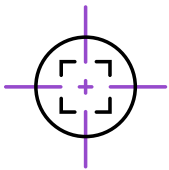




# Cohen & Co Reduces Audit Training From 3+ Days to Under 7 Hours

## THE PROBLEM

Cohen & Co's mock audit program worked. A 32-to-45-hour immersive simulation, it was proven to accelerate time to competency for early-career auditors. But it was expensive to run, dependent on SME availability, and required significant travel. As the firm grew through organic expansion, acquisitions, and global initiatives, the fully in-person model became difficult to sustain. New hires, laterals, and contractors also faced a timing problem: depending on when they joined, some waited months for the annual mock audit, creating gaps in onboarding consistency.



### Goals

- Accelerate time to auditor competency
- Reduce dependence on SME-led, in-person training
- Scale onboarding across roles, locations, and start times
- Maintain high-quality, experiential learning



### Key Outcomes

- Cut training time from **3+ days** to **~7 hours**
- Maintained performance outcomes with significantly less training time
- Increased learner engagement and onboarding satisfaction
- Reduced delivery costs and freed SMEs for high-value coaching



## The Opportunity

Cohen & Co's Talent Development Team recognized the need for a more agile and scalable approach to workforce development. As such, they set out to modernize the firm's training strategy without sacrificing the experiential elements that made mock audits so effective.

The goal was not to replace the experience, but to redesign it. The team needed a model that could:

- Accelerate time to competence
- Reduce reliance on SME-led instruction
- Support continuous onboarding across roles and locations
- Deliver consistent, high-quality learning experiences

## The Solution

Cohen & Co partnered with Amplifire, an AI learning platform, built on brain science to transform its training into a blended learning experience.

While the prior model relied on hours of lecture-based content followed by hands-on application, the new approach begins with Amplifire's adaptive learning experience. Rather than static modules, Amplifire adjusts in real time, continuously assessing each learner's knowledge and confidence to deliver targeted questions and reinforcement exactly where it's needed to strengthen retention across the entire course. This approach identifies not only what learners know, but which topics about which they are uncertain or even confidently incorrect. These insights allow the training team to design highly targeted follow-up experiences, during which learners complete homework assignments to practice the recommended concepts. Then SMEs host a workshop to help answer questions and expand on topics noted as challenging via Amplifire. Each workshop is tailored to the common focus areas needed for each group.

Using Amplifire's AI-powered authoring capabilities, the team developed a structured learning curriculum that integrates adaptive learning technologies with established adult learning principles, enhancing learner engagement, practical application, and sustained knowledge retention.

*"With Amplifire as part of our mixed learning approach, we are not only saving our SMEs time, we are focusing on areas of opportunity to support our learners with information they need to successfully do their day-to-day jobs."*

— Manager of Learning Technology | **Cohen & Co**



## Early Results

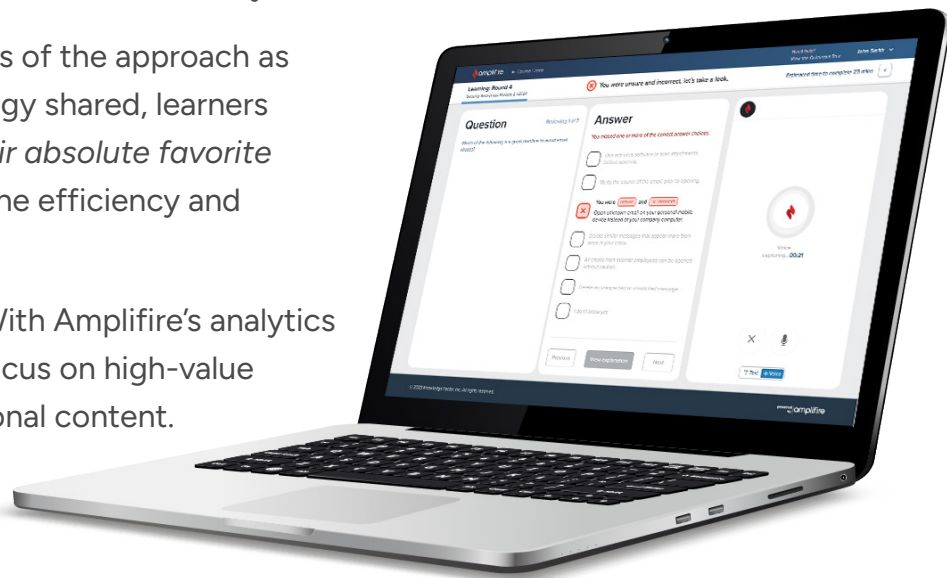
The impact was immediate. An audit training program that previously took a little over three days to complete was transformed into approximately seven hours: 3 hours of adaptive learning across nine modules followed by two 90-minute and one 60-minute workshop.

The Talent Development Team at Cohen & Co described this transformation simply: ***“Our jaws were on the floor.”***

Early data confirmed what the team was seeing, showing that learners demonstrated at least the same performance outcomes with significantly less time spent in training. There was no increase in performance issues, even as training time was dramatically reduced.

Learner feedback reinforced the success of the approach as well. As the Senior of Learning Technology shared, learners consistently described Amplifire as *“their absolute favorite part of onboarding,”* highlighting both the efficiency and engagement of the experience.

SMEs also quickly became advocates. With Amplifire’s analytics guiding instruction, they were able to focus on high-value coaching instead of repeating foundational content.



## Business Impact

By redesigning its training model, Cohen & Company is achieving meaningful improvements in efficiency, scalability, and workforce readiness.

The firm expects to significantly reduce travel and delivery costs associated with in-person training. Each mock audit previously required tens of thousands of dollars in expenses, in addition to the opportunity cost of SME time. The new model minimizes those costs while preserving the most valuable aspects of the experience.

Training is now more flexible and accessible. Employees can begin learning immediately, regardless of when they join the organization, and workshops can be scheduled based on need rather than fixed calendars.

The shift also enables a more proactive approach to workforce development. Instead of waiting until after busy season to identify performance gaps, the team can now see where learners struggle in advance and provide targeted support in real time.

## Looking Ahead

Cohen & Co has already expanded this approach across other audit training programs, transforming multiple mock audits into adaptive, blended experiences. The team is also piloting the model with intern cohorts to validate its effectiveness for learners with even less experience.

Cohen & Co's goal is to create a model that supports both scale and connection. By combining adaptive learning with targeted in-person touchpoints, the firm can maintain relationship-building while delivering training that is faster, more efficient and aligned to business needs.

## Conclusion

Cohen & Co's transformation highlights a broader shift in workforce development. Traditional, one-size-fits-all training models are no longer sufficient for organizations navigating rapid change.

By leveraging Amplifire's AI Learning Platform, built on brain science, the firm has created a more agile and personalized approach to training. The result is faster onboarding, reduced costs and a workforce that is better prepared to perform in high-stakes environments.

