



Transforming Training Through Innovation

Leveraging Spaced Repetition to Drive
Employee Excellence with PowerRecall

Introduction

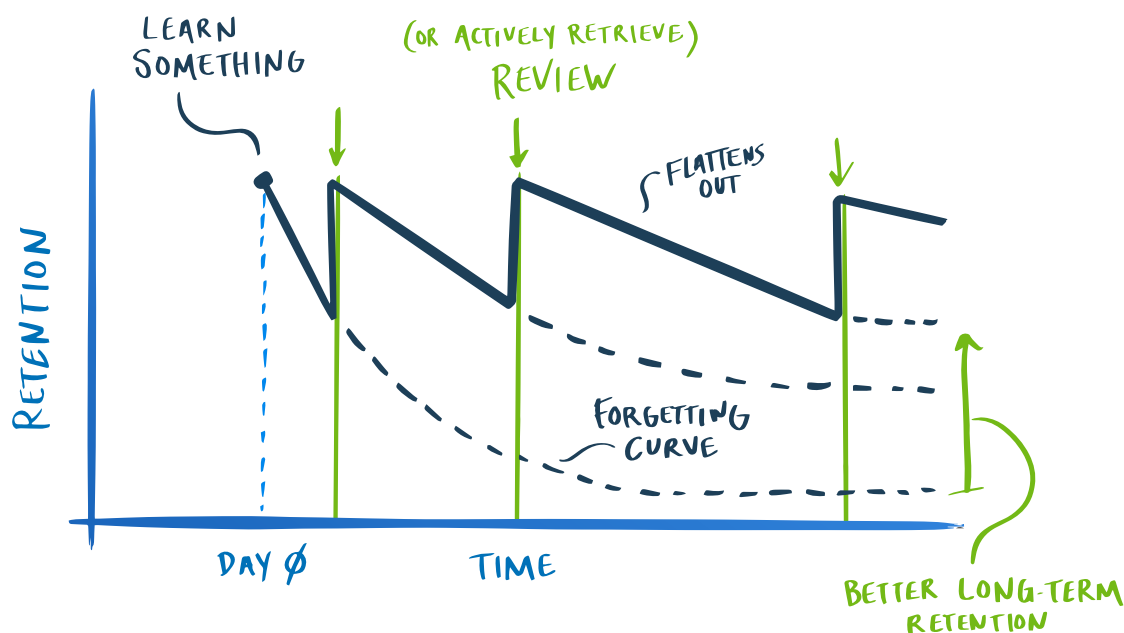
In today's fast-paced environment, ensuring that your employees effectively comprehend and recall crucial information is vital for operational success.

Introducing PowerRecall, software that uses AI and the science of spaced repetition to enhance your training programs, improve policy retention, and empower your workforce. This white paper explores the theory behind spaced repetition, its practical applications, and how PowerRecall supports your organization's training efforts.

The Science Behind Spaced Repetition

The concept of spaced repetition isn't new; it dates back to the late 19th century when German psychologist Hermann Ebbinghaus first introduced the "forgetting curve," demonstrating that our memory decays over time if information isn't reinforced (The Editors of Encyclopedia Britannica, 2024). Ebbinghaus discovered that information could be retained more effectively if reviewed at increasing intervals—a process now known as spaced repetition.

Spaced repetition involves reintroducing information at strategic points just as the learner is about to forget it. This method strengthens memory retention, making it an invaluable tool for long-term learning. At PowerDMS by NEOGOV, we've harnessed this powerful technique and integrated it into PowerRecall to provide your organization with an innovative training tool that aligns with modern, science-backed learning. The diagram below provides a visual representation of the learning process using spaced repetition.



Readers here may equate PowerRecall to a time when you made flashcards to help you memorize facts in high school or college classes. The cards you knew well would go in one pile, and the cards you needed to review again would go in another pile. As you learn the facts, eventually the cards end up in the pile of the things you know. Periodically you reviewed those flashcards to keep the information fresh in your mind. PowerRecall is very similar to that process. Only with PowerRecall, we do most of the work for you, including making sure that before the information is forgotten, we show you the flashcard again to reinforce learning at just the right time.

What is PowerRecall?

PowerRecall uses the power of AI to generate digital flashcards from your existing policies and documents in PowerPolicy.

The cards created by PowerRecall enhance your training program and ensure that employees retain job-critical information without having to rely on a manual or guide. Cards are individual questions to test employees' recall of things such as high liability, low frequency interactions in their work.

The system includes analytics and reporting to help you identify gaps in policies and training so you will be better prepared to develop training where it is needed the most. It is a tech forward approach to learning that ensures your employees remember what to do in the moment when it matters most.

How PowerRecall Elevates Training

PowerRecall utilizes Algorithm SM-2 © SuperMemo World, 1991, to create personalized learning paths for your employees. This algorithm assesses each employee's strengths and weaknesses, ensuring that material requiring more attention is reviewed more frequently, while information already mastered is spaced out over longer periods.

This approach helps employees commit policies and other job-critical information to long-term memory, reducing the likelihood of errors and enhancing overall job performance.

Applications for PowerRecall

- **Reinforce Policies and Other Job-Critical Information**

Employees describe PowerRecall as “playing a game,” making it easier for them to absorb and retain essential policies. By integrating spaced repetition into your training regimen, your workforce becomes better equipped to perform their duties with confidence. Trainers create training material quickly and send it to employees after a quick review. Managers track progress with reports and watch the knowledge gaps close over time.

- **Trial Preparation**

For organizations involved in legal proceedings, PowerRecall converts trial materials into quiz-style cards. This enables your team to reinforce key facts and details, ensuring they're well-prepared without needing to rely on notes.

- **Train Specialized Teams and Roles**

PowerRecall is particularly beneficial for special response teams such as Special Weapons and Tactics (SWAT), K9, Disaster Medical Assistance (DMAT), Air Medical Transport, Hazardous Materials (HAZMAT), Urban Search and Rescue, volunteer coordination, cybersecurity, business continuity planning, and others. Whether for selection processes or ongoing training, this tool ensures your teams are always ready and fully prepared for new responsibilities within these critical roles.

- **Promotional Exam/Process Preparation**

Streamline the promotional process by loading study materials into PowerRecall. Candidates review content systematically, helping them perform better in exams and assessments.

- **Enhance Performance Improvement Plans (PIPs)**

When an employee struggles with certain aspects of their role, PowerRecall offers a targeted solution. Decks tailored to specific PIPs ensure that employees receive the necessary support, with actionable analytics and reports to track progress and make data-backed decisions on whether or not the knowledge gaps are closing for that employee.

- **Personalized Learning Paths**

Diverse roles within your organization require different knowledge sets. PowerRecall's flexibility allows you to create decks that cater to specific positions, ensuring each employee gets the training they need, when they need it most.

- **Identify Policy Gaps**

With PowerRecall, your employees' feedback on quiz cards help reveal potential gaps in policies. This feedback loop is invaluable for trainers and administrators, enabling them to focus their efforts where it's needed most and make necessary training or policy adjustments.

- **Automated Reminders to Update Training Content**

PowerRecall keeps your training materials current by automatically flagging cards for review whenever linked policies or documents change. This ensures that all content remains relevant and accurate before being redistributed to employees.

- **Special Event or Seasonal Preparation**

Whether preparing for a special event or a seasonal operation, PowerRecall helps by providing refresher training tailored to the specific needs of the occasion. This proactive approach ensures that your team is always prepared.

Conclusion

PowerRecall is more than just a training tool—it's a strategic asset that enhances the way your organization approaches employee learning and development. By integrating spaced repetition into your training programs, you ensure that your employees retain the critical information they need to excel in their roles, ultimately driving your organization's success.

PowerRecall is not just a beneficial strategic asset, it provides your organization with efficiencies unlike other software on the market. It uses the documents already in PowerPolicy so there is no need to load anything in the system. It utilizes the groups you have in PowerPolicy so there is no need to create a new distribution structure. PowerRecall saves your training team valuable time with AI-generated training materials. They can quickly review and publish the content to your team, equipping them to move from reactive to proactive training.

Real-time alerts to changes in the policy or document, ensure that needed edits are completed quickly and that your training content remains current. PowerRecall brings you the best of both worlds, a strategic tool to enhance your training with built in efficiencies to take your training to the next level.

References

The Editors of Encyclopedia Britannica. (2024, February 29). Hermann Ebbinghaus. Retrieved August 2, 2024, from Britannica: <https://www.britannica.com/biography/Hermann-Ebbinghaus>