During recent years, staff training using XR technology has gained more popularity. Traditionally, training in many sectors has been completed via e-learning or through interacting with an instructor at a certain location. While both of these methods are more common ways of conducting training, they possess a range of drawbacks.

In some industries, conducting training in person can often be quite costly, for example staff may need to be flown out to a certain location for a long training session. XR can eliminate the costs of travel and can also shorten the duration of a training session. For example, after incorporating XR into employee training, Hilton found that their previous training session of four hours was cut down to twenty minutes. Additionally, after Purina PetCare asked 10 employees monthly to use XR training instead of asking them to attend in-person training, $100,000 was saved yearly. This demonstrates that using XR can not only save costs in the long term, but can also greatly improve time efficiency.

The use of XR for training also enables the greater immersion of the user into training content, as concepts are delivered in a more engaging manner than, for example, e-learning. Employees also become more focused on what they are learning due to the more interactive nature of XR. According to research conducted by PwC, staff members that participated in training using XR stated that they felt 35% more confident to use what they had learnt during training than those that participated via e-learning.

Drawbacks for using XR to deliver training include it initially being expensive to setup. While it is more cost effective than other alternatives in the long term due to increased time-efficiency etc., equipment and software can be expensive to set up at first. Additionally, there are less resources available relating to this technology, so more time may need to be spent to build unique or customizable solutions.