SAVE 53% OF COSTS FOR TRAINING PERSONNEL? YES, YOU CAN

Money spent per employee per year
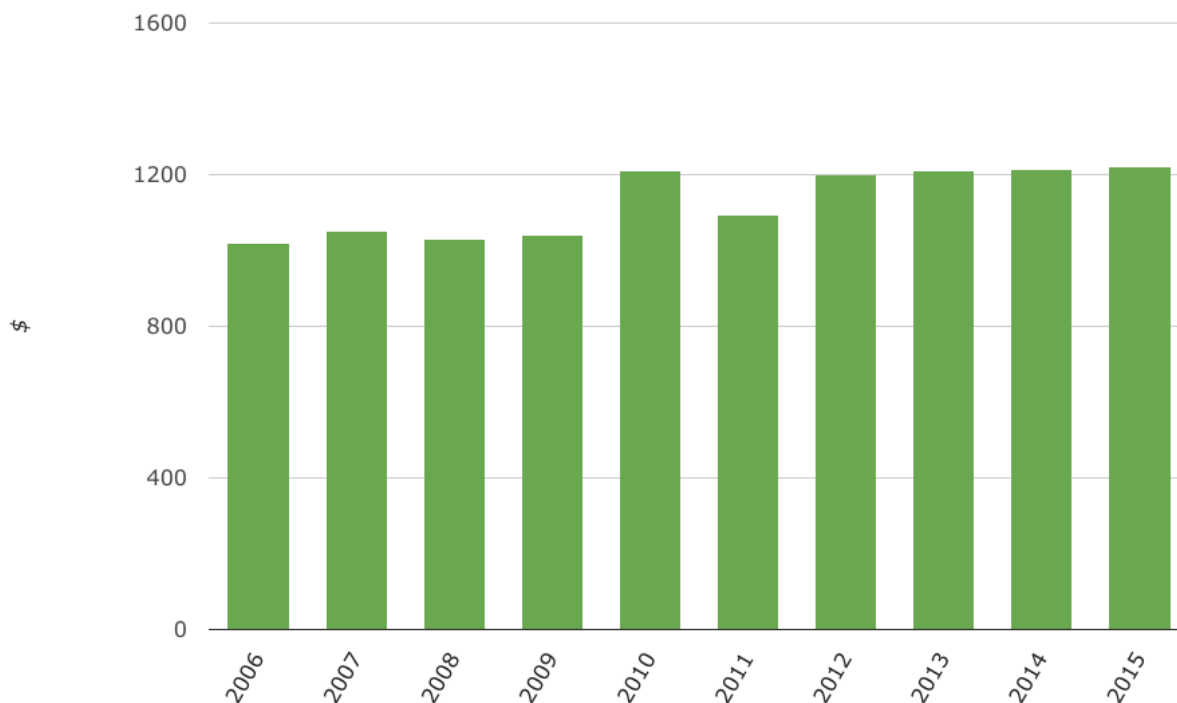

fig. 1

The annual report elaborated by the ATD (Association for Talent Development) claims that in 2015 the companies invested on average $1,255 per year for each employee. In the last 10 years, this trend has constantly grown, and companies spend increasingly money for training (fig. 1).

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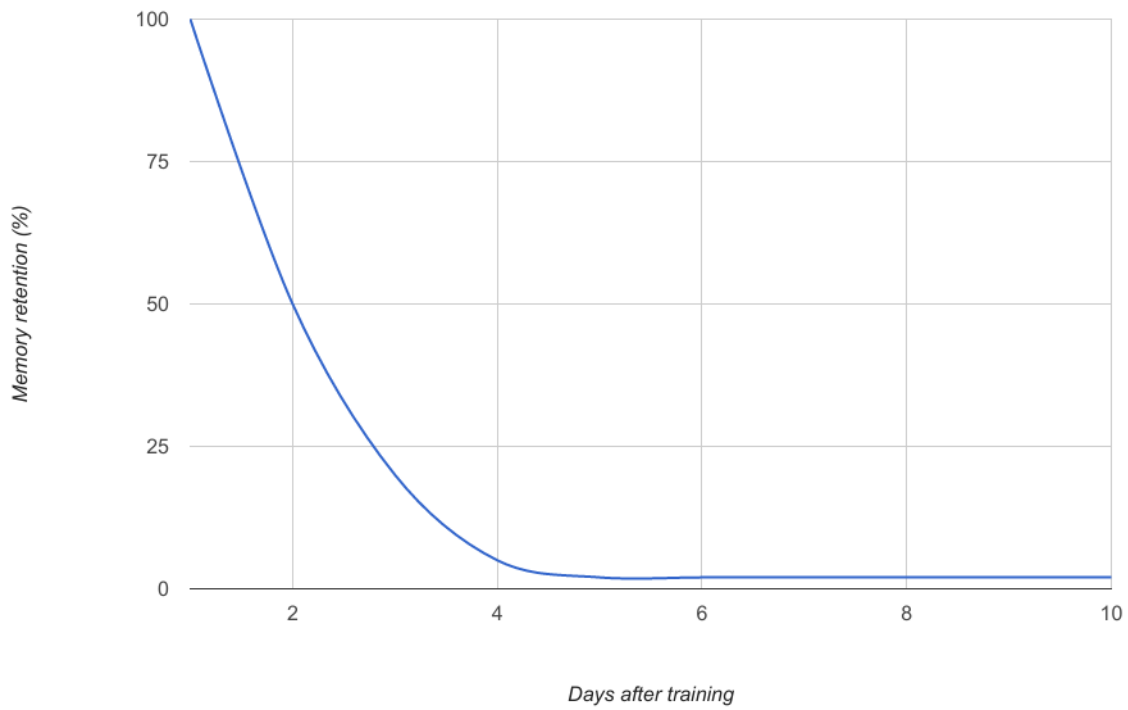
fig. 2

A research at the University of Waterloo shows that after two days, people remember only the 50-80% of the information acquired, if not refreshed, and after 30 days the percentage drops at 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 proved to be useful.

In order to improve the user's autonomy, make them self-confident, and lower the costs for the company, it's important to institute an effective strategy, which can improve the memory retention. The current strategy 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.
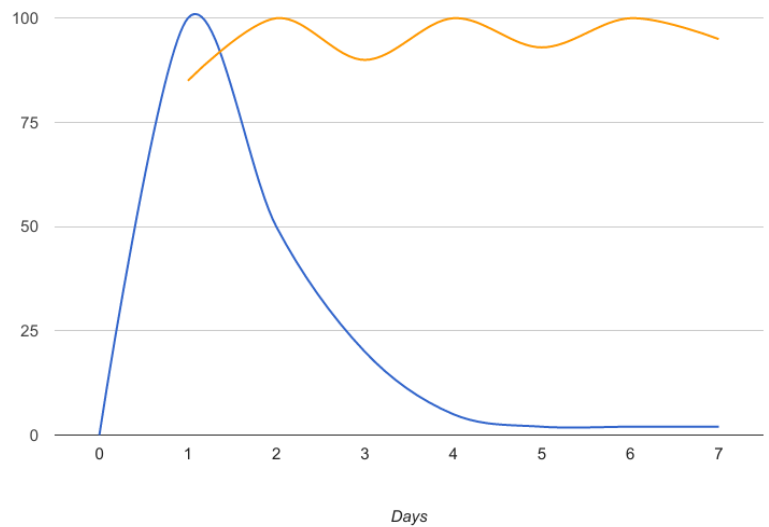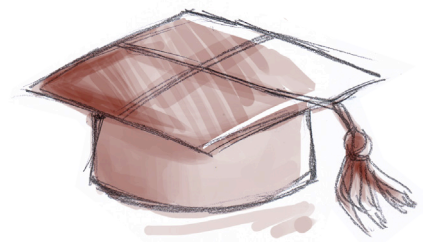

fig. 3

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

A possible solution is the training 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 the self-learning integrating the right technologies. We want to share the success story of Emerasoft (LINK) with you. By integrating Newired, they lowered the training costs by 50%, while giving autonomy to their employees in manage their time and job, helping the support team to lighten the workload, and reducing training costs.
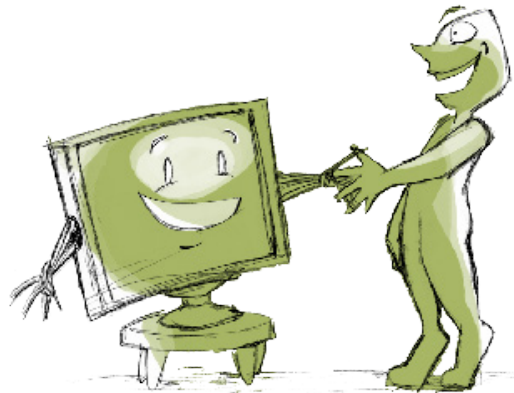
Newired is easy to deploy, because it has been developed with the ultimate and stable advances of the User eXperience. Its purpose is to help employees becoming self-confident and independent, and let companies lower the costs of training personnel until 53%.