



School of PE™



PARTNER SUCCESS STORY

How IMEG Built a Scalable, Data-Driven PE Licensure Program with School of PE

IMEG | FE, PE, FS, and PS



THE CHALLENGE

As a nationwide design engineering consulting firm growing rapidly to ~3,000 employees across 100+ locations, IMEG needed a predictable, repeatable solution to support employee licensure. Previously, the firm had no formal exam-prep program—offering only a small, non-specific continuing-education stipend that fell short of covering study costs. This forced engineers to pay out of pocket or share resources informally, leading many to delay or forgo taking their exams entirely.

Without formal tracking, IMEG leadership lacked visibility into program usage or ROI, while employee engagement surveys revealed consistent frustration around exam support. IMEG's Learning & Development leadership needed a comprehensive, budget-predictable benefit that could scale with the company and eliminate friction for engineers pursuing career progression.

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"School of PE worked with us to tailor the program directly to our internal processes. Despite managing multiple accounts, the relationship consistently feels personalized and attentive."

Alison Wise, Learning & Development, IMEG

THE SCHOOL OF PE APPROACH

IMEG partnered with School of PE to build a structured, multi-discipline licensure benefit covering FE, PE, FS, and PS exams across mechanical, electrical, structural, civil, and surveying tracks:

- ↳ **Tailored Formats & Resource Library:** Employees gain access to comprehensive study materials, with the majority utilizing OnDemand courses to fit their individual schedules, alongside live online session options.
- ↳ **Grassroots Community & Peer Support:** IMEG complemented the prep tools by establishing an internal Microsoft Teams hub where participants form peer study groups so no engineer has to "do it alone."
- ↳ **Collaborative Feedback Loop:** School of PE maintains an active, responsive feedback channel with IMEG leadership, making continuous product updates based directly on participant input.

THE OUTCOME

Since launching in 2023, the partnership has transformed licensure support into IMEG's most sought-after career development resource:

- ↳ **#1 Most-Utilized L&D Benefit:** Despite being one of IMEG's newest offerings, the program quickly became the firm's top-utilized learning benefit, seeing rising application volume with every cycle.
- ↳ **Program Growth:** Supported 134 engineers since inception, with 49 active participants continuously advancing through their exam prep.
- ↳ **Proven Retention Tool:** Replacing unstructured stipends with formal, corporate-supported exam prep validated the difficulty of licensure exams for leadership and established a clear path for employee retention and progression.

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"The grassroots interest and application growth each cycle show how much our team values this program. It's transformed how our engineers approach their prep."

Kyle Kleef, Learning & Development Coordinator, IMEG

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"Licensure exams are notoriously difficult. Having a structured, data-driven partnership gives our leadership visibility into ROI while showing our engineers that we are fully invested in their long-term career growth."

Donna Lough, Director of Learning & Development, IMEG

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.



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