ONEBONSAI

CASE STUDY

VR Warehouse Packing Training

Immersive VR modules that streamline warehouse onboarding, cut training time, and boost efficiency at scale.

Platform: VR

Project overview

Immersive VR modules that streamline warehouse onboarding, cut training time, and boost efficiency at scale.

About the project

OneBonsai helped Nike transform warehouse training with a VR packing simulator that replicates workflows in a 1:1 digital environment. The solution reduced training time from five to two days, trained thousands of employees more efficiently, and expanded access through multilingual support, future-proofing Nike's global operations.

Challenge

Scaling Workforce Training in Warehousing

Nike's global operations rely on efficient warehouse processes, where accuracy and speed are critical for meeting customer expectations. However, training new employees in these environments posed significant challenges.

Traditional onboarding methods were slow, resource-heavy, and dependent on physical training areas called DOJOs. These setups required dedicated space, instructors, and equipment, making it costly and time-consuming to prepare large groups of new hires. With a rapidly expanding workforce across multiple distribution centers, Nike needed a way to reduce training time, cut costs, and reach diverse employee groups more effectively, all while maintaining high operational standards.

> *"Our traditional onboarding was slow, resource-heavy, and couldn't keep up with our growing workforce."*

Solution

VR Warehouse Packing Simulator

To address this, OneBonsai partnered with Nike to design a VR proof of concept that recreated the warehouse packing process in a 1:1 virtual environment. The training placed employees in a digital twin of Nike's packing line, where they learned every step of the process, guided by a virtual avatar.

Trainees practiced packing tasks, handling items, and following protocols without requiring access to physical DOJOs. By moving the training into VR, Nike was able to eliminate bottlenecks tied to instructor availability and physical infrastructure, while still providing employees with highly realistic, hands-on practice.

Approach

Blending Realism with Scalability

The VR module was designed to accurately mirror real warehouse workflows, ensuring the training translated seamlessly into the actual job. OneBonsai applied its Design Sprint methodology to quickly prototype, test, and refine the solution with Nike's input.

To ensure inclusivity, the training was built with multilingual support, enabling Nike to onboard employees from diverse backgrounds without the need for multiple training programs. Portable VR headsets meant training could be delivered at scale across multiple sites, removing geographical and logistical constraints. The approach focused on delivering a lean, scalable training tool that could easily adapt to Nike's global operations.

> *"I love being trained in VR, I felt ready for the warehouse floor after just two days instead of a week."*

Outcome

Faster, More Scalable Training

The VR training program cut onboarding time nearly in half, from five days down to two, without compromising on quality. Thousands of employees were trained more quickly and consistently, ensuring they were job-ready in record time. There was no need anymore for a new physical DOJO, saving hundreds of thousands in the process.

The multilingual functionality expanded training access to harder-to-reach demographics, broadening Nike's recruitment pool. Managers reported improved efficiency, reduced strain on instructors, and fewer errors on the warehouse floor.

By adopting VR, Nike positioned itself as a leader in innovative workforce training, blending operational efficiency with cutting-edge technology to future-proof its logistics operations.

> *"The VR training makes it possible to attract otherwise impossible to reach demographics."*