

## **A Career Professional or Worker in a Job. Which Are You?**

*Following is a case study about Aronson Security Group (ASG) and their implementation and use of SecurityCEU.com courses as one of the ways they provide a career to employees.*

Aronson Security Group (ASG) is a leading Security Risk Management Services firm that has a value system that emphasizes organizational strength through:

- Identifying, hiring and retaining the best of the best
- Placing people within roles in a process using technology to help drive performance metrics
- Creating professional disciplines such as:
  - Principal Consultants in Risk, Resilience, Security and Change Management
  - Advanced Integration and Technology Consultants
  - Consulting Engineers
  - Applications Engineers
  - Design Engineers
  - Project and Program Management
- Emphasizing leadership and professional training
- Creating Leadership teams that muster around issues and innovation ideas

The investment has paid off. Aronson is seen as a leader in its field and has grown at a steady rate for 13 years.

Phil Aronson, President and CEO is constantly looking to grow his culture and people. “We believe that people are looking for meaningful work not just a job”, he said. “We want people who care deeply about their role in protecting their community. And we want to do everything we can to grow them professionally. At the end of the day, our people are the business.”

Phil and his executive team are always searching for new tools that can drive performance of their people and processes.

ASG was introduced to SecurityCEU.com through their partnership with PSA Security Network. ASG is a PSA member company and SecurityCEU.com courses are offered to all PSA member companies at a discounted rate.

“The two primary pain points for most organizations like ASG is the time and expense of training”, said Connie Moorhead, President of the CMOOR Group. “The industry needed a new way to grow their people without getting on a plane, taking time off work, and sitting in a classroom. We gave them that model.” SecurityCEU.com allows the employee to take a variety of foundational courses online anytime anywhere. ASG picks up the annual subscriptions saving hundreds if not thousands of dollars per employee, close to a 70% savings over classroom training.



SecurityCEU.com provides other measures of performance as well.

- **Learner Measures:** Learner measures include things such as learning gains and learning performance measures. It is widely accepted that retention rates and knowledge transfer (learner gains) are up to 80% better with eLearning.
- **Course Measures:** These include such things as increased course enrollments, increased course completion rates, and improved satisfaction with a particular course and/or curriculum offerings. SecurityCEU.com not only offers a wide variety of subject matter (IP Networking, IP Video, Access Control, Structured Wiring, Customer Service, Sales, and much more) but all in a self-paced online environment. Students can take our training for 10-15 minutes, leave the course, and when they come back to it they can pick up right where they left off. Business measures include things like a reduction in training time and a reduction in training costs. As mentioned above, both time and costs are reduced with the SecurityCEU.com solution.
- **Business Measures:** SecurityCEU.com serves only the security, fire and life safety industry and has successfully served this market for over 16 years.

ASG is a metrics driven company. One of the key executive dashboards they monitor is Organizational Strength. "We measure our people's performance, but we also measure their professional growth", said Aronson. "Our Human Resources Executive and our Operations leadership worked with SecurityCEU.com to embed our learning objectives for our employees. Although the training content was heavy in access control, IP networking and IP video we also were able to customize user (student) and administrator guides through SecurityCEU.com."

The result was a more rapid enrollment and acceptance rate. ASG has the ability to automatically enroll their people and monitor their progress encouraging them and motivating them in their growth. To date, ASG has enrolled more than 90 employees that have taken over 1,040 courses from SecurityCEU.com.

"Feedback from students has been very positive", said Margaret Soularie, Director of Human Resources for ASG. "We see SecurityCEU.com providing performance improvement and organizational compliance. To measure performance improvement all you need to know is the level of understanding before the training (where knowledge is) and the level it should be at (where knowledge should be). Then once learning is applied to the gap, did we reach our desired goal?"

##

*SecurityCEU.com is the industry's only licensing, compliance and continuing education portal providing over 100 hours of online CEU training for both certifications and licensing. The site also offers a complete Compliance Management System (CMS) that automates, tracks, reports on and offers metrics about security industry licenses. SecurityCEU.com is owned and operated by The CMOOR Group. Known worldwide for their custom online training and industry specific SUTRA Learning Management System (LMS), CMOOR has over 1,500 clients claimed in the security, fire and life safety industry. For more information on CMOOR, please go to <http://www.cmoor.com>. For more information on SecurityCEU.com, please go to <http://www.SecurityCEU.com>.*