

Solution Provider Profile

TraineryHCM™



Company At-a-Glance

2018
Year Founded

50,000+
Total Users

Website
www.traineryhcm.com

**Name of
Product/Services
Offered**

PerformSpark (Performance), TraineryLEARN (Learning), CompBldr (Compensation) and TraineryCORE™ (core HR foundation) — the four connected pillars of TraineryHCM™

Headquarters

Raleigh, North Carolina, USA

Geographic Coverage

United States, Canada

TraineryHCM™

Overview and Value Proposition

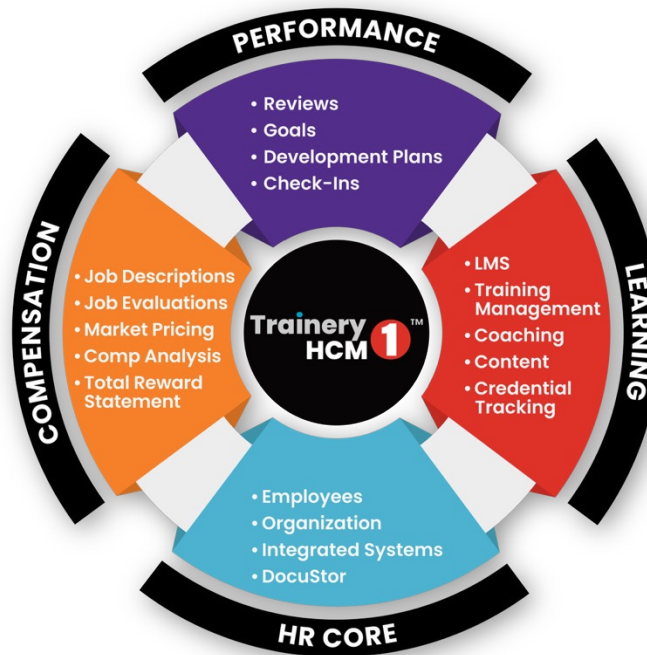
TraineryHCM™ is an integrated Human Capital Management platform built around four connected pillars: PerformSpark for performance management, TraineryLEARN for learning management, CompBldr for compensation management, and TraineryCORE™, the shared employee and organizational data foundation the other three write to and read from. The company positions TraineryCORE™ as both the platform's foundation and one of its four pillars, since role-based access, reporting, APIs, notifications and document management all live there rather than in any single module.

The platform traces back to 1999, when Training Network launched as an HR, safety and compliance training provider. JER HR Group, a Raleigh-based HR consulting firm, later acquired Training Network and built out the technology through a series of acquisitions: ReviewCloud brought performance management, the Johanson Group and DBSquared brought the compensation technology that became CompBldr, and TraineryLMS brought the learning engine that became TraineryLEARN. The company consolidated these under the Trainery brand, then Trainery One, before rebranding to TraineryHCM™ as the unified suite took shape. That lineage matters for buyers: TraineryHCM™ is not three products bolted together for a launch, but a set of previously independent tools that JER HR Group has spent several years integrating onto one data layer.

TraineryHCM™ reports more than 50,000 users across 300-plus client organizations, spanning nonprofits, mid-market companies, large enterprises and global brands in the United States and Canada.

TraineryHCM™ Architecture: Performance, Learning and Compensation

Unified on TraineryCORE™



One Data Layer, Four Connected Pillars. PerformSpark, TraineryLEARN and CompBldr each stand as a capable toolset on their own, but all three write to and read from TraineryCORE™. That shared foundation is what lets Brandon Hall Group™ describe TraineryHCM™ as a single talent management system rather than three connected products stitched together after the fact.

Enterprise Features, Modular Flexibility. Clients can deploy the full suite or individual modules without compromising data integrity, security or scalability. That flexibility suits organizations modernizing in phases, or testing one module, typically PerformSpark, before expanding into learning or compensation.

Strategy-Aligned Talent Management. TraineryHCM™ positions itself as turning administrative HR function into a strategic business tool, linking compensation spend and learning investment directly to performance outcomes and organizational goals rather than treating each as a separate line of HR administration.

Fast, Low-Friction Deployment. PerformSpark is built for organizations between roughly 50 and 1,000 employees that have outgrown spreadsheet-based reviews but do not want the cost or timeline of an enterprise HR suite. TraineryHCM™ states that most teams complete onboarding and run their first review cycle within one to two weeks, with HR leaders configuring the platform directly rather than requiring IT support.

Modules & Features

Descriptions

TraineryLEARN

Full learning management system covering eLearning delivery, instructor-led training and events management, virtual sessions, coaching cohorts and credentialing, in addition to standard course assignment, tracking and completion reporting. Built from the original TraineryLMS engine

TraineryXchange™

Built-in content marketplace with courses from roughly 15 content producers, spanning compliance, safety, business skills, technology and industry-specific training, searchable and filterable directly inside the platforms

Modules & Features

Descriptions

Instructor-Led Training & Extended Enterprise

Event and session management for classroom, virtual and hybrid delivery, supports external stakeholder training for insurance carriers, associations, franchise networks and channel-driven businesses, without requiring a separate environment

PerformSpark

Continuous feedback, goal management, review cycles, calibration, 360 reviews, employee recognition, and Performance Improvement Plans (PIPs) and Individual Development Plans (IDPs), with a 9-box grid for talent and succession conversations, built on the Review-Cloud performance engine JER HR Group acquired in 2024

Continuous Performance Cycle

Skill gaps identified during reviews automatically generate learning requirements that populate TraineryLEARN, so development priorities are driven by actual performance data rather than set in isolation by L&D teams

CompBldr

Job description authoring, job architecture and factor-based job evaluation, market pricing and benchmarking, compensation planning and Total Rewards statements. Built on compensation technology acquired from the Johanson Group and DBSquared

Pay-for-Performance Integration

Direct connection between PerformSpark ratings and CompBldr merit planning enables pay-for-performance workflows, promotion-readiness modeling with budget-impact visibility, and skills-based career pathing tied to compensation outcomes

Modules & Features

Descriptions

TraineryCORE™

The shared employee and organizational data layer underlying every pillar: personal details, job history, organizational structure, document storage (DocuStor), role-based access and system integrations, ensuring one workforce record instead of three

Reporting & Analytics

Workforce, department and custom report building with drag-and-drop dimensions and measures, DEI equity scoring, rating-variance heatmaps and manager-level team dashboards

TrAI

Embedded AI layer spanning all four pillars: skill-gap surfacing, bias detection in review language, attrition-risk signals, pay-equity analysis and cross-pillar workforce insights, without a separate analytics tool

Enterprise Security

AWS-hosted infrastructure with AES-256 encryption at rest, TLS 1.3 in transit, isolated VPC environments, DDoS protection, 24/7 monitoring, multi-factor authentication, and role-based access controls with detailed audit logs

Integrations

API-driven connections including ADP, Gusto, UKG, BambooHR, Rippling, Humaans, Personio, HiBob, Salesforce, Slack, Microsoft Teams, Outlook and Zoom

AI-Powered Capabilities

TrAI: Practical Intelligence Across Every Module

TrAI is TraineryHCM's embedded intelligence layer, operating across PerformSpark, CompBldr and TraineryLEARN simultaneously rather than as a bolt-on analytics tool. TrAI is explicitly positioned as assistive: it does not make employment decisions, assign ratings, approve pay or automate outcomes. Every recommendation is designed to support human judgment, not replace it, which is consistent with the pragmatic AI posture Brandon Hall Group™ heard directly from TraineryHCM™.

Use cases include:

- Real-time bias detection in performance review language, flagging gender-coded terms, vague feedback and halo-effect phrasing while checking rating consistency against the written evidence.
- Skill-gap surfacing and personalized learning recommendations that connect PerformSpark review data directly to TraineryLEARN assignments.
- Attrition-risk and retention signals drawn from engagement patterns and development investment levels.
- Pay-equity analysis inside CompBldr, distinguishing legitimate performance-based pay differences from gaps that may require remediation.
- Cross-pillar workforce insights, such as which learning programs correlate with performance improvement or which coaching sessions produce measurable outcomes, generated without a separate data science team or analytics tool.

Screenshots: Provided by TraineryHCM™

Figure 1: Performance Overview

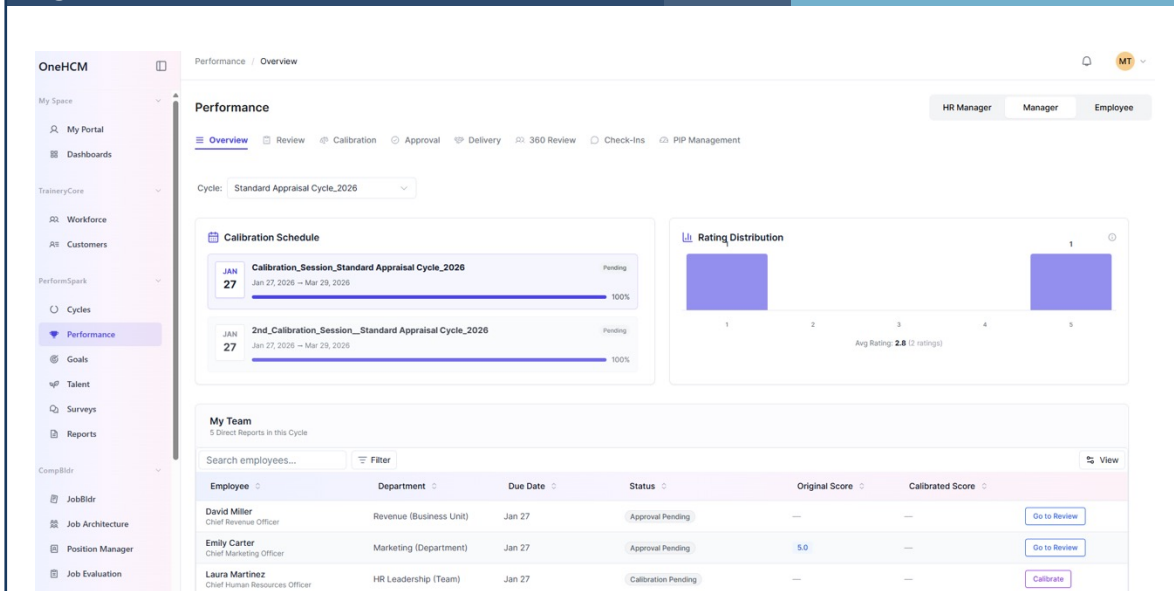
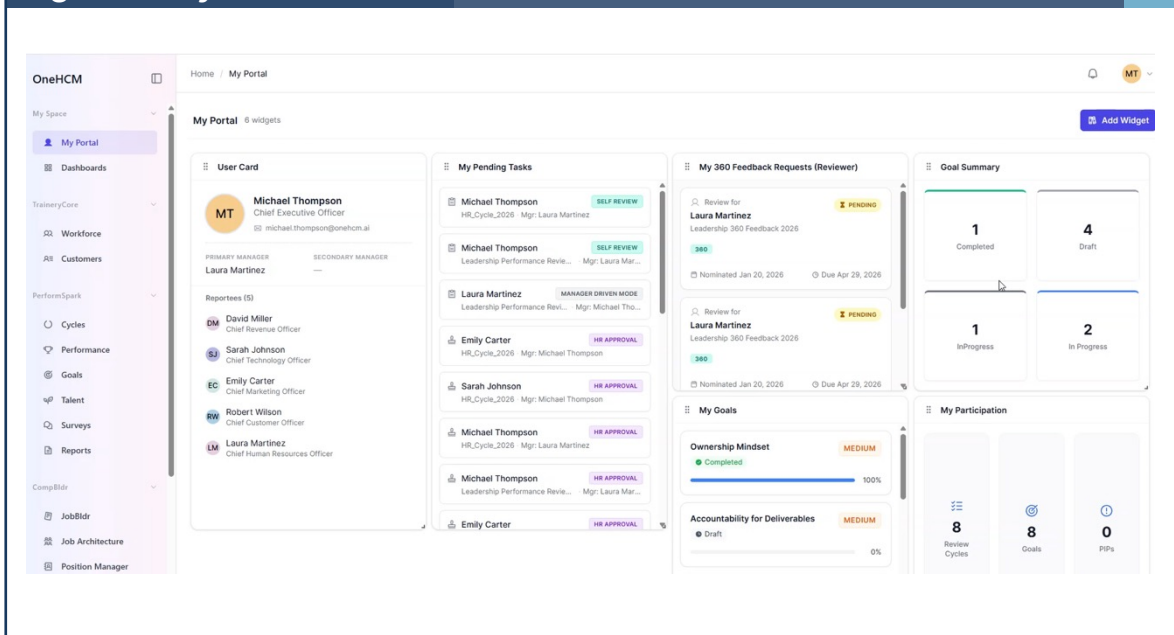


Figure 2: My Portal



Screenshots: Provided by TraineryHCM™

Figure 3: Add Widget

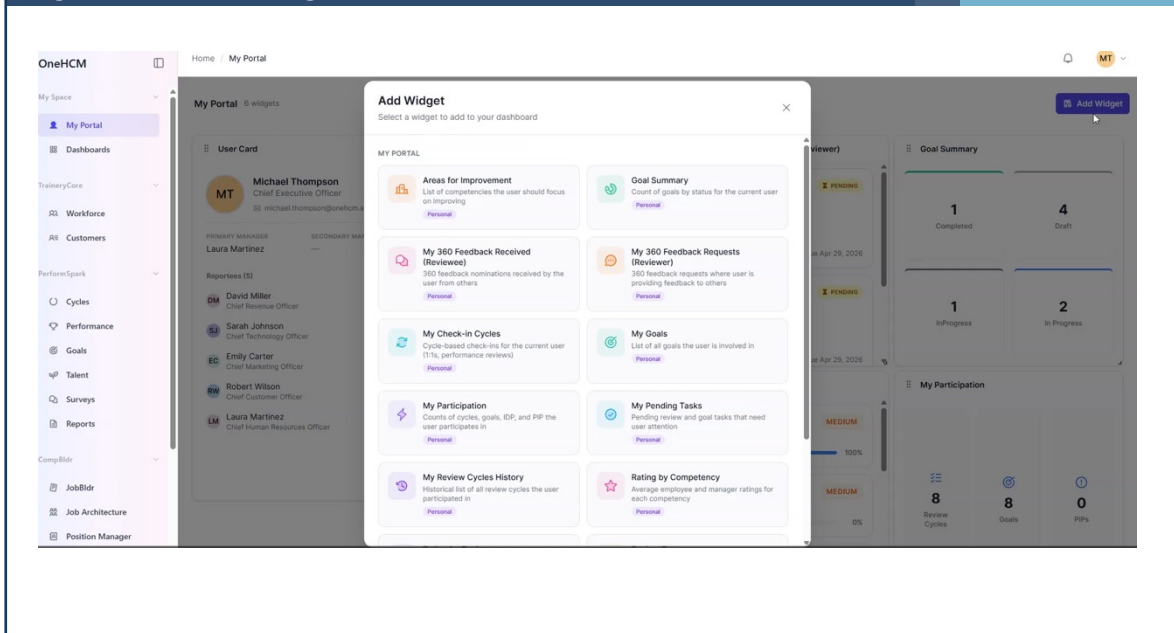
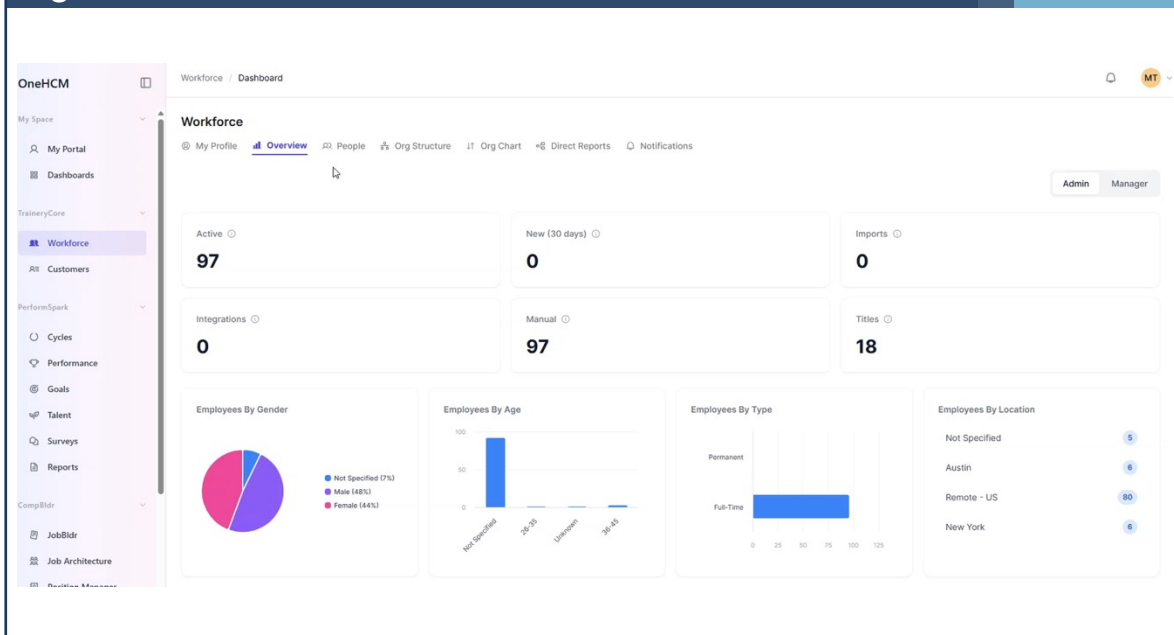
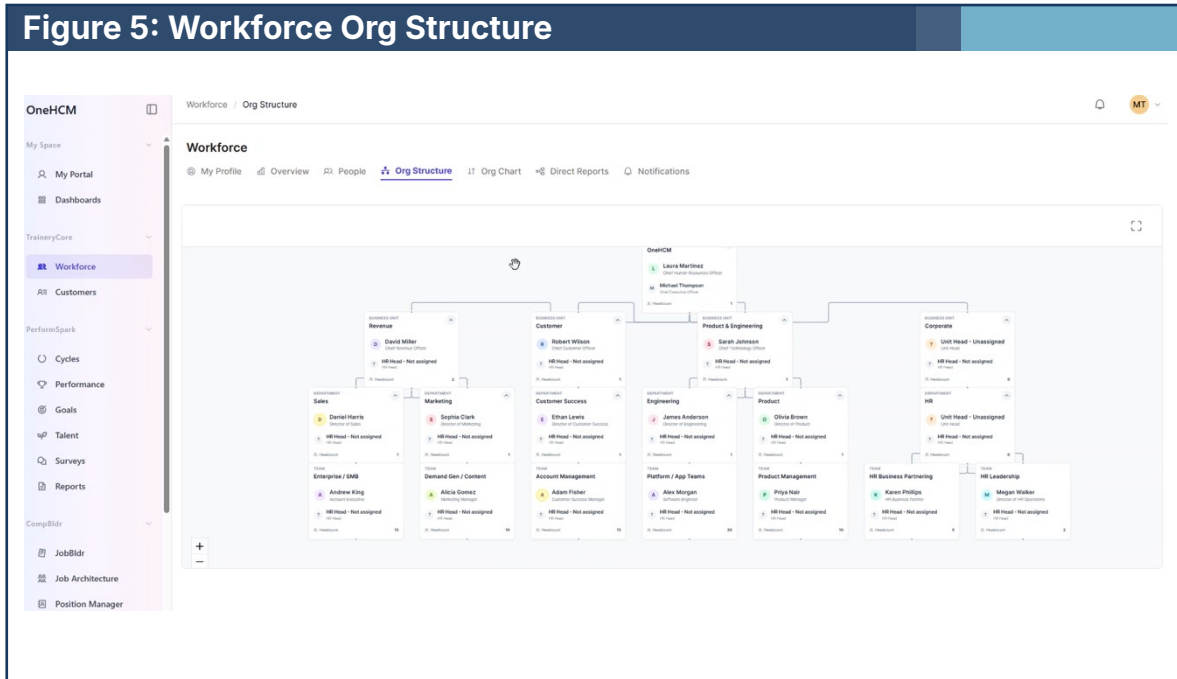


Figure 4: Workforce Overview



Screenshots: Provided by TraineryHCM™

Figure 5: Workforce Org Structure



Analysis by Brandon Hall Group™

Situational Analysis

A Persistent Gap Between Standalone Tools and Full Enterprise Suites

A significant gap in the HCM market has largely been left to point solutions: organizations that have outgrown standalone tools for performance, learning or compensation but aren't ready for the cost and implementation timeline of a full enterprise suite. Most mid-market employers manage these three functions through separate platforms that were never designed to talk to each other, producing data fragmentation, reconciliation overhead, and an inability to connect development investment to business outcomes.

Competitive Pressure Is Building from Every Direction at Once

The competitive set spans several categories at once. Performance-only point solutions compete without native compensation or learning modules. Meanwhile, standalone LMS vendors and enterprise HCM suites are both extending into adjacent territory, HR suites moving downmarket, LMS vendors adding performance features. A connected suite has to win the argument that it beats a best-of-breed stack, against competitors on every side of that stack.

Brandon Hall Group™ Research Confirms the Same Structural Pattern

Brandon Hall Group™ research consistently shows that organizations with progression-oriented, integrated talent management practices outperform those running fragmented stacks across every meaningful workforce metric. A connected architecture spanning performance, learning and compensation directly targets the structural gaps that create that progression gap. What is worth noting for buyers evaluating this category is how that kind of architecture typically comes to exist. Platforms in this space are frequently built through acquisition of previously separate performance, compensation and learning products, unified after the fact rather than designed from a single architecture on day one. That history is worth surfacing during evaluation, since the depth of unification varies significantly by vendor.

Challenges to the Business

Integration Depth Across Acquired Components

In this category, individual modules for performance, compensation and learning frequently originated as separate acquired products before being brought together under one brand. The real test for any unified suite is how deeply the underlying data layer actually connects those modules versus how much integration is happening only at the reporting layer or through shared login and shared branding. Buyers should ask pointed questions about real-time data flow between modules rather than assuming unification because the products share a name.

Incomplete Learning Scope at Competing LMS Platforms

Traditional LMS platforms focus primarily on eLearning delivery, leaving instructor-led training logistics, coaching administration and external learner access largely unaddressed. Organizations that need to extend training to external stakeholders, such as insurance carriers, associations, franchise networks or channel-driven businesses, often find that most learning platforms were not built to grant that kind of external access without a separate environment or compromised content controls.

Disconnected Development Priorities at Point-Solution Competitors

Without a direct link between performance reviews and learning plans, development priorities get set in isolation from actual skill gaps, a known limitation of performance-only tools that do not connect natively to a learning system. Closing that loop requires skill gaps identified during reviews to automatically generate learning requirements, with that same skills data feeding compensation planning, promotion-readiness modeling and career pathing.

Implications for the Business

MARKET OPPORTUNITY



The clearest buyer profile in this category is organizations of roughly 50 to 1,000 employees that have outgrown spread-sheet-based performance management but do not need, or want to pay for, an enterprise HR suite. That same buyer profile typically extends to learning and compensation needs as well.

THE CHALLENGE



Brand awareness in a crowded HCM category, proving that historically separate acquired products are genuinely unified rather than co-branded, and competing simultaneously against performance-only point solutions and downmarket enterprise suites.

COMPETITIVE FRAMING



The relevant comparison set spans performance-only platforms, standalone LMS vendors, and enterprise HCM suites extending into the mid-market. Few competitors cover all three functions natively.

IMPLICATIONS FOR BUYERS



Organizations juggling three or more disconnected HR tools, or those with extended-enterprise training obligations to franchisees, policyholders or channel partners, have a concrete reason to evaluate a connected talent management platform, particularly one with a fast, low-friction onboarding timeline.

Modularity Is a Genuine Advantage, Not Just a Sales Talking Point

Modular flexibility, allowing phased adoption without compromising the integrity of the underlying data layer, is a meaningful advantage for organizations that can't justify a full suite deployment but can't afford to stay fragmented. Buyers should press on how cleanly data continues to flow between modules when only one or two are active, especially for platforms with an acquisition-driven history.

A Human-Centered AI Posture Matters More Than a Flashy One

The market is crowded with platforms claiming transformation while delivering superficial automation. The strongest positioning prioritizes administrative automation where it reduces burden without displacing judgment, keeping humans accountable for reviews and compensation decisions. Security posture, encryption at rest and in transit, and role-based access with audit logging give that kind of AI positioning real infrastructure to stand on rather than leaving it as a marketing claim.

The Extended Enterprise Use Case Is Underleveraged

Support for external stakeholder training, covering policyholders, resellers, channel partners and franchisees, is a genuine differentiator versus platforms scoped only for internal employees, but it is easy for buyers evaluating a learning platform purely as an internal LMS to overlook it entirely.

Fast Time-To-Value Is a Real, Testable Claim

Vendors in this category often claim that most customers complete onboarding and run their first review cycle within one to two weeks, configured by HR without IT involvement. For a buyer group that has been burned by multi-month HR suite implementations, that kind of claim is specific enough to verify directly with reference customers during evaluation.

Questions to be Answered by the Business

- 1.** Are we running learning, performance and compensation on separate platforms, and what is that fragmentation costing us in administrative overhead, data inconsistency and missed workforce intelligence?
- 2.** Does our learning platform support external stakeholder training, including policyholders, resellers or channel partners, or are we managing that separately?
- 3.** Do performance reviews actually drive learning plans, or do they produce documentation that sits disconnected from development?
- 4.** Can our compensation planning incorporate skills data and performance outcomes, or are pay decisions being made in isolation from the development record?
- 5.** How do we adopt AI in talent management without displacing the human judgment that performance and compensation decisions require, and how transparent is that AI layer about the reasoning behind its recommendations?

TraineryHCM as the Answer

TraineryHCM addresses a persistent and underserved problem in the HCM market: organizations that need more than a standalone LMS but aren't ready, or resourced, for a full enterprise suite. The platform sits squarely in that gap, offering integrated learning, performance and compensation capabilities on a shared architecture that doesn't require organizations to transform their entire HR technology stack to get value.



1 One Architecture, No Reconciliation

TraineryCORE™ is the shared data layer anchoring every module. Learning, performance and compensation all operate from a single talent record, eliminating the reconciliation overhead and data inconsistency that accumulate when point solutions are asked to talk to each other. Organizations can deploy one module or all three; the architecture doesn't change and neither does the data integrity.

2 **Extended Enterprise, Purpose-Built**

Most LMS platforms stop at employee training. TraineryLEARN extends to instructor-led training and event management, coaching cohorts, credentialing and the TraineryXchange™ content marketplace. For insurance carriers, associations, franchise networks and channel-driven businesses, the platform supports external stakeholder access natively, with the buying organization retaining full control over relationships and content allocation without a separate environment.

3 **Performance Reviews That Drive Learning**

The Continuous Performance Cycle connects goal-setting, ongoing feedback and formal reviews into a single, repeatable process inside PerformSpark. Skill gaps identified during reviews automatically generate learning plan requirements that populate TraineryLEARN, turning what is typically an administrative event into an operational trigger. Development priorities are set by actual performance data, not by L&D teams working in isolation.

4 **Compensation Connected To Skills And Performance**

CompBldr pulls directly from the same skills and performance data that drives learning plans. That connection enables pay-for-performance workflows, promotion-readiness modeling with budget-impact visibility and skills-based career pathing tied to rewards outcomes. Compensation decisions are made with the full development record in view, not in isolation from it.

5 **AI That Supports Judgment Rather Than Replacing It**

Brandon Hall Group™ is encouraged by TraineryHCM's approach to AI. TrAI prioritizes administrative automation where it reduces burden without displacing judgment, keeps humans accountable for reviews and compensation decisions, and generates cross-pillar workforce insights across PerformSpark, TraineryLEARN and CompBldr without requiring a separate analytics tool. That AI layer runs on AWS infrastructure with AES-256 encryption at rest and TLS 1.3 in transit, giving the platform's AI claims real security infrastructure to stand on.

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Shaping Excellence in the Future of Work

Our Vision

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.

What Organizations Gain

Organizations partner with Brandon Hall Group to:

- Make human capital decisions with greater confidence.
- Reduce risk in workforce transformation and strategic investments.
- Accelerate the execution of HR, talent, leadership and learning initiatives.
- Build organizational capabilities that create lasting business value.
- Learn from proven practices of organizations recognized by the Excellence Awards Program.

Move Forward with Confidence

The Brandon Hall Group Eminence Program brings together the intelligence, guidance and executive collaboration leaders need to navigate today's workforce challenges and prepare for what's next.

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