

The SME training stack *health* *check.*

How many training tools does your company really need? A two-minute diagnostic for HR, L&D and Operations leaders.

IF THIS SOUNDS LIKE YOU

It started with one tool. Now there are *seven*.



The typical UK SME now runs between three and seven separate training tools. Compliance lives with one provider. Wellbeing sits inside an app. Leadership development is a half-finished platform from the last L&D Manager. Onboarding is a spreadsheet someone updates by hand.

Every renewal is its own conversation. Every report is its own export. Every learner has too many logins and not enough engagement. **The cost is real – but most of it doesn't appear on a single line item**, which is why nobody has ever quite got round to fixing it.

“We had four platforms doing five jobs and not one of them could tell us how many drivers had completed their CPC last quarter.”

Lesa Nicholson · Head of People, Buffaload Logistics

SELF-DIAGNOSIS

Five signs your training stack is broken.

Tick the ones that sound like you. Three or more, keep reading.

01 You can't answer "how many people completed training this month?" in under five minutes.

If the answer involves a CSV export, a phone call to your provider, or a wait until Monday — your stack is broken.

02 Your people have more than two logins to access their learning.

Two is the upper bound. Three is the moment learners stop bothering. Four is when engagement dies — and you don't notice for six months.

03 Compliance, wellbeing and leadership all live in different tools.

Specialists are valuable. Five specialists are not. The fragmentation is the cost.

04 You spend more time chasing reports than designing learning.

If your last quarter's planning involved more spreadsheets than conversations, your tools are managing you — not the other way round.

05 Nobody in the business can tell you what the total training spend actually is.

Procurement has one number. HR has another. Finance has a third. The real number is hiding inside Operations' card statements. This is the most common sign — and the most expensive.

Three or more? *Keep reading. The next page puts a number on it.*

WHAT IT COSTS

For a 150-person SME, the annual tax looks like this.

Three numbers. The patchwork costs more than you think — and most of it isn't on a single line item.

**£18k—
£32k**

In duplicated licence costs every year. The same content, paid for twice. The same learner, licensed three times. The same compliance module, owned by two different vendors who each charge full price.

240 hrs

Of admin time lost annually to reconciling reports. A full month of someone's working life moving data between systems that should be talking to each other — but aren't, and never will be.

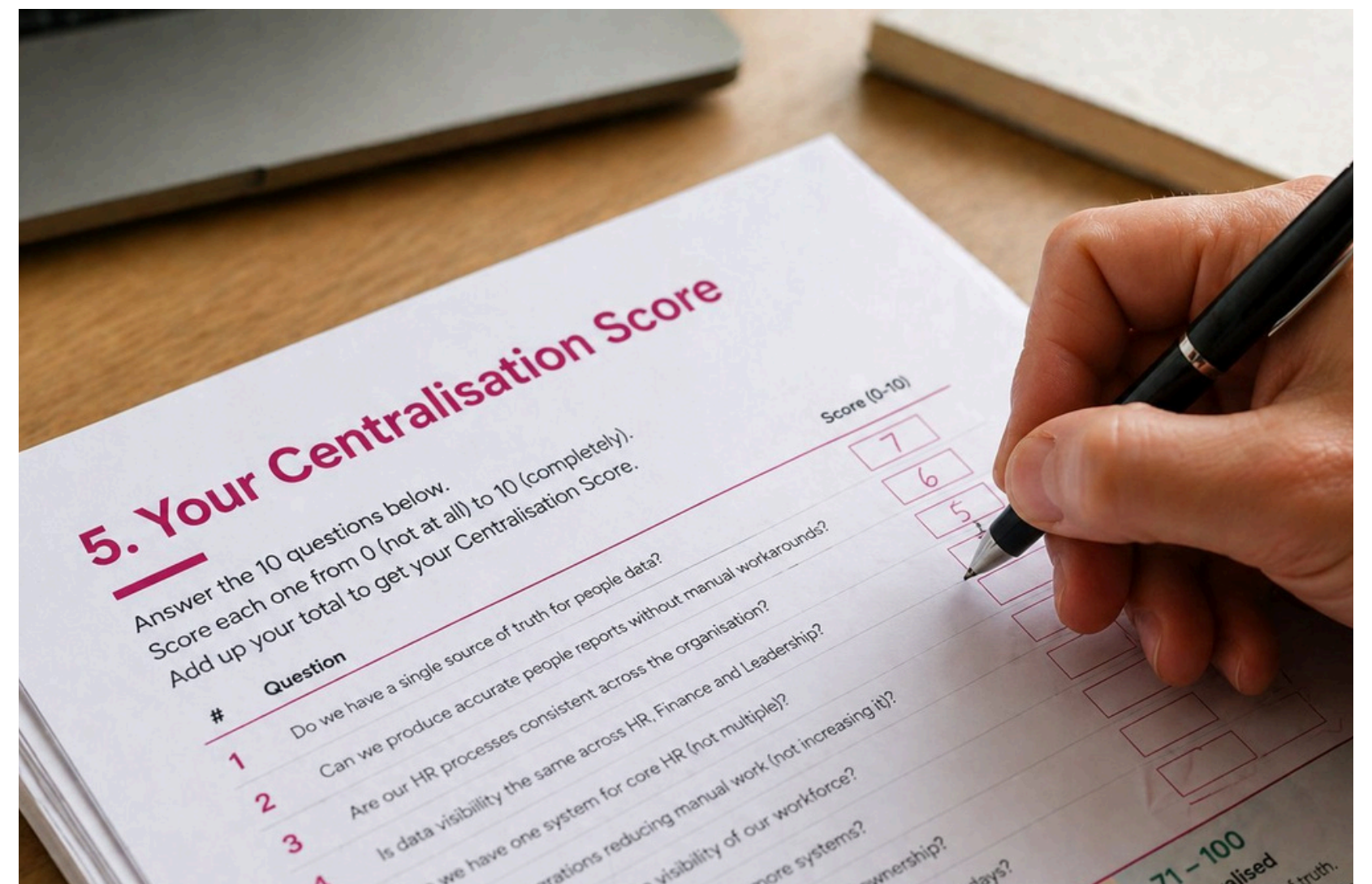
-18%

Engagement vs. organisations on a single platform. Patchwork stacks produce disengaged learners. Disengaged learners don't complete. The cost is downstream — but it shows up in retention, audit findings and culture surveys.

Source: Cademi SME benchmark, 2026. Figures typical for organisations with 100–250 employees running 3–5 training tools. Actual costs vary with sector, headcount and stack composition.

SCORE YOURSELF

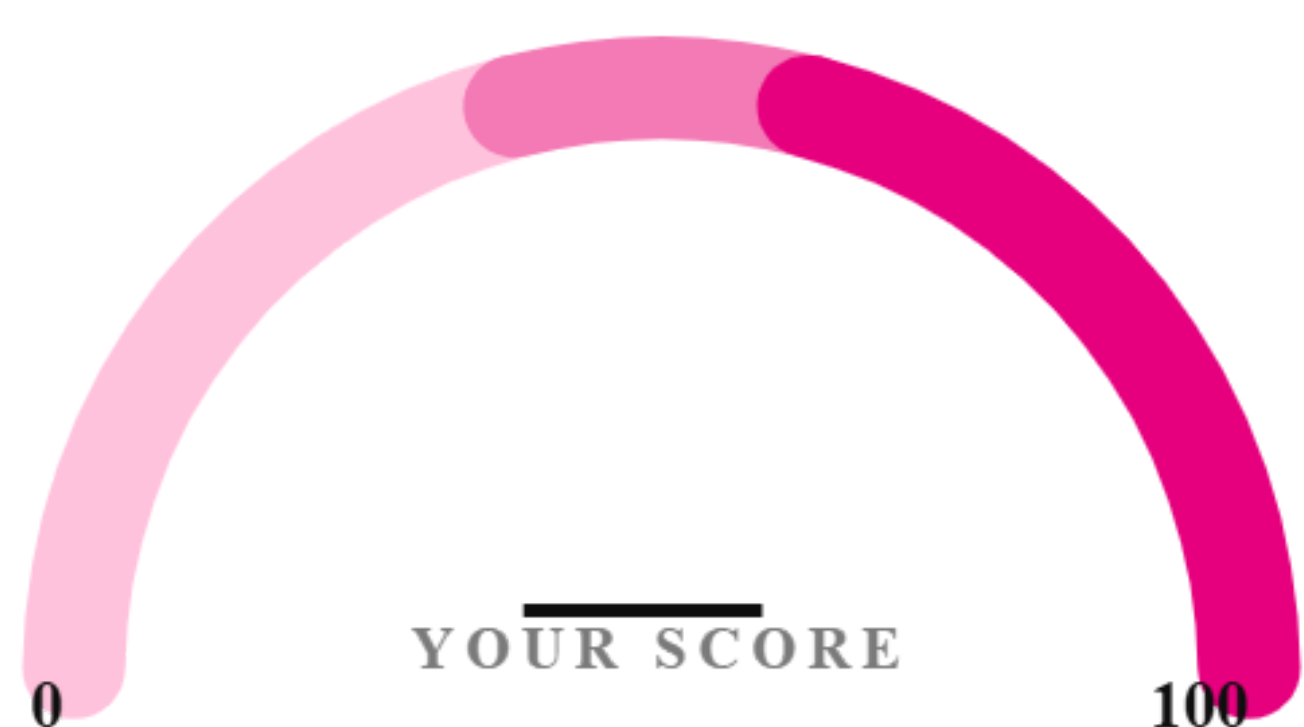
Your centralisation score.



Score each statement 0 (strongly disagree) to 10 (strongly agree). Add them up. Find your band.

- 01 All our training – compliance, skills, wellbeing, leadership – lives on one platform.
- 02 Our learners use one login to access everything they need.
- 03 I can produce a single report covering every type of training in under five minutes.
- 04 Our total annual training spend is one number – and I know what it is.
- 05 Compliance training assigns and reminds itself automatically when someone joins or changes role.
- 06 Our mandatory training completion rate is consistently above 90%.
- 07 Learners receive content personalised to their role, sector or development stage.
- 08 Our training data is held by one supplier with one DPA – not several.
- 09 If a regulator asked for evidence today, I could produce it before the end of the day.
- 10 I spend more time designing learning than chasing reports.

YOUR TOTAL



- 0-40** **Fragmented.** High friction, low visibility, high risk. Start with page 8.
- 41-70** **Stitched.** Some connections, still too many gaps. Finish or stall.
- 71-100** **Centralised.** Unified, efficient, built to scale. Time to optimise.

WHAT CENTRALISED ACTUALLY LOOKS LIKE

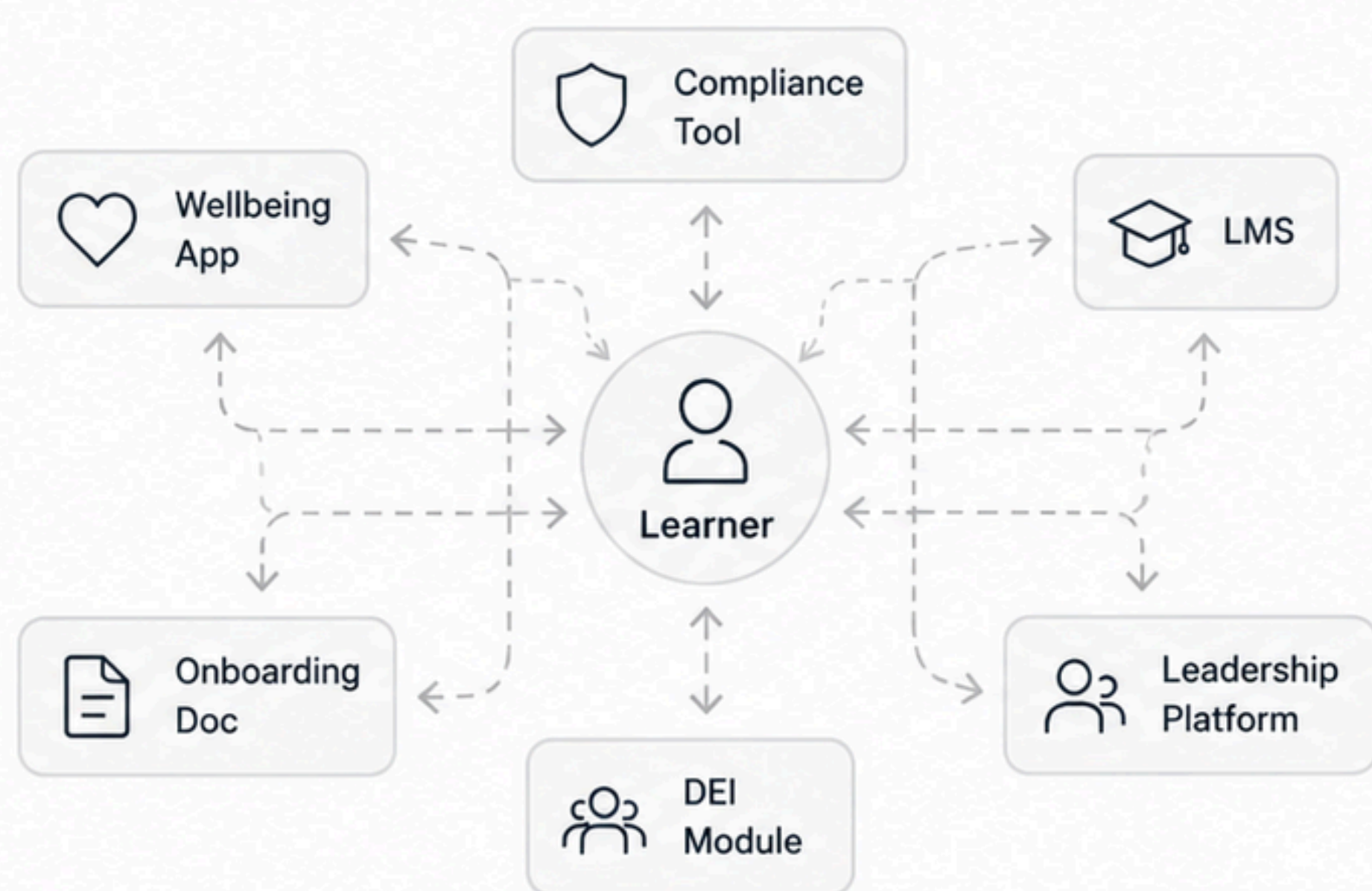
One platform. One login.

One source of truth.

Not a vendor pitch. Just the capability. From patchwork on the left to one platform on the right.

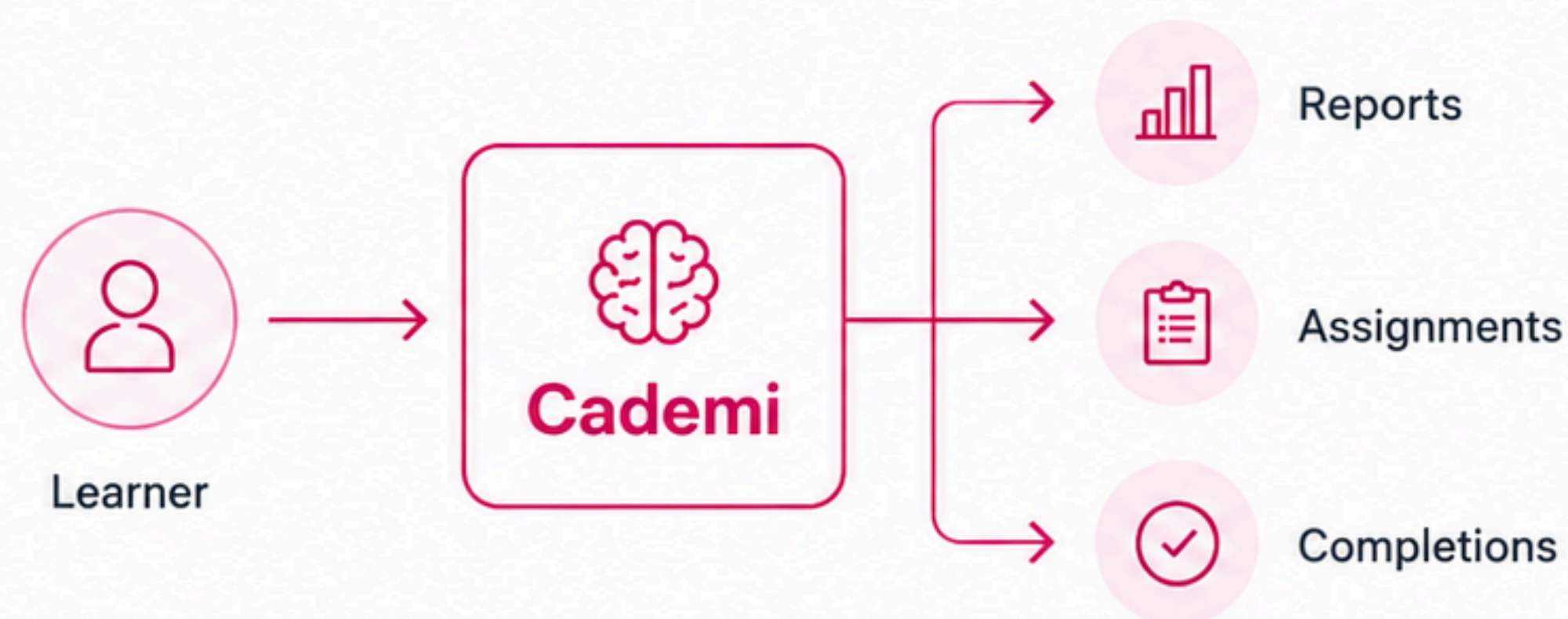
BEFORE

Disconnected. Complex. Hard to manage.



AFTER

Centralised. Streamlined. Built for impact.



UNDER ONE ROOF

Compliance — automatic assignment, audit-ready evidence

Skills — role-based pathways for every job family

Wellbeing — mental health, resilience, financial wellbeing

Leadership — first-line, mid-level and senior on one progression

Onboarding — induction completed before first shift

DEI & H&S — included, current, refreshed quarterly

BUILT INTO THE SPEC

One login, one platform, one report covering every category

41 languages, mobile-native, frontline-first

AI-personalised pathways by role, sector and learner profile

Open APIs into HR system, payroll, identity provider

GDPR-compliant, Cyber Essentials certified, CPD-accredited

Reusable licences — no per-course upcharges, no hidden modules

THREE SMES WHO MADE THE MOVE

Different sectors. Different scales. **Same pattern.**

*Each one started with the same patchwork. Each one consolidated.
Each one is now operating on one platform.*

Buffalod Logistics

LOGISTICS · 250–499 EMPLOYEES

+23pp

compliance completion uplift

Driver CPC, yard, warehouse and management each carrying separate compliance requirements. **After consolidation:** role-based pathways, mobile learning for drivers on the road, one audit-ready dashboard replacing four spreadsheets.

CPSL Mind

MENTAL HEALTH CHARITY · 51–200 STAFF & VOLUNTEERS

-28%

annual licence cost

Paid staff and volunteers across multiple localities, all subject to the same safeguarding standards. **After consolidation:** psychometric-led personalisation, mobile delivery for community volunteers, automated commissioner evidence packs.

Millwall F.C.

FOOTBALL & EVENTS · 201–500 EMPLOYEES

20 mins

to board reporting (was 2 days)

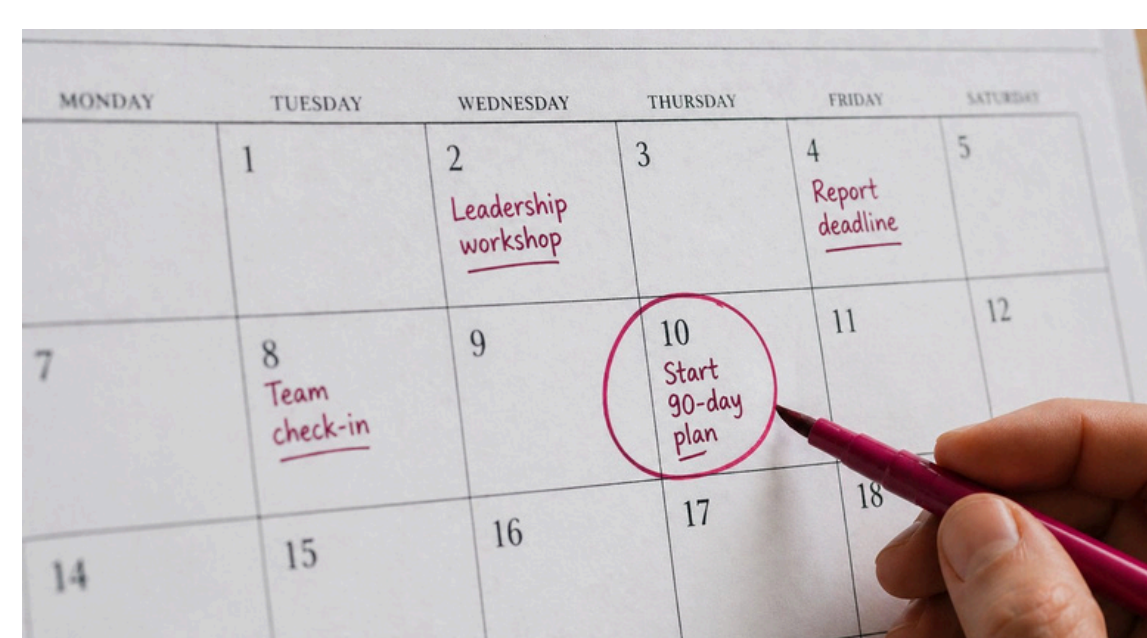
Matchday operations alongside commercial, academy and stadium teams. **After consolidation:** separate pathways per workforce, mandatory induction before first shift, live matchday-readiness dashboards.

MAKE 'YES' FEEL LOW-RISK

Three months. One category at a time.

First legacy contract retired by day 90.

<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



By day 90: one category fully migrated, one legacy vendor retired, one consolidated report on the board's table. *The path is proven, the team is confident, and the case for phase two writes itself.*

PRINT THIS PAGE

Seven questions. One afternoon.

Put this in front of your current providers. The answers will tell you everything.

PROVIDER REVIEW · 2026

PROVIDER: _____ · DATE: _____

01 How many separate tools am I currently paying you for?

02 Can you give me one report covering every type of training by Friday?

03 What's the true cost per learner per month, all-in?

04 How long would it take to switch a content category off your platform?

05 What happens to our data if we leave you?

06 How much of our training is actually personalised – and how?

07 What do I get from staying with you that I'd lose by consolidating?

BUILT FOR SMES

One platform. For everything your people learn.

UK-built. SME-specific. Trusted by 84+ organisations.

950+

Courses across compliance, wellbeing, skills, leadership, DEI and H&S

41

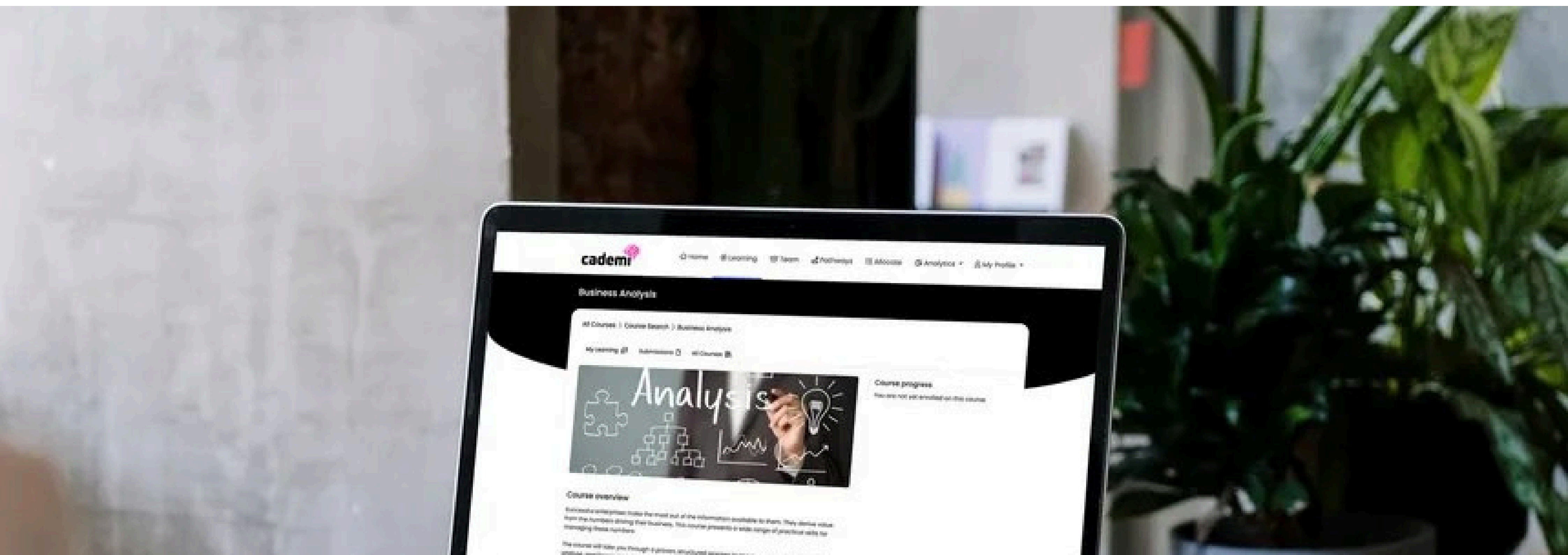
Languages, mobile-native, built for the frontline as well as the office

£4.97

Per learner / month. Reusable licences. No per-course upcharges

84+

UK SMEs already operating on the platform



TRUSTED BY

Buffaload Logistics · CPSL Mind · Millwall F.C. · Partington's Holiday Parks · Pullman Fleet

20 MINUTES. A CADEMI STRATEGIST.

Want someone to walk you through your **score**?



No slides. No pitch. Just your stack, your sector, your next 90 days. We'll bring the framework. You bring the specifics.

You leave with your own personalised consolidation plan — not ours.

BOOK YOUR 20-MINUTE WORKING SESSION

cademi.io/book



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WHAT TO EXPECT IN THE CALL

5 min

Walk through your score and what's behind it

10 min

Map your current stack against a one-platform model

5 min

Leave with a personalised 90-day plan, in writing

Your training shouldn't live in pieces.

If three or more of the five signs sounded like you — if you scored under 40 — the next move is a 20-minute conversation. We'll bring the framework. You bring the specifics.