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CEU CATALOG

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Future-Proofing with Demountable Walls: Understanding the Environmental & Economic Benefits (HSW)

AIA #APF2024– EXP. 10/18/2027 (HSW)

IDCEC #122323– EXP. 10/31/2026 (HSW-Sustainability)

Course Overview:

Discover how demountable walls can help your clients meet a variety of goals, including future-proofing workplace strategy, lower environmental impacts, and lower up-front and lifetime costs. We will understand how we can adapt our project process to "Live in Beta," ultimately supporting a better user experience, more efficient space optimization, and risk mitigation. We will also dive into new research that examines the environmental impact of demountable walls vs. conventional construction, measured by embodied carbon (or global warming potential) and solid waste disposed. Finally, we will examine demountable wall lifetime costs and learn what tax incentives exist - with a few examples putting the math all together.

Learning Objectives

1. Understand how a Beta Program's project process differs from a typical project process, and its impact on user experience, space optimization, and risk mitigation.
2. Understand Life Cycle Assessment (LCA) and its use in measuring environmental impact.
3. Discuss the comparison between demountable walls and conventional construction regarding embodied carbon and solid waste disposal.
4. Understand the environmental benefits of demountable walls during initial installation versus after multiple reconfigurations.



Managing Workplace Change (HSW)

AIA #MWC2024 (HSW)– EXP. 08/13/2027
IDCEC #121737 (HSW)– EXP. 08/31/2026

Course Overview:

The course answers the questions: ‘what is change, why is change difficult, and how do I develop a workplace change program’. Human behavior impact on perceptions of organizational and workplace change, which may have the potential to cause distress and productivity interruptions. We will provide a foundation for creation of a successful and meaningful change management program.

Learning Objectives

1. Understand the basic concept of Change Management, an important consideration for creating working environments that promote employee inclusiveness, build trust, and foster positive health and welfare through stress reduction.
2. Know why, when and how to apply the principles of change management to the workplace, to all employees feel as though they are supported and considered.
3. Define the key steps to developing and implementing a workplace change program; with the goal of centering the human experience, reducing stress, and fostering positive workplace culture.
4. Understand how to measure success related both to organizational and employee satisfaction factors, and the value of continuous improvement



Digital Equity:

Creating Equity Around Hybrid Collaboration

AIA #DEQ2024 (HSW) – EXP. 05/08/2027
IDCEC #121127 (HSW) – EXP. 05/31/2026

Course Overview:

In hybrid working environments, it is essential to consider experience of both virtual and in-person attendees. Considerations for Digital Equity promote balanced participation, foster inclusiveness, and cultivate innovation by allowing all voices to be heard. This course explores the three aspects of collaboration (people, place, and technology) and introduces opportunities to improve culture, space design, and support systems to drive a more inclusive experience.

Learning Objectives

1. Introduce Digital Equity, an important consideration for creating working environments that allow all employees, remote and in-person, to feel though they are equal participants, fostering positive health and welfare.
2. Describe design considerations for Digital Equity to create environments where all employees feel as though they are supported and considered.
3. Share how psychological safety and empathic design and other cultural permissions can foster inclusiveness and equity among employees in hybrid environments.
4. Discuss ways technology considerations can foster different experiences in the space for different applications and worker types.



Neurodiversity: Space and Design Considerations (HSW)

AIA #ASINEU (HSW) – EXP. 12/14/2026
IDCEC #120188 (HSW) – EXP. 12/31/2025

Course Overview:

Neurodiversity is an appreciation that there are vast differences in the ways our brains process inputs. Discussions about neurodiversity often focus on considerations for cognitive disabilities but may also include considerations for more subtle differences in the way we respond to inputs from the world – inputs like color, sound, smell, and space. Designing for a neurodiverse population involves consideration of sensory integration and the variety of interpretations of inputs for all five senses.

The course will cover the basics of neurodiversity, a consideration that impacts up to 20% of working adults, and ways in which neurodiversity may impact workplace experiences, productivity, and comfort. We will discuss environmental design strategies to welcome and support neurodiversity into workplaces to support health and wellbeing of all occupants.

Learning Objectives

1. Introduce Neurodiversity, an important pillar of Inclusive Design, and explain how our differences in signal processing and learning methods impact our interpretations of the spaces in which we work and collaborate.
2. Describe design considerations for a neurodiverse population to create environments in which all can feel safe and supported..
3. Discuss color theory and how the application of color can foster different experiences in the space for different populations.
4. Share how psychological safety and empathic design and other cultural permissions can aid in navigation and utilization of the space for a neurodiverse workforce.



Trauma Informed Design: Space and Design Considerations (HSW)

AIA #TID2023 (HSW) – EXP. 05/22/2026
IDCEC #118901 (HSW) – EXP. 05/31/2025

Course Overview:

Trauma Informed Design is a pillar of inclusive design that focuses on constructing environments that “promote a sense of calm, safety, dignity, empowerment, and well-being for all occupants”. The goal is to design spaces that minimize the risk of activating individuals, that allow individuals to recover and regulate if needed, and that ultimately foster inclusiveness and empowerment.

Learning Objectives

1. Introduce Trauma Informed Design, an element of Inclusive Design, and explain how trauma experiences can impact our inner understanding and interpretations of the spaces in which we work and collaborate.
2. Describe Trauma Informed Design considerations to dissuade dysregulation responses and create environments in which all can feel safe and supported.
3. Discuss design elements that may allow for reregulation for the different types of dysregulation: flight, fight, freeze, and fawn.
4. Understand that there is a continuum of needs in the office share how psychological safety and empathic design can help to address conflicting requirements

The Future of Sustainable Workplaces (Updated) (HSW)

AIA #FSW (HSW) – EXP. 03/13/2026
IDCEC #118402 (HSW) – EXP. 03/31/2025

Course Overview:

We all know that sustainability is a journey, not a destination. In the workplace, we have made great strides forward with LEED and WELL certified spaces. We have incorporated recycled content, sustainable wood, and product manufacturers have set their sights on “zero” goals. While it may seem we are reaching a sustainability plateau, in truth, we are gearing up for the next climb. This session will focus on our next mountains to climb, including material transparency, embodied carbon, and circularity. Join us as we explore these topics and discuss the future of sustainable workplaces.

Learning Objectives

1. Understand the evolution of sustainable workplaces and what the new and emerging topics of interest are.
2. Define Material Transparency and identify the types of certifications available for building products.
3. Define Embodied Carbon and understand its importance, and how it connects to embodied energy and other similar terms.
4. Describe Circularity and identify the ways to move toward a circular economy.





The Case for Wellness in the Workplace (HSW)

AIA #CFWW2 (HSW) – EXP. 04/14/2026
IDCEC #117488 (HSW) – EXP. 10/31/2026

Course Overview:

Wellbeing is no longer a want, it's a need in office environments. Employers are experiencing major financial setbacks related to health and wellness of their employees. Stakeholders are searching for answers of how to effectively implement these programs into their buildings. This course will discuss how wellness effects employers, what are the wellness factors that affect space and how are programs such as the Well Building Standard making changes in this area.

Learning Objectives

1. Discuss the recent increase in wellness conversations
2. Introduce the business case for wellness programs
3. Discuss elements of a holistic wellness program
4. Discuss real world examples of successful wellness programs



Working Well: Strategies and Context (HSW)

AIA #106218R (HSW) – EXP. 09/05/2026
IDCEC #106218-R2 (HSW) – EXP. 11/30/2025

Course Overview:

Wellness programs have been growing in popularity, in part, due to the significant impacts they can have on workplace health, satisfaction, and ultimately the bottom line. Traditionally, wellness programs focus on individual considerations, however, the built environment can also foster mental and physical wellness. This course will cover the essential elements wellness programs and will give the designer considerations that can foster wellness or well-being in the office. We will discuss strategies to design an environment that holistically considers the health and well-being of occupants. We will also introduce wellness standards for consideration.

Learning Objectives

1. Define wellness and understand how wellness programs are related to occupational safety and ergonomic programs.
2. Outline the essential components to a holistic wellness program.
3. Participants will name the contributors that influence wellness in the workplace and detail design decisions that may positively impact wellness.
4. Contrast and compare wellness standards.



Higher Ed in a World of Change (Updated)

AIA #HEW2023 – EXP. 05/28/2026
IDCEC #118748– EXP. 05/31/2025

Course Overview:

Higher Education is undergoing some significant changes that are in play simultaneously. The make up of students is changing as well as the make up of faculty. Beyond the technological differences between these two factions that we have long discussed, the nature of learning and teaching environments are subsequently evolving and all of these factors are causing us to look at the physical environment to ensure we are planning for these changes. On top of this, a global pandemic occurred, accelerating the changing nature of higher education in numerous ways.

Learning Objectives

1. Identify key changes and drivers with students in higher education today.
2. Review how faculty and staff are being impacted today.
3. Discuss how health, safety and well-being are being addressed on campus.
4. Share thought starters for creating places that support teaching, learning, and overall well-being.



The Evolution of the Healthcare Experience (HSW)

AIA #117320 (HSW) – EXP. 09/27/2025
IDCEC #117320– EXP. 09/30/2026

Course Overview:

This course will share current challenges that the healthcare provider and caregiver endure in their work environments and discuss the importance that respite plays in pursuing a better work experience. We will explore the importance of wellness initiatives and how they can support the overall work experience and how biophilia can have an impact. Lastly, we will study the key elements of achieving a successful patient experience within healthcare environments.

Learning Objectives

1. Better understand the work experience for the healthcare provider and caregiver and the importance that respite plays.
2. Take a look at how wellness initiatives can support the overall work experience.
3. Explore how the patient experience is impacted today and key elements of success.
4. Understand biophilia and its importance to a holistic wellness initiative and the impact on these experiences.



The Administrative Workplace: Balancing the Needs of Many

AIA #ADMIN2024– EXP. 02/05/2027
IDCEC #113619– EXP. 07/31/2025

Course Overview:

Our objective is to share with you what are the shifts that have happened? Why is the administrative workplace in flux? We want to discuss the changes that are impacting all of administration and specifically really dive into real estate costs. We are going to review the impact that the workplace has on faculty and staff today, and we're going to share examples of other universities and colleges and how they've addressed new administrative workplaces they've put into play in the last few years.

Learning Objectives

1. Explore the shifts in administrative workplaces
2. Discuss changes impacting administrative and real estate costs.
3. Review the impact of the workplace on faculty and staff
4. Share examples of how other universities are addressing new workspaces



Understanding the Evolving Role of the Academic Library

AIA #UERAL2– EXP. 02/15/2026
IDCEC #108952-R1– EXP. 05/31/2025

Course Overview:

This course will focus on the trends that are changing the academic library. From evolving students and libraries' needs to designing spaces that promote student engagement and experience. Learn how to create spaces in libraries that will fulfill the expectations of today and will be agile enough for those changing needs of the future.

Learning Objectives

1. Review the changes and challenges underway impacting academic libraries.
2. Explore student and librarian changing experiences.
3. Review student and librarian unique needs and how to bridge the gap.
4. Share design trends for creating library spaces that support student engagement and improve user experience.



Nature of Wood

AIA #NOW2024– EXP. 12/11/2026
IDCEC #103354-2– EXP. 31/12/2025

Course Overview:

The Nature of Wood takes you on a journey from humankind's oldest sustainable resource, the tree, to the warm wood material used to make commercial office furniture. You will learn the nature of wood and how from the tree to veneers your imagination and specification can apply this natural, organic material creatively to your projects. You will learn how the structure of the tree, species attributes, veneer characteristics, veneer cutting methods and matching methods affect the look and quality of the veneer. You will learn what makes high quality lumber and what factors affect lumber. In addition, you will learn about the various substrates and why they are used. Finally you will learn how wood office furniture can contribute to LEED projects.

Learning Objectives

1. Learn the structure of the tree and why that matters in product solutions.
2. Discuss the types of wood and their strengths and weaknesses.
3. Explain differences between different types of veneers and cuts.
4. Understand what creates high quality lumber and what factors can affect lumber.



Work Geometry

AIA #WG2023– EXP. 08/14/2026
IDCEC #112317-R1– EXP. 02/28/2025

Course Overview:

We are going to introduce the idea of work geometry – this concept is about being human centric and productivity centric in our thinking of collaborative and social areas.

We will explore what Work Geometry is and why it is important. The three topics we will dive deeper into are work postures, reducing anxiety, and coordinating product.

Learning Objectives

1. Define Work Geometry
2. Discuss how Work Geometry promotes healthy and productive work postures
3. Examine how selection and placement of product can reduce user anxiety regarding usability
4. Outline best practices for effective coordination between products within the space



Planning for Connection and Collaboration

AIA #116102– EXP. 09/06/2025
IDCEC #116102– EXP. 02/28/2024 (Expired)

Course Overview:

This course will make the case for the investment of time and energy into a much more engaging and informative workplace programming process - much needed in this time of unprecedented change and upheaval in workplace design and the purpose of the office. We will set the stage for why this, why now; and explain the powerful benefits this richer and more involving process has for workers, their managers and leaders, and for the opportunity they have to strengthen their culture, sharpen their self awareness and their understanding of the links between their behaviors, their work patterns and their ability to perform at the highest levels.

Learning Objectives

1. Why using programming/needs analysis as a form of employee engagement is so important as organizations move to hybrid working.
2. What benefits this engagement has in addition to much needed information to inform workplace design.
3. What a simple, virtual, interactive tool can do to quickly and understandably collect the insights and data needed to inform spatial designs.
4. How the insights and information gained from these interactive conversations are then easily translated into those spatial designs; and offer yet another opportunity to engage workers in testing those interpretations.



Agile + Flexibility

AIA #110833– EXP. 03/03/2026
IDCEC #110833-R1– EXP. 02/28/2025

Course Overview:

The word 'agile' is part of many terms used to define the workplace today - agile processes, agile spaces, agile teams, agile work. There are commonalities across them all – flexibility and adaptability for example – but it's important to understand what the word 'agile' means to your client or organization before starting the design process. This course outlines key definitions, and defines specific organizational, spatial, and work setting components that need to be considered when designing an 'agile' workspace.

Learning Objectives

1. Clarify the definitions of agile
2. Learn key components of the 'Agile' process
3. Recognize key factors to consider when designing an agile workspace
4. Identify different spatial and component options that support agile teams and space