactive AR & VR scenarios without relying on a team of programmers. The Motive platform includes a web-based, drag-and-drop authoring tool and an SDK for Unity that delivers interactive content directly to the user’s device at runtime. Motive empowers instructional designers to create and manipulate 3D worlds with branching scenarios that can be used for either AR or VR applications on a variety of headsets and handheld devices. All of this can be authored through the Motive authoring tool without the need to open Unity or write any code. Motive.io offers full-service VR and AR development for training departments or technical support and partnership opportunities for training solution providers who would like to take advantage of the Motive authoring platform.



Contact

www.motive.io
info@motive.io



Type of Company

Software, Services, AR/VR Training Solutions



Customers

Enterprise training organizations/
departments, Training solution
providers, Training content providers



Size of Company

How many employees: 7-10



Why are you in this industry vertical/sector?

At Motive.io we believe that content creation is a major hurdle for companies to adopt AR and VR training solutions at scale. Creating sophisticated AR or VR training scenarios currently requires a team of skilled programmers. With Motive, companies can bring that content development in-house and take control of their AR/VR training needs. We believe that Motive will sit alongside products like Articulate Storyline and Adobe Captivate to help companies create safer, healthier, and more productive workplaces.



What do you want/hope for/from this industry?

We are excited to be bringing our authoring system from the gaming market to the training industry. We are looking for work-for-hire opportunities to build custom AR and VR training apps that use the Motive authoring system or to partner with training solution providers and content creators who want to offer their customers a more streamlined approach to creating AR and VR training content.



ONE Digital Consulting

Summary

ONE Digital Consulting is an European company with more than 25 years of experience in the “New Advanced Technologies” world. It spent many years leading the development of the knowledge society, with the Best in Class services and solutions, designing, creating, editing and publishing innovative products for the elearning community. The need for efficient and effective workforce training in the industry worldwide has become acute. Actions Based Training prefaced with advanced classroom training methods on process fundamentals, is the most efficient and fastest way to educate new employees and prepare them for their daily work. The future of Immersive Reality will probably have to deal with these technologies and others to Come.



ONE with VR INNVESTION Ecosystem proposal, was finalist of the Startups NEXT47 program.



Contact

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Type of Company

Consultancy, Content Development, LMS, VR/AR/XR Software, and Training Services



Customers

Enterprises, Training organizations/ departments, Vocational training Institutions, Governments and NGO.



Size of Company

How many employees: > 10



Why are you in this industry vertical/sector?

We are living in a new scenario where technological innovation has become a dynamic and critical success factor. Innovation is a must to be a leader; therefore, we are organized in Innovation Teams and Knowledge Labs, according to every knowledge competence area and the skills of our experts and high qualify professionals. According to that, we can build specific VR/AR Ecosystems adapted to every need and requirement. In the field of Education, Training, Edutainment, Digital Art or Cultural Heritage. From the design, build and operate business process, covering the complete value chain...



What do you want/hope for/from this industry?

INNVESTION is an innovative platform for TRAINING, OPERATION and MAINTENANCE of industry installations, which includes Advanced Reality technologies in immersive environments (VR/AR/ MR and 360º video), methodologies in a modular architecture (on/off line). An interactive immersive platform that transforms the concept of learning into a live experience, process oriented and continues tracking assistance and evaluation. VR/AR and Simulation-based training also helps increase professionals confidence because they can practice procedures until they master them. Further, trainees become more aware of safety procedures because they have to follow them in the simulations.



Summary

Ovation is the most complete virtual reality public speaking trainer available today. The combination of high-end PC VR, true-to-life venues and audiences, 3D recording and playback, active skills training, insightful analytics, human and algorithmic feedback, and web integration enables Ovation to provide individuals and organizations with the ability to overcome public speaking anxiety and/or advance their general speaking skills.

Ovation can be thought of as a simulator. Two key purposes of a simulator are to expose users to a wide range of scenarios and enable the practice of a specific virtual task with enough repetition that the actions required for success are instinctively applied during its real-world equivalent. Just as pilots use high-tech flight simulators to prepare for flights, so too should speakers use Ovation to prepare for speeches.



Contact

Jeff Marshall, CEO
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www.ovationvr.com



Type of Company

Immersive Learning (Virtual Reality).
Software



Customers

Not disclosed.



Size of Company

How many employees: 5



Why are you in this industry vertical/sector?

Virtual reality is uniquely suited to train individuals in disciplines in which it has been traditionally difficult or impossible. Ovation, for example, provides users with an infinitely patient virtual audience and dozens of nuanced analytics unavailable to even the world's best public speaking coaches. More generally, a virtual reality headset commands the wearer's focus by encapsulating them in the world of the designer. That focus then supports and can even multiply skill acquisition and retention.



What do you want/hope for/from this industry?

VR is still in its infancy. Developers of VR training software need to be patient, as well as listen to and quickly implement feedback from early-adopter customers. Knowledge gained during the industry's early iterations, from UX to business models, should be freely shared with others to ensure the industry continues to draw in new customers. Perhaps most importantly, developers should enlist the support of researchers to conduct studies on VR software's pedagogical effectiveness.

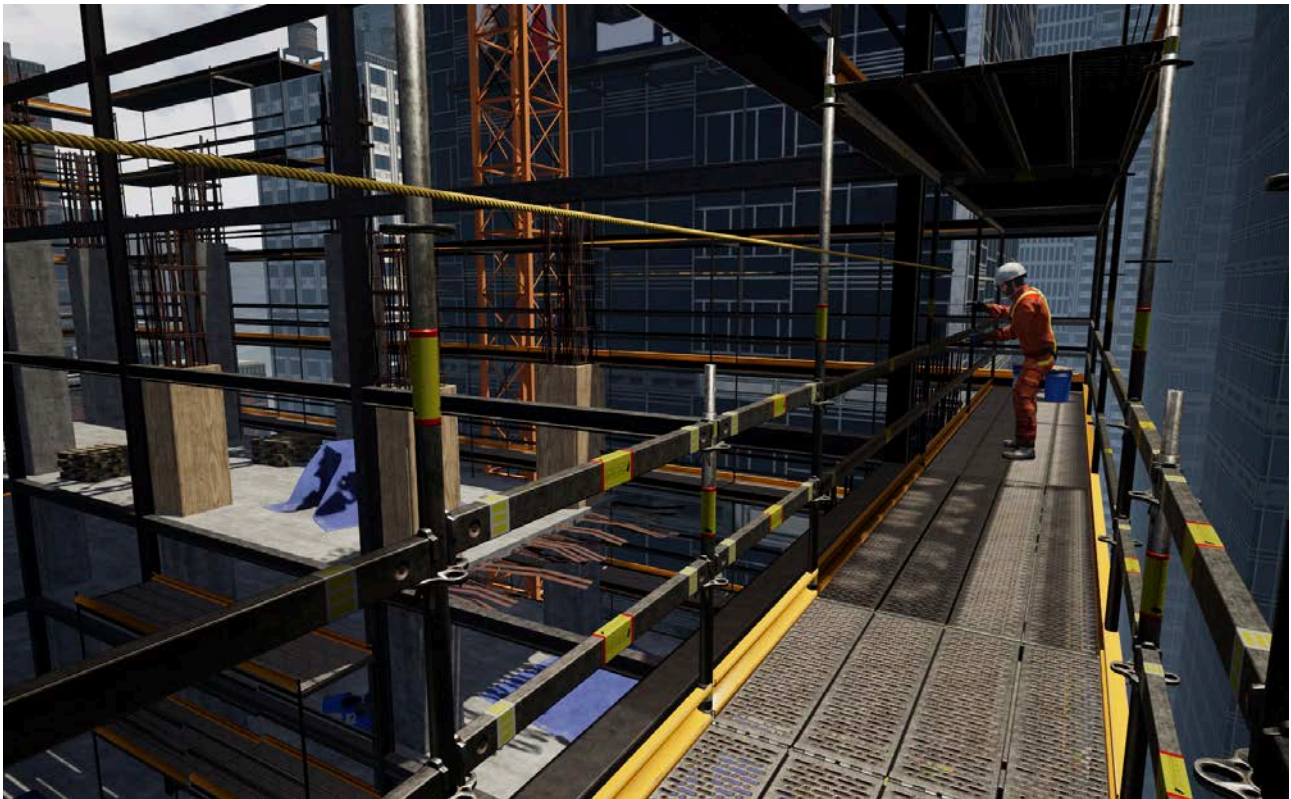


Summary

PIXO VR has been building groundbreaking digital experiences since 2009. CEO Sean Hurwitz founded the company based on a belief in the power of technology to unlock human potential and realize limitless possibilities.

Today, PIXO VR is innovating cutting edge VR Training solutions for verticals such as construction, manufacturing, heavy industry, energy, utilities, and public safety that lead to significant improvements in performance, collaboration, efficiency, and safety — all while reducing training costs.

Combining behavior-changing story narratives and gamification techniques with a first-to-market feature set including Multi-user Functionality, Scenario Randomization, and Real-Time Reporting and Analytics, PIXO VR’s fully immersive and interactive VR Training experiences teach the best way possible: through personal experience.



Contact

Marco Maceri, Director of Marketing
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www.pixovr.com



Type of Company

SaaS-based Virtual Reality Training



Customers

PIXO VR is proud to work with customers in the construction, automotive, manufacturing, and energy/utilities sectors, including GM, BI Worldwide, Ford, Peoples Gas, U.S. Navy, et al. — (and a few we’re not allowed to name).



Why are you in this industry vertical/sector?

As a company, we think technology should help people, rather than stand as a “monument to itself”. We entered the VR Training market because, of all the applications for enterprise virtual reality, workforce training is among the most important and impactful. With the skilled labor crisis driving up costs across industries, PIXO VR Training can help teach skills gradually being lost as older generations retire, and creating a more competent, capable, and safe workforce.



What do you want/hope for/from this industry?

Our hope is to serve at the vanguard of widespread enterprise adoption of virtual reality for training. Our first-to-market feature set teaches better, faster, and for less, and we’re excited about leveraging it to help the Next Generation Workforce assume their place on job sites across America and the world.



Size of Company

How many employees: 10
Revenue: Pre-revenue start-up

pixvana Pixvana

Summary

Pixvana, a virtual reality solutions provider, helps enterprises develop cutting-edge approaches to solve business challenges in innovative ways. Customers choose Pixvana for its powerhouse combination of breakthrough VR technology and award-winning creative team. Pixvana addresses a range of corporate VR applications - with a special focus on training - and can manage all aspects of project development, from strategy to execution. Clients include Seabourn, NBC Universal, VMware, and Limbix. The company is venture-backed by Vulcan Capital, Madrona Venture Group, Microsoft, Cisco, Raine and Hearst Ventures. Pixvana's founders have proven startup success in media technology, and hail from senior product and engineering leadership roles at Apple, Adobe, Microsoft, and Lucasfilm.



Contact

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hi@pixvana.com



Type of Company

Cloud software and production services for VR Video



Customers

Enterprises and media/entertainment companies such as VMware, Limbix, Seabourn, Microsoft, NBCUniversal, Seattle Seahawks, and more.



Size of Company

How many employees: 30



Why are you in this industry vertical/sector?

We believe we can help companies revolutionize the way their people learn. By creating tailored VR training experiences that leverage the VR superpowers - presence, empathy and immersion - we can maximize workforce engagement and retention. Our solutions include training for critical skills, employee development, diversity and inclusion, sales, product and more. Our unique blend of technology and services provide a one stop shop for learning and development execs looking to explore VR.



What do you want/hope for/from this industry?

We are true believers in the power of VR video and see huge potential for immersive learning in the corporate world. Our hope is that the approach becomes more mainstream as the body of successful case studies continues to grow.



Summary

Portico is the industry leader in soft skills and leadership/management training in Virtual Reality. Portico has developed a cloud-based role play engine that allows leaders and managers to practice and master communication skills taught during traditional training. These simulations are available at the learner’s convenience on any device: mobile, desktop, and virtual reality. Learners talk directly to digital avatars powered by Portico TrueTalk AI, which provides real-time responses that make conversations seem natural. TrueTalk also features a virtual trainer that provides immediate feedback to your learners. The virtual trainer not only analyzes what was said, but how it was said. TrueTalk understands the nuance of language, determining if the statement was clearly spoken, reflective of your organization’s values and process, and appropriate to the conversation.



Contact

<http://www.portico.ai>
info@portico.ai

Type of Company

Software and services

Customers

Fortune 1000 companies, customer service industry, safety and security, and other XR training companies

Size of Company

How many employees: startup

Why are you in this industry vertical/sector?

Founding members of Portico have been working with interactive training since the mid-1990s. We also bring a strong background in narrative story-telling, an essential feature for compelling training. Collectively, we have a passion for creating tools and materials that empower learners to practice and master their soft skills for building a better workplace.

What do you want/hope for/from this industry?

We look forward to increasing both the relevance and availability of training materials. A trend that we’re seeing is that employees want smaller training segments that are focused on a task or activity that needs to be done now. Immersive Reality is leading the way for companies to provide employees the tools they need to be successful in their careers.



Revinax

Summary

EXPERT TRAINING AT SCALE. Revinax uses real 180° footage in VR to accelerate technical training and make content stick. We provide our clients with specialized video capture equipment along with proprietary software to rapidly edit footage for the VR experience. Without time-consuming graphics modeling or staging. The result is up-to-date training in days, not months. Revinax provides a full-service partnership, including design, production of content using real HD footage, and a custom mobile application for VR headset access. We also license software and equipment, so clients can easily produce training tutorials in-house. What’s more, the Revinax training environment is available across all VR platforms.



Contact

contact@revinax.net
www.revinax.net



Type of Company

Immersive Learning (Virtual Reality)
- VR Production, Content, Software, Services



Customers

REVINAX is proud to work with customers in the Medical Device industry, Healthcare, Transportation, Aerospace, Manufacturing, and Energy/Utilities sectors, including Medtronic, Stryker, B-Braun, Coloplast, Baxter, Boston Scientific, Orange, European Space Agency, Governments, NGO’s.



Size of Company

How many employees: 10



Why are you in this industry vertical/sector?

The founding members of Revinax come from Neuroscience Education, Surgery and AR/VR software development. As a surgeon the CEO needed to have access to real training from the first-person point of view. Especially right before procedures. At the same time, the global demand for training technical skills exceeds the talent available across high-risk industries. A key solution to this challenge is providing access to experiential training, leveraging scalable VR/AR technology. We believe giving enterprises the tools and know how to create VR training content at scale is the first step to solving this gap.



What do you want/hope for/from this industry?

We are excited to partner with more companies in the healthcare and high-risk industries. We are looking for companies in competitive markets who need to teach technical skills faster. We can help differentiate the education they provide to employees, customers, and physicians. In addition to enterprise clients, we would like opportunities to partner with training solution providers and content creators who want to offer their customers a more streamlined approach to creating VR training content.



Summary

Seabery is a global tech company pioneering the development of Augmented Reality (AR) edtech solutions applied to skills training. We are committed to transforming traditional education and skills training models. Our mission is to attract, develop and empower the current and next generation of industrial labour. Our solutions are already used in more than 50 countries, more than 250 industrial companies and 150 governments already trust us to enhance their skills training. Soldamatic Augmented Training is the first welding simulator powered with AR, it has been awarded the Auggie for “Best Augmented Reality Solution” by the Augmented World Expo (AWE), the world’s #1 AR+VR conference & expo. Seabery is a Platinum member of the Worlddidac Association, who awarded us the 2014 “Most Innovative Product for Education”



Contact

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info@seaberyat.com



Type of Company

AR Skills Training. AR Software Developer.



Customers

Industrial Companies, Governments/ Institutions, Skills Training Centres, Welding Training Centres.
Mercedes-Benz, Volkswagen, Man, John Deere, Siemens, Toyota, Audi, GSI-SLV, DVS Media, German Federal Ministry of Education and Research, Spanish Welding Association, Welding Greek Institute, Weld Australia, Swedish Welding Association, TAFE, Exeter College



Size of Company

How many employees: 70



Why are you in this industry vertical/sector?

We believe education is the best tool we have to change our lives and future, and this is why we aim to empower the current and future generations of industrial workers. We think the perfect tool to disrupt traditional education skills methods is the Augmented Reality technology. It allows us to create a more immersive and experimental learning experience, enhancing the process and creating a more attractive and engaging methodology.



What do you want/hope for/from this industry?

We believe the vocational educational training market is ready for new methodologies and ways to enhance the learning process. Our solutions provide better qualified professionals while reducing time and cost of the training program. Leader companies worldwide are already improving their employees training thanks to the Augmented Training methodology.



Summary

At Sentireal, we create software and media platforms that turn mobile devices and headsets into smart healthcare assistants. These assistants deliver healthcare training and guidance using augmented reality (AR) and virtual reality (VR) technologies, blended with artificial intelligence (AI). This combination provides “personal immersive learning” - personalised immersive content and continuous background assessment of learning progress. Our solutions cover areas such as mental health, neurological conditions and musculoskeletal conditions.



Contact

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david.trainor@sentireal.com



Type of Company

Software, Content, Services



Customers

Enterprise training organizations/
departments, Training managers



Size of Company

How many employees: 6
Revenue: < \$1M



Why are you in this industry vertical/sector?

Sentireal specialises in automatic personalization of VR/AR experiences via our Artificial Intelligence technology. This is particularly applicable in Training, where personalized and adaptive content tuned to the training needs of each individual gives demonstrably better learning outcomes. The same technology allows automated assessment against course curricula and industry standards, which again is highly relevant for Training where assessment and outcomes measurement forms a significant proportion of the overall activity.



What do you want/hope for/from this industry?

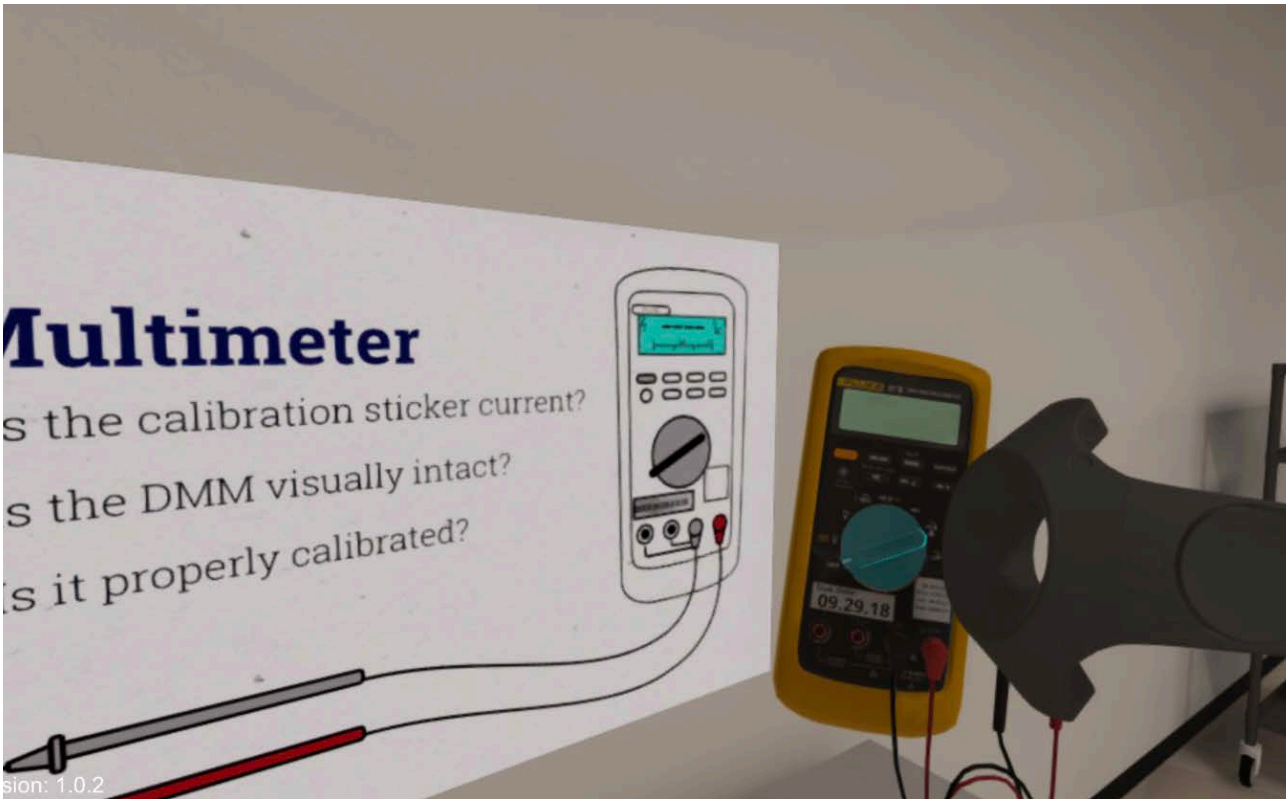
We hope that the Training industry will embrace and benefit from the combination of personalized and adaptive e-learning and the power of the VR/AR medium. We also want to work closely with industry representatives on sector-specific curriculum and assessment initiatives.



SkillReal

Summary

SkillReal provides training and performance support Virtual Reality and Augmented Reality solutions for various industries. With 30 years of experience, a unique combination of instructional design expertise, user experience best-practices and unparalleled technological leadership, we work with Fortune 100 companies and international clients to boost productivity, quality, safety and cost-effectiveness. This helps our clients save costs of training facilities and equipment, train people for risky and complex scenarios, and monitor compliance and performance in real-time. Our platforms include unique features including interactions with Virtual Humans, step-by-step and freeform scenarios, individual or team training modes, trainer editing and configuration tools, AR refresher apps and more. We also consult and help organizations implement and rollout the solutions for maximum impact.



Contact

www.skillreal.com



Type of Company

Software, Content, Services



Customers

Enterprise, government and global organizations, such as Siemens, Toray, the European Union, Deloitte and more.



Size of Company

How many employees: 100+



Why are you in this industry vertical/sector?

Our company has been providing and developing learning technology solutions for over 30 years, constantly innovating and combining instructional design expertise with new technologies and user experiences. We have built a specialty in Virtual Reality and Augmented Reality, and love helping customer improve knowledge and performance through these new approaches. For us, VR and AR are a great new way to help individuals, teams and companies to boost productivity, increase quality, reduce risk and create more engaging and effective content.



What do you want/hope for/from this industry?


Together with our clients and the industry at large, we are keen to discover the best use cases and build the best practices for adding virtual and augmented reality solutions into the learning blend. There is a lot to be discovered and done in this field and we strive to partner with industry leaders, customers, subject matter experts and enthusiasts to accelerate the value this new field brings into the training field.



Summary


Sprint (NYSE: S) is a communications services company that creates more and better ways to connect its customers to the things they care about most. Sprint served 54.5 million connections as of Sept. 30, 2018 and is widely recognized for developing, engineering and deploying innovative technologies, including the first wireless 4G service from a national carrier in the United States; leading no-contract brands including Virgin Mobile USA, Boost Mobile, and Assurance Wireless; instant national and international push-to-talk capabilities; and a global Tier 1 Internet backbone. Today, Sprint’s legacy of innovation and service continues with an increased investment to dramatically improve coverage, reliability, and speed across its nationwide network and commitment to launching the first 5G mobile network in the U.S.





 **Contact**
www.sprint.com
Jonathan.Moss@sprint.com

 **Type of Company**
Communications

 **Customers**
N/A

 **Size of Company**
How many employees: 30,000
Revenue: 32.4B (FY 2017)

 **Why are you in this industry vertical/sector?**
The Sales Excellence team at Sprint is responsible for the Learning and Training delivery for all of Consumer Sales supporting over 40,000 internal employees and external partners. Immersive Learning will become the standard for training similar to a traditional LMS today. We are deploying AR/VR/MR technologies to increase knowledge retention and reduce speed to competency for our employees in the critical skills needed.

 **What do you want/hope for/from this industry?**
With the technology continuing to mature and adoption still ramping, we want to be at the forefront of the movement to help develop standards and work with companies to shape the future of this technology.



Summary

STRIVR transforms the way organizations train and develop their workforce using immersive learning to enhance performance. Leading Fortune 500 companies and elite sports organizations use STRIVR to create, experience and analyze immersive experiences in Virtual Reality (VR) to improve employee engagement and retention, customer service, soft skills, safety, and operational efficiency. Incubated in the Stanford University Virtual Human Interaction Lab, STRIVR builds solutions based on proven research in cognitive science and human behavior to unleash the power of performance. For more information, visit www.strivr.com.



Contact

www.strivr.com
info@strivr.com



Type of Company

Immersive Learning (Virtual Reality) -
Software, Services



Customers

Walmart, Verizon, BMW, Fidelity, Tyson,
United Rentals, Jet Blue, Nationwide,
Cargill, NFL



Size of Company

How many employees: 100-150



Why are you in this industry vertical/sector?

The workplace is changing dramatically, and human capital is becoming one of the biggest differentiator for businesses. The war for talent demands more engaging hiring, onboarding and retention practices, and traditional approaches to talent development are proving ineffective, inconsistent and expensive. We believe immersive learning can significantly impact human performance by providing more effective, scalable and impactful training. By learning in a virtual environment, organizations can transform the employee experience, enhance customer relationships, and improve operational efficiencies and safety. STRIVR is bringing immersive learning to life today, helping Fortune 1000 companies empower their people to perform at their best.



What do you want/hope for/from this industry?

We are at an inflection point with corporate learning, and the revolution is just beginning. In 2019, we look forward to more large-scale enterprises joining the revolution, recognizing the urgency and importance of investing in talent development, employee retention and engagement initiatives to optimize workforce performance. The adoption of immersive learning in the enterprise is essential, and the ecosystem of solution providers must mature to keep pace. When properly integrated into the culture of an organization's approach to talent development, the benefits of immersive learning are truly endless.

UNLTD UNLTD Inc.

Summary

At UNLTD, creativity and innovation are the foundations of our work. But above all, we are storytellers. We create premium immersive experiences that not only contribute to our clients' success but also give them a competitive market advantage. We will help you engage your audience on a whole new level, immersing them into your story in a way never before possible.



Contact

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info@go-unlimited.co



Size of Company

How many employees: 10
Revenue: Post Start-Up



Type of Company

AR VR XR creative content and software solutions for immersive training and engaging experiences with service and support.



Why are you in this industry vertical/sector?

UNLTD entered the enterprise AR/VR/XR sector to provide creative, innovative turnkey solutions combining immersive storytelling and premium interactive visual experiences.



Customers

Commercial, Industrial, Manufacturing, Oil & Gas, Construction, Entertainment, Education, Film-TV & Arts, Hotels & Hospitality, Government, Non-Profit. CN, Universal, Bell, A&E, Fairmount, L'Oréal, Intercontinental Hotel, Ivanhoe Cambridge, City of Montreal, Exxon, Montreal Metropolitan Orchestra



What do you want/hope for/from this industry?

To help industry leaders recognize and embrace the full scope of immersive learning/marketing solutions now available to them. As well, we aim to expand immersive technology into all aspects of creative content for industrial design, retail, manufacturing, logistics, education & training across all sectors.

We anticipate hardware costs to decrease, ease of use to improve and ultimately designs rendering the technology effectively invisible.

uptale. Uptale

Summary

Uptale is an **Enterprise Solution** which enables companies to improve the learning efficiency of their employees thanks to 360° and Virtual Reality. Along with premium services, Uptale provides a **Cloud platform to create, deliver and track training experiences in 360° and Virtual Reality at scale**. Organizations such as Disney, L'Oréal, Schneider Electric or Harvard are already using the platform to upskill operational teams, onboard newcomers or create empathy in different situation.

- **Create** immersive experiences from 360° videos and photos by adding 50+ types of interactions and cognitive services in few hours. No technical knowledge required.
- **Share** them on any type of device (laptop, smartphones, VR headsets, etc.)



With Immersive Learning, provide hands-on training at scale and ensure 80% new skills retention!

- **Track** your learners' progress in detail through complete analytics dashboards or through your Learning Management System.



Contact

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Type of Company

End-to-end Immersive Learning Platform
(Virtual Reality) - Software, Services



Customers

Manufacturers, Automotive, Retail,
Entertainment, Energy/Chemicals,
Defense, Healthcare, Universities:
Schneider Electric, Total, Vinci, Solvay,
LVMH, L'Oreal, Danone, Westfield, PSA,
Randstad, Airbus, Microsoft, UEFA,
Disney, Accor Hotels, Harvard Graduate
School of Education, ...



Size of Company

How many employees: 20-30



Why are you in this industry vertical/sector?

With AI and robotics conquering the workplace, large organizations face a workforce upskill & reskill urgency. Workers need more efficient ways to learn and adapt. VR is the best technology to **digitize human skills & know-how, and distribute them at scale**. We have built a complete platform for experts to generate efficient digital Learning experiences of their physical and emotional aptitudes, measuring the impact with feedback & analytics, and improving continuously.



What do you want/hope for/from this industry?

Immersive Learning is rising and we want to make it accessible to every organization that wants to upskill and reskill workforce at the speed of technology. **Immersive Learning should be even easier to create and deploy than traditional learning methods** (e-learning, powerpoint presentations, serious games, etc.) **while having unique benefits and ROI:** 100% attention, Learning by doing, 80% retention rate, Reduced operational costs & risks, rich user data, behavioral analytics, instant feedback.



Summary

VRSim is a longstanding developer of virtual reality simulations with a focus on their practical application, ease of use, efficacy, and efficiency. The company operates under the guidance of recognized virtual reality applications expert, CEO & President, Matthew Wallace. VRSim develops software and hardware (often in partnership with vendors) to create the best, most cost-effective, virtual simulations. We service manufacturers and EdTech with custom virtual reality and simulation training tools that improve skill development and cut training costs. Our body of work includes SimSpray, a line of virtual reality spray painting training systems for paint and coatings applications, and VRTEX, a line of virtual reality welding training simulators.



Contact

www.VRSim.com
info@vrsim.net



Type of Company

Software, Content, Development, Services, Skilled Trades, Aerospace, Coatings, Welding, Manufacturing



Customers

Solution Providers, Training Managers, Enterprise Training Organizations, Manufacturers, EdTech. Our customers and partners include Lincoln Electric, Northrop Grumman, NTEA: The Association for the Work Truck Industry, Lockheed Martin, Boeing, Honda, Nasa, Caterpillar, and the International Union of Painters & Allied Trades.



Size of Company

How many employees: 10-20



Why are you in this industry vertical/sector?

VR/AR and simulations are the key to unlocking new levels of efficiency and skill proficiency. VRSim focuses on practical applications to create skills training tools. The company leverages a passion for emerging technology, game design principles, and decades of experience designing and refining immersive learning to support industry needs.



What do you want/hope for/from this industry?

VR/AR is a powerful medium with which to teach, train, design, and develop for the skilled trades. We work with industry leaders and innovators to develop effective tools and instill a knowledge of how the medium works: its strengths, weaknesses, limits, and potential.

warp Warp Industries

Summary

Need to train your workforce, increase employee engagement and cut down training costs? Look no further. Warp Industries provides an online platform to easily create, distribute and analyse Virtual Reality training scenarios powered by 360° video. Our technology supports all major mobile VR headsets and scales effortlessly with your organisation. Learning with VR has an increase of over 40% in remembering procedures. We help our clients to create the best VR training scenarios. Think safety and security training, sales training, but also leadership training.



Contact

<https://www.warpvr.com/>
hello@warp.industries



Type of Company

SaaS Enterprise software for immersive learning. We also provide service and support.



Customers

KLM, Shell, BBC, Gazprom, ErsteBank, Merck, British Telekom, Dutch Fire Department, Dutch National Police, AkzoNobel, Vopak and others



Size of Company

How many employees: 20



Why are you in this industry vertical/sector?

In a world where the workplace is changing rapidly, we believe every professional should have access to real and engaging experiences to develop themselves and to be more productive for organisations. By working with scalable Virtual Reality technology in combination with very user-friendly software, we can deliver on this promise.



What do you want/hope for/from this industry?

Together with our current clients we have shown the place for learning with Virtual Reality for large organisations. Our clients truly benefit from the improved training methods they now use. Training time and costs are cut down, employees are more engaged and job performance increases. Other large organisation should see and understand these examples to join this learning revolution.



Summary

XRDigitech, we are software and Content Company in Gurugram, India. Coming from the world of software development we are bringing new arena of Virtual and Augmented Reality. We are creating some of the highest quality immersive experiences with intelligence specific to each industry and application bringing unique customer experience. With Our “ahead-of-the-curve” technology with our in house team of experienced Engineers, Designers, Developers and technician, allows us to create exquisite solutions bringing real and virtual world at same place and help create a world where we can transform and create the new way of learning, gaining knowledge and grow.



Contact

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Type of Company

Content Development, VR/AR/XR
Software , App Development and Training
Services



Customers

Enterprises,Hospitals,Heath Industry,
Automotive industry, Training Centres,
Governments and NGO



Size of Company

How many employees: 8



Why are you in this industry vertical/sector?

We are into the world where everything is changing and evolving, legacy networking has now moved to software Defined Network which is much more automated and accurate and self-efficient. In this fast changing world Using Augmented Reality (AR)/Virtual Reality technology we can re shape the way businesses interact with their customers, employees, stakeholders and trainings. Using our skills and innovative ideas we develop applications and simulations for Healthcare, Construction, Training, Manufacturing fields.



What do you want/hope for/from this industry?

Engagement is critical to training outcomes, and the immersive training environment provided by VR/AR boosts engagement. Accelerated learning, because VR/AR is so immersive and compelling that learners absorb information faster and retain what they have learned longer. Virtual reality (VR) technology is revolutionizing the way companies provide employees with engaging learning experiences that help them acquire knowledge and skills, achieve performance goals, and stay safe.

We would like to work in collaborative mode helping each other in innovating and developing new ideas .VR/AR industry can create an interactive platform which is more interactive and immersive that transforms the concept of learning into live experience .

Other Companies

Other Training Companies

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