

EEA HEALTH & SAFETY CONFERENCE

BEYOND VR

Building Safer Decision-Making
Across Industry

Introduction to Psychosocial Risks

From compliance to competence
through immersive learning

VR is not the outcomer
it is the vehicle.

Our goal isn't better technology. It's better decisions before
people are exposed to real risk.

MAKING IT SAFER TOGETHER

SCENARIO: POLE TOP TRANSFORMER



DECISION POINTS

- Approach ☒
- Hazard Scan ☒
- Isolation ☒
- Test to Ensure Safety ☒
- Work Position ☒
- Verify ☒
- Complete ☐

WHAT WOULD YOU DO NEXT?

MITA
CONSULTING



VR is not the outcome.
It is the vehicle.

The outcome is better decision-making, improved judgement, and ultimately safer people across industry.

THE PROBLEM

We don't learn judgement from PowerPoint.

Traditional training gives us compliant workers. Our challenge is developing competent workers who can respond when conditions change



Traditional Training

- Read procedures
- Watch demonstrations
- Complete assessment
- Hope experience fills the gaps



Reality

- Time pressure
- Distractions
- Multiple hazards
- Changing environments
- Human factors

Knowledge is essential—but knowledge alone isn't enough when the unexpected happens.

THE RISK GAP

Most incidents aren't caused by lack of knowledge.

These are the human factors we see repeatedly in serious incident investigations.



Missing a hazard



Poor sequence



Incorrect assumptions



Distraction



Confirmation bias



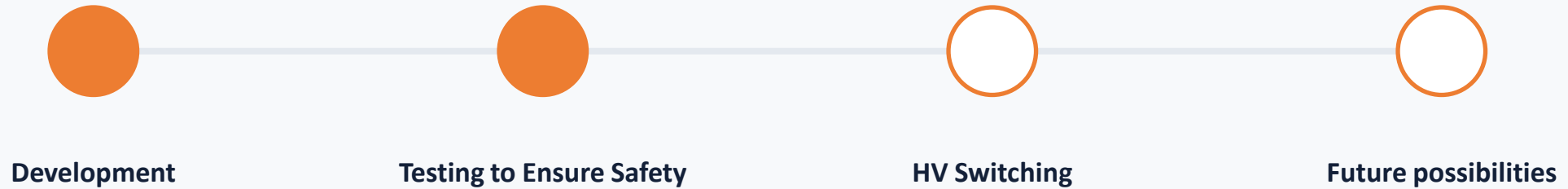
Rushing

“

People rarely wake up intending to make unsafe decisions.

THE PROJECT

Building competence through immersive practice



Unit 1

Testing to Ensure Safety

- Training module
- Assessment module



Unit 2

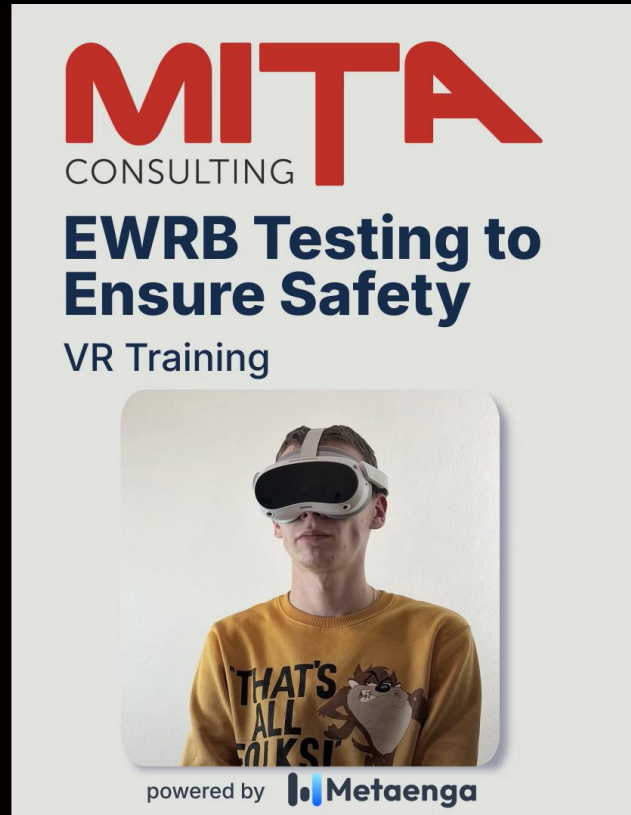
HV Switching

- Scenario-based decision making

WATCH

VR: Testing to Ensure Safety

Metaenga
Loading...



Ask afterwards:

"What decisions did you notice the learner making?"

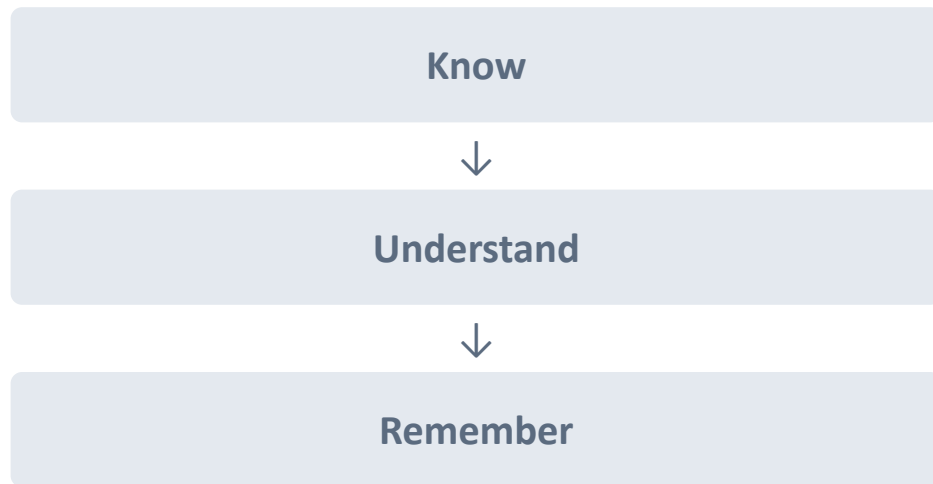
Not "What did the learner click?"

-
- Hazard recognition
 - Sequence
 - Verification
 - Consequences

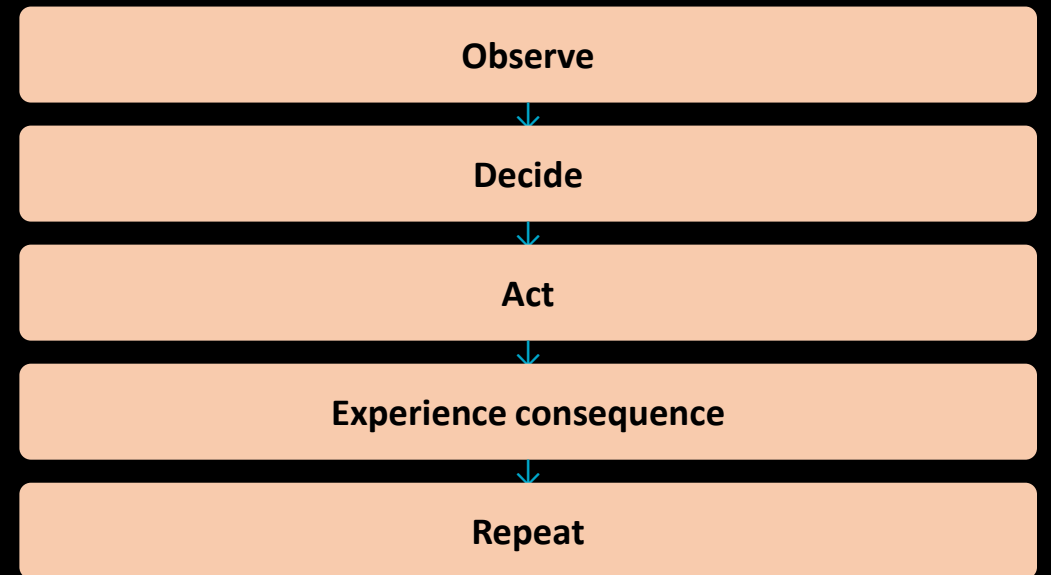
THE SHIFT

What makes VR different?

Traditional Learning



VR Learning



Failure becomes a learning opportunity rather than an incident.



Still the vehicle, not the outcome.

The outcome we're after next is proof of competence - not just a good simulation.

BEYOND TRAINING

Can someone actually, do it?



Instead of asking

“What is the correct answer?”

We’re asking

“What would you actually do?”

WATCH

HV Switching



The learner must:

- Assess
- Plan
- Sequence
- Verify
- Make decisions under pressure

The environment is virtual. The thinking is completely real.

LESSONS LEARNED

What surprised us

**Older learners embraced it**

after simple onboarding

**People remembered mistakes**

far better than correct answers

**Confidence improved dramatically**

through repetition

**Discussion afterwards became richer**

because everyone shared the same experience

We even created a VR onboarding module because confidence with technology — not ability — was the biggest barrier.

THE PARTNERSHIP

This isn't about replacing trainers.

**Trainer provides**

- Coaching
- Experience
- Context
- Discussion

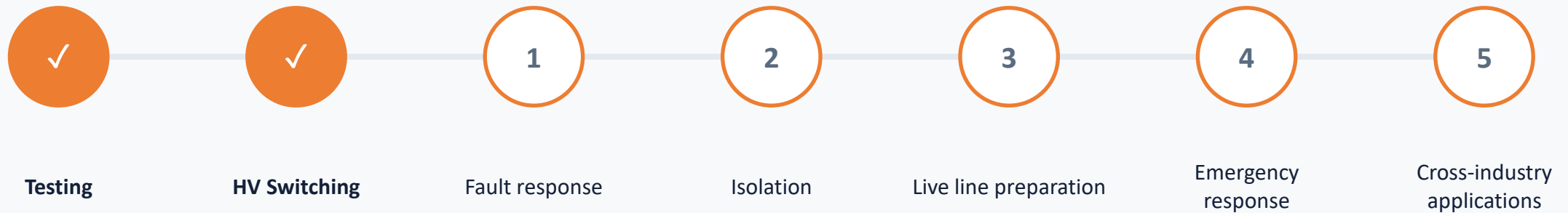
**VR provides**

- Repetition
- Consistency
- Safe mistakes
- Objective evidence

**Competence**

THE ROADMAP

Where could this go?



If we can simulate decisions safely, we can build competence before exposure.

Compliance doesn't keep people safe. Competence does.

The future isn't replacing practical experience. It's giving people meaningful experience before the consequences become real.

VR is not the outcome - it is the vehicle. The outcome is better decision-making, improved judgement, and safer people across industry.

Questions?