CASE STUDY: Flexibility Proves Key to EMJ’s Training Program Success

Company Profile
EMJ delivers a full range of building-industry services, including general contracting, renewable energy construction and safety consulting, and has built 260 million square feet of construction projects across the U.S.

“If your employees need flexibility, a wide variety of content, and support you can call on at any time, I don’t know if there’s a better value than RedVector because it offers all of those things in a really easy-to-use system.”

— Sandra Neal, Learning & Innovation Specialist, EMJ Corporation

The Challenges
With offices in Boston, Chattanooga, Dallas, Sacramento and Tulsa, plus field staff at dozens of job sites, EMJ faced a challenge in providing easily-accessible and relevant training to all staff members. This training would need to include everything from harassment courses to construction-specific skills courses on trades, technology, safety, and more. In addition, EMJ required learning content that would apply to a variety of experience levels – from new college graduates to 30-year industry veterans.

The Solution
When EMJ partnered with RedVector, flexibility was a top priority. RedVector has made it easy for EMJ employees to log in on their own terms, find topics that they find interesting, and take courses that will help them satisfy license renewal requirements. Employees feel empowered to take control of their career path, and they stay energized by embracing new ideas and applying new skills. Younger employees have particularly embraced the RedVector platform.

Managers who have embraced RedVector consider it an essential tool in their employee development arsenal.
They assign training to employees when they recognize that the employee could use improvement in an area, or when they know that the employee is heading to a job site where that skill or knowledge will be important.

EMJ’s operations employees appreciate the breadth and depth of the construction content, and non-operations employees gravitate toward soft skills and software-specific training. Whether construction, office, safety, or a course to aid in quitting smoking, there’s a variety of topics they can choose from.

Results and Next Steps
EMJ has successfully utilized RedVector training for nearly three years. Today, more than 350 employees at five offices across the country take RedVector courses to fulfill license requirements, stay up to date on codes, standards and trending topics, and develop professionally.

EMJ also promotes complimentary RedVector training as a benefit to prospective employees. In an industry where retention is a challenge, EMJ uses RedVector training as a tool that promotes employee confidence and development.

In 2016, EMJ will initiate its first organized effort to actively require employees to utilize RedVector training as part of a specific learning or career path. For instance, if a Project Engineer wants to become a Project Manager, he or she would first need to complete assigned RedVector courses during phase 1 of their training path. During phase 2, they will shift to on-site training, and in phase 3, they will need to execute and demonstrate the skills they learned. RedVector will be a key resource that learners will rely on during the program.