



The **\$102 Billion** Training Problem

The Cost of Training... And the Cost of Forgetting

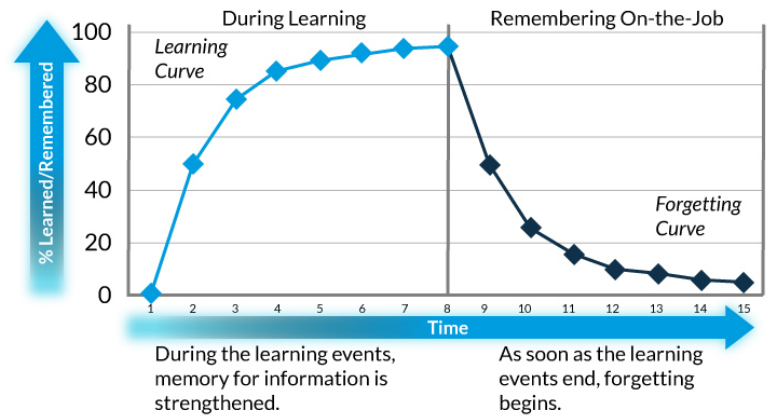
Companies spend billions every year on training: **\$101.8 billion in the U.S.** alone for 2022-2023, yet they still face a massive, well-known problem: most of that investment disappears within days.

Without reinforcement, up to **50%** of newly learned information is forgotten **within one hour** —and up to **90% within one week**.

For decades, there was no practical way to address the forgetting problem. But now there is, and continuing to ignore it is not just wasteful, it's negligent.

This isn't just an L&D issue. It's a business performance issue.

Typical Learning & Forgetting Curves



Why Retention is the Missing Piece

Every company has critical knowledge that employees must learn, whether it's about safety, compliance, technical skills, or processes.

If that learning is forgotten, the risks are clear:



ACCIDENTS



ERRORS



DOWNTIME



REDUCED
PROFITABILITY



REDUCED
MISSION READINESS

And yet, most organizations still devote nearly 100% of their L&D budget to delivery, and 0% to retention. Retention isn't a "nice to have." It's the final step in actually making training stick.

Hermann: Best-In-Class Learning Retention Platform

Grounded in Learning Science

Hermann's approach is based on well-established cognitive science principles, most notably:

Spaced repetition

It's an established neuroscience fact that the Forgetting Curve can be mitigated through spaced repetition post-training. (Ebbinghaus, 1885)

Retrieval practice

Actively recalling information (rather than simply reviewing it) significantly improves retention and translates into improved performance on the job.

Short, Focused Learning

Short, micro-learning boosts are easier for the brain to process and retain than bulk learning sessions.

What Makes Hermann Different

AI-Assisted Campaign Creation

Most training teams lack time to build sophisticated reinforcement plans. Hermann solves this by using AI to:

- Repurpose existing content into micro learning
- Auto-generate full spaced repetition campaigns
- Allow users to ask natural-language questions at any time
- ONLY query the company's own SME-curated database of training content when answering questions

Fits Into the Flow of Work

Learning that happens outside the job is less likely to transfer back onto the job. That's why Hermann is built to:

- Deliver microlearning in under 5 minutes
- Integrate with common workplace platforms
- Minimize disruption while maximizing impact

Doesn't Require New Content

Hermann works with your existing content whether it's from an LMS, PDF, PowerPoint, or video – optimizing it for reinforcement.

Quantifiable, Systematic Measurement

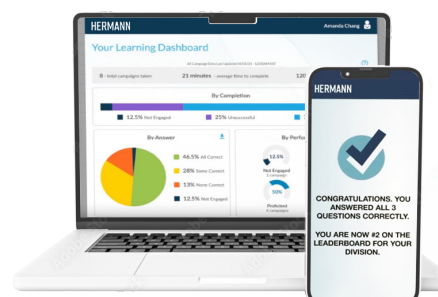
Hermann tracks engagement, accuracy, and reinforcement effectiveness—allowing L&D teams to finally connect training to outcomes like:

- Reduced error rates
- Higher compliance pass rates
- Improved speed to competency
- Fewer retraining hours logged

Fast Deployment, Easy Implementation

Designed for simplicity from day one, clients consistently cite how easy it is to implement, manage, and use. It doesn't require replacing your LMS or investing in a whole new ecosystem. Instead Hermann layers on top, acting as a reinforcement engine.

Find Out What Forgetting is Costing Your Operation



Book a demo

