



## SUCCESS STORY

# Bringing Knowledge Online

ECS masters efficient, digital employee training with ClearCo

### About the Customer



With over 100 offices and testing facilities spread across the United States, the ECS Group of Companies is a leader in geotechnical, construction materials, environmental, and facilities engineering. In order to provide top-tier consultative engineering services while maintaining the highest standards in safety and compliance, ECS needs to ensure that all employees are properly trained, no matter where they work.

- ECS has almost 3,000 employees in over 100 offices and testing facilities, requiring them to deliver training across a variety of roles.
- They saved \$1500 per employee replacing costly in-person training with comprehensive online learning.
- Custom certifications allow ECS to award continuing education credits to employees and meet strict regulatory requirements.
- Employees are empowered to seek out and suggest individual training for their career path, leading to deeper engagement.

### The Challenge

Before ClearCo Learning, ECS struggled to centralize and streamline their employee training programs. With most training being done in person, course content and delivery could be inconsistent. Tracking was completely manual with sign-in sheets that weren't always completed or could be lost. And the cost, particularly for field workers that had to be transported to a central location, was exorbitant. It became clear ECS needed a powerful, scalable solution to streamline employee learning.

*"We have engineers, administrators, and field employees. Our challenge was not only capturing the training, but getting the training to those that aren't in the office with desktop computers." - Heather Harrington, Director of Training*

**"I feel empowered. Having an LMS in our pocket has really changed things for our team. We're able to get our message across to more employees than ever before, and we're providing them with tools to grow in their careers."**

**Heather Harrington**

Director of Training,  
ECS Group of Companies



**“It gives our employees time back. They’re allowed to take the training at their convenience instead of a particular day and time.”**

**Heather Harrington**

Director of Training,  
ECS Group of Companies

## The Solution

ECS turned to ClearCo Learning to overhaul their training approach. ClearCo’s Learning Management System (LMS) provided a centralized, tech-forward way to deliver engaging online training programs.

Using the LMS, ECS modernized their training delivery by allowing employees to complete lessons remotely, at their convenience, and from any internet-connected device. They can automatically assign training based on employees’ job titles, office, department, or hire date. Additionally, ClearCo’s LMS came equipped with unique customization capabilities, including custom certifications that ECS uses to award employee credentials.

*“We really enjoy the custom certifications that you have. We’re issuing continuing education credit hours with those certifications. It’s also allowed us to expand on our regulatory requirements. We can put on that certification exactly what those regulatory companies need to see.”*  
- Heather Harrington, Director of Training

The LMS also empowered employees by giving them the tools to guide their own professional development. Employees can search for the training they need, helping them build career paths customized to their goals.

*“We are giving our employees a lot more tools. So they can now search for the training that they’re looking for. It’s no longer just what we feel they need.”* - Heather Harrington, Director of Training

## The Results

By transitioning to ClearCo Learning, ECS experienced significant improvements across various aspects of their training program.

- **Cost Savings:** ECS drastically reduced the costs associated with in-person training. The thousands of dollars saved per year on travel for employees and facilitators instantly justified investing in an LMS.
- **Time Efficiency:** Employees gained the flexibility to complete training whenever it suited their schedules. Managers also benefited from automated assignments and improved reporting, streamlining administrative processes.
- **Enhanced Employee Engagement:** Employees were empowered to take initiative, contributing ideas for new training opportunities and accessing content that would benefit their personal and professional development.
- **Improved Compliance and Documentation:** ECS now enjoys seamless tracking and reporting of completed courses, eliminating the risk of misplaced sign-in sheets and ensuring compliance with industry regulations.

With ClearCo’s advanced tools, ECS has transformed employee learning and development. And they can continue to adjust and refine their program thanks to a steady stream of new features and ClearCo’s award-winning support.

## The ClearCo Difference:

**“One of today’s biggest challenges is delivering consistent, high-quality training to an increasingly remote workforce. ClearCo is proud to offer a customizable solution that can provide your employees with the training they need, wherever they are located.”**

**Christine Rose**

Chief Customer Officer,  
ClearCo

