CASE STUDY:
Maser Consulting P.A.
Cuts Costs, Saves Time and Provides Consistent Training and Tracking Company-Wide with RedVector

Company Profile
Maser Consulting P.A.
Multi-discipline Engineering Firm
18 Locations in New Jersey, New York, Pennsylvania, Virginia, Florida, New Mexico, Maryland

“As our central training solution, RedVector has saved us a huge amount of time and money on continuing education. With some employees carrying more than 10 licenses, having the ability to track all of their CEUs is outstanding.”

— Allison Colantuoni, PHR, SHRM-CP, Director of Human Resources/Principal Associate, Maser Consulting P.A.

The Challenges
Maser Consulting P.A. employs a wide variety of licensed professionals, including engineers, surveyors, planners, landscape architects, environmental scientists and others. Just in the last few years, Maser Consulting has spread out into 18 locations in 6 states across the United States.

For Maser Consulting, its biggest training challenges have revolved around costs, geography (with its expanding workforce) and working around billable hours, or the time that can be billed to clients. Ensuring that their professionals completed their required CEUs without taking time away from billable hours became a priority. For that reason, the firm sought a way to provide consistent internal training to all locations, accessible around the clock.

As for the training content, health and safety has been a huge initiative at Maser Consulting. Additionally, technical training in Auto-CAD, Rev-It, Microsoft and other structural software programs has been crucial for its professionals who use these technologies in the field.

Lastly, in addition to technical training, professional development has also become increasingly important at Maser Consulting. Accordingly, the firm set out to secure courses in leadership, time management and other soft skills training.
The Solution
Maser Consulting assessed its training costs and estimated that RedVector eLearning could provide a cost-effective and efficient way to train all employees, versus bringing trainers in-house (to multiple locations) or sending employees to off-site seminars, as it had done in the past.

Maser Consulting teamed up with RedVector to provide the entire online library of 1,500+ courses to approximately 500 licensed and non-licensed employees across the country.

Current employees were able to access courses online, on their own time, while new hires were assigned welcome training on everything from health and safety topics to sexual harassment prevention. RedVector’s HAZWOPER 8-hour refresher course proved especially beneficial for Maser Consulting, as 50 to 60 of its employees required this refresher training annually. In the past, Maser Consulting had to bring someone in-house to lead the training, something that would be increasingly difficult now with the expansion of its offices.

Finally, Maser Consulting employees who held multiple licenses have been able to access renewal deadline information and better maintain and track all CEU completions to meet their deadlines.

Results, Return on Investment
Maser Consulting has estimated saving approximately $42,000 a year with RedVector training. This number does not take into account the time employees have saved not being out of the office (billable time).

In sum, by having RedVector as its central training solution, Maser Consulting has been able to save time and money while improving the consistency of its learning programs and providing its employees a surefire way to fulfill license requirements.

Looking forward, Maser Consulting has plans to work with RedVector to produce company-standard training programs for employees, and has collaborated on ideas to better communicate and promote its RedVector training programs to employees in the future.