Vantage mandatory training: August 2026

Demo with fictional data. Vantage is a made-up company, and nobody named or counted here exists.

Report date: 31 August 2026. Prepared by Rami Al Sa'di for Vantage L&D.

This month

78.3% of mandatory training requirements are met, up **4.4 points** from July (73.9%). This is the first real change in six months: from March to July the figure stayed at about 74%. August is the first month after managers received their overdue lists.

	July	August
Compliance	73.9%	78.3%
Requirements overdue	1,002	828
Staff in scope	1,188	1,200
People with nothing overdue	680	727

Coming up

- **54** completions expire within 30 days, **118** within 60 days and **209** within 90 days.
- **83** requirements belong to new joiners who are still inside their grace period. They are not overdue yet.
- Together, **137** requirements fall due in the next 30 days.

By department

All seven departments improved. Three moved more than 5 points.

Department	July	August	Change	Overdue
Logistics	77.2%	80.4%	+3.2	134
Maintenance	77.0%	79.6%	+2.6	161
Finance	76.0%	78.6%	+2.6	59
Operations	72.3%	78.2%	**+5.9**	298
IT	71.2%	76.6%	**+5.4**	64
HSE	72.0%	74.4%	+2.4	46
HR & Admin	66.3%	73.2%	**+6.9**	66

HR & Admin improved the most but is still the lowest. Operations holds more than a third of all overdue requirements (298 of 828).

By course and site

- **Fire Safety** has the most overdue requirements (310) and the lowest rate among the courses taken by all staff (73.4%). It renews every 12 months, so it needs a reminder cycle.
- **Site Safety Induction** is highest at 87.8%. 59% of induction completions in the last 12 months were in Arabic.
- By site, Aqaba is highest (80.7%) and Amman is lowest (75.8%).

Data checks

All 1,305 staff accounts in the LMS are matched to the HR list: 1,283 automatically and 22 confirmed by your HR contact. These need action at the source:

Check	Count	Action
Leavers whose LMS account is still open	60	LMS admin: suspend the accounts
Completion dates typed as 2027	3	LMS admin: correct the dates. They do not count until fixed
Active staff with no LMS account	25	LMS admin: create accounts. All joined 12 to 31 August and are inside their grace period
People with two LMS accounts	40	No action needed. Their completions are combined in the report
New course name: *Fire Safety v3 (pilot)*	12 completions	L&D: confirm it counts as Fire Safety. It is counted that way in this report. Without it, August reads 78.1%

Next steps

1. **Managers:** the Action list page shows every overdue requirement with the person, course and due date. Please send it to managers again this month. Compliance rose in August, the first month after the lists went out.
2. **L&D:** confirm the Fire Safety v3 pilot, and send reminders for the 54 completions that expire in September (37 of them Fire Safety).
3. **LMS admin:** the three fixes in the data checks table.

The September report follows within five working days of the September exports arriving.