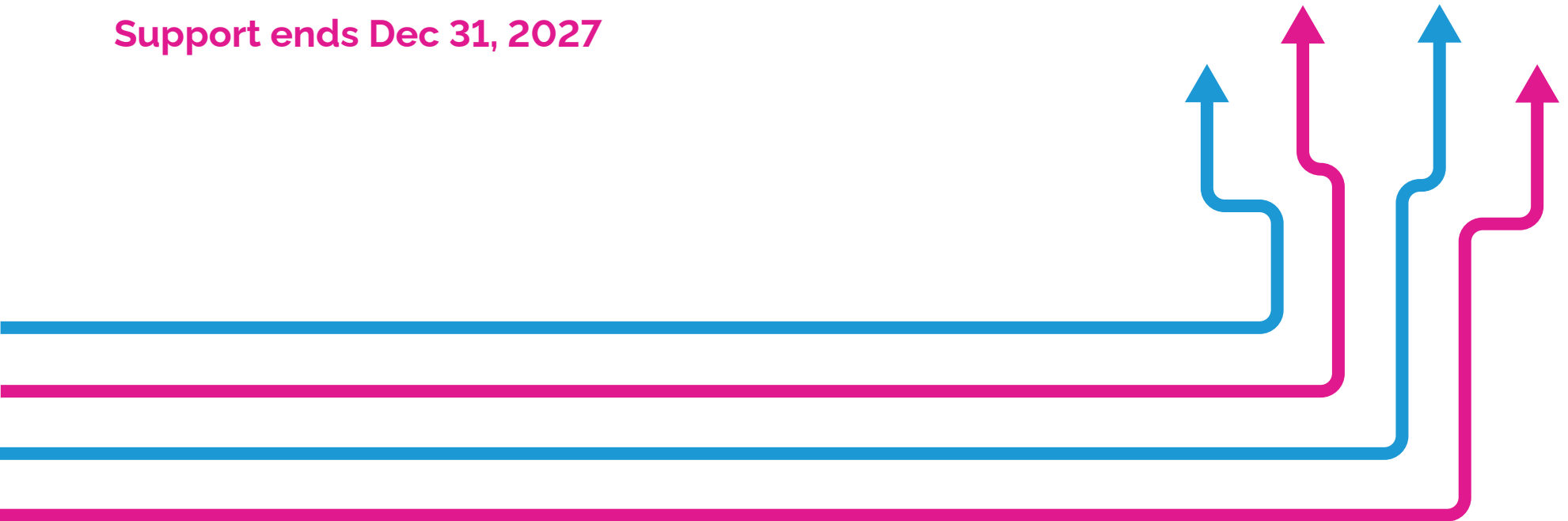


Four Paths Off Saba and Sumtotal, and How to Prove Which One Fits

What each path involves, and the questions to ask before you commit.

Support ends Dec 31, 2027



The window is closing

Support for Saba and SumTotal ends on December 31, 2027. After that date there are no security patches, bug fixes, or help desk. Most enterprise LMS migrations take 12 to 18 months from the day you start to the day you go live. Count backwards from today and you can see why the time is now to start your decision.

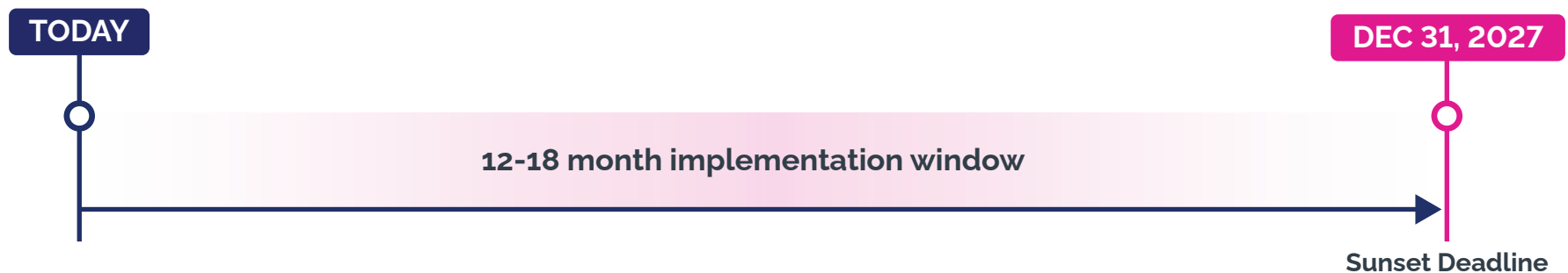
If your compliance records live in Saba or SumTotal, work out now what happens to them after support ends. That question usually decides how urgent this is.

Two main questions

To get the process started, start with these two questions:

- 1 Do you move to Cornerstone's new platform, or do you look at what else is available?
- 2 If you look around, how much do you want to change? Swap the platform only, or also change how learning works across the organization?

These are separate questions. You can move several systems onto Cornerstone. You can rebuild how learning works with any vendor. Answer them one at a time and the four paths below stop competing with each other.



THE FOUR PATHS Your decision grid

Two answers. Four paths.

**Stay with
Cornerstone**

**Swap the
platform**



PATH 1

Consolidate



also
possible

Rebuild



also
possible

**Move to
a new vendor**



PATH 2



PATH 3



PATH 4



PATH 1 Stay with Cornerstone

Cornerstone will offer to move you onto their current platform, sold today as Cornerstone Workforce AI and built on the Galaxy platform underneath. It is the easiest option to start, because you already have a contract, an account team, and a working relationship.

Workforce AI is a different product from Saba and SumTotal. It was built later, on different technology, and it does not do everything they do. Moving to it is a full migration with the same work as moving to any other vendor: exporting your data, rebuilding your integrations, testing, and retraining your people.

Saba and SumTotal were built for large organizations with complicated requirements. Workforce AI is a newer and narrower product. If your setup is complicated, check feature by feature before you assume it carries across.

+ What's good

- + One vendor, so fewer contracts to negotiate
- + Cornerstone wants to keep you, so they have reason to help
- + You already know who to call when something breaks
- + Legal and procurement approved this vendor once already

– What's hard

- The same amount of work as moving to any other vendor
- Workforce AI may not do everything your system does today. Check your workflows one by one
- Weak negotiating position, because Cornerstone knows you are on a deadline
- Custom work built on Saba or SumTotal may have to be rebuilt

Pick this if



Your current system needs little customization and you lack the resources for a full evaluation. If you choose Cornerstone, choose it deliberately. Compare two or three alternatives first so you understand the trade-offs. The biggest regrets come from never looking.



PATH 2 Move to a New Vendor

Most Saba and SumTotal systems were set up years ago. Other products have changed a lot since then. If you run a real evaluation you will usually find something that fits better and costs less, because a new vendor has to win your business and Cornerstone does not.

+ What's good

- + You can get competing quotes, which lowers the price
- + Newer products have AI features and are easier for employees to use
- + A new vendor works harder to keep you in the first few years
- + You can drop the workarounds your team built around old limits

- What's hard

- You have to run a real evaluation: write an RFP, sit through demos, call references. Allow 2 to 3 months
- Your team has to learn a new system and a new support process
- The migration itself is the same size as moving to Cornerstone
- You need agreement across departments before you start

Pick this if



You want to improve your learning technology for the next five to ten years, and you have time to evaluate properly.



PATH 3 Move Everything Onto One System

Most large organizations run more than one learning system. One for head office, one for a division, one for compliance training, one that arrived with a company you bought. Nobody planned it that way.

You have to move off Saba or SumTotal anyway. This is the moment to bring the others across at the same time.

+ What's good

- + Stop paying license fees on several systems
- + One report covers the whole company. Today you stitch several together
- + One system to administer and one vendor to manage
- + Every employee uses the same system, wherever they work

- What's hard

- Far more people to bring along
- Different departments will want different things on different dates
- Takes 18 to 24 months
- Needs a senior sponsor, or it stalls when other projects compete

Pick this if



You are running two or more learning systems today and reporting across them is painful.



PATH 4 **Rebuild How Learning Works**

The most ambitious version of this project. You replace the platform and also change what learning does for the company. In practice that usually means adding a skills system that tracks what your people can do, opening training to customers and partners as well as employees, and rebuilding the experience so people use it without being chased.

+ What's good

- + Leadership can see what skills the workforce has and what is missing
- + Employees, customers and partners all use one platform
- + People finish more training when the system is easy to use
- + Learning becomes something the business uses to plan

- What's hard

- Costs the most and takes the longest of the four
- Needs a sponsor at C-suite level, because it changes how the business works
- More to manage: the platform, the content, the skills list, and the change program
- Only works if your L&D team has capacity to run a project this size

Pick this if



Learning is already a stated business priority, you have a senior sponsor, and your L&D team has the capacity.



SCORECARD 1 Which vendor?

Score Your Own Decision

This first scorecard picks your vendor. The second picks how far you take the project.

How to score:

1. Weight each row 1-5 for how much it matters (5 = critical).
2. Score each option 1-5 for how well it delivers.
3. Multiply the two numbers and write the answer in the cell.
4. Add up each column. The highest total wins that question.

Example. If compliance is critical to you, weight that row 5. If you think Cornerstone handles it poorly, score it 2. Write 10 in that cell.

What matters to you	How much (1-5)	Stay with Cornerstone	Move to a new vendor
Keeping the vendor we already have			
Getting approval quickly inside our company			
Handling our compliance rules			
Being easy for employees to use			
Getting a price we can defend			
Being able to change direction in three years			
Overall notes:			

A close result means you have not found the deciding factor yet. Add a row for whatever your team argues about most and score that.



SCORECARD 2

How far do you take it?

What matters to you	How much (1-5)	Swap the platform	Consolidate systems	Rebuild how learning works
Running fewer systems afterwards				
Cutting what we spend on licenses each year				
Showing results the business cares about				
Finishing before support ends				
How much change our people can absorb now				
Having a sponsor who will still be here in two years				
Overall notes:				

Score this one against the capacity you actually have, not the capacity you wish you had. This is the table that stops a project stalling in month nine. Take both totals into your next internal meeting. Numbers you produced yourself are easier to defend than an opinion from a vendor, including ours.



Questions to Ask Vendors and Stakeholders

These are the questions that surface the expensive surprises. Each one has a note on why it matters and what to listen for.

ASK CORNERSTONE

- 1 **What does Workforce AI do differently from our current system, for the things we use every day?**

It is a different product, not a version upgrade. Ask about the tasks your team actually does. A feature list will not tell you.

- 2 **Which of our customizations need rebuilding, and what will that cost?**

Custom work rarely transfers. This is the cost most often missing from a first quote.

- 3 **What migration work is covered by our current contract, and what is billed separately?**

What is included is often less than you assume. Get the answer in writing.

- 4 **How long does this take for a company our size and complexity?**

Compare their answer to the 12 to 18 month industry range. A much shorter answer means they have not understood your setup.

ASK EVERY VENDOR, INCLUDING CORNERSTONE

- 1 **Which of our must-have features work out of the box, and which need a workaround?**

Anything is possible with enough custom work. You want to know what is standard, because standard is what gets supported.

- 2 **Which of our integrations do you support, and how?**

Connections to your HR system and single sign-on are where migrations quietly run over on time and cost.

- 3 **How much of our historical data can move across, and what does that process look like?**

Completion records and certifications matter for audits. Find out early what does not come across, so you can plan for it.

- 4 **Can we speak to a customer who moved from Saba or SumTotal at our size?**

A reference at a similar scale tells you more than any demo. Ask them what went wrong, and what they would do differently.

- 5 **Which parts of the migration are done by hand, and who does that work, you or us?**

Manual work is where both the timeline and your internal cost grow.



ASK YOUR OWN TEAM

- 1 **How many learning systems are we running across the whole organization?**

Most companies find more than they expected. This answer tells you whether Path 3 is worth considering.

- 2 **What reports can leadership not get today?**

Reporting gaps are the easiest problem to explain to an executive who does not care about LMS features.

- 3 **Where are we paying twice for the same thing?**

Duplicate licenses and duplicate content are the clearest savings to put in a business case.

- 4 **What would we save each year if we ran one system?**

This is the number that funds the project.

ASK YOUR LEADERSHIP

- 1 **What should learning be doing for the business in five years?**

Their answer tells you whether this is a straight replacement or a bigger change.

- 2 **Do we need to train customers and partners as well as employees?**

Some platforms handle this well and some barely handle it at all. It changes your shortlist.

- 3 **Is tracking employee skills becoming a priority for us?**

If yes, you need a platform with a proper skills system, which narrows the field considerably.

- 4 **Who is sponsoring this, and will they still be here in a year?**

Projects lose sponsors quietly. Name the person now and get their commitment in writing.



Choosing

Every path here works for some organizations. The ones that struggle are the ones that end up on Cornerstone without ever comparing it, and the ones that take on Path 3 or 4 without the time or the sponsor to finish.

Whichever you pick, start now. A 12 to 18 month migration means you need to be underway within the next few months to finish comfortably before support ends.

Your next step

Once you know which path you are on, the next job is writing down what the new system has to do. That list drives your RFP, your demos, and your final decision. Most buyers write it too late, after vendor demos have already shaped what they think they need.

There are no price figures in this guide on purpose. What a migration costs depends on your seat count, your integrations, and how much custom work you are carrying. The migration business case toolkit later in this series builds those numbers with you.

Get the LMS Requirements Template. It gives you the list to start from.

[[Get the LMS Requirements Template](#)]

Prefer to talk it through? An ExpertusONE migration specialist will help you work out which path fits, even if the answer is not us.



The window is closing. The right path is yours to choose.

Start today.

