



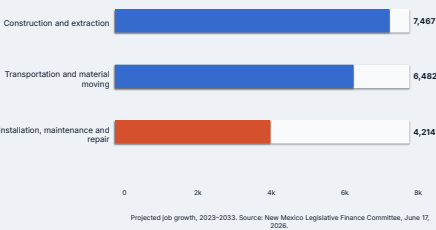
Workforce development using XR

New Mexico's workforce challenge is a practice gap

Demand is growing.

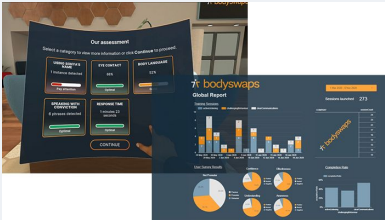
The highest-need occupations require judgment, coordination and repeated hands-on practice—not just information.

Schools need a safer bridge between the lesson and the jobsite.



XR creates practice where access is scarce

- Explore**
Experience a career before choosing a pathway.
- Practice**
Repeat high-risk, high-cost or hard-to-schedule tasks safely.
- Demonstrate**
Show readiness through observable decisions and performance.



One learning layer can connect school to work

- Career exposure**
Let students experience roles before committing time and tuition.
- CTE skill-building**
Add repeatable practice between instruction and real equipment.
- Credential readiness**
Rehearse procedures and decisions before formal assessment.
- Worker upskilling**
Reuse scenarios for onboarding, cross-training and advancement.



Immersion can improve speed, confidence and economics

4×

Faster than classroom training

Up to four times faster in the study.

275%

More confident to act

Compared with confidence before training.

52%

More cost-effective

At 3,000 learners versus classroom delivery.

PwC VR Soft Skills Training Efficacy Study, 2020. Findings reflect an inclusive-leadership course; results vary by use case and scale.

New Mexico has already shown it can scale

1,504

Learners reached through immersive learning in 2025.

51

Active projects across disciplines and training needs.

500%

Growth in adoption from the prior year.

\$197K+

Grants, partnerships and in-kind support secured or managed.

Presenter experience and supplied NMSU program records; public NMSU reporting corroborates broad program reach.

Start with one use case and earn the right to scale

Choose

- One high-demand pathway
- One regional school-employer partnership
- One repeatable training scenario

Measure

- Skill performance
- Time to competency
- Cost per learner
- Instructor and employer feedback

Decide

- Continue, adapt or stop
- Share what worked
- Scale only where local fit is clear

Recommended approach: a one-semester pilot that complements—not replaces—teachers, labs and work-based learning.

Questions & Discussion

Let's connect

Melinda Culty
Immersive Learning Account Executive, DHE
Melinda.Culty@dhecs.com
linkedin.com/in/melinda-culty



Connect on LinkedIn