



Can soft skills be developed effectively through the use of VR?

SPIRIT OF INQUIRY
ACTION RESEARCH 2023



Overview

Learners have discussed a resistance to presenting information in front of people. They also feel that (due to Covid) they lack confidence in in-person interviews. Both skills impacting their employability.

The aim was to trial BodySwaps software (a VR application that aims to improve soft skills of learners including public speaking and interview skills) and to measure the effectiveness of improving these skills.

Literature

Buckley, P., & Doyle, E. (2014). Gamification and student motivation. *Interactive Learning Environments*, 24(6), 1162-1175.

Erselcan, F. (2015). Relevance of Education to Real Life and of Real Life to Education - Experiential Learning for International Business. *Procedia - Social and Behavioral Sciences*, 177, 401-405.

Jorgensen, D. (2012). The Challenges and Benefits of Asynchronous Learning Networks. In *Distance Learning* (pp. 19-34). Routledge.

Research Methods

Participants are Level 3 Ext. Dip. Business learners.

Data Collection 1:
Learner Questionnaire
Learner Focus Group
Tutor Interviews
Digital Team Interviews

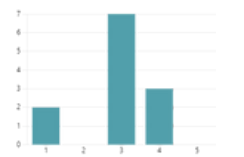
Data Collection 2:
Learner Questionnaire
Learner Focus Group

Data 1 Analysis

From 1 - 5 rank yourself in terms of confidence levels when presenting or public speaking



From 1 - 5 rank yourself in terms of confidence levels when undertaking interviews



Learner view points on importance of soft skills: "I would feel as though I am taking the steps to get over my anxiety of speaking in-front of people as this will help me in university. How to not get as worried when I have got to speak in front of people I do know and don't know".

"I would have a better understanding of the skills needed for certain jobs and it will not only help me during work, but also obtaining another job."

Tutor view point: "Class presentations are difficult; many don't want to get up to present and confidence levels are very low overall. There tends to be one or two that are more confident and tend to take the lions share of the presentation."

Actions

- Trial Bodyswaps VR
- Conduct risk assessment for use of VR
- Acquire DPIA approval for Bodyswaps software
- Provide three options for alternative use of the Bodyswaps platform - VR/PC/Mobile (in-line with risk assessment)
- Identify specific Bodyswaps modules including Public Speaking and Employability and Interview Skills

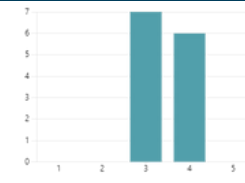
Wider Impact

There was a delay with software as a result a shorter time of testing actions with learners.

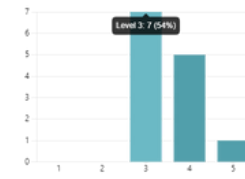
However in the short time period of having the VR and Bodyswaps app awareness has increased and Heads of School and managers in non-teaching departments have also received sessions on Equality, Diversity and Inclusion, Public Speaking, Ethical Leadership and Managing Conflict.

Data 2 Analysis

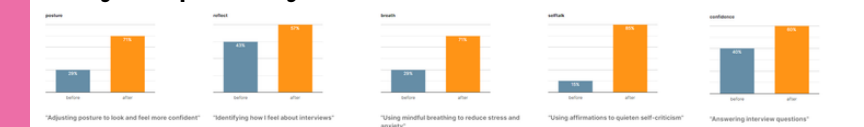
From 1 - 5 rank yourself in terms of confidence levels when presenting or public speaking



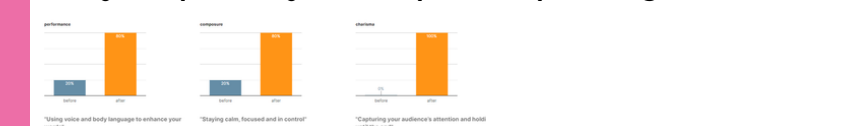
From 1 - 5 rank yourself in terms of confidence levels when undertaking interviews



Bodyswaps analytics for interview skills:



Bodyswaps analytics for public speaking:



"Learner feedback: VR is a good tool to have. However, when I had used it, it had made me feel dizzy and give me headaches shortly after and had to change to a desktop version of Bodyswaps. The desktop version is a good, however, you are not just focused on the screen and you could easily get up and walk away without having to pause what you're listening too."

Learners have increased confidence when developing interview and public speaking skills. The immersive nature of VR aids in engagement of the content



Gellir datblygu sgiliau meddal yn effeithiol trwy ddefnyddio realiti rhithwir (VR) yn effeithiol?

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Trosolwg

Mae dysgwyr wedi disgrifio gwrthwynebiad tuag at gyflwyno gwybodaeth o flaen pobl. Maen nhw hefyd yn teimlo (oherwydd Covid) nad ydynt yn hyderus yn cael cyfweiliadau wyneb yn wyneb. Mae'r ddwy sgil yn effeithio ar eu cyflogadwyedd.

Y nod oedd treialu meddalwedd BodySwaps (rhaglen VR sy'n ceisio gwella sgiliau meddal dysgwyr gan gynnwys sgiliau siarad cyhoeddus a chyfweiliadau) a mesur effeithiolrwydd gwella'r sgiliau hyn.

Llenyddiaeth

Buckley, P., & Doyle, E. (2014). Gamification and student motivation. *Interactive Learning Environments*, 24(6), 1162-1175.

Erselcan, F. (2015). Relevance of Education to Real Life and of Real Life to Education - Experiential Learning for International Business. *Procedia - Social and Behavioral Sciences*, 177, 401-405.

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Dulliau Ymchwil

Dysgwyr Diploma lefel 3 Busnes yw'r cyfranogwyr

Casglu Data 1:
Arholiadur dysgwyr
Grŵp ffocws gyda dysgwyr
Cyfweiliadau gyda thiworiaid
Cyfweiliadau gyda'r tîm digidol

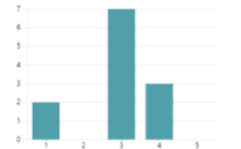
Casglu Data 2:
Holiadur dysgwyr
Grŵp ffocws gyda dysgwyr

Dadansoddi Data 1

Graddiwch eich hun o 1 - 5 o ran lefelau hyder wrth gyflwyno neu siarad yn gyhoeddus



Graddiwch eich hun o 1 - 5 o ran lefelau hyder wrth ymgymryd â chyfweiliadau



Mae barn dysgwyr yn tynnu sylw at bwysigrwydd sgiliau meddal: "Byddwn i'n teimlo fy mod i'n cymryd y camau i ymdopi gyda fy mhryder o siarad o flaen pobl gan y bydd hyn yn fy helpu yn y brifysgol. Sut i beidio â phoeni pan rwyf wedi gorfod siarad o flaen pobl dwi'n eu hadnabod a ddim yn eu hadnabod".
"Byddai gwell dealltwriaeth o'r sgiliau sydd eu hangen ar gyfer rhai swyddi gen i, a bydd nid yn unig yn fy helpu yn y gwaith, ond hefyd wrth ymgeisio am swydd arall."

Safbwynt tiwtor: "Mae cyflwyniadau dosbarth yn anodd; Nid yw llawer eisiau codi i gyflwyno ac mae lefelau hyder yn isel iawn yn gyffredinol. Mae un neu ddau yn tueddu o fod yn fwy hyderus ac yn cymryd y rhan fwyaf o'r cyflwyniad."

Gweithrediadau

Prawf Bodyswaps VR
Cynnal asesiad risg ar gyfer defnyddio VR
Cael cymeradwyaeth DPIA ar gyfer meddalwedd Bodyswaps
Darparu tri opsiwn ar gyfer defnydd amgen o'r plattform Bodyswaps - VR / Cyfrifiadur/Symudol (yn unol ag asesiad risg)
Nodi modiwlau Bodyswaps penodol gan gynnwys Siarad Cyhoeddus a Sgiliau Cyflogadwyedd a Chyfweld

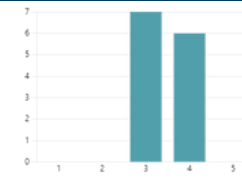
Effaith Ehangach

Roedd oedi gyda meddalwedd o ganlyniad i gyfnod byrrach o brofi gweithredoedd gyda dysgwyr.

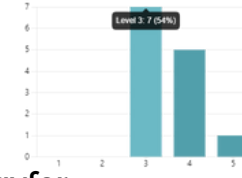
Fodd bynnag, mae'r cyfnod byr o gael yr ap VR a Bodyswaps wedi cynyddu ymwybyddiaeth ac mae Penaethiaid Ysgol a rheolwyr adrannau nad ydynt yn addysgu hefyd wedi derbyn sesiynau ar Gydraddoldeb, Amrywiaeth a Chynhwysiant, Siarad Cyhoeddus, Arweinyddiaeth Foesebol a Rheoli Gwrthdaro.

Dadansoddi Data 2

Graddiwch eich hun o 1 - 5 o ran lefelau hyder wrth gyflwyno neu siarad yn gyhoeddus



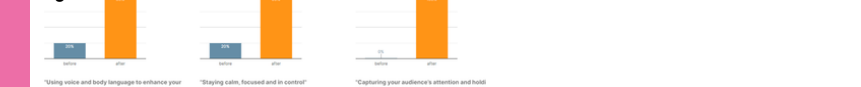
Graddiwch eich hun o 1 - 5 o ran lefelau hyder wrth ymgymryd â chyfweiliadau



Dadansoddeg Bodyswaps ar gyfer cyfweiliadau



Dadansoddeg Bodyswaps ar gyfer cyfweiliadau



"Adborth oddi wrth ddysgwyr: Mae VR yn offeryn da. Fodd bynnag, pan ddefnyddiais ef, gwnaeth i mi deimlo'n benysgafn ac yn rhoi cur pen i mi yn fuan wedyn, felly roedd rhaid i mi newid i fersiwn bwrdd gwaith o Bodyswaps. Mae'r fersiwn bwrdd gwaith yn dda, fodd bynnag, nid ydych chi'n canolbwyntio ar y sgrin yn unig a gallech chi godi a cherdded i ffwrdd yn hawdd heb orfod rhewi beth chi'n gwrandao arno hefyd."

Mae dysgwyr wedi magu hyder wrth ddatblygu sgiliau cyfweld a siarad cyhoeddus. Mae'r natur ymrochol cymhorthion VR yn helpu gydag ymgysylltu â'r cynnwys.