

EMJ Construction Scales Training for Multiple Sites and Remote Workers with Vector Solutions



“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 Vector because it offers all of those things in a really easy-to-use system.”

Sandra Neal

*Learning & Innovation Specialist,
EMJ Corporation*

The Challenge

EMJ Construction offers a full range of building-industry services, with employees in multiple sites and remote employees at dozens of job sites. They wanted to improve the learning resources and support they were offering their employees.

Key challenges included training their dispersed workers; meeting the training needs of all employees, from new college graduates, to experienced veterans with thirty years’ experience, to licensed professionals; and creating training on the large number of topics their employees required.



The Choice

EMJ partnered with Vector Solutions, implementing the Vector Learning Management System (LMS), online AEC training courses, live webinars to meet continuing education requirements, and online credential and license management tools to store licenses, keep track of expiration dates, and more.



The Change

EMJ employees now easily access training no matter where they are. Operations employees appreciate the breadth and depth of the construction courses, while non-operations employees appreciate the soft skills and software-specific training.

Licensed or certified employees now take online courses to meet license renewal requirements—and EMJ benefits by not paying them to travel for this. Employees feel empowered to control their career path, and stay energized by embracing new ideas and applying new skills.

Managers consider Vector Solutions an essential tool in their employee development arsenal. They assign training to employees when 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. And they have used Vector training tools to design and roll-out training as part of specific learning or career paths, helping EMJ close critical skills gaps by upskilling current employees.