

Optimizing License Management and Employee Engagement at Colliers Engineering

How a unified training solution and a comprehensive course library streamlined license management, fostered a learning culture, and developed future leaders



Colliers Engineering & Design Inc., formerly known as Master Consulting, was founded in 1984 with a primary focus on civil engineering, site development, and land surveying. Through its strategic partnership with Colliers, the organization has significantly expanded its service offerings to include architecture, structural engineering, geotechnical and geospatial services, and program & project management.

Today, Colliers Engineering & Design operates across more than 80 locations nationwide, employing over 3,000 professionals. reporting annualized revenue of approximately \$494 million, the company has established itself as a leader in the architecture, engineering, and design industry.

The Challenge

The organization faced challenges due to scattered training efforts, with employees independently seeking courses across various platforms without centralized oversight. This lack of coordination hindered the ability to streamline learning, track course completions, and maintain compliance. They also faced difficulty in identifying accredited courses that fulfilled multiple state licensing and certification requirements.

With dispersed training records, inefficient manual tracking, and limited visibility into learning progress, the need for a centralized, scalable, and seamless solution became of paramount importance.



The Choice

Through its partnership with Vector Solutions, Colliers Engineering & Design identified a critical opportunity to streamline its license renewal and training process. With professionals often licensed in three or more states, it became essential to have a unified view that clearly displays accreditation status, renewal deadlines, and course progress. The solution needed to be accessible and compatible with employees' busy schedules.

For a rapidly scaling organization, Vector's seamless and centralized solution proved to be an ideal fit. Its robust search functionality and comprehensive course library, which offers expert-designed online courses in multiple formats such as live webinars and microlearning content, helped enhance both credibility and compliance. By equipping teams with the knowledge they need, the platform supports ongoing readiness for every challenge that lies ahead.

"People were taking training all over the place. They had to find it on their own. They were going everywhere. They were taking it and then not telling us they were doing it and then trying to track it and find out where it was difficult."

— Kathleen Pearson

Senior Manager, Learning and Development



The Change

The partnership with Vector Solutions brought immediate and long-term benefits to Colliers Engineering & Design's licensure and training processes. Key advantages include:



Integrated Training Access

Vector's content and accreditation features were seamlessly integrated into the LMS, eliminating the need to navigate multiple platforms and streamlining learning across departments.



Clear Licensing Visibility

The robust license search functionality provided real-time insight into CEU requirements across multiple states, helping staff maintain compliance with ease.



Automated Reporting

Manual tracking and fragmented reporting were replaced with automated processes, saving time and increasing financial efficiencies.



Diverse Training Content

Employees at all levels gained access to a wide range of accredited courses, supporting continuing education (CE) requirements, maintaining compliance, and promoting career growth.



Streamlined Onboarding

New hires began training from day one with relevant, impactful content, fostering a proactive learning culture from the start.



Enhanced Engagement

The dynamic learning environment supported both immediate licensure needs and long-term professional development, increasing employee involvement.



Scalable Support

Responsive support and flexible integration options enabled smooth implementation and adaptability as the organization continued to grow.

"By leveraging [Vector Solutions' Comprehensive Course Library alongside its Accreditation Functionality], we have experienced increased cost efficiencies. We're not tracking as much because we don't have to go to a million sources. Keeping everything in one place really helped us save that time. We can print the reports, we can look things up, and we don't have to go everywhere."

— Kathleen Pearson

Senior Manager, Learning and Development

The Conclusion

Implementing Vector's comprehensive course library amplified the organization's scaling efforts to streamline workforce training and professional development. By leveraging accredited courses designed by industry leaders, employees effectively maintained multiple state licensures and followed safety best practices. Designed to meet evolving learner needs, the multi-format online professional development provides employees access to a variety of knowledge across compliance, continuing education, and career growth, making the platform the ideal solution for a forward-thinking organization committed to scalable growth and continuous learning.

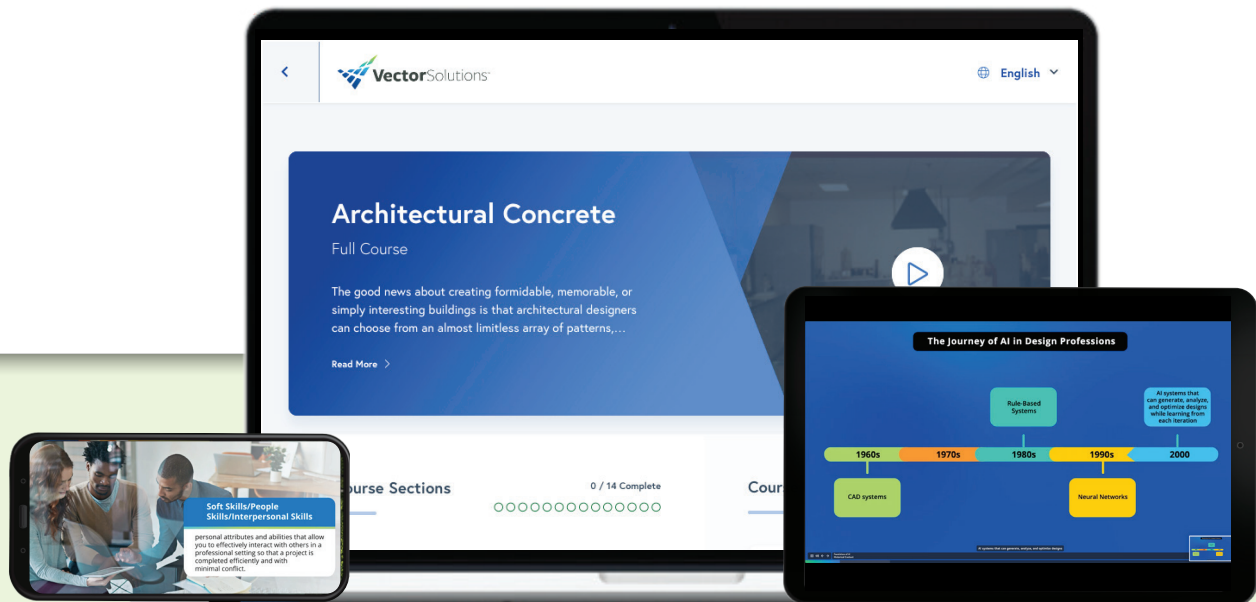
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“The support we get is always extremely valuable. There's always somebody you can reach out to and always get back to you with the answers you need... whether it's an issue with electronic training or a person having an individual issue, [Vector Solutions] teams are always great and get back to us right away.”

— Kathleen Pearson

Senior Manager, Learning and Development





Organizations like Colliers Engineering & Design Inc. have seen real impact through Vector Solutions' Comprehensive Course Library that includes high-quality, role-specific online courses. From continuing education (CE) and professional development hours (PDHs) to foundational safety and advanced job skills, the expert-led, multi-format courses are tailored for the AEC industry's diverse workforce. They effectively engage learners, reinforce standards, and support growth across all functions and experience levels.



Access to 1500+ courses, supporting over 800+ licenses across 50 states.



Courses developed by subject matter experts feature formats such as presentation style, animated 3D graphics, and scenario-based training for enhanced retention.



Enable scalable training across multiple locations and shifts without disrupting operations.



Offer training in 40+ languages to support a diverse workforce.



Regulatory alignment with NFPA, NEC, DOT, EPA, and OSHA standards.



Regularly updated content to maintain alignment with evolving codes and standards.



Support learner flexibility with self-paced modules that can be revisited anytime.

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