

Solution Provider Profile

VPS Learning



Company At-a-Glance

1993
Year Founded

650+
Number of Employees

1+ Million
Total Users

Website
www.VPSLearning.com

**Name of
Product/Services
Offered**

End-to-end managed learning services delivered through VPS's Consult, Engage, Deliver model, spanning content design and development, learning technology, administration, delivery and vendor management

Headquarters

Troy, MI (USA)

Geographic Coverage

Global: North America, UK, Ireland, EMEA

Top Customers

General Motors, Equinor, plus 70+ enterprise clients across a dozen commercial industries, government and the military

VPS Learning

Overview and Value Proposition

VPS Learning (VPS) is a full-spectrum learning solutions organization. Every employee, every process and every investment is oriented toward the design, development, delivery, management and measurement of learning. That singular focus shapes everything: how engagements are scoped, how teams are staffed, how solutions are built and how results are measured. Working with 70-plus enterprise clients across a dozen commercial industries, the government and the military, VPS cross-pollinates best practices across sectors and builds learning solutions engineered for the specific ecosystem, infrastructure and workforce of each client.

What genuinely sets VPS apart is a heritage that most learning services providers cannot claim. VPS operates today as part of V2X, Inc. (NYSE: VVX), a global mission solutions company of roughly 16,000 employees spanning national security, defense, civilian and international markets, and that lineage in engineering complex training systems for defense and aerospace programs, environments where the consequences of inadequate training were real and measurable, shaped VPS's approach to learning design as performance system architecture rather than content production. Design teams start by identifying what the workforce needs to do differently, then build backward to a system that reliably produces that change. VPS has been named to Training Industry's Top 20 Custom Content Development list every year since the award's inception in 2011, most recently in 2025.

VPS calls this orientation Understanding First. Before a proposal is written or a dollar of design budget is committed, VPS invests genuine effort in understanding the business problem the client is trying to solve, then structures its work through four integrated disciplines:

- **Consult:** Strategic workforce planning meets contemporary learning design. VPS's proprietary Learning Levers and Catalyst engagements are structured stakeholder workshops that surface organizational priorities, capability gaps and operational constraints, producing a prioritized roadmap with a clear, traceable line to business performance metrics. This discovery work sets the architecture for everything that follows, and its quality determines the quality of the finished program.
- **Engage:** VPS draws on a Global Center of Excellence in Barcelona, nearshore delivery infrastructure in Mexico City and performance-backed agreements with specialist partners that allow the organization to scale to five times its base headcount for rapid deployment across multiple regions. Core capabilities, led by 650 global employees, are augmented by thoroughly vetted partners to ensure VPS can respond efficiently across the full range of client requirements. VPS is technology-agnostic, building solutions on whichever tools best serve the client's existing environment.
- **Deliver:** Learners receive content at the point of need, supported by data analytics, dynamic assessment and timely intervention. VPS's global reach extends learning to diverse audiences in 24-plus languages. Client retention exceeds 90 percent, a sign that the work continues to hold up under scrutiny long after contracts are signed.
- **Results:** VPS measures success through operational business outcomes rather than learning activity alone. Client engagements have reduced time to proficiency by 32%, lowered per-learner costs by 66%, reduced three-year training costs by 70%, and shortened onboarding from 20 weeks to seven weeks. These measurable improvements, combined with a 90%+ client retention rate, demonstrate the long-term value of VPS's managed learning services.

Services

Descriptions

Consult (Learning Levers & Catalyst)

Structured stakeholder workshops that surface organizational priorities, capability gaps and operational constraints, producing a prioritized roadmap with a clear, traceable line to business performance metrics.

VPS Architect Process

An algorithm-driven methodology that matches learning objectives to the right modality, delivery mechanism and instructional strategy for each learner population; programs built through Architect run up to 40 percent more efficiently in cost and throughput.

Content and Curriculum Design and Development

End-to-end design and development across eLearning, scenario-based and simulation training, mobile, gamification, video, virtual classroom, AR/VR and assessment, engineered for each client's specific technology, culture and budget rather than a generic template.

VPS AI Development Platform

AI-assisted curriculum analysis, design documentation, storyboarding, content generation, narration and localization, running inside a secure infrastructure that keeps client data out of public AI tools.

Learning Technology Services

LMS/LXP implementation, configuration and ecosystem integration for more than one million users worldwide; certified partner status with Cornerstone and Totara, including one of the first Cornerstone Galaxy deployments in the market.

Services

Descriptions

Learning Administration

Scheduling, enrollment, learner communications, compliance tracking and audit-ready reporting across thousands of learners and multiple geographies, using exception-based oversight rather than manual transaction processing.

Training Delivery

Instructor-led, virtual instructor-led and web-based training, Live 360 virtual training and onsite and virtual coaching and mentoring, purpose-built for the full modality mix rather than classroom content adapted after the fact.

Vendor Management (MSP)

Single-point accountability for the full learning supply chain, from light oversight of existing vendor relationships through full MSP arrangements in which VPS owns the vendor contract, performance obligations and payment processing.

Measurement and Evaluation

Baseline metrics and live dashboards connecting training completion to on-the-job performance data, embedded in every engagement as a design requirement rather than a retrospective audit function.

Global Delivery Network

A Global Center of Excellence in Barcelona, nearshore delivery infrastructure in Mexico City and performance-backed partner agreements that scale capacity to five times base headcount for rapid multi-region deployment.

VPS AI Development Platform

The most consequential shift of the past two years has been the integration of AI across the full content development lifecycle. The VPS AI Development Platform supports curriculum analysis, design documentation, storyboarding, content generation, narration and localization, all within a secure infrastructure that protects client data from exposure to public AI tools. This matters because data governance concerns have been one of the primary barriers to AI adoption in regulated industries. VPS resolved that barrier operationally: these capabilities are already running on live client programs. What AI accelerates is the routine. What VPS keeps in human hands is the judgment: diagnosing performance gaps, selecting the right instructional strategy and evaluating whether a solution will actually change behavior in the real world.

Use cases include:

- Curriculum analysis and design documentation generated inside a secure, client-data-protected environment.
- Storyboarding, content generation and narration accelerated across all major modalities.
- Localization extended to diverse audiences in 24-plus languages without exposing client data to public AI tools.
- Rapid modernization of legacy content built between 2010 and 2020, at scale.

Learning Ecosystem Integration

Clients increasingly ask VPS to architect and integrate their learning platforms in addition to operating them. VPS supports more than one million users worldwide with technology-enabled learning solutions, holds certified partner status with Cornerstone and Totara and in 2025 completed one of the first implementations of Cornerstone Galaxy in the market, a leading-edge deployment that reflects where enterprise learning technology is heading. VPS is technology-agnostic by design: whatever a client's current landscape, whether a proprietary platform, an off-the-shelf system, or a fragmented ecosystem of inherited tools, VPS's goal is a coherent, scalable solution that meets both immediate needs and long-term strategy.

Use cases include:

- Custom API development connecting systems that were never designed to communicate with each other.
- Skills-based personalization and real-time performance insights beyond standard platform configurations.
- Certified partner implementations, including one of the first Cornerstone Galaxy deployments in the market.
- Learning ecosystem analysis, LMS/LXP configuration and technology roadmaps built for long-term strategy rather than a single immediate need.

Analysis by Brandon Hall Group™

Situational Analysis

The Value Equation for Corporate Learning Is Being Renegotiated

Enterprise learning functions are asked to do more with less internally, while externally, AI copilots and embedded LLM assistants increasingly substitute for structured learning on a large share of just-in-time queries. Brandon Hall Group™ research consistently finds that today's workforce has spent its entire information life in environments shaped by algorithmic personalization, short-form content and immediate relevance signals and does not maintain a separate, lower engagement standard for work-required learning. Organizations still delivering compliance training designed for a 2010 learner population are not saving money; they are writing off the investment.

Learning and Business Outcomes Remain Structurally Disconnected

Training is frequently developed without specific performance objectives in mind and measured against metrics that have little relationship to business results. The infrastructure required to connect a learning intervention to an observable change in on-the-job behavior is absent or underdeveloped in most L&D functions, and without it, learning cannot demonstrate its value or improve its own effectiveness.

Institutional Knowledge Is Leaving the Workforce Faster than Captured

In aerospace, defense, energy and advanced manufacturing, the technicians and engineers who hold the deepest process knowledge are aging out of the workforce faster than replacement hiring can keep pace. Much of what they know was never formally documented because it did not need to be; it passed from a senior technician to a junior one over years on the floor. Compressing that transfer into a systematic, reusable learning asset before the knowledge leaves the building has become a business continuity requirement.

The Learning Technology Stack Is Growing More Crowded than Capable

Point solutions for authoring, analytics, skills mapping and AI content generation have proliferated faster than most organizations can integrate them, and each addition creates another system that has to talk to the LMS, the HRIS and the reporting layer. Brandon Hall Group™ research finds that L&D leaders increasingly cite integration overhead as the primary drag on program velocity, more often than content quality itself, a symptom of buying tools faster than the organization can absorb them.

Challenges to the Business

Modernization Backlogs Are Growing Faster than Teams Can Clear Them

The volume of corporate learning content built between 2010 and 2020 that now needs to be updated is substantial. L&D teams are being asked to modernize at scale while simultaneously building new capability and integrating new technology, with teams that have not grown to match the expanded scope.

AI Is Creating as Much Confusion as Clarity for Technology Buyers

The learning technology market is generating AI capability claims faster than most L&D leaders can evaluate them, and organizations are making significant platform investments based on demonstrations rather than operational evidence. The vendors gaining genuine credibility in this environment are the ones who can point to results from live programs running today, under real client conditions rather than controlled demonstrations.

Regulated Industries Carry Compliance Stakes Most Vendors Can't Handle

In aerospace, defense, pharmaceutical and financial services environments, training records function as audit evidence as much as completion data, and a gap in documentation can carry regulatory or contractual consequences. Vendors built primarily for commercial upskilling markets often bolt on validated recordkeeping, controlled-document workflows and role-based access late in development instead of designing around them from the start.

L&D Budgets Face Scrutiny Once Reserved for Other Departments

Finance and operations leaders increasingly expect learning investments to show the same measurable return demanded of any other capital allocation, and generic engagement metrics such as completion rates and satisfaction scores no longer satisfy that scrutiny. Organizations that cannot connect training spend to a specific operational outcome, such as reduced error rates, faster ramp time or lower turnover, tend to see their budgets cut first when conditions tighten.

Implications for the Business

MARKET OPPORTUNITY



Organizations with a modernization backlog, a fragmented vendor ecosystem or an unproven AI adoption path are prime candidates for a full-spectrum learning partner, particularly in regulated and safety-sensitive industries where a proven heritage in performance-critical training can accelerate adoption.

THE CHALLENGE



Organizations that have been managing learning content, technology, delivery and vendors as separate functions face a structural mismatch: an expanding mandate against a flat or shrinking team. Something gives, and too often what gives is quality, consistency and the measurement infrastructure needed to know the difference.

COMPETITIVE FRAMING



The relevant competitive set for a full-spectrum managed learning partner is the small group of providers that own strategy, content, technology, delivery and measurement under one accountable relationship. Single-point content shops, platform vendors and staffing-style training providers are not close comparisons, since they typically own only one piece of that chain.

IMPLICATIONS FOR BUYERS



Organizations that treat learning as a procurement function, buying content or platform access and hoping performance follows, leave the strategic value of an end-to-end partnership on the table. Documented outcomes from full-spectrum engagements, including double-digit reductions in time to proficiency and per-learner cost, are the evidence that full ownership of the learning value chain produces measurably different results.

The Cost of Inaction Compounds

Delaying consolidation does not preserve the status quo; it compounds the problem. Fragmented vendor relationships and outdated content keep accumulating technical debt in the same way unmanaged third-party spend does elsewhere in the business, surfacing later as disengaged learners, slower proficiency and compliance gaps that cost more to fix after the fact than to prevent.

The Results Are Already Documented

Client data from full-spectrum engagements puts a number on the opportunity: documented engagements have produced a 32 percent reduction in time to proficiency, a 66 percent reduction in per-learner cost, a 70 percent reduction in three-year training costs and onboarding compressed from 20 weeks to seven, evidence drawn from active, measured programs rather than portfolio averages or projections.

Questions to be Answered by the Business

1.

Does your learning operation have full visibility across strategy, content, technology, delivery and measurement, or are those functions owned by different vendors with no single point of accountability?

2.

How much of your current content library is actively serving current business priorities and do you have a structured process for modernizing what is not?

3.

Can you connect a specific learning investment to a measurable change in on-the-job performance and are those metrics built into your program design before content development begins?

4.

Does your current vendor and platform ecosystem scale to the volume and complexity of your learning demand, or has managing it become its own operational burden?

5.

Is your AI adoption in learning based on operational evidence from running programs, or on vendor demonstrations and capability claims that have not yet been tested against your actual data governance requirements?

VPS Learning as the Answer

1 Single-Point Accountability Across the Full Learning Operation

VPS manages engagements that span strategy, content design and development, technology, administration, delivery and measurement. A global banking client engaged VPS to build a fully outsourced learning operation from the ground up, covering all of those functions under a single accountable partner. Client retention exceeds 90 percent, sustained across economic cycles, leadership changes and a decade of technology disruption, because the work consistently holds up when scrutinized.

2 **Structured Modernization at Scale**

The VPS Architect process applies an algorithm-driven methodology to match learning objectives with the right modality, delivery mechanism and instructional strategy for each learner population. Programs built through Architect have run up to 40 percent more efficiently in cost and throughput than programs developed through conventional approaches. VPS's longest-running client engagement spans nearly 30 years in the automotive sector, including operation of a flagship OEM technical training center, where modernization has been a continuous managed process rather than a reactive backlog project.

3 **Measurement Built In From the Start**

Before content development begins, VPS establishes baseline metrics for the targeted performance domain and defines success in operational terms the client's leadership actually uses. In the energy sector, VPS built measurement dashboards that connect training completion directly to on-the-job performance data, turning evaluation from a compliance exercise into a live planning tool used in quarterly investment reviews. Those dashboards are what produced the documented 32 percent reduction in time to proficiency and 70 percent reduction in three-year training costs.

4 **Solution Provider and Platform Consolidation With Genuine Scalability**

VPS provides single-point accountability for the full learning supply chain, from light oversight of existing vendor relationships through full MSP arrangements in which VPS owns contracts, performance obligations and payment processing. VPS is technology-agnostic by design, building on the client's existing tools and platforms wherever possible instead of steering them toward a proprietary stack. The organization supports more than one million users worldwide, holds certified partner status with Cornerstone and Totara and can scale to five times its base headcount for rapid multi-region deployment.

5 **AI Adoption Grounded in Operational Evidence**

The VPS AI Development Platform is already live in regulated industries, running on programs today rather than sitting on a future roadmap, in environments where data governance requirements have historically made AI adoption difficult. VPS resolved that barrier at the infrastructure level by building a secure environment that keeps client data out of public AI systems entirely. The platform accelerates curriculum analysis, storyboarding, content generation, narration and localization.

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Shaping Excellence in the Future of Work

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A world where every HR organization drives business transformation through human capital excellence.

Our Mission

To provide CHROs, CLOs and workforce leaders with the intelligence, tools and community they need to drive business transformation through human capital excellence.

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- Build organizational capabilities that create lasting business value.
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