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Duane co-founded Red Hot Learning Inc., a learning strategy and development company, eight years ago. His aim was to make learning more engaging, exciting, and effective by using technology in innovative ways. In 2003, he identified games for learning as a viable niche in the training field, and he has gone on to lead and develop highly acclaimed games for many international and national clients, including the EA Game Innovation Lab and the Childrens Hospital of Los Angeles.

Duane's recognized expertise in the strategy, design, and development of simulations and games for learning has resulted in steady and sustained growth for RHL and has set it apart from the other e-learning companies in Atlantic Canada. Duane and other senior RHL team members are regularly asked to provide consulting services and thought leadership at a provincial, national, and international level.