

10 documented results from enterprise LMS replacements

Reported by the organizations that achieved them. No modeling, no estimates, no projections.

734%

Projected first-year return on investment

3.5 mo → 1 wk

Time from hire to training start

\$1.34M

Documented three-year administrative savings

THE IMPACT

Where an ExpertusONE actually moves the needle

Most organizations do not replace a learning platform because they want new software. They replace it because running the old one has quietly become a full-time job. Proving compliance takes weeks instead of minutes, and because the people who need training cannot find it. Below is where enterprise customers report the platform changing how their organization runs.

Training administration and reporting effort

Rule-based assignment, automated enrollment and self-service reporting remove the manual work of getting the right training to the right people and proving it happened.

Compliance and regulatory training management

Recurring requirements, expiring certifications and recertification windows are tracked and enforced by the system rather than by a person with a spreadsheet.

Completion rates and learner engagement

Personalized paths, mobile access and visible progress raise completion, including on training learners are not required to take.

Reporting, analytics and visibility

Exception-driven dashboards push issues to the responsible manager instead of waiting for someone to request a report.

Skills visibility and workforce capability

Role-based competency mapping makes capability gaps visible by team and location, so development spend goes where it is needed.

Frontline and distributed workforce reach

Mobile and offline access extends training to staff who do not sit at a desk, including credential verification in the flow of work.

Operational quality and rework

Where workforce competency becomes measurable, organizations report reductions in error, rework and cost overrun on delivered work.

Onboarding speed and time to readiness

New and newly promoted staff enter required programs on hire rather than waiting for the next scheduled session, compressing time to full productivity.

Audit readiness and evidence of record

Audit trails, content versioning and historical completion records answer who completed what, when, and against which version, without a reconstruction exercise.

Manual processes and system consolidation

Shadow systems, tracking spreadsheets and departmental point tools collapse into one platform with one source of truth.

Scalability across audiences and geographies

Employees, contractors, partners and external audiences are governed separately within one platform, with different rules and different branding.

Content lifecycle and version control

Updated material is pushed to the right audience with full reporting on which version each person completed, essential when requirements change.

Support burden and operating cost

A learner interface that people can navigate without help drives down help desk volume and the administrative cost of running the program.

Revenue from external training

Commerce, catalog and multi-tenant capability let organizations monetize training delivered to customers and partners.



THE EVIDENCE

Reported ExpertusONE results

Every figure on the following pages was reported by the organization that achieved it. None has been modeled, estimated or extrapolated. Organizations are described by profile rather than by name because most enterprise customers do not permit public attribution of internal cost and performance data.

COMPLIANCE MANAGEMENT • RETURN ON INVESTMENT

734% projected first-year ROI

An organization of 4,500 employees and contractors moved from fully manual compliance tracking onto the platform. The return was calculated on three first-year components: avoided non-compliance penalties, reduced cost of compliance tracking, and engagement benefits from centralized, multilingual delivery.

Global organization, 4,500 employees and contractors

ADMINISTRATIVE EFFORT • COST SAVINGS

\$1,337,982 in three-year productivity savings

Itemized across four categories rather than reported as a single headline figure: supervisor time to assign training paths, employee time to monitor assigned training, employee time to locate and launch online training, and employee time to locate and enroll in classroom training. The same program was recognized with a Brandon Hall Group Gold Award.

Global enterprise, 8,000 employees across 80+ offices

ONBOARDING • TIME TO READINESS

From 3.5 months to one week

Average time from a manager being hired or promoted to entering the required leadership program. Previously the program ran only a few times a year and some new managers waited up to six months. After implementation, 100% of newly hired and promoted managers were enrolled automatically through a weekly data trigger rather than manual registration.

Multinational enterprise, 2,600 employees across 40 locations

TIME TO COMPETENCY

Average training time halved, one year to six months

Role-based training paths replaced a system in which required training was difficult to locate and inconsistently assigned. The organization also reported the program reaching more than 90% of employees and over 20,000 training activities assigned and completed.

Global enterprise, 8,000 employees across 80+ offices

SYSTEM CONSOLIDATION • SUPPORT COST

3x utilization with flat support volume

A 30,000-employee organization had fragmented into peripheral systems, intranet sites and spreadsheets, on a trajectory toward more than 40 separate learning environments. After consolidation, system utilization tripled while help desk ticket volume remained flat.

Global organization, approximately 30,000 employees in 25+ countries

REPORTING AND VISIBILITY

Compliance reports in five clicks or fewer

Replacing an aging legacy platform, the organization cited reporting as its primary driver. The new environment delivered mobile compliance dashboards, configurable threshold alerts that notify managers of exceptions without anyone running a report, and two-way integration with existing enterprise systems for automatic population and role updates.

Large regulated institution replacing a legacy platform

ENGAGEMENT • VOLUNTARY COMPLETION

52% completed training they were not required to take

After the program was opened to established staff who had missed the original classroom version, more than half completed one or more courses voluntarily. Voluntary completion is a useful engagement measure precisely because it removes mandate as the driver.

Multinational enterprise, 2,600 employees across 40 locations

EXTENDED ENTERPRISE • SCALE

24,000 external users enrolled in six months

An organization serving 100,000 client entities in a heavily regulated market used the platform both for internal compliance and to extend compliance tracking to its clients as a service. Annual recertification, previously tracked manually, became self-service. The organization reported reduced help desk volume and associated support cost.

Enterprise serving 100,000 client organizations

SCALABILITY

630,000 learners on a single platform

Published deployments include national organizations serving learner populations of up to 630,000, alongside global enterprises delivering learning across operations in 100 countries. A flexible multi-audience architecture enables employees, contractors, partners, and external learners to be managed and governed independently—all within a single, scalable platform.

National organizations and global enterprises

OPERATIONAL QUALITY

Project slip reduced to at or below zero

Where workforce competency became visible and measurable, the organization reported reduced cost overruns and rework, attributing the improvement to staff being better trained to estimate, install and service complex work. Standardized processes were implemented across more than 80 locations.

Global enterprise, 8,000 employees across 80+ offices

THE PATTERN ACROSS EVERY RESULT

Automate

Assignment, enrollment and reminders stop being someone's manual job

Surface

Required training finds the learner instead of the learner hunting for it

Prove

Compliance evidence is generated on demand, not reconstructed under pressure

Consolidate

One platform and one source of truth across every audience

HOW TO USE THIS

Building your own number

Results from another organization are a starting point, not an answer. The figures here vary by workforce size, regulatory intensity, how much administration is currently manual, and how fragmented the existing environment has become.

The most reliable way to size the opportunity is to model it against your own operation. Four inputs drive most of the value in every case above:

- **Administrative hours currently spent** assigning, chasing, monitoring and reporting on training, across administrators, supervisors and learners.
- **Current compliance completion rate** and the realistic cost of a finding, gap or lapsed certification in your environment.
- **Time from hire to readiness** and what a day of earlier productivity is worth per new staff member.
- **Cost of systems in place today** that a consolidated platform would retire, including tracking tools and departmental workarounds.

An ROI worksheet is available on request. It uses the same four savings categories itemized in the \$1.34M result on page 3, populated entirely with your own headcount, rates and hours. We supply the structure. Every assumption in it is yours, which is what makes the output defensible in front of your own finance team.

A note on evidence

We would rather give an accurate picture than a complete-looking one. Every figure in this document was reported by the organization that achieved it and none has been modeled or estimated by ExpertusONE. These are customer-reported results, not independently audited findings, with the exception of the consolidation case on page 4, which was authored by an independent analyst firm. Results vary by organization, and no outcome here should be read as a guarantee of comparable performance. Where a prospective customer needs evidence specific to their own operating environment, we would rather arrange a direct conversation with a comparable customer than point to a document that does not answer the question.

See it against your own requirements

A working session with our team covers your compliance obligations, audience structure, integration landscape and migration path, using your requirements rather than a standard demonstration script.

We can also arrange a reference conversation with a customer operating under comparable regulatory conditions and at comparable scale.

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