

Driving Compliance and Development at Scale.

How Buffaload Logistics standardised training across a multi-site operation.

Buffaload Logistics is one of the UK's leading temperature-controlled freight providers, operating a fleet of more than 250 tractor units across multiple facilities. Serving retail and food manufacturing customers, the business runs around the clock – and so do its training obligations.

For a workforce of this scale, compliance is never a one-time task. Professional drivers must complete 35 hours of periodic Driver CPC training every five years, while yard, warehouse, and management teams each carry their own mandatory requirements. With shift patterns spanning nights and weekends, scheduling classroom training was slow, difficult to evidence, and even harder to track.

Before Cademi, Buffaload relied on manual methods to manage training across its teams. Chasing completions, maintaining spreadsheets, and producing evidence for last-minute audits consumed significant time for the People team – time that should have been spent supporting the workforce.

What Buffaload needed was a platform that could handle the full picture: **role-based pathways, automated reminders, mobile learning for drivers on the road, and audit-ready reporting – all in one place.**

AT A GLANCE

SECTOR

Temperature-Controlled Logistics

TEAM SIZE

250–499 Employees

KEY CHALLENGE

Multi-site compliance & manual admin overhead

CADEMI FOCUS

Role pathways, automation & mobile learning



The Challenge

Cademi's deployment at Buffaload began with a structured role-mapping exercise, creating dedicated learning pathways for Drivers, Shunters, Warehouse Operatives, Administrators, and Managers. Each pathway was loaded with the right combination of mandatory compliance modules and operational content – including safe systems of work, tachograph processes, unit checks, and trailer procedures.

Automated assignment rules meant every new starter was provisioned immediately upon joining, with smart reminders keeping completions on track without manual intervention from the People team.

Cademi's mobile-first, offline-capable platform proved critical for driver teams who are rarely at a desk. Drivers can access and complete modules on their phone during rest periods, removing the logistical challenge of classroom-based delivery.



Buffaload's existing operational content – including how-we-do-it-here videos and standard operating procedures – was rebuilt quickly using Cademi's drag-and-drop course creator, keeping local operational nuance while standardising evidence and certification across the business.

Real-time dashboards give the People team an instant view of compliance status across all sites, roles, and individuals – making audits straightforward and ongoing management effortless.

Cademi finally gives us one place to manage what matters – safe systems, compliance, and development – without drowning in spreadsheets. The automated reminders and dashboards mean we spend less time chasing and more time supporting people to do the job safely and confidently.

LESA NICHOLSON · HEAD OF PEOPLE, BUFFALOLOAD LOGISTICS

KEY BENEFITS

01

Role-based pathways built for multi-site logistics

Structured learning tracks for every job family – from drivers to management – ensuring each team member gets the right training automatically.

02

Mobile and offline learning for shift workers

Drivers and night-shift teams complete training on their phone, around their schedule, with no need for classroom attendance.

03

Audit-ready compliance in a single dashboard

Real-time visibility of completions, expiries, and certificates – exportable on demand for any regulatory or internal audit.

Ready to transform learning at your organisation?

email hello@cademi.io to book your personalised demo.

