

How virtual reality helps real-life recruitment

The technology also offers the prospect of remote teams being able to hold avatar-based meetings



Virtual reality is already being used to assess candidates for jobs where it would otherwise be impossible to put them in the real-life situations they will face.

[London's Metropolitan Police](#), for example, use VR during assessment days, where candidates work in pairs in a scenario-based exercise.

VR is also helping the adoption process. Adopt South — the regional adoption agency made up of Hampshire, Isle of Wight, and Portsmouth and Southampton City councils — is using a VR experience developed by the Cornerstone Partnership, which allows prospective adopters to experience the traumatic scenarios children have faced by placing them, as the child, in a room with abusive parents or other adults. Rachel Reynolds, head of Adopt South, says the VR, used in the first two stages of the adoption process, has been transformative.

The change of perspective — putting the user directly into someone else's reality — means that VR is becoming a valued way to train employees in customer-facing roles. US retailer Walmart has [distributed Oculus Rift](#) headsets to its training academies. Shop floor staff use it to learn how to deal with crowds, spot hazardous situations and replenish stock.