How Much Does Corporate Language Training Cost? (Per Employee, 2026)

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Quick answer: The cost of corporate language training depends mostly on the format. Self-study courses are the cheapest per learner. Live group classes cost more per hour but split the cost across the group. Private one-on-one coaching is the most expensive. At Lingua Linkup, a team pays **$88 per group hour** (up to 6 learners), **$18 per active learner per month** for self-study, and a one-time **$40 setup fee per learner** for

group lessons. A typical 12-person program with weekly group lessons and self-study comes to about **$82 per employee per month**.

If you're budgeting Spanish for your supervisors or English for your crew, the hard part isn't finding a price. It's comparing apples to apples. This guide breaks down what drives the cost, what each format really includes, a worked example, and the hidden costs to ask about before you sign.

What drives the cost of corporate language training

- **Format:** self-study, live group classes, private lessons, or a mix.
- **Hours per week:** one hour a week is a very different budget from three.
- **Group size:** the more learners per class, the lower the cost per learner, up to the point where people stop getting speaking time. Around 6 is the sweet spot.
- **Customization:** generic courses are cheaper; lessons built around your safety manual, scripts or procedures cost more up front but are what your team actually uses.
- **Industry focus:** medical, legal and construction Spanish need trainers who know the vocabulary.
- **Admin and reporting:** attendance and progress reports for HR, managers or tuition-assistance programs.
- **Contract terms:** long annual commitments vs month-to-month.

Cost by format

Format	How it's priced	Best for	Watch out for
Self-study courses / apps	Per learner per month or per year	Large teams, vocabulary, flexible schedules	Low completion without live practice or accountability

Live group classes	Per group hour or per learner	Speaking practice by role and level, team building	Scheduling across shifts; groups that are too big
Private lessons	Per lesson hour	Executives, client-facing roles, fast results	Highest cost per learner
Blended (group + self-study)	Group hours + per-learner subscription	Most companies: live practice plus daily study between classes	Make sure both parts use the same vocabulary
Custom content	One-time fee per module or course	Safety, procedures and scripts unique to your company	Who owns the content; how long it takes to build

Lingua Linkup team pricing

What	Price	Notes
Live group lessons	$88 per group, per hour	Up to 6 learners per group, grouped by level and role
Self-study courses	$18 per active learner, per month	Every Spanish and English course, on the phone
Group setup	$40 per learner, one time	Placement and organizing groups. Self-study-only teams pay no setup fee
Vocabulary lists for your jobs	Included	Printable lists by role and trade
Custom modules	$400 per module, one time	5 to 12 hours of lessons built from your safety guides, manuals or toolbox talks

Team programs use annual pricing on a month-to-month agreement, billed monthly, so you can add or remove learners any time.

Worked example: 12 employees

A construction company wants Spanish for 12 supervisors: two groups of 6, one hour a week each, plus self-study for everyone.

Item	Math	Cost
Group lessons	2 groups × $88 × 1 hr × ~4.3 weeks	≈ $763 / month
Self-study	12 learners × $18	$216 / month
Monthly total		**≈ $979 / month (about $82 per employee)**
Setup (one time)	12 × $40	$480
Optional custom module	e.g. your fall-protection toolbox talks	$400 one time

Self-study only for the same 12 people would be $216 a month with no setup fee. Try your own numbers in the team cost calculator.

LANGUAGE TRAINING FOR YOUR TEAM

Training a team? Get them speaking on the job

Live group classes plus a self-study course built around your own work words. Book a free 20-minute demo and see how it works.

Book a free team demo

Learning for yourself? Find a tutor →

Hidden costs to ask about

1. **Paid time:** will employees train on the clock? One hour a week for 12 people is 12 paid hours.
2. **No-shows and cancellations:** are missed group sessions still billed?
3. **Minimums:** some providers require a minimum number of seats or months.
4. **Placement tests and reporting:** included, or extra?
5. **Materials and licenses:** books, platform fees, per-course charges.
6. **Custom content:** priced per hour of content, per module, or not offered at all?
7. **Contract length:** can you scale down if a project ends?

How to pay for it

- **Training or L&D budget:** the most common source.
- **Safety budget:** for construction, manufacturing and environmental crews, language training directly supports safety communication.
- **Education assistance programs:** many employers offer tax-advantaged education assistance. See our guide to company education expense programs for language classes, and check details with your tax advisor.
- **Grants and workforce programs:** some states and workforce boards fund incumbent-worker training, including English for employees.

Is it worth it?

Companies usually measure the return in fewer safety incidents and rework, faster onboarding, less reliance on a single bilingual coworker, better customer service in Spanish, and retention. Workers who feel invested in tend to stay. Start small with one or two groups, track attendance and a few practical skills, and expand what works.

Get a quote for your team

Tell us how many people, which roles and what they need to say on the job, and we'll send a one-page plan with pricing and a timeline. Book a 20-minute demo from our Spanish training for companies or English training for companies page. Next read: how to set up language training for your employees.

Frequently asked questions

How much does corporate language training cost per employee?

It depends on the format. With Lingua Linkup, self-study is $18 per learner per month, and a blended program with weekly group lessons (up to 6 per group, $88 per group hour) works out to about $82 per employee per month.

Is group or private language training more cost-effective?

Small groups of 4 to 6 are usually the most cost-effective: everyone gets speaking time and the hourly cost is shared. Private lessons make sense for executives or client-facing roles.

Do companies need a long contract for language training?

Not with us. Team programs use annual pricing on a month-to-month agreement, billed monthly, so you can scale up or down any time.

Can language training be paid with education assistance?

Many employers use education assistance programs for language classes. Check the rules with your tax advisor; see our guide to company education expense programs.

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