



Flipping the Classroom Results in Accessible and Practical Training

Company: Stantec
Founded: 1954
Division: Planning, Engineering, Architecture, Interior Design, Landscape Architecture, Surveying, Environmental Sciences, Project Management, and Project Economics
Location: 230 Locations Across North America and Internationally
Size: 14,000 Employees

Delivering Accessible Training

Delivery of “traditional face-to-face training in a lab-based format” is difficult, says David Spehar, Corporate BIM Leader at Stantec. David is eager to offer users “standardized” technical training, but he finds the main challenge facing Stantec is its “sheer size.” With upwards of 14,000 employees across hundreds of geographic locations, availability of training is vital to Stantec’s employees.

In order to address the challenge of training such a large staff located across so many locations, Stantec teamed with GeT to implement a training program that is “more accessible at a user level,” and actually “scalable to an organization of Stantec’s size,” explains David.

Flipping the Classroom

Working with GeT gave Stantec the opportunity to flip the classroom. David says that his team was excited to embrace an eTraining approach that uses blended learning to “let people learn the basics” first at the convenience of their own “self-paced” schedules before then leveraging Stantec’s in-house experts to execute the more “specialized” instruction.

eTraining Makes Sense

David reflects on how training took place before. Vast amounts of preparation were involved in setting up a process that usually involved a “week’s worth of full immersion training in a lab.” Because it was such an elaborate undertaking, the feasibility of this occurring often was low, and, what is more, this method often wasted “huge amounts of resources,” observes David. Implementing GeT, David continues, is a “more economical solution,” because of wide availability, volume discounts and the virtual environment.



GeT Interactive On-Demand eTraining

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Moreover, users have the added value of putting into immediate practice the foundational concepts they learn through the GeT modules. David also appreciates how the dashboard gives administration a way to track user participation, showing “what modules they’ve completed and when they’ve completed.” Stantec can then target their employees’ training for specific projects, facilitating a stronger project team.

Online Training Program Generates Positive Results

Since implementing a blended learning approach with GeT’s courseware, “we are seeing more offices reaching out and asking for assistance in training, and this has been very positive,” David observes. David believes that this “encouraging trend” of embracing quick and efficient digital training across departments is the result of an effective eTraining program.

To learn more about implementing eTraining in your organization, contact Global eTraining at getstarted@globaletraining.ca



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