CYPHER Learning

How to use CYPHER for **employee retention**

May 2026

Table of contents

How companies can improve employee retention 3

The role of training platforms for better employee retention 4

CYPHER features for employee retention 5

About CYPHER Learning® 10

CYPHER is an AI-native learning platform that helps businesses improve employee retention through personalized learning, skills development, and intelligent learning experiences.

© 2026 CYPHER Learning®. All rights reserved.

How companies can improve employee retention

Employee retention is directly related to business profitability and success. Additionally, having more employees makes it easier to reach business goals. Giving your employees basic training does not suffice, as you need to develop their skills, confidence, and leadership potential to motivate them to stick around.

Find the right people

Employee retention begins with **hiring the right candidates**. The best way to do that is to have a strategy that ensures that only people who are a great fit for your company "pass the test". Try to understand the candidate, their expectations, and their skills from the start instead of going through drawn-out hiring processes.

Create career development plans

Showing your employees that there is room for improvement and they can **upskill while working** for your company is a great way to promote employee retention. This will motivate them to do their best. There are several ways to do this. A good idea are either quarterly or bi-annual chats where you talk about **what opportunities are open to them**.

Provide effective training programs

No one likes to work in a company that does not invest in their career development. To prevent your employees from leaving, ensure that your business invests in **quality training programs so they can develop professionally**. With CYPHER Agent, organizations can create and personalize training faster using AI-powered course generation, learning recommendations, and intelligent learner support tailored to each employee's needs and career goals.

Create supportive work environments

A key to retaining employees is creating a **culture of work where they feel supported and appreciated**. It's your duty to create an environment where employees feel comfortable and can flourish. A good way to do that is by making **communication clear and effective, streamlining all work processes**, and offering different perks such as personalized on-the-job training.

© 2026 CYPHER Learning®. All rights reserved.

The role of training platforms for better employee retention

Many companies that want to reduce employee turnover are investing in training platforms. Since **first impressions matter**, they need to focus on creating programs that accommodate even picky new hires.

With the help of a learning platform, employees are greeted with warm welcome messages while they also get a glimpse into the future to see what it looks like. **Investing in employee education from their first day at the job is a great way to nurture ambition and loyalty for your company.**

Training platforms not only make learning more effective but also promote lifelong learning, which increases employee retention. Taking training on the go is not only a modern approach but also a good way to **integrate training into employees' daily life** without feeling overwhelmed by too much information. CYPHER Agent learning experiences help employees stay engaged by providing relevant recommendations, personalized guidance, and learning support throughout their development journey.

As innovative learning platforms focus on each employee's needs, they provide **personalized recommendations** so that training reaches everyone.

Now that you know how a training platform might benefit your business, let's dive deeper into its specific features.

> Training platforms not only make learning more effective but also promote lifelong learning, which increases employee retention.

© 2026 CYPHER Learning®. All rights reserved.

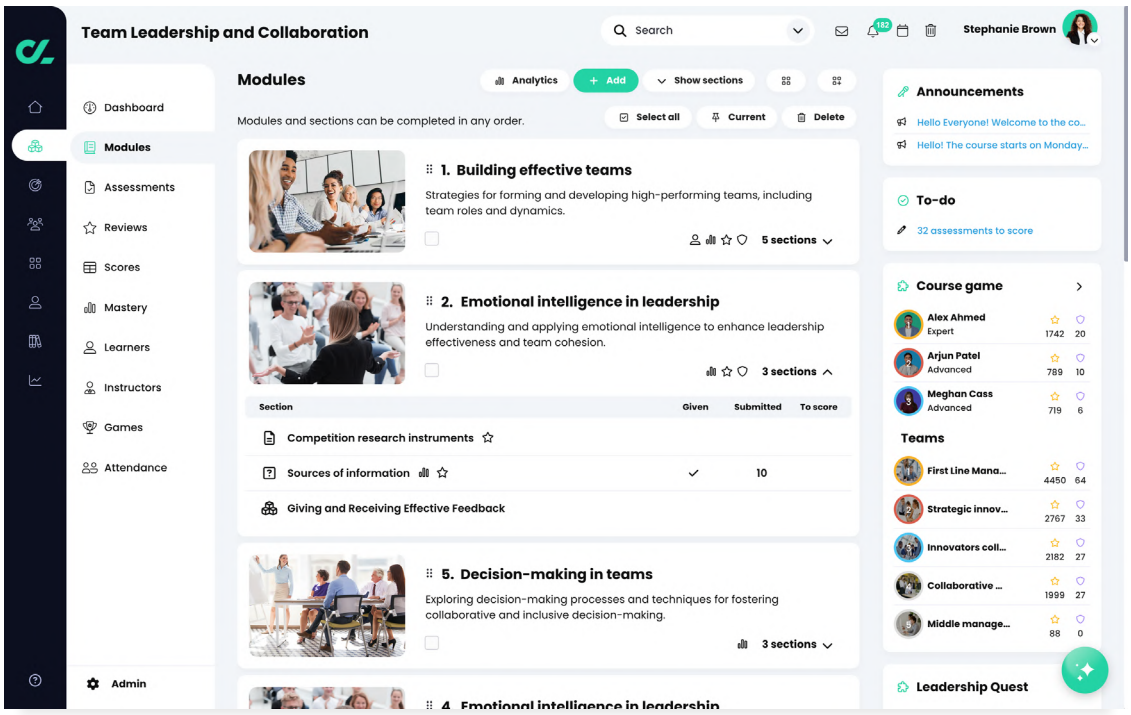
CYPHER features for employee retention

CYPHER is a comprehensive solution that helps businesses promote employee retention. It provides a variety of features that don't require any technical knowledge to use. Some of these include:

Personalized training

Since every employee has **different learning goals and preferences**, it's good to ensure that your training programs cover all those needs. You can personalize the content that your employees see once they enroll in a course based on their career aspirations and progress.

CYPHER Agent enhances personalization by helping organizations deliver AI-driven recommendations, generate customized courses, and provide in-the-moment learning experiences based on employee progress, interests, and career aspirations.



© 2026 CYPHER Learning®. All rights reserved.

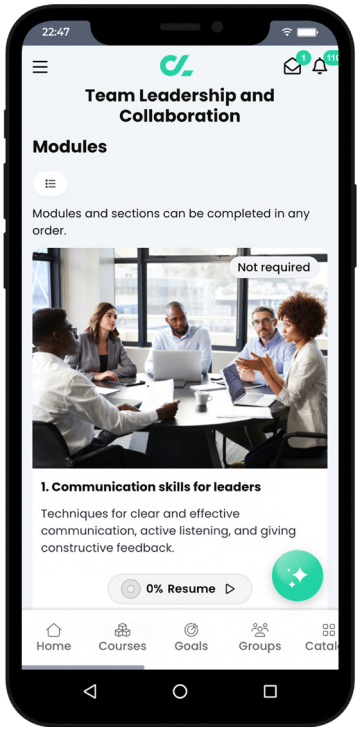
Certification

Showing recognition is an important part of employee retention. Each time your employees complete an action, such as submitting an assessment, they are awarded points and badges or even a certificate of completion. **Employees love to feel appreciated for their hard work** and based on their results, you can think of recognition programs that stimulate them to keep up the good work.

Mobile-friendly content

While some employees learn at the point of need, others will complete training at their desks. Regardless of their preferences, they are used to having **the freedom to complete training in their own time**, based on their schedule.

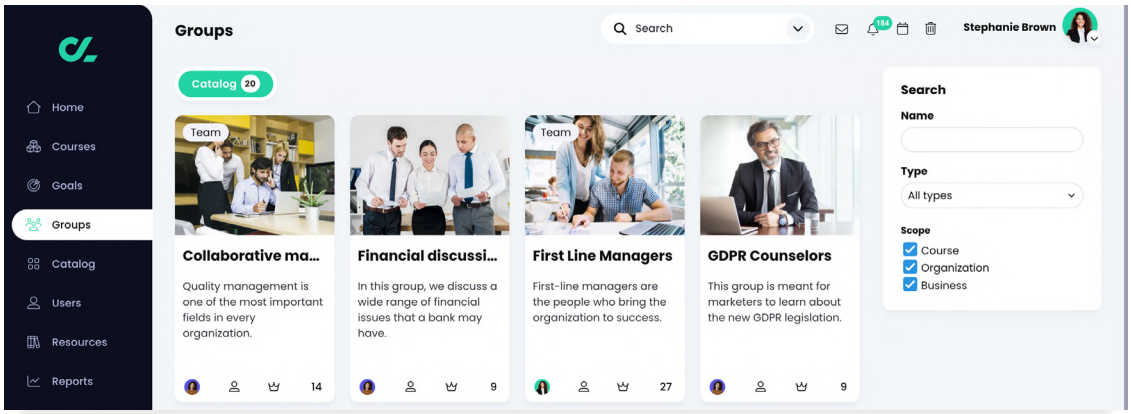
Ensure that your training looks good through the “mobile lens” and take the time to organize all resources so they are easy to complete from any mobile device.



© 2026 CYPHER Learning®. All rights reserved.

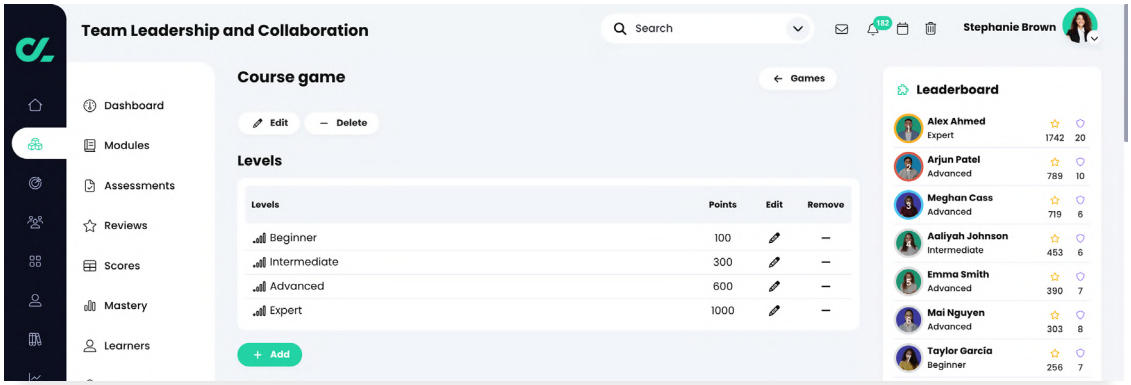
Groups and teams

Although most of the time training is formal, that does not mean it has to lack interaction. **The future of training involves the use of social skills.** Groups are a great learning resource as it allows employees to express their ideas and interact with one another. Group discussions can happen even before going through the course or after completing it. Talking freely about their ideas creates a relaxed environment for everyone involved.



Gamification

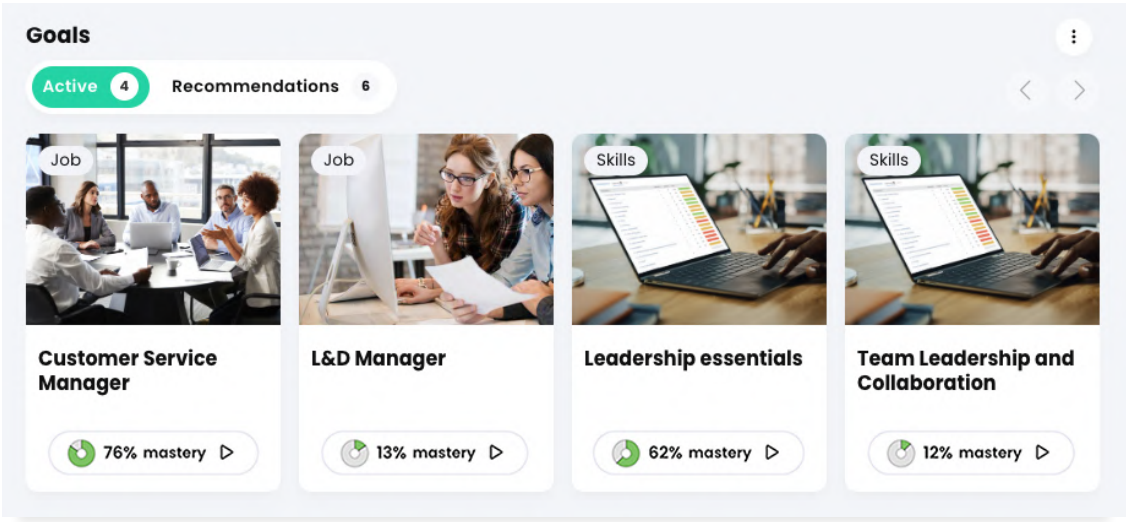
Gaming elements make training more engaging and provide an interesting environment for completing training. Small rewards in the form of points, badges and certificates encourage employees to go through their materials. By checking the leaderboard, they see how they are doing compared to other learners, and that **sense of competition motivates them to continue learning**.



© 2026 CYPHER Learning®. All rights reserved.

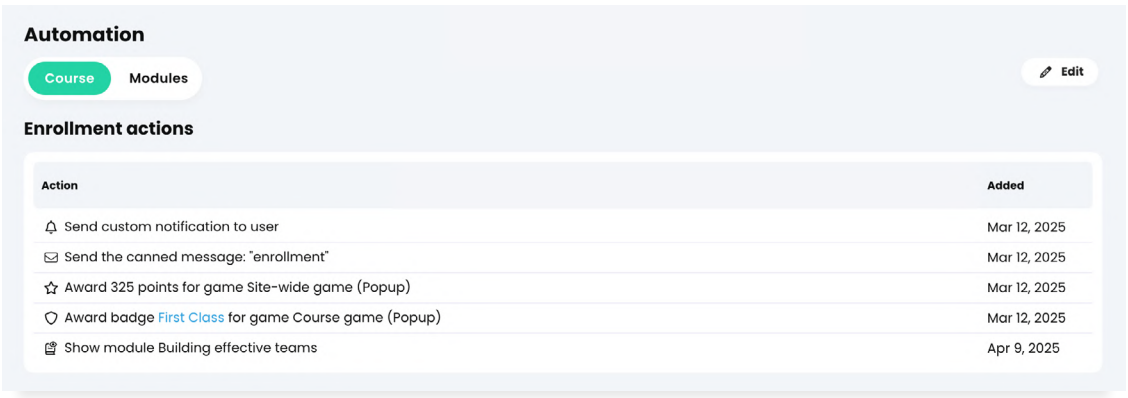
Skill development

Whether you create onboarding programs or specific training, with competency-based training you're able to **consolidate your learners' knowledge and track their skills effectively**. These personalized programs are **cost-effective and promote employee retention**. CYPHER Agent can also map skills to learning content, help organizations identify skill gaps, and support competency-based training with AI-powered insights and guidance.



Automation

With automation, you can **make learning more flexible** for learners in each organization. By setting up rules in different areas of the platform, they get automated messages as well as actions to complete with no manual work. **Automation saves time as it provides instant feedback** for assessments, which is a bonus for busy employees. They appreciate that they don't have to wait around and they can work on consolidating their knowledge right away.

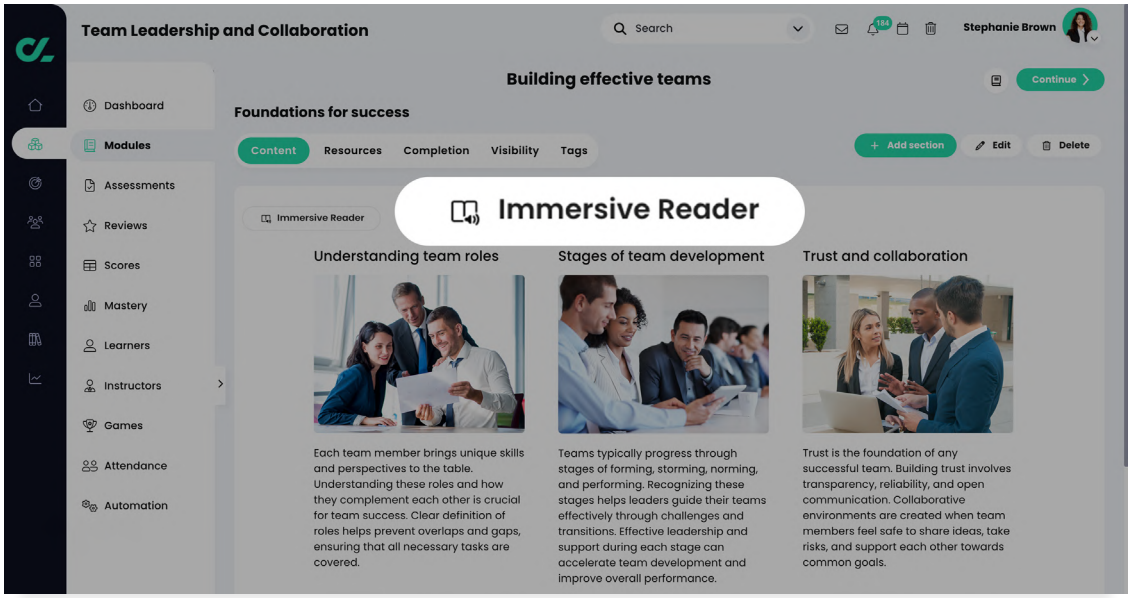


© 2026 CYPHER Learning®. All rights reserved.

Accessibility

Another feature that you need to include in your training materials to ensure employee retention is accessibility. Your employees expect to be able to **access materials that are designed to accommodate their needs**.

Make sure that your training materials include high-contrast themes, closed captioning or transcripts on images, immersive reader options, and more.



> Innovative learning platforms focus on each employee's needs, they provide personalized recommendations so that training reaches everyone.

© 2026 CYPHER Learning®. All rights reserved.

About CYPHER Learning

CYPHER Learning is the AI-native platform built to power modern training operations. Organizations use CYPHER to rapidly create, manage, and scale commercial-grade training across employees, partners, customers, agents, franchises, and members.

By combining AI-powered content creation, orchestration, and personalization in one integrated platform, CYPHER helps organizations move faster and achieve stronger business outcomes.

To learn more about CYPHER Learning and our modern learning platform, visit us at

www.cypherlearning.com

© 2026 CYPHER Learning®. All rights reserved.