



School of PE™

BARGE
DESIGN SOLUTIONS.

PARTNER SUCCESS STORY

How Barge Design Solutions reduced turnover and increased promotions by treating licensure as a benefit

Barge Design Solutions | Multidisciplinary Design and Engineering

THE CHALLENGE

At Barge Design Solutions, getting licensed is the gateway to promotion. Engineers must hold a PE to advance, and that promotion happens automatically once the state registers the license. Before School of PE, support for that journey was fragmented. Barge Design Solutions reimbursed exam fees, but employees were left to prepare on their own, with processes varying by department and no central resource to turn to.

The team knew they needed to establish a fair and centralized program, but for a multidisciplinary firm spanning civil, architecture, environmental, and more, finding a partner with the breadth to serve everyone was challenging.

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"Do it. Do it. Do it. Do it. Your employees will thank you."

Cori Gardner, HR Business Partner, Talent Management Lead, **Barge Design Solutions**



THE SCHOOL OF PE APPROACH

Barge Design Solutions partnered with School of PE to build a licensure prep benefit program. Employees visit the License Lab: a dedicated intranet hub where any employee pursuing licensure or certification can find everything they need in one place. They submit a registration form, get approval from their manager, and School of PE gives them everything they need to prepare and pass their exam.

School of PE stood out in Barge Design Solutions' partner evaluation for one reason: coverage. Where others served one or two disciplines, School of PE covered everyone in Barge Design Solutions' workforce, including engineers, architects, surveyors, and project managers. The partnership launched in fall 2024, and demand for licensure support has surged, with new cohorts added multiple times to keep pace.

THE RESULTS

- ↳ **7% decrease in employee turnover**
- ↳ **38% increase in promotions**
- ↳ **Consistent, positive feedback from employees and managers**

Beyond the numbers, feedback on the program has been consistent and positive. Employees who previously felt overwhelmed by the process now know exactly where to go, what to do, and that the company is behind them. Managers are having career conversations with confidence, and leadership is amplifying the program as proof of the firm's commitment to internal growth.

Ready to make licensure a retention lever?

We can help you design a licensure benefit program to improve employee experience and keep the talent you've worked hard to grow.

[Schedule a Consultation](#)

