



The board- ready *business* *case* for centralising your training.

*A working document for HR, L&D and
Ops leaders. Use it. Edit it. Send it up.*

Everything you need. *Take what you need.*

This isn't a brochure. It's a kit. Every section is written to be lifted, adapted and pasted.

01

READ

Skim the whole document once. Five minutes. Get the shape of the argument.

02

EDIT

Fill in the blanks. Swap the numbers for your own. Delete whatever doesn't apply.

03

PRESENT

Drop the sections straight into your board pack, exec email or budget submission.

"Read it once. Then take what you need."

Every page here is written to be lifted, adapted and presented as your own. No attribution required. If it gets you the yes, that's the point.

The paragraph you can paste *straight into your board paper.* Fill the blanks. Send it up.

Our people development currently runs across **X** separate platforms, **Y** vendor contracts and **Z** reporting systems. The result is duplicated spend, inconsistent learner experience, fragmented reporting, and hours of administrative reconciliation every month. Every SME we benchmark against is consolidating. If we don't, we inherit the patchwork tax indefinitely.

That paragraph is designed to be dropped into a board paper verbatim. The only work required is the three numbers — which most people leaders can answer in under ten minutes.

The argument lands harder with specifics. Vague claims about "fragmented systems" bounce off boards. A number sticks.

HOW TO FILL THE BLANKS

X

The number of separate training tools, LMSs or subscriptions currently paid for. Don't forget anything paid on a card

Y

The number of distinct vendor contracts in force. Including informal SaaS subscriptions outside Procurement's view.

Z

The places you'd need to check to answer "how many people completed mandatory training this month?"

Swap in your figures. *The case makes itself.*

We've supplied the benchmark. Your job is the left-hand column.

METRIC	YOUR CURRENT STATE	WITH CADEMI	THE DELTA
Training platforms / tools	[fill in]	1	–[X–1] contracts to manage
Logins per learner	[fill in]	1	One credential, one experience
Annual licence spend (£)	[fill in]	From £4.97 / learner / mo	Typical saving: 20–40%
Admin hours / month	[fill in]	Automated assignments & reminders	Hours recovered for strategic work
Completion-rate visibility	Multiple exports / spreadsheets	One dashboard, real-time	Audit evidence in one click
Mandatory training gaps	Discovered reactively	Auto-flagged before deadline	Compliance risk eliminated
Languages supported	Typically 1–3	41 languages	No learner left behind
Reusable licences	Rarely	Yes — on leaver/joiner cycles	Lower cost per head over time

Benchmark figures based on Cademi SME client base, 2024–25. Your actuals will vary — the point is the direction of travel. Replace every grey cell with your own numbers before presenting.

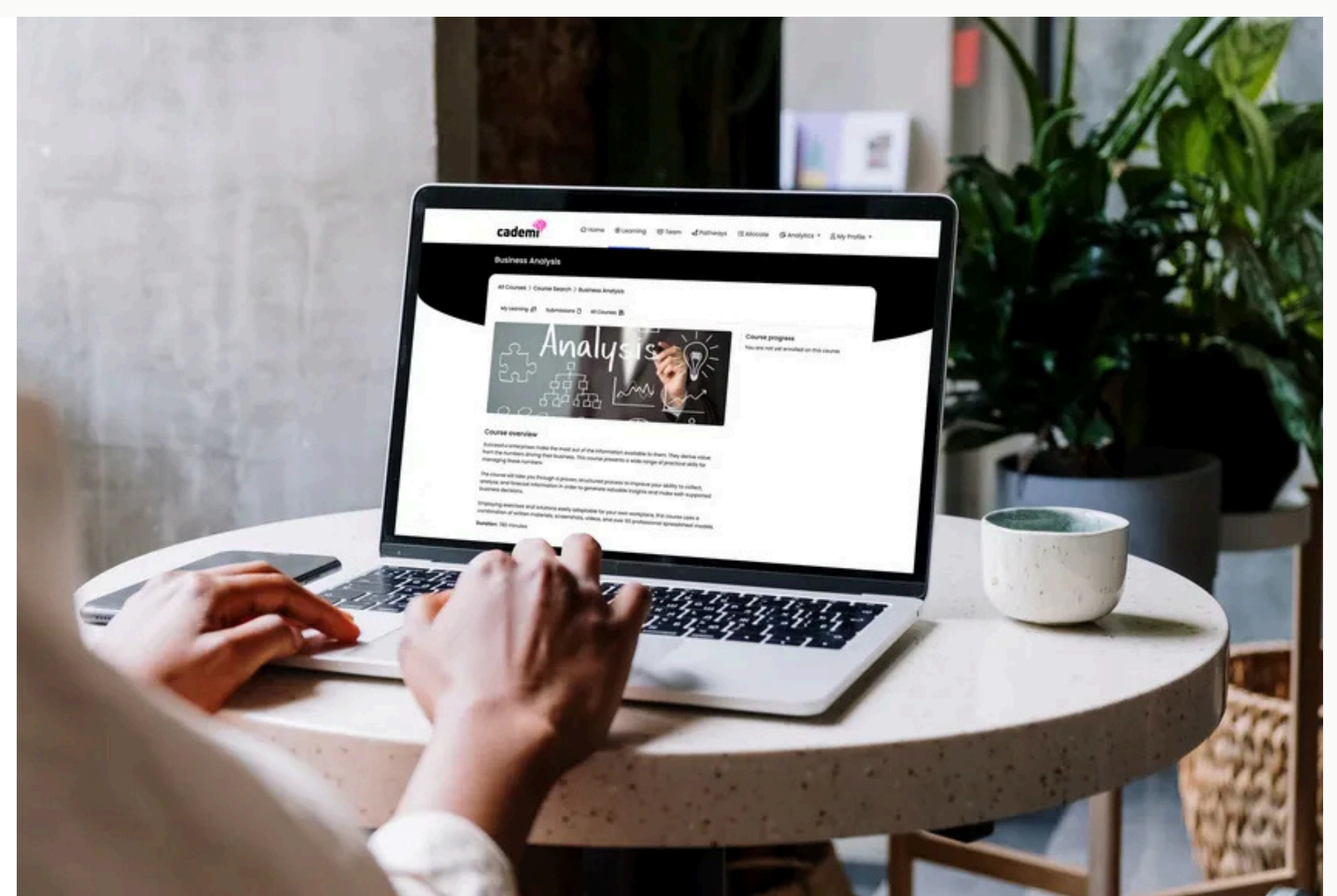
MDs respond to *risk language*. Use it.

Savings get a nod. Risk gets a decision.

AUDIT RISK

One-click evidence is impossible across six tools

When a regulator, insurer or client asks "prove your team is trained," the answer should take seconds. Pulling completion records from multiple platforms takes hours — and introduces the risk of something being missed or misformatted.



COMPLIANCE RISK

Fragmented systems miss mandatory completions

When mandatory training lives across six tools, a gap doesn't show up until someone asks. By then it's an audit finding, not a to-do list item. A single platform flags non-completion before it becomes a liability.

DATA RISK

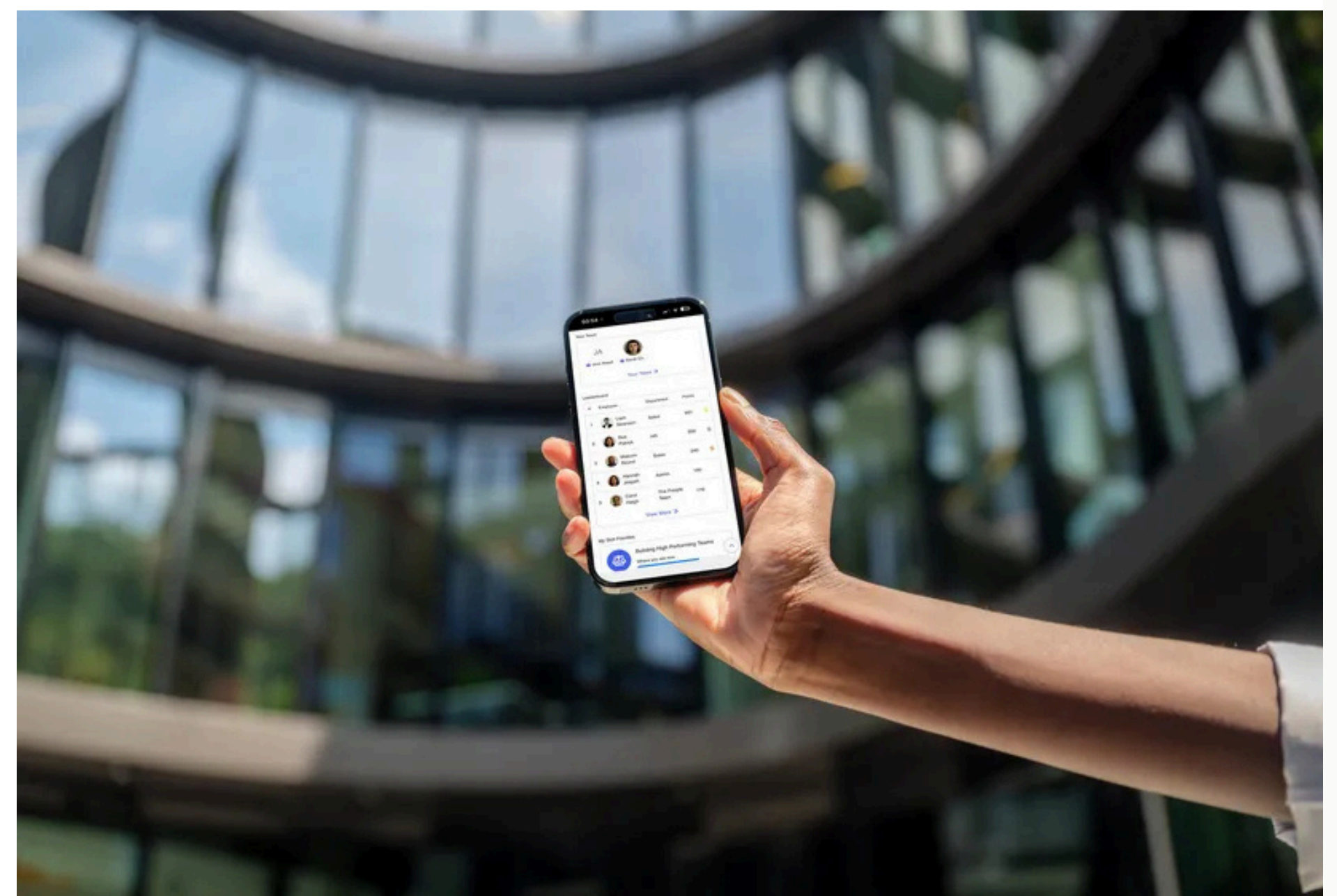
Multiple vendors means multiple data processors

Every tool in your stack is a separate data processor under GDPR. More processors means more contractual obligation, more subject-access complexity, more breach surface. Consolidating reduces exposure — and the paperwork that comes with it.

RETENTION RISK

Patchwork stacks produce disengaged learners

Learners who hit friction give up. Logins that don't work, content that isn't mobile-ready, pathways that feel disconnected from their job — these aren't minor irritants. They are measurable drivers of disengagement and, eventually, turnover.



The four pushbacks *you'll get.* And how to answer them.

Pre-empt them before the meeting. You'll look like you've done this before.

"We've already paid for the existing tools."

That's a sunk cost, not a reason to keep spending. The question isn't whether the money has gone — it has. The question is whether the next 12 months of spend produces better outcomes in one place or five. The answer is straightforward.

"Migration will be painful."

Not if it's staged. Start with one content category — compliance is the lowest-risk, highest-visibility win. Move one category at a time. Cademi has run this process for 84+ organisations. The template exists. You don't have to figure it out.

"Our current provider handles compliance well."

Probably true. And it handles nothing else. A one-stop shop doesn't mean worse compliance — it means compliance, onboarding, wellbeing, skills development and reporting all under one roof, at one price, with one login. The compliance tool stays. Everything else consolidates around it.

"What if we outgrow a single platform?"

Cademi scales from 50 to 5,000+ employees and is open to API integrations with HR systems. The more relevant question is the alternative: growing your current patchwork is the more expensive, harder-to-manage bet. A platform designed for scale is less fragile, not more.

The 90-day plan that *makes yes feel safe.*

Boards approve things with a clear path. Here's yours.

<p>PHASE 1</p> <p>Days 1–30</p> <p>AUDIT & ALIGN</p>	<p>PHASE 2</p> <p>Days 31–60</p> <p>MIGRATE CATEGORY 1</p>	<p>PHASE 3</p> <p>Days 61–90</p> <p>EXTEND & RETIRE</p>
<ul style="list-style-type: none"> • Inventory your current stack: every tool, login and contract • Agree success metrics with your MD or Finance lead • Select a pilot group (recommend: 20–50 people, one department) • Map mandatory training obligations against current coverage • Cademi onboarding call + platform configuration 	<ul style="list-style-type: none"> • Compliance content moved and validated on Cademi • Pilot group go live — first wave of learners active • Automated assignment rules and reminders configured • Reporting dashboard validated against previous data • First completion-rate report produced for board 	<ul style="list-style-type: none"> • Add wellbeing and onboarding pathways • Full workforce migrated from pilot to live • First legacy vendor contract retired • Savings realised: document and report to board • 90-day review with Cademi strategist

84+

Organisations have already made this move with Cademi.

The template exists. The common failure points are known. You don't have to discover them yourself.

The one slide *your board needs to see.*

Screenshot this. Drop it into your deck. Fill in the grey cells.

CURRENT STATE

[X]

training platforms in use

[£Y]

annual licence spend across all tools

[z]

admin hours per month on reconciliation

WITH CADEMI

1

platform – one login, one report

–30%

typical reduction in licence cost

Auto

assignments, reminders & audit evidence

THE CASE IN ONE SENTENCE

Consolidating our training stack removes [£X] of avoidable cost, [Y] hours of admin per month, and a compliance risk our current setup cannot see.

THE ASK → APPROVE £[] TO CONSOLIDATE BY [DATE]

Three SMEs who *made the move.*

Different sectors. Different scales. Same outcome.

Buffaload Logistics TEMPERATURE-CONTROLLED FREIGHT 250–499 EMPLOYEES

BEFORE

Multi-site compliance tracked in spreadsheets. Classroom training for shift workers was slow, evidence hard to produce, People team drowning in admin.

AFTER

Role-based pathways for every job family, automatic assignment on join, mobile for drivers on the road, one dashboard for audits.

"Cademi finally gives us one place to manage what matters – safe systems, compliance, and development – without drowning in spreadsheets."

LESA NICHOLSON, HEAD OF PEOPLE

CPSL Mind MENTAL HEALTH CHARITY 51–200 STAFF & VOLUNTEERS

BEFORE

Paid staff and volunteers across multiple localities – all subject to the same safeguarding expectations. A gap in safeguarding isn't just compliance risk, it's mission risk.

AFTER

Service-based pathways, psychometric-led personalisation, mobile delivery for community volunteers, evidence packs generated automatically.

"Cademi helps us keep safeguarding and good practice consistent – without losing the human side of learning."

EMILY SHORT, CPSL MIND

Millwall F.C. PROFESSIONAL FOOTBALL & EVENTS 201–500 EMPLOYEES

BEFORE

Matchday workforce churn made consistent induction difficult. Safeguarding obligations demanded documented training – not a pre-kick-off conversation.

AFTER

Separate pathways per workforce, induction completed before first shift, live matchday readiness dashboards, bespoke safeguarding content built in hours.

Want us to build the *actual version* of this for your organisation?

We'll run the numbers with you in a 20-minute session. You leave with your own populated business case — not ours. No slides, no pitch. Just your figures, your argument, your board.

[BOOK A 20-MINUTE STRATEGY CALL](#)

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950+

courses ready to use

41

languages supported

84+

SME clients

£4.97

from / learner / month