ONEBONSAI

CASE STUDY

Zero Ladder Training

Immersive VR training that teaches safe ladder use through realistic scenarios and instant feedback.

Platform: VR



Project overview

Immersive VR training that teaches safe ladder use through realistic scenarios and instant feedback.

About the project

OneBonsai partnered with Equans to create a VR ladder safety training program that immerses workers in realistic scenarios with instant feedback. The solution improved hazard awareness, boosted compliance with safety protocols, and made training portable and scalable across multiple sites.

Challenge

Improving Ladder Safety Awareness

Equans, a major player in technical services and facilities management, faced recurring safety issues tied to improper ladder usage in its operations. Despite existing safety protocols and regular awareness campaigns, many employees continued to underestimate the risks of everyday ladder use.

Traditional training methods, such as classroom sessions and printed manuals, often failed to engage workers or simulate the real-world consequences of poor decision-making. As a result, incidents persisted, putting employees at risk of injury and the company at risk of reputational and financial consequences. Equans needed a training approach that was engaging, memorable, and directly applicable to the work environment, one that could instill safe practices in a way that stuck.

> *"Workers didn't always recognize the risks of improper ladder use, and old training methods failed to engage them."*

Solution

Interactive VR Ladder Safety Training

OneBonsai designed a VR training module that places employees in lifelike environments where they must make decisions about ladder use in real time. Workers are tasked with selecting the right equipment, setting up ladders correctly, and following safety procedures under realistic conditions.

The simulation responds to user choices: unsafe behavior results in visible, immediate consequences, while correct practices are reinforced through positive feedback. This immersive approach created an impactful learning experience where employees could safely "learn by doing" and internalize proper ladder use.

Approach

Realism and Flexibility in Training

The training was developed with input from Equans' safety experts to ensure it mirrored real workplace

situations. By simulating the environments in which employees typically use ladders, the training felt authentic and directly relevant. Real-time feedback was built into the experience to highlight errors instantly and encourage behavioral change.

To maximize adoption, the system was designed as a portable VR solution, allowing training to be delivered flexibly across multiple sites without complex logistics. The approach emphasized ease of deployment and user-friendliness, ensuring training sessions could be run at scale with minimal instructor intervention.

> *"The VR practice clearly showed me to avoid the standard use of ladders and direct me to more suitable alternatives."*

Outcome

Safer Practices and Stronger Safety Culture

The VR training module delivered significant improvements in hazard recognition, compliance with safety standards, and decision-making in ladder-related tasks. Employees reported higher engagement compared to traditional training, noting that the immersive experience helped them better understand and remember the risks.

For Equans, the portable VR setup meant safety training could be rolled out consistently across its operations, reinforcing a culture of safety and responsibility. By using VR, Equans not only reduced ladder-related incidents but also showcased its commitment to leveraging innovation for worker wellbeing.

> *"This training strengthens our culture of safety across all our sites."*

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