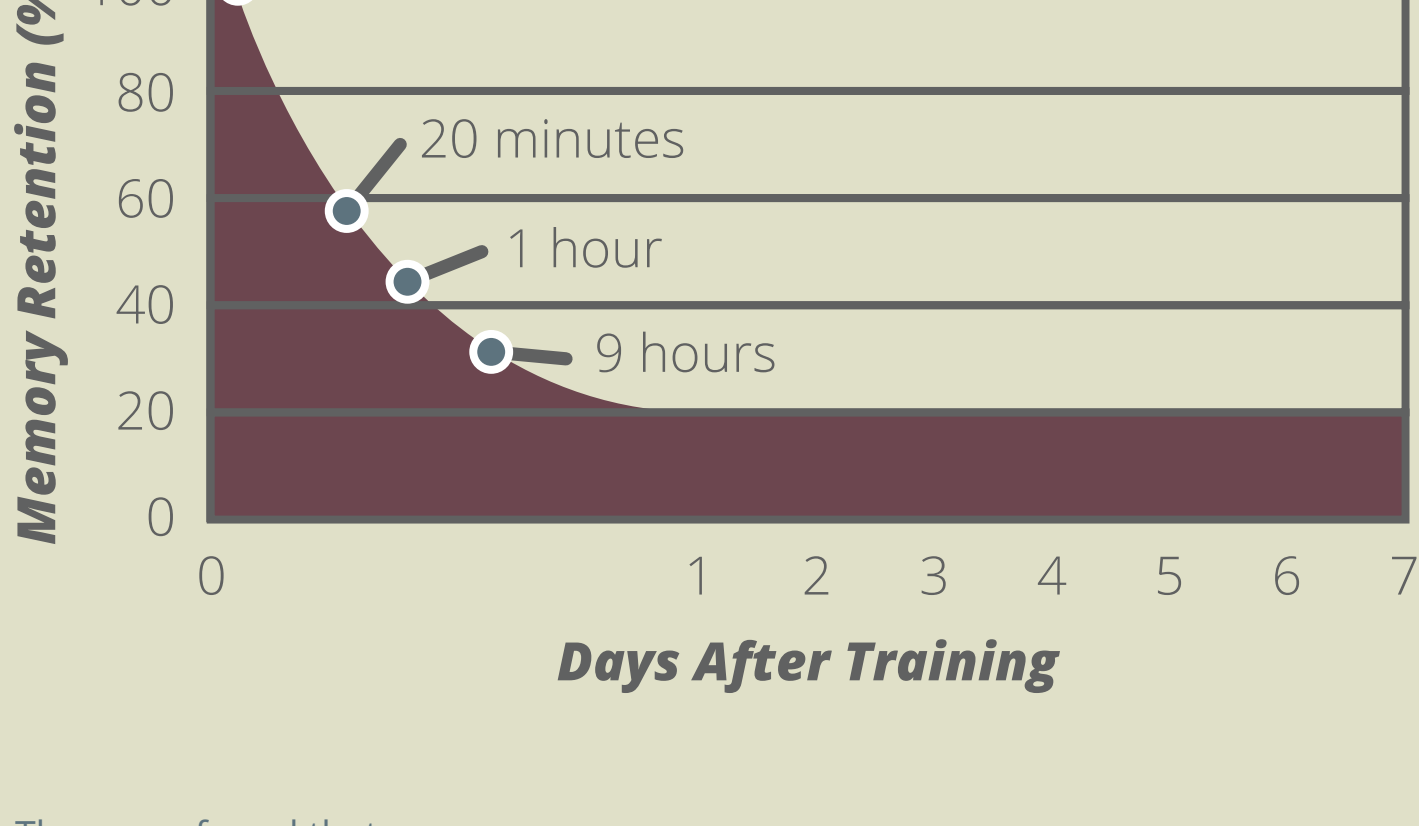


SIX WAYS

to

EXTEND THE LEARNING PROCESS

We forget things. It's part of human nature. In the late 19th century, a German psychologist, Hermann Ebbinghaus, tested his ability to remember. After he had compiled all his data, he plotted it on a graph, and that graph came to be known in the learning and development industry as the Ebbinghaus Forgetting Curve.



The curve found that:

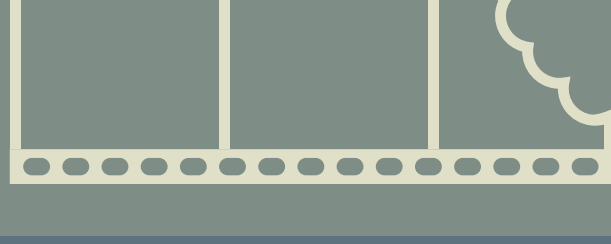
- Within one hour, learners tend to forget 50% of what they learned.
- Within 24 hours, they have forgotten 70% of those details.
- Within a week, learners will have forgotten 90% of that information.

On top of that, training employees is an expensive endeavor – in the 2019 [Training Industry Report](#), businesses spent \$83 billion annually on training. That's a hefty price tag for employees to simply forget what they were taught.

THE GOOD NEWS IS THAT THERE ARE WAYS TO COMBAT THE FORGETTING CURVE IN YOUR TRAINING PROGRAMS.

1. Make training bite-sized

The human attention span is shrinking, and information overload is larger than ever. Keeping training to a microlearning format will prime your employees for better attention and retention.



2. Use spaced repetition

Make sure employees use the skills they just learned within the first 24 hours after completing it. Then make sure they have opportunities to use them in the weeks to come as well.



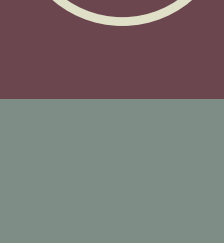
3. Add post-training reinforcement

Use quizzes, polls, videos, and other resources to reinforce training concepts. Every time training is reinforced the rate of forgetting declines and employees retain more of the information.



4. Make training accessible

Learners will be able to retain more if access to training is convenient to them. They should have the ability to complete training wherever they are, whenever they want. Making it mobile-accessible is a great solution, so workers can access it on phones or tablets.



5. Make it difficult

Employees are far more likely to prioritize training (and retain information) if their organization creates a culture of learning. Having an open training environment allows learning to happen in a learning portal or through sharing with co-workers during lunch and learns or passing discussion.



6. Write to remember

Our brains have limited capacity. We hold on to what keeps our attention and keeps us engaged (catchy song lyrics, for instance.) Relevance is important and will help combat the forgetting curve.



WHAT CAN YOU EXPECT WHEN YOU EXTEND THE LEARNING PROCESS?

There are benefits to implementing these into your training program.

Increase in learning retention from

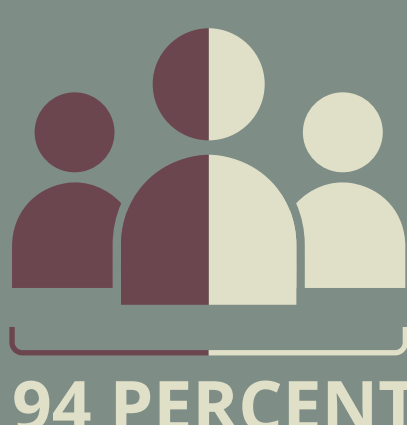
50%

to

90%

A more effective program.

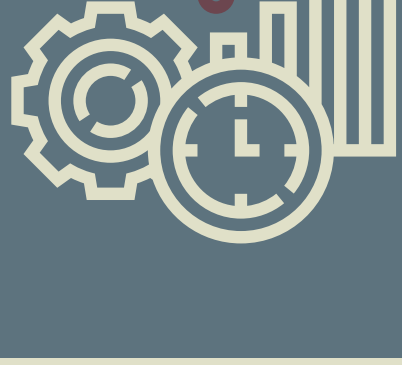
Employee retention will increase – 94% of employees would be willing to stay longer.



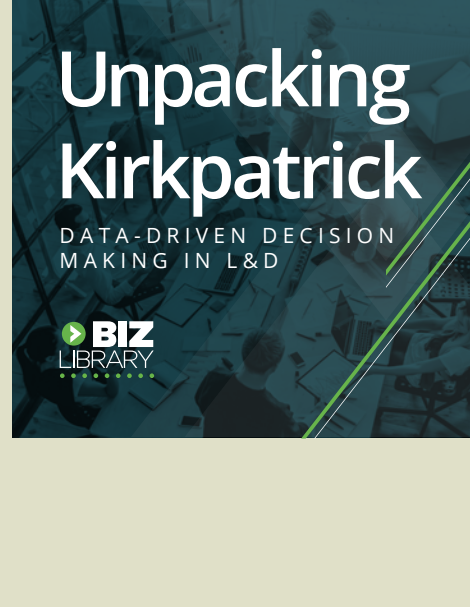
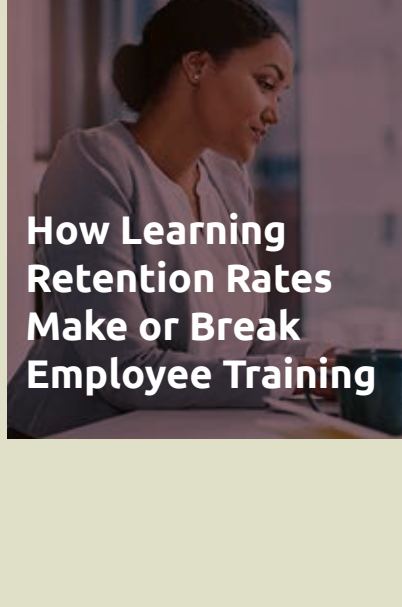
94 PERCENT
LACK OF POST-TRAINING

Increased efficiency

Engaged employees are 21% more profitable.



Training is a process and learning retention is a must. Check out our infographic to get an understanding of how and why workers forget things and strategies to use to overcome the forgetting curve.



Improve your employees' performance with the largest and fastest-growing library of on-demand training videos and eLearning courses today!

[Request A Demo](#)

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