
Beyond completion: Building predictable compliance at scale



Overview

Training compliance protects people, properties and performance. Yet many organizations rely on manual follow-up, passive tracking and disconnected reporting instead of a structured system built to drive completion.

Aspire client data shows a clear pattern: configuration matters. **When due dates are enabled, completion rates improve.** When reinforced with student nudges and supervisor notifications, completion rates rise significantly and training compliance becomes more consistent, more visible and easier to manage across the organization.

Course due dates are the single biggest predictor of compliance in Aspire.

The highest-performing organizations aren't spending hours each week chasing learners and tracking compliance manually. They configure Aspire to create structure, accountability and visibility at scale.

With the right learning technology and structure in place, compliance becomes easier to sustain, easier to monitor and easier to support across departments, roles and locations.

The most successful clients aren't chasing learners. **The system is doing the work for them.**



The cost of chasing compliance

Without a structured compliance model, supervisors spend time tracking down overdue assignments instead of supporting performance. Regional managers step in to escalate gaps across properties. Administrators pull reports, send reminders and reconcile inconsistent data across systems. Training teams are left reacting to gaps rather than managing a repeatable process. This reactive approach creates operational drag and increases compliance risk. Time spent chasing completion pulls attention away from leasing, resident experience and property performance. It also makes it harder to maintain consistent oversight and respond confidently to audits, reviews and policy requirements.

DID YOU KNOW?

Small configuration changes that reinforce accountability can **significantly improve completion rates.**

Compared to using due dates alone, adding student nudges and supervisor notifications increased course completion by nearly 10%. Applying that same approach to learning plans increased completion by 13%.

Data is based on responses collected from Aspire clients in 2026

The due date effect

Aspire measures compliance by comparing active course assignments to active course completions. The difference between sites with and without due dates shows the impact of structure.

Across multiple Aspire sites analyzed over a six-month period, organizations that assigned courses without due dates achieved a 53.8% aggregate completion rate, while those using due dates reached 62.7%, demonstrating the measurable impact of structured deadlines.

That lift reflects a clear shift. Without deadlines, training competes with daily priorities. With deadlines, training becomes an expected part of operations.

Without due dates

53.8%

aggregate completion rate

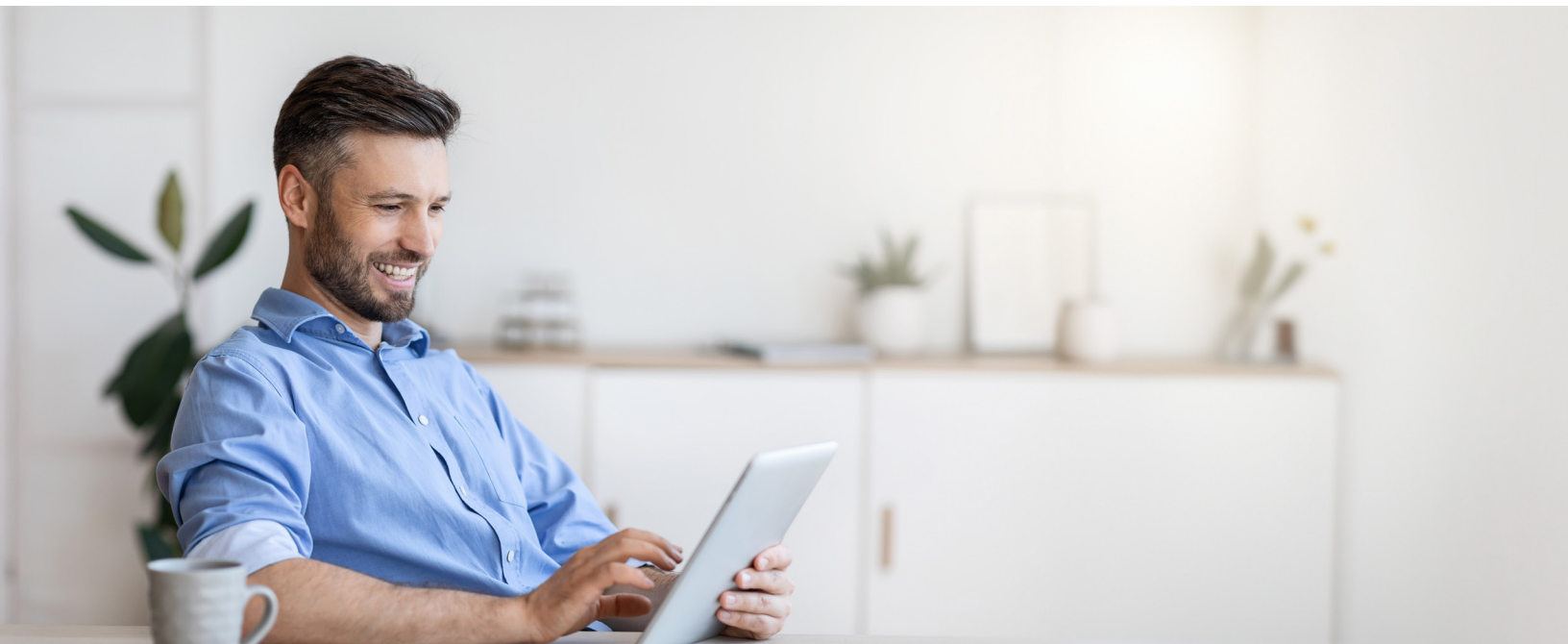
Training competes with daily priorities

With due dates enabled

62.7%

aggregate completion rate

Training becomes an expected part of operations



Why communication matters

Due dates create structure. Timely communication strengthens follow-through.

Student nudges make training easier to act on by linking learners directly to assigned content. Supervisor notifications increase visibility and accountability by keeping managers informed when action is needed. Together, these tools reduce manual follow-up and help keep training on track across teams and departments.














Aspire research showed organizations using due dates and student nudges achieved a 65.4% aggregate completion rate. Those who combined due dates, student nudges and supervisor notifications reached 72.5%. This demonstrates that **layered communication can improve completion performance**. Some organizations boost completion rates even further by incorporating badges, point rewards and other incentives into the learning experience.

“ We've experienced improved compliance using Aspire for different training deliveries and higher engagement.

— Brian Fisher, Director of Transitions and Training, Cushman & Wakefield









Configuration at a glance¹

CONFIGURATION	COMPLETION RATE	RESULT
—		53.8%
 Due dates only		62.7%
  + Student nudges		65.4%
  + Notifications		72.5%
   Learning plans		75.7%

A practical model for training & compliance leaders

Consistent compliance starts with a well-configured learning system.

-  Course due dates create clear expectations
-  Student nudges encourage timely action
-  Supervisor notifications reinforce accountability
-    Learning plan due dates extend that structure across broader training programs

This framework helps organizations move from passive, manual tracking to a more consistent and scalable compliance process.

¹ **Methodology:** Calculations based on learning data from Aspire sites over the past 6 months. Completion rate reflects aggregate active-course completions divided by aggregate active-course assignments for each configuration group.

KEY TAKEAWAY

Due dates improve completion rates.

Nudges and notifications strengthen accountability.

Built-in structure makes compliance easier to manage at scale.

Consistent compliance starts with clear expectations and built-in accountability.

Yardi Aspire helps organizations create a more structured and scalable compliance process through due dates, nudges, notifications and learning plans. When expectations are clear and follow-up is built into the system, teams can improve completion, strengthen accountability and reduce manual effort.

Ready to move from tracking to control? [Book a demo.](#)

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