

SAVE 53% OF INTERNAL TRAINING COSTS? YES, YOU CAN

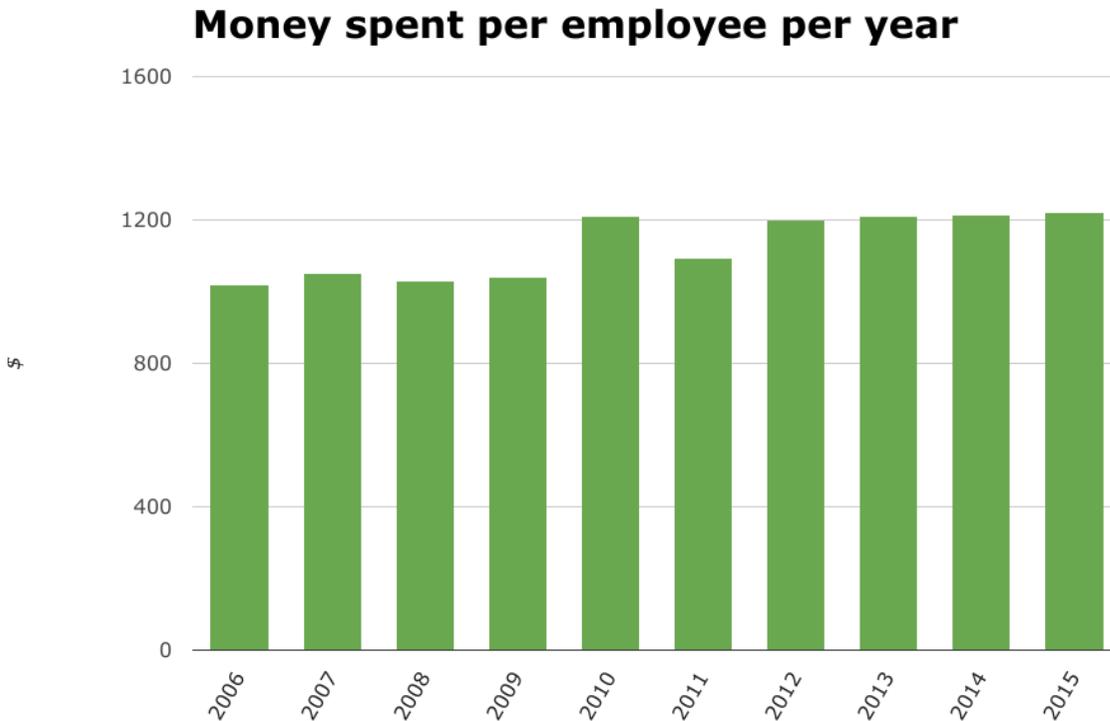


fig. 1

In its most recent annual report ATD (Association for Talent Development) show that in 2015 companies invested on average \$1,255 per year for each employee in skill development. In the last 5 years, this trend has grown and companies spend increasingly money for training (fig. 1).

Companies also consider that a good training is very important to improve the quality of their products. What really matters most, and companies should ask themselves is: how much information, transferred during the training or update, do people remember? Generally, only between 2 and 3 percent. And what about the rest?



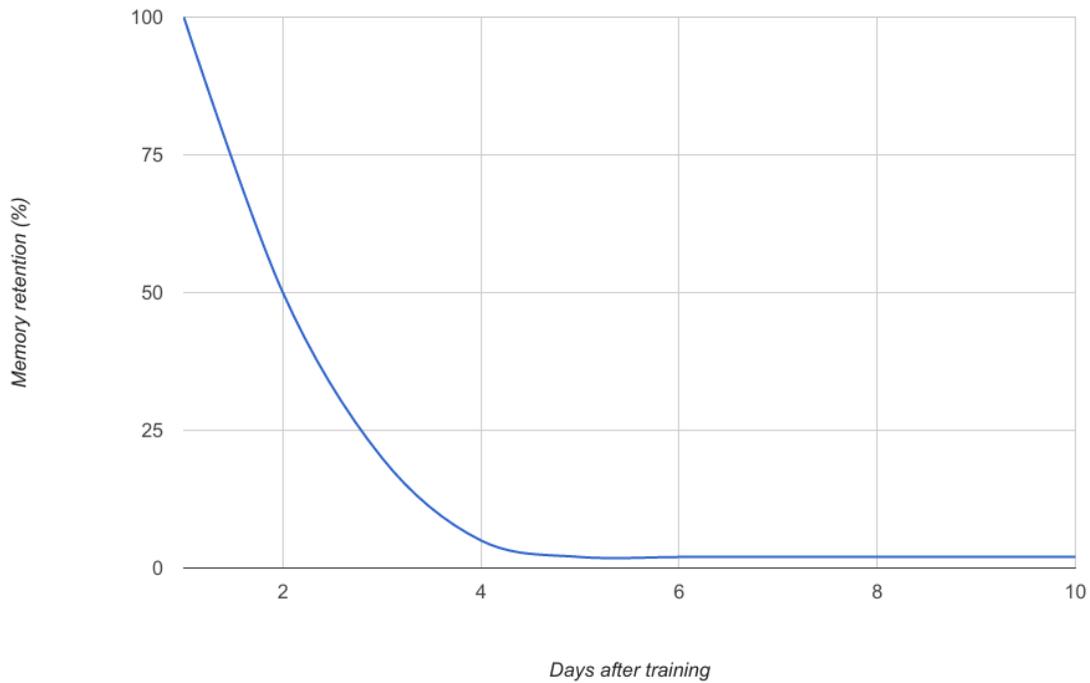


fig. 2

A research from the University of Waterloo shows that after two days, people remember only the 50-80% of the acquired information, if not refreshed, and after 30 days the percentage drops down to 2-3%. A company with 50 employees spends for training on average \$62,500 per year, but, if we consider fig.2, only \$1,882.5 is proven to be useful.

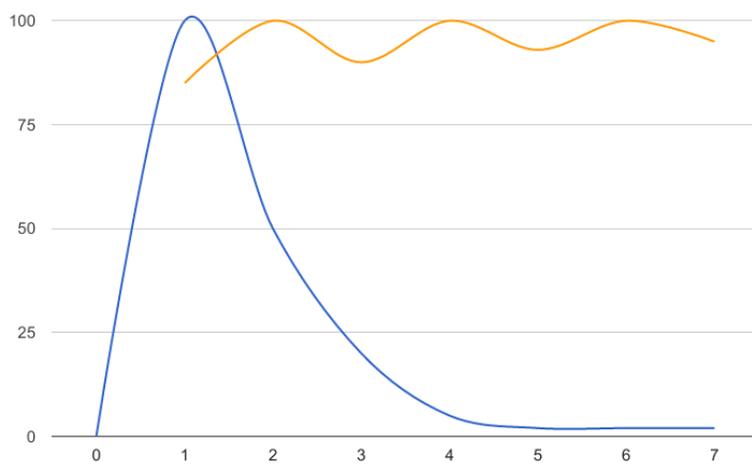


fig. 3



In order to improve the autonomy of users make them self-confident, and lower the costs for the company, it's important to define and act an effective strategy, which can improve the memory retention. The current approach allows to lead information from short-term memory to long-term memory by periodically refreshing knowledge, which is an effective method as shown in fig. 3.

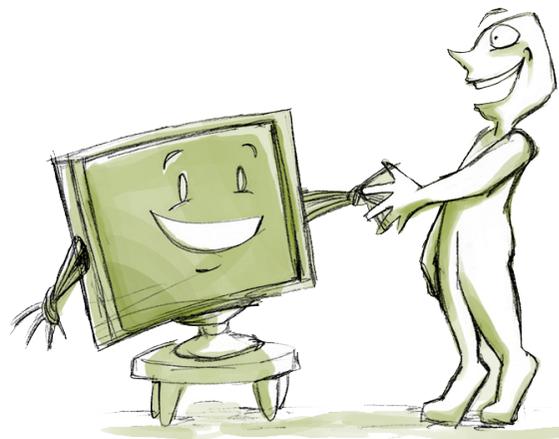
Although the effectiveness of this strategy is not foolproof and you may encounter some issue. This method requires the active participation of the employee, which causes a waste of time in production and thereby increases costs for the company.



A possible solution is to train people on the job. In this way, part of the time spent for training concurs with the time needed for production, but costs are still very high and the time spent for production very low, in more you will have logistic issues.

Another method is to empower self-learning by using some new approach and technology.

Emerasoft, a leading player for IT products and services in Italy, lowered their training costs by 53%, while giving autonomy to their employees in manage their time and job, helping the support team to lighten the workload, and reducing training costs. This result was achieved by introducing Newired on top of their internal applications.



Newired is an enterprise UX manager, it has been developed with the ultimate and stable advances of the User Experience. Its purpose is to help employees becoming self-confident and independent, and let companies lower the costs of training personnel up to 53%.

WANT TO KNOW MORE? READ THE FULL EMERASOFT STORY ([LINK](#)).