

CONSTRUCTION

Construction LMS Buyer Confidence Checklist

Eleven evaluation areas, the questions to ask in each, and a scoring grid so safety, operations, HR, and IT can judge the same shortlist against the same criteria.

11 evaluation areas

29 questions

Score up to 3 vendors

Use before the demo

Most construction training decisions are shaped before a vendor call is booked. This worksheet moves the hard questions to the front of the process, so a demo becomes a verification step instead of a discovery call.

- 1

Fill in up to three vendors across the top of each scoring grid. Keep the same order on every page.
- 2

Work through the eleven areas using only what each vendor publishes openly: website, documentation, support pages, help center, and review sites.
- 3

Score each area 0, 1, or 2 using the key below. Do not credit a vendor for an answer you had to request.
- 4

Circulate the sheet to your safety, operations, HR, and IT stakeholders. Each one should score the areas they own.
- 5

Total the scores on page 6, then bring your three lowest-scoring areas into the demo and ask the vendor to show, not describe, the answer.

SCORING KEY

- 2

Answered clearly and specifically in public materials. A stakeholder could find it alone in under two minutes.
- 1

Partially answered, vague, or buried. Real detail requires a form, a call, or a gated download.
- 0

Not addressed, or the answer raises a new concern.

Why the scoring works this way. How a vendor handles pre-sale information is the cheapest available signal for how it will handle post-sale work. Areas that stay unanswered during evaluation tend to resurface as delays during implementation.

01 Mobile access for field crews

If training needs a laptop, a corporate email, or steady signal, adoption stalls in week two.

- ☐ Can a worker complete assigned training on a phone without a corporate email account?
- ☐ What does a worker do on day one to get in?
- ☐ Is content short enough for a pre-shift window?

SCORE 0-2		
V1	V2	V3

02 Role, crew, and site segmentation

A concrete crew, an electrical sub, and a project engineer do not need the same training.

- ☐ Can training be assigned by role, crew, site, project, and employer type?
- ☐ When a worker moves projects, what updates automatically and what is manual?
- ☐ Can groups be built without maintaining lists by hand?

SCORE 0-2		
V1	V2	V3

03 Subcontractor onboarding

The workflow most platforms handle worst. Ask about it before anything else.

- ☐ How are external workers invited, tracked, and kept separate from employee records?
- ☐ What happens when the same sub returns on a different project six months later?
- ☐ Is there a repeatable invite-and-verify flow, or just account creation?

SCORE 0-2		
V1	V2	V3

04 Employee onboarding and turnover

Seasonal hiring and rehires are normal conditions in construction, not exceptions.

- ☐ How fast can a new hire be assigned and cleared for a site?
- ☐ Is prior training history retained when a worker is rehired?
- ☐ Can onboarding paths differ by trade and site?

SCORE 0-2		
V1	V2	V3

05 Safety and compliance tracking

Completion is not competence. Look for renewals, expirations, and exception visibility.

- ☐ Does the platform track certification expirations and trigger renewals automatically?
- ☐ How far ahead is an expiring credential flagged, and who is notified?
- ☐ Can training be triggered by an incident or a corrective action?

SCORE 0-2		
V1	V2	V3

06 Validation beyond completion

A completion record shows content was delivered, not that a worker is field-ready.

- ☐ Is there an assessment step, and can a supervisor or SME sign off?
- ☐ Is the review recorded alongside the completion for audit purposes?
- ☐ Can sign-off happen in the field, on a phone?

SCORE 0-2		
V1	V2	V3

07 Reporting leaders will open

Ask to see the exception report, not the dashboard.

- ☐ Is there an exception view showing who is missing what, without building a report?
- ☐ Can a superintendent see readiness for only their site, without an admin login?
- ☐ Can audit evidence be exported on demand?

SCORE 0-2		
V1	V2	V3

08 Integrations and data flow

These decide how much manual list maintenance your team inherits.

- ☐ Which HRIS, identity, and credential systems are supported, and what is included?
- ☐ When someone is hired or terminated, how long until the LMS reflects it?
- ☐ Who maintains the connection, and what is custom work?

SCORE 0-2		
V1	V2	V3

09 Implementation and launch plan

A strong answer names milestones, owners, and a date. A weak one names a portal.

- ☐ What does implementation include, how long does it take, and who does the work?
- ☐ Who builds the first learning paths and configures integrations?
- ☐ What are the go-live criteria?

SCORE 0-2		
V1	V2	V3

10 Support and admin capacity

Plan for month four, when the person who ran the rollout has moved on.

- ☐ What are support hours, response expectations, and escalation paths after go-live?
- ☐ Is there a managed or service-backed option if we have no dedicated administrator?
- ☐ How does the platform handle language, literacy, and accessibility differences?

SCORE 0-2		
V1	V2	V3

11 Pricing and security transparency

Enough context to know whether a conversation is worth scheduling.

- ☐ Is there enough pricing context to know this fits the budget range?
- ☐ What does the total look like in year two, after implementation and seasonal headcount shifts?
- ☐ Are security, privacy, and accessibility documents available during evaluation?

SCORE 0-2		
V1	V2	V3

NOTES

Evaluation area	Vendor 1	Vendor 2	Vendor 3
01 Mobile access for field crews			
02 Role, crew, and site segmentation			
03 Subcontractor onboarding			
04 Employee onboarding and turnover			
05 Safety and compliance tracking			
06 Validation beyond completion			
07 Reporting leaders will open			
08 Integrations and data flow			
09 Implementation and launch plan			
10 Support and admin capacity			
11 Pricing and security transparency			
Total out of 22			

17 – 22

DEMO-READY

Most answers are public and specific. Use the demo to verify your three weakest areas.

10 – 16

SEND QUESTIONS FIRST

Send the unanswered areas in writing before scheduling. Compare replies side by side.

Below 10

HIGH FRICTION

Expect the same pattern after signature. Weigh carefully against better-documented options.

NEXT STEP

Bring your three lowest scores to the demo

Ask each vendor to show the answer rather than describe it. If you want to see how Tovuti handles mobile delivery, subcontractor onboarding, and compliance visibility for construction teams, we will walk the same eleven areas with you.

Book a walkthrough