

TRAINCASTER LMS PRESENTS

Training Content Vendor Guidebook

INCLUDES SIDE-BY-SIDE COMPARISON

A GUIDE TO PURCHASING OFF-THE-SHELF TRAINING LIBRARIES



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While it can be daunting to find the content library vendor that will suit the evolving needs of your organization, it's important to remember you are establishing a partnership with the vendor - one that should simplify your training programs and meet your needs, now and in the future.

Many companies provide safety training to their workers using videos – the same videos they've been using for years. So why change now? The goal of safety training is to increase the safety of workers and the workplace. In some ways, safety is a mindset that reflects the company culture. One way to establish safety as a priority in an organization is to offer training courses that engage & empower employees. Online training is a more engaging method because it uses multiple modes of training: narration, animation, film, and interactivity. Watching a video is by nature a passive modality – which means less engagement, which means less retention.

Before you buy a course from a vendor, take the time to learn more about your future online training partner. You're not just licensing a platform or a few training courses: you're partnering with a vendor that will power one of the most visible employee engagement solutions you offer. We've developed this guidebook to assist you in that endeavor.

Vivid Learning Systems

Description

“Vivid is an online safety training company. Making life easier for safety professionals is what we do. With Online Safety Training courses that deliver an effective, memorable training experience, and training software designed for smart simplicity, we help customers protect the workforce and go beyond regulatory requirements.”

Company Focus

Vivid’s focus is online safety training that meets OSHA General Industry training requirements. Their courses are designed to engage workers and optimize the learning experience. Their courses emphasize engagement to increase knowledge retention, which influences safe working behaviors in the workplace. Over time, these behaviors become expectations that keep workers safe.

Cost

You are billed based on the number of employees you are training & the number and type of courses you need. They have 300+ online courses at many different price points – depending on the length, number of learning objectives and complexity of the materials.

Vivid Learning Systems has an easy-to-use pricing tool that gives you an approximate price per trainee per month, as well as estimated annual costs based on a 3 year service agreement. You can find it here:

vividlearningsystems.com/pricing

Courses

Vivid has a comprehensive online safety training course catalog. Vivid tracks updates to OSHA standards and updates courses as needed to ensure ongoing compliance. Beyond compliance courses, Vivid also offers hundreds of training options designed to reinforce safety concepts, including print-friendly supplemental materials like checklists, short safety tip videos, and 5-Minute Courses for refresher training on annual safety requirements.

Their courses are mobile-friendly, and 53 course titles are available in Spanish.

Here are some examples of safety training categories:

- OSHA's General Industry training
- Manufacturing
- Construction
- Electrical Workers (1910.269)
- OSHA 10 & 30
- Mine Safety & Health Administration (MSHA)
- Department of Transportation (DOT) safety standards
- Human Resources (Sexual Harassment, Violence in the Workplace, etc.)
- Environmental Management (Hazardous Waste Management, Stormwater Management, etc.)

Vivid's online safety training courses are available in SCORM and AICC formats – making them compatible with SCORM/AICC compliant learning management systems.

Custom Course Development

Vivid offers custom course development options. They bring expertise in instructional design and digital production to the project, working with you to meet your training goals.

Training vendors often tailor their solutions to meet unique needs of a particular type of business or industry. Whether you're a small tech company in New York or a large multi-national manufacturing company, you should understand for whom each vendor is building its products and services before you purchase content. As I said in the last review, you aren't just licensing a few courses - you are partnering with an organization that will power employee engagement.

Skillsoft

Description

"Skillsoft is the innovative leader in eLearning, online training and talent solutions for an enterprise organization's most valuable resource, its people."

Company Focus

Skillssoft eLearning programs help ensure your staff has the most up-to-date knowledge on your most critical subjects at a fraction of classroom training costs. With our solutions, customers have saved as much as 68 PERCENT over traditional training methods.

Cost

Billed by annual subscription. Pricing information is available via a quote.

Contact the vendor for more information about course, basic and enterprise pricing offerings. They also offer free trial is offered to see if Skillssoft is a good fit for your business.

Courses

Skillssoft offers a robust global course catalog. Skillssoft's eLearning library features more than 7,000 courses, 65,000 videos & 46,000 books. Courses are available in 40+ languages and are SCORM/AICC compliant. Skillssoft also offers single-sign-on and integration with most HR systems.

“We train more professionals than any other company and we are trusted by the world’s leading organizations, including 65 percent of the Fortune 500. At Skillssoft, our mission is to build beautiful technology and engaging content.

Our 165,000+ courses, videos and books are accessed more than 130 million times every month, in 160 countries and 29 languages. With 100% cloud access, anytime, anywhere.” -Skillssoft

The training content is broken down into the following categories:

- Leadership Development
- Business & Management Skills Training
- Digital Transformation
- Digital Skills Training
- Technology, Developer & Certification Solutions
- Compliance Training
- Environmental Health & Safety (EHS) Training

They also offer Regional Sexual Harassment Training Compliance Coverage as follows:

- California (AB 1825, SB 1343)
- NY (State Budget)
- NYC (Stop Sexual Harassment in NYC Act)
- Delaware
- Connecticut
- Maine
- Canada (Ontario, Quebec)
- Title IX

- Global Harassment

From Multi-dimensional Microlearning to rich certification training, SkillSoft has everything you need to ensure that your employees are equipped with the skills they require to perform their tasks at an optimum level and grow further and better as their career progresses.

Custom Course Development

Available. In doing research on websites other than Skillsoft, I was able to ascertain that custom modules can be developed at client request. It is unclear if a custom course can be developed.

Skillsoft is a great choice if you need a full suite of employee learning content (e.g. Workplace Safety, Business Skills, Leadership, Technology & Developer).

BizLibrary

Description

"BizLibrary is a leading provider of online learning for growing organizations. Our award-winning microlearning video library contains more than 7,000 lessons and engages employees of all levels. Our learning technology platform is a

progressive catalyst for achievement. Partnered with our expert Client Success and Technical Support teams, clients are empowered to solve business challenges and impact change within their organizations.."

Company Focus

The BizLibrary Collection includes thousands of high-quality, modern video lessons covering topics important to today's workforce. From business skills to HR compliance and industry specific topics, we've got the content you need to develop your people.

Cost

Contact BizLibrary for more information about course, basic and enterprise pricing offerings. They also offer free demo to see if BizLibrary is a good fit for your business.

Courses

BizLibrary's course catalog includes a Core Skills Library and Specialty Libraries. All courses are SCORM/AICC compliant. BizLibrary uses a variety of formats and styles to meet the learning preferences of the modern workforce. Courses include additional support materials to extend the learning process. Trainings are mobile friendly, enabling anytime, anywhere training.

The bottom line: BizLibrary might be for you if you need many types of training - from soft business skills like business etiquette, ethics, anti-harassment, to workplace safety and sales training. If you can afford to allow employees to browse the catalog to keep up-to-date on their skillset or you want to them to upskill via training, BizLibrary may meet your needs.

The Core Library training content is broken down into the following categories:

- Business Skills
- HR Compliance
- Software
- Leadership & Management
- Workplace Safety
- Sales & Service
- Information Technology

Specialty Libraries include:

- Banking
- Credit Unions
- Mortgage Lending
- eBooks
- Localized

Additionally, BizLibrary releases 1,000+ video lessons each year, keeping the BizLibrary Collection up to date.

Custom Course Development

N/A

The bottom line: BizLibrary might be for you if you need many types of training - from soft business skills like business etiquette, ethics, anti-harassment, to workplace safety and sales training. If you can afford to allow employees to browse the catalog to keep up-to-date on their skillset or you want to them to upskill via training, BizLibrary may meet your needs.

Emtrain

Description

" We believe that healthy workplace culture is the foundation of company performance and employee success. Over the past decade, Emtrain has taken a different path than other companies in our space – instead of offering companies the minimum they need to meet legal requirements, we've developed innovative approaches to changing the behaviors that define workplace culture."

Company Focus

Emtrain built their reputation by offering the most authentic and engaging elearning courses in the market. They've developed new online programs take that learning experience to a new level. Designed for mobile, employees have unprecedented control over when, where, and how they engage. Emtrain is focused on helping you improve workplace culture rather than providing training with the primary goal of meeting compliance requirements. **So even if compliance triggers the training, the program should focus on building skills, changing behavior, and transforming the workplace culture.**

Cost

Emtrain uses an annual subscription pricing model. High quality, reasonably priced content.

Courses

Emtrain's offerings include comprehensive, web-based courses as well as microlessons - a library of video-based lessons that allows you

For over a decade we've been experimenting with innovative approaches to compliance training that move beyond checking-the-box, to actually change the behaviors that cause legal and reputational risk. With an expanded team of learning, technology, and workforce experts, Emtrain is launching a new suite of content and technology products designed to revolutionize compliance training—giving you powerful tools to engage, understand, and influence your workplace culture.

to keep the conversation going with 3-5 minute blasts that can address a single timely topic or an easily assembled multi-topic campaign.

Emtrain offers training on the following topics:

- Workplace Sexual Harassment
- Workplace Culture
- Code of Conduct/Ethics
- Diversity & Inclusion
- Unconscious Bias
- FCPA & Anti-Bribery

Custom Course Development

N/A

The bottom line: Acting respectfully and preventing sexual harassment, bias or ethical mishaps takes deliberate, practiced skill. Emtrain takes a different approach: using a combination of technology and innovative training content to improve workplace culture. So if you are looking for compliance training content and price is your primary decision criteria, Emtrain is a great choice as they offer competitive pricing and high quality training content. Emtrain is also a woman-led business.

Side-By-Side Vendor Comparison

	Vivid Learning Systems	Skillsoft	BizLibrary	Emtrain
Company Focus	<p>Online safety training that meets OSHA General Industry training requirements. Courses are designed to engage/optimize the learning experience. Courses emphasize knowledge retention to promote safe working behaviors in the workplace.</p>	<p>eLearning programs help ensure staff has the most up-to-date knowledge on the most critical subjects at a fraction of classroom training costs.</p>	<p>Course library includes thousands of high-quality, modern video lessons covering topics important to today's workforce, from business skills to HR compliance and industry specific topics.</p>	<p>Innovative approaches to changing the behaviors that define workplace culture. Emtrain offers compliance training that moves beyond checking-the-box, to actually change the behaviors that cause legal and reputational risk.</p>

Languages Available	English, 53 Courses in Spanish	20+ Languages	English	English, Spanish, French, Portuguese, Chinese, Japanese
Main Course Formats	Video (includes supplemental materials and micro-learning videos)	Video	Video	Video/HTML5
Mobile Friendly	✓	✓	✓	✓
SCORM/AICC Compliant	✓	✓	✓	✓
Key Course Topics	OSHA's General Industry training, Manufacturing,	Leadership Development, Business & Management	Business Skills, HR Compliance, Software,	Ethics, Code of Conduct, Harassment &

	<p>Construction, Electrical Workers (1910.269), OSHA 10 & 30, Mine Safety & Health Administration (MSHA), Department of Transportation (DOT) safety standards, Human Resources (Sexual Harassment, Violence in the Workplace, etc.), Environmental Management (Hazardous Waste Management, Stormwater Management, etc.)</p>	<p>Skills Training, Digital Transformation, Digital Skills Training, Technology, Developer & Certification Solutions, Compliance Training, Environmental Health & Safety (EHS) Training</p>	<p>Leadership & Management, Workplace Safety, Sales & Service, Information Technology</p>	<p>Discrimination Prevention, Diversity & Inclusion, Privacy & Data Security</p>
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Sexual Harassment Compliance Training	California Sexual Harassment for Supervisors: A.B. 1825 & A.B. 2053	California (AB 1825, SB 1343) NY (State Budget) NYC (Stop Sexual Harassment in NYC Act) Delaware Connecticut Maine Canada (Ontario, Quebec) Title IX Global Harassment	California AB1825/AB2053 Connecticut Maine	California (AB 1825, SB 1343) NY (State Budget) NYC (Stop Sexual Harassment in NYC Act) Delaware Connecticut Maine Canada (Ontario, Quebec)
Pricing Model	You are billed based on the number of employees you are training & the number and type of courses you need.	Annual Subscription, Custom Builds	Contact BizLibrary for more information about course, basic and enterprise pricing offerings.	Annual Subscription

Free Demo	Course preview is offered.			
Target Audience	Enterprise, SMB	Enterprise, SMB	Small-Mid Size Business	Small-Mid Size Business
Capterra	No reviews.	4/5 Overall 4/5 Ease of Use 4/5 Customer Service	4.5/5 Overall 4.5/5 Ease of Use 4.5/5 Customer Service	3.5/5 Overall 4/5 Ease of Use 1/5 Customer Service
G2	No reviews.	4.1/5 Overall	4.5/5 Overall	4/5 Overall
Best For	Companies that require safety training & refresher courses for regulatory compliance.	Companies that need a full suite of employee learning content (e.g. Workplace Safety, Business Skills,	Companies that have diverse training requirements - from soft business skills like business etiquette,	if you're a small to mid size business that's looking for high quality,

		Leadership, Technology & Developer).	ethics, anti-harassment, to workplace safety and sales training.	but reasonably priced training content. if you want to support a women-led business.
Contact Phone #	1-800-956-0333	1-866-757-3177	1-888-315-8707	1-800-242-6099
In Business Since	1995	1998	1996	2006
Website	vividlearningsystems.com	skillsoft.com	bizlibrary.com	emtrain.com

Additional Resources & References

General: [BizLibrary.com](https://bizlibrary.com)

Course Catalogs: bizlibrary.com/products/content-libraries/

General: emtrain.com

Programs/Catalogs: emtrain.com/products/programs/

General: skillsoft.com

Course Catalog: skillsoft.com/catalog/

General: vividlearningsystems.com

Course Catalog: vividlearningsystems.com/courses

Pricing: vividlearningsystems.com/pricing

Custom Training: vividlearningsystems.com/solutions/custom-training

More Tools: vividlearningsystems.com/safety-toolbox