ozemio

Your L&D budget isn't the problem.

How you're spending it is.

70% of learning forgotten in 24 hrs without reinforcement
Source: ATD

52% more productive in orgs with strong learning cultures
Source: Brandon Hall Group

$4.70 returned for every $1 invested in high-impact L&D
Source: SHRM

Why Doesn't Traditional Training Stick?

One-Time Events

Training lands once, gets assessed once, and fades fast. Retention requires reinforcement built into the design.

No Performance Tie

Programs measure learning activity rather than capability growth. Behavior on the job is the real indicator.

One-Size Delivery

Every role gets the same format and timeline regardless of context. Relevance is what drives retention.

Measurement Gap

Hours logged and assessment scores dominate reporting. Actual productivity improvement rarely gets tracked.

6 Methods That Actually Move Metrics

Spaced Repetition

Reinforcement spread over days and weeks builds the kind of retention one training event cannot.

Microlearning

Three to five minute modules tied to specific tasks, delivered within the flow of daily work.

Scenario-Based Assessments

Evaluates how employees apply knowledge under realistic conditions, showing genuine capability.

Performance Support

Checklists, job aids, and in-app guides available at the exact moment an employee needs them.

Simulation-Based Learning

Real practice before real stakes. Decision-making improves when training context mirrors the job.

Personalized Pathways

Learning adapts by role and skill gap so employees spend time on what advances their performance.

Learning Method → Business Outcome

Learning Method	Business Outcome
Simulation-Based Learning	Faster time-to-competency, fewer on-the-job errors
Microlearning	Higher knowledge retention, lower total seat time
Spaced Repetition	Sustained skill retention, lower retraining costs
Performance Support	Stronger on-the-job application, fewer escalations
Scenario Assessments	Better judgment and decision-making under pressure
Personalized Pathways	Faster time-to-productivity, higher learner engagement

What High-Impact L&D Does Differently

- → **Starts with the performance gap.** The first question is what employees need to do differently on the job, and every content decision follows from that.
- → **Builds reinforcement into the design.** Spaced practice over weeks is what converts a learning event into lasting on-the-job capability.
- → **Tracks outcomes over time.** Productivity improvement, error reduction, and time-to-proficiency are the metrics that matter to the business.
- → **Embeds learning near the work.** The closer training sits to the moment of application, the more consistently employees use it.

Better training design closes the gap.

Ozemio builds learning programs tied directly to performance outcomes your leadership team can measure.

→ Talk to Ozemio