



School of PE™

Bowman

PARTNER SUCCESS STORY

How Bowman made pursuing licensure easier for every employee

Bowman | PE, FE, Surveying



THE CHALLENGE

For Bowman, a large consulting firm, professional licensure plays an important role in both career development and firm capability. For most employees at Bowman, earning a Professional Engineer (PE) license is a requirement for advancing into project leadership and management roles.

Bowman had already built a strong culture of supporting licensure through reimbursement programs and internal encouragement. But for employees, navigating the journey to licensure on their own wasn't always easy, especially while balancing a full workload. Bowman's learning and development team wanted to remove this friction and make it easier for more employees to reach this important career milestone.



“The biggest challenge with licensure prep for employees is figuring out how to navigate all of the information and prepare in an effective and organized way. School of PE really helps with that.”

Rinnette Lowder, Learning and Development Program Manager, Bowman

THE SCHOOL OF PE APPROACH

Bowman introduced School of PE as one of the options employees can use for exam preparation, complementing the firm's existing reimbursement program.

In addition to providing students with access to School of PE's award-winning preparation plans, the School of PE team presents regularly at Bowman's Knowledge Exchange Series, an internal learning program that offers Professional Development Hours (PDH) credit. School of PE instructors have led interactive sessions covering topics such as:

- ↳ Exam preparation strategies
- ↳ Study planning and time management
- ↳ Exam-day tips

Finally, Bowman has benefited from the responsiveness of the School of PE team. Whenever employees need additional support, no matter how complex, from specialized tutoring to navigating the application process, the School of PE team is happy to help.

THE OUTCOME

Today, licensure support is embedded in Bowman's professional development framework. PE licensure is incorporated into the firm's career growth tracks and job skills matrices, where it is often required or strongly preferred for employees moving into management roles. School of PE is part of a comprehensive licensure support program that also includes exam fee reimbursement, and FE support for interns and early-career employees.

Bowman boasts a 93% employee pass rate, and many report positive experiences with the program.

For Bowman, the partnership ultimately supports the company's broader goal: helping employees reach their professional goals while strengthening the firm's technical leadership.

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“For us, the customer service aspect has been really important. The School of PE team is always willing to help our employees get the support they need.”

Rinnette Lowder, Learning and Development Program Manager, Bowman

Ready to build your pipeline of licensed engineers?

We can help you design a licensure benefit program that strengthens your capacity, retains your best talent, and improves cost predictability.

[Schedule a Consultation](#)

