IMMERSIVE CAREGIVER TRAINING

for Professional & Informal Caregivers
and the Older Adults they serve

October 2025

How can we prepare staff to effectively and safely do their jobs, in a way that promotes dignity and respect for clients?

How can we utilize technology to support and promote independence for people living with IDD, older adults, and those who support their care?

How can we help students preparing for aging/IDD careers to understand the perspectives of the clients they will serve?

Why Immersive?

Faster Learning & Higher Retention

✓ 4X faster learning of material
✓ 60% more knowledge retention on average than reading and video learning

Stronger Empathy

✓ 3.75x more emotional connection
✓ Better memory encoding and empathy development

Greater Engagement & Better Performance

✓ 92% higher learning engagement, motivation, and reduction of distractions

More Cost Effective

✓ Initial investment leads to training becoming 52% more cost-effective at scale

Sources:
What does virtual reality and the metaverse mean for training? PwC, 2022*; How Virtual Reality Is Transforming Education*. eLearning Industry Study (2023); Virtual memory palaces: immersion aids recall, Virtual Reality Journal, 2018

THE EMBODIED LABS IMMERSIVE APPROACH

- Live 360-environments

- Story-driven narratives & skills practice/choice-making

- Human, first-person perspectives of care recipients & providers

- Interaction via hand-tracking creates embodied learning

SNAPSHOT: IMMERSIVE EXPERIENCE LIBRARY

100+ scenarios & impact moments across a growing body of caregiving topics

The Alfred Lab
Vision & Hearing Loss

The Dima Lab
Lewy Body Dementia & Parkinson's

The Rosie Lab
Home Health Assessment

The Beatriz Lab
Progressive Alzheimer's

The Eden Lab
Trans Health & LGBT Aging

Customer Service

The Clay Lab
End of Life

The Frank Lab
Effects of Social Isolation

Elder Safety & Well Being

New Content

Dementia Search & Rescue

Autism Spectrum Disorder

GOVERNMENT USE CASES

Colorado Department of Health & Human Services

New Employee Orientation

Introduce the Intellectual & Developmental Disabilities (IDD) population

Outcomes

⬆ Preparedness for real-world interactions & health conditions of IDD population

⬆ Confidence & empathy in supporting people with IDD

⬇ Decrease 90-day employee turnover

CA Adult Services & Training Academy

Workforce Development Training

Co-created training for social workers & APS workers

Outcomes

⬆ Preparedness for the most dangerous real-world interactions & encounters

⬆ Confidence, cultural competency, and empathy in supporting clients

⬇ Decrease 90-day employee turnover

GOVERNMENT USE CASES

U of Arkansas for Medical Sciences Regional Centers on Aging

Family Caregiver Support & Education

Equip caregivers with support and training

Outcomes

⬆ Increased empathy, decreased burnout/stress

State-Required First Responder Education

Co-created training on dementia, wandering, and best practices for locating and communicating with a PLWD

Outcomes

⬇ Negative outcomes for PLWD who leave home

⬆ Find rates and positive outcomes for PLWD

CalGrows CA Dept of Aging Workforce Dev Grant

Workforce Development Training

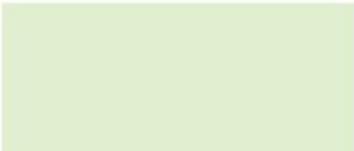*Training/education on dementia, social isolation, support elders at home, and other topics*
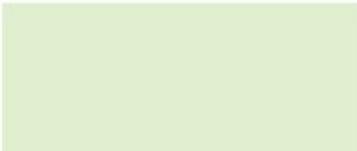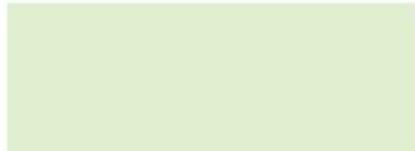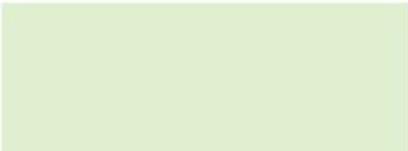
Outcomes

📢 Reached 127K family & professional caregivers

$ Incentivized the HCBS workforce

⬆ Supported the informal and formal workforce of CA (burnout/stress, retention, job satisfaction, resilience, confidence to provide care)

Implementing Embodied Labs
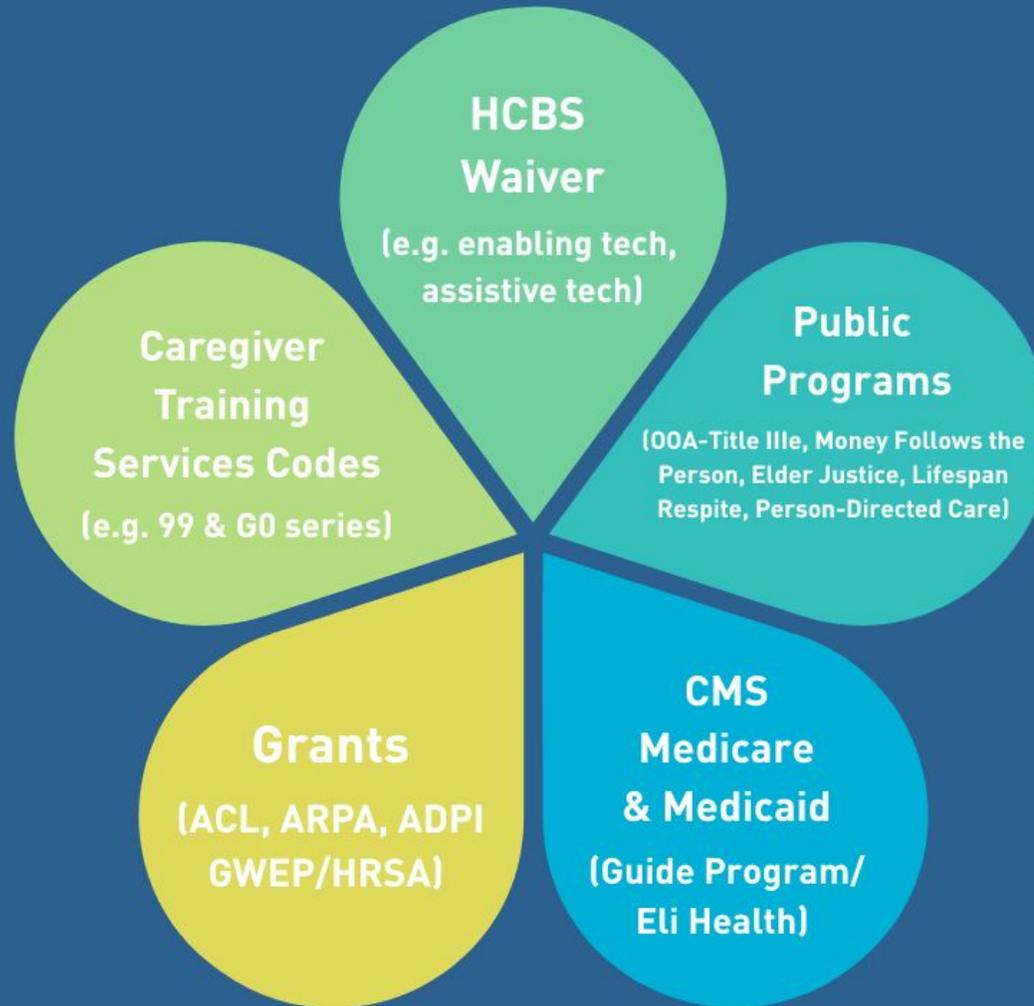
WHERE PARTNERS IMPLEMENT EMBODIED LABS

	Aging Population	Family Caregivers	Professional Caregivers	People with IDD (Youth, Non-Aging)
Training & Education (staff training & community education)	Done at scale now	Done at scale now	Done at scale now	New initiative market
Disability Services (caregiver & older adult self-enabled/assistive tech)	Done at scale now	Exploring with key partners	Exploring with key partners	New initiative market
Wellness & Wellbeing (caregiver support groups, employee wellness)	Done at scale now	Done at scale now	Done at scale now	New initiative market
Career Exploration (upskilling workforce for careers in aging services)	Exploring with key partners	Exploring with key partners	Done at scale now	New initiative market
Veteran's Services (e.g. caregiver training & older adult education)	Done at scale now	Done at scale now	Done at scale now	
Healthcare & Therapy (e.g. telemedicine, clinical settings, caregiver training services - GUIDE)	New initiative market	New initiative market	New initiative market	New initiative market

Legend:
- **Done at scale now** (light green)
- **New initiative market** (pale green)
- **Exploring with key partners** (yellow)

HOW EMBODIED LABS WORKS WITH PARTNERS*

Pre-Contract

Months 1-2

Months 3-12

Stakeholder Inputs

- **Define** outcomes & measurements for success
- **Determine** target population(s) and implementation plan (timeline, pilot locations, champions etc.)
- **Identify** funding source(s)

Implement

- **Contract** approved and signed; procurement/vendor setup
- **Integrate & Access** XR platform & VR headsets
- **Complete** the EL XR facilitation program
- **Launch** training program

Evaluate & Review

- **Continue** training program
- **Assess** effectiveness
- **Examine** outcomes, successes, and challenges
- **Create** recommendations to expand

* This is an example timeline – all implementation is customizable

HOW PARTNERS FUND EMBODIED LABS

HCBS Waiver (e.g. enabling tech, assistive tech)

Public Programs (OOA-Title IIIe, Money Follows the Person, Elder Justice, Lifespan Respite, Person-Directed Care)

CMS Medicare & Medicaid (Guide Program/ Eli Health)

Grants (ACL, ARPA, ADPI GWEP/HRSA)

Caregiver Training Services Codes (e.g. 99 & G0 series)

IMMERSIVE CAREGIVER TRAINING PLATFORM

—————

VR & Web-browser based (no VR headset required)

Immersive Experiences Library

XR Software Platform
via VR headset or browser on a PC/Mac or Tablet

VR Kits

Turn-key VR solution
via leased headsets, facilitator laptop, & EL Classroom app

VR Facilitator App

EL Classroom
Full control over your learners experience & training modality

Playlists
(Optional, Additional cost)

Design Your Training
Customize a course specific to your learning objectives

Implementation – Flexible Training Options

An overview of a training plan to use during implementation to identify audience, goals, and training methods.

Virtual Reality
Interactive VR Experiences

OR

Web Immersive
Interactive 360-videos on PC/Mac/Tablet

Guided
Facilitator-led Training

OR

Self-paced
Individual Training

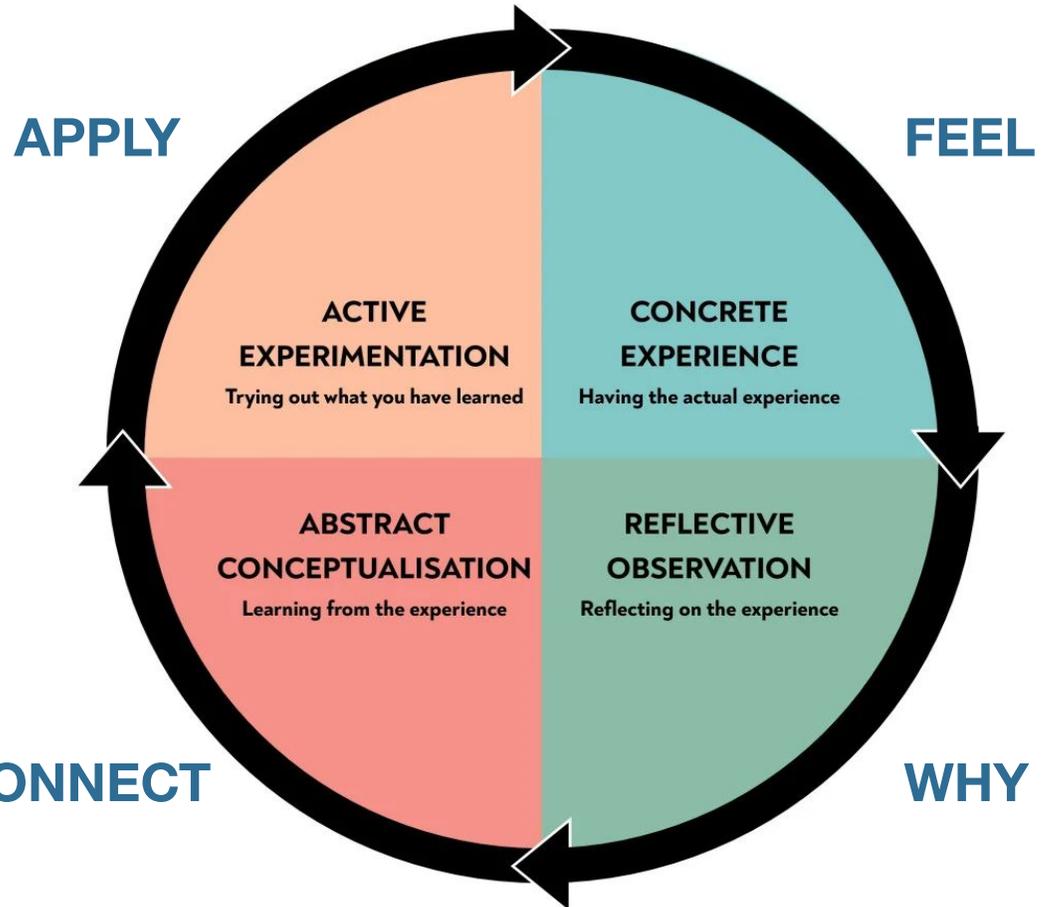**Synchronous**
Training together

OR

Asynchronous
Training at your own pace

Experiential Learning Cycle

Experiential Learning theory defines learning as:

"The process whereby knowledge is created through the transformation of experience. Knowledge results from the combination of grasping and transforming experience."

- David Kolb

100+ Organizations Across the Aging Care Continuum

Select Customers Shown Below

Local, State & Federal Government

VA | U.S. Department of Veterans Affairs

ARKANSAS DEPARTMENT OF HUMAN SERVICES

COLORADO Department of Human Services | CDHS

Central California & Bay Area Adult Services Training Academy — FRESNO STATE

RIVERSIDE COUNTY DEPARTMENT OF PUBLIC SOCIAL SERVICES

Home & Community Based Services

Right at Home — In Home Care & Assistance

Visiting Angels — LIVING ASSISTANCE SERVICES

Hospice of Southern Maine — When each moment counts

KENDAL — Together, transforming the experience of aging.®

Academic Training Programs

UAMS | College of Health Professions

VANDERBILT School of Nursing

THE UNIVERSITY OF TENNESSEE KNOXVILLE

Duke University School of Nursing

Retail, Payers, Providers, & Other

BEST BUY Health

P&G

Meta

IEHP Inland Empire Health Plan

Ready to scale with immersive technology?

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