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BOOSTING JOB SATISFACTION THROUGH TRANSFORMATIVE COMPLIANCE TRAINING

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In an effort to enhance the training experience and align with contemporary standards, large faith-based health system recognized the need to modernize its compliance training program. The goal was clear: improve staff satisfaction, ensure employees were up-to-date with the latest regulatory measures, and streamline the process for over 42,894 employees across clinical and non-clinical roles.

GOALS

- Improve employee satisfaction
- Increase engagement for compliance training
- Decrease the amount of time employees spent on training

KEY OUTCOMES

- Over $2M net cost savings associated with reduction in training time
- Over 49,000 hours of training time saved
- Increased Employee Satisfaction

TIME-CONSUMING TRAINING & DISENGAGED EMPLOYEES

The health system faced a significant challenge with their legacy compliance training program. The process was not only time-consuming but also lacked engagement, which led to low motivation and decreased job satisfaction among employees. With nearly 43,000 staff members to train, they recognized the need to modernize their legacy compliance training. The question was: **How could they revamp their training to be more efficient, engaging, and impactful?**

PARTNERING WITH AMPLIFIRE TO REVITALIZE TRAINING

To tackle this challenge head-on, the health system partnered with Amplifire to completely revamp their compliance training. Using Amplifire's Workforce Development courseware as a blueprint, they conducted a pilot study with a custom-built, single-module course using topics and questions based on their unique compliance requirements, then based on the results from the pilot, rolled out a large-scale implementation for all their employees. Their objective was to ensure their staff was up-to date with the latest regulatory measures, achieve proof of compliance learning, improve the learning experience, and significantly reduce learning time.

The Amplifire platform stood out for its ability to transform the training experience, offering an interactive, data-driven learning solution that kept employees engaged while drastically reducing the time spent on training. The adaptive platform and personalized algorithm respect the learners' time and prior knowledge all while providing granular analytics that help learners, trainers, and leadership better focus on knowledge gaps, misunderstanding, and areas of struggle.

DETECT & CORRECT INVISIBLE RISKS

Confidently Held Misinformation™ (CHM™) poses serious risks in healthcare, as learners believe they're right—even when they're not. Unlike traditional training, Amplifire detects CHM™, giving organizations critical insight to prevent costly errors before they happen.
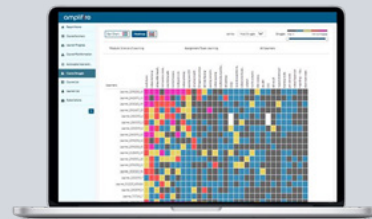
REPORTING SUITE
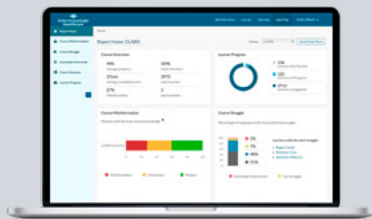
Reporting Home

Tracks interactions for every learner, making it easy to spot and address vulnerabilities by segment: tenure, role, department, location, or other learner attributes.

STRUGGLE TO LEARN

Showing struggle variation for a large clinical population

The Struggle Report dashboard lets instructors know when a clinician is struggling to master the required procedures, down to specific topics and questions.
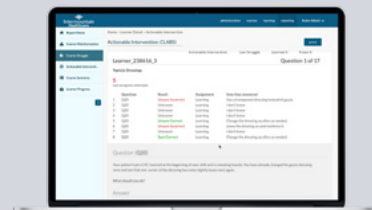
MISINFORMATION RISK

Misinformation & uncertainty large group of learners

Misinformation Risk Report shows levels of misinformation for each employee before and during learning on the platform.
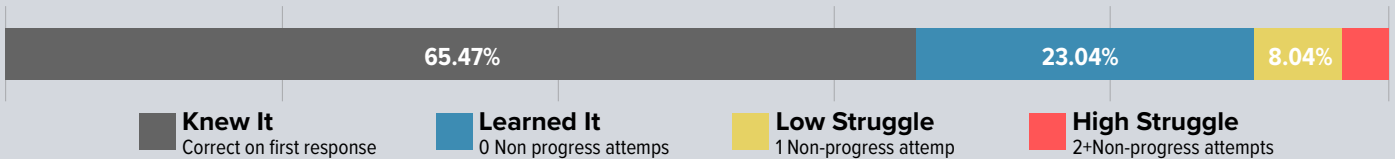
ACTIONABLE INTERVENTIONS

Actionable report for an individual clinician

Actionable Interventions show precisely where to offer individualized guidance for personalized coaching.

![Amplifire logo]

STRUGGLE REPORT DASHBOARD & THEIR JOURNEY

Learners answered two thirds of the compliance questions correctly on the first try, allowing them to bypass the instructional content on those topics

65.47%	23.04%	8.04%	

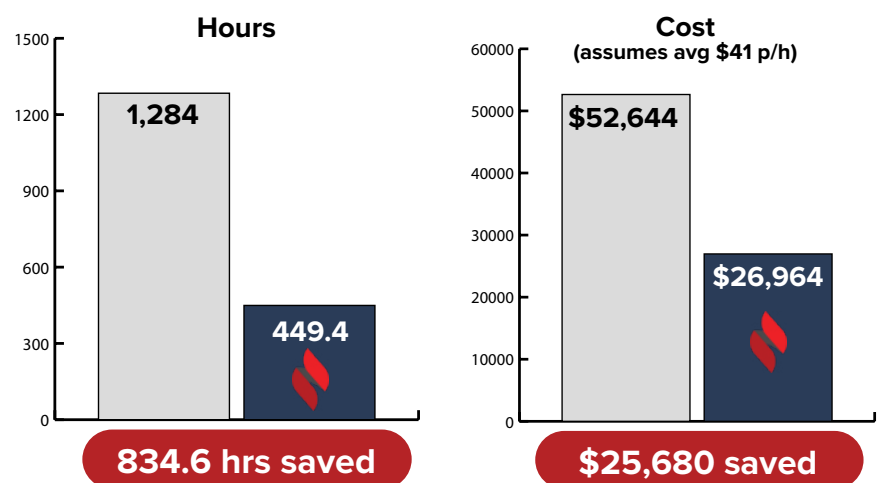| **Knew It**	**Learned It**	**Low Struggle**	**High Struggle**
Correct on first response	0 Non progress attemps	1 Non-progress attemp	2+Non-progress attempts

The improvements that were made to the the health system's specific training methodology & content included:

- Including only mission critical content, with denser regulatory language integrated as linked resources
- Material customized to clinical vs. non-clinical team members
- Algorithm updated to "one correct answer to master" - no penalty for confident/incorrect
- Questions set in order, not randomized
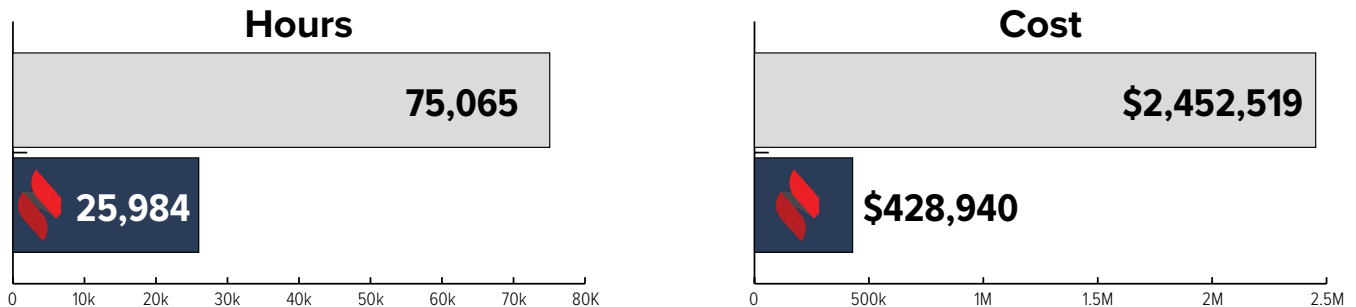
THE PILOT STUDY IN NUMBERS

The health system conducted a two-month pilot of Amplifire with 856 clinical learners to evaluate its impact on training efficiency and cost. Prior to implementation, training required 1,284 hours, but with Amplifire, that time was reduced to just 449.4 hours—an 834.6-hour savings. Using an average nursing salary of $41/hour, this translated into a cost reduction from $52,644 to $26,964, saving the organization $25,680 during the pilot period. Based on these significant improvements in both time and cost, they moved forward with a system-wide rollout of Amplifire to over 40,000 employees.

Hours

	1,284	449.4

834.6 hrs saved

Cost
(assumes avg $41 p/h)

	$52,644	$26,964

$25,680 saved

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SYSTEM-WIDE ROLLOUT ACROSS 42,894 LEARNERS

The health system implemented a system-wide rollout of the new training program, launching two distinct courses for clinical and non-clinical staff. During the initial two-month data collection period, from November 15, 2024, to January 14, 2025, the impact was both immediate and measurable. The organization saw over 49,000 hours of training time saved across its workforce, leading to significant operational efficiencies. This reduction in training time translated to $2+ million in net cost savings, underscoring the value of a streamlined, role-specific learning approach at scale.

Hours

75,065	
25,984	

0   10k   20k   30k   40k   50k   60k   70k   80K

Cost

$2,452,519	
$428,940	

0   500k   1M   1.5M   2M   2.5M

Over **49,000 hours** of training time saved
Over **$2M** net cost savings associated with reduction in training time

"With our last session of regulatory training, which we did for this year between December and January, we rolled it out ministry-wide. What we found was that we saved over 49,000 hours in training."

—VP, Clinical Education

SIGNIFICANT SAVINGS & BETTER EMPLOYEE EXPERIENCE

The results of this collaboration were nothing short of transformative. By adopting Amplifire's innovative approach, the health system achieved remarkable gains:

- **Time Efficiency:** Training hours were reduced from 75,065 to just 25,984, saving over 49,000 hours of staff time— on average each learner saved between 67-69 minutes — time that could be redirected toward patient care and other vital tasks.

- **Reduction in Total Cost Associated with Time Savings:** Saving over 49,000 hours of staff time equated to $2,452,519 in cost savings. Factoring in their $428,940 training cost, their total net savings exceeded $2 million.

- **Enhanced Training Experience:** The new platform not only reduced the time and cost associated with compliance training, but it also made the learning experience more engaging and effective. Employees felt more confident in their regulatory knowledge, contributing to an overall increase in job satisfaction.

A SUCCESS STORY OF INNOVATION AND EMPLOYEE EMPOWERMENT

The health system's transformation of its compliance training program is a testament to the power of innovation in improving both operational efficiency and employee satisfaction. By partnering with Amplifire, they not only saved valuable time and resources but also created a training experience that was far more engaging and impactful for their staff.

The same health system is also utilizing Amplifire to educate their workforce in critical areas including CLABSI prevention, patient safety training, Epic onboarding and training, and other critical areas. These specialized training programs further support their commitment to delivering the highest standards of patient care while ensuring staff are continuously equipped with the latest knowledge and skills.

For large healthcare organizations like these, the right training solution can make a world of difference—not only in compliance but also in the overall job satisfaction of their employees, ultimately contributing to better patient care and a more efficient workforce.