



XR Development



3D Modelling



User-Side Skills



BUILDING SKILLS FOR IMMERSIVE ENVIRONMENTS

*Empowering Education, Industry, and
Policy through XR and 3D Innovation*



EDUCATORS & TRAINING PROVIDERS

- Embed XR, 3D & user design into existing programmes
- Promote interdisciplinary immersive projects
- Make immersive literacy universal
- Prioritise accessibility by design



EMPLOYERS & HR/L&D LEADERS

- Hire for teams, not roles
- Build Y-shaped talent profiles
- Promote cross-disciplinary upskilling
- Join sector skills partnerships
- Embed compliance from day one



POLICYMAKERS & EU STAKEHOLDERS

- Align EU frameworks and strategies
- Support projects across all three skill pillars
- Update DigComp 2.2 and ESCO
- Invest in immersive literacy for all citizens

This brief argues that building, using and governing immersive environments well depends on three interdependent skill clusters: XR development, 3D modelling, and the user-side skills that turn technology into experience.

