



“We have been able to provide easy access, relevant and useful training tools for professional development.”

Tiffany A. Green, Vice President of Professional Development

## Building Career Paths from Within

At FedBid, 60% of employees start in entry-level positions. In fact, many of their employees started out as interns and worked their way up.

FedBid is a fully managed online marketplace that helps federal, state and local governments, businesses and educational institutions buy the quality goods and services they need, saving money and time, while also reducing risk.

FedBid is focused on creating development opportunities and promotions for their employees. Since many of their employees start in entry-level positions, FedBid is constantly adapting to new generational needs and processes. The organization needed to make sure they had the best and most skilled employees possible.

**“Our employees are eager for training and development opportunities, and our leadership team is committed to meeting that demand.”**

## Implementation

An employee survey at FedBid showed that online video training was a preferred method among employees. BizLibrary offered a unique solution that was a perfect fit for the training and development FedBid wanted to provide.

BizLibrary worked with each one of the department managers at FedBid to better assess their business problems and suggest solutions.

Before officially launching the program, show-and-tell sessions were held at FedBid to ensure all employees were familiar and comfortable with the program.

## A Customized Curriculum

To implement the BizLibrary program, FedBid managers met with employees in each department and worked together to determine areas of improvement and what courses would be the most appropriate.

Also, annual performance evaluations at FedBid helped determine skill gaps in employees. The solution? A customized selection of BizLibrary courses for each department, in a variety of formats, and accessible from any device.

**“We created a role-based curriculum to provide condensed lists of courses.”**



### Employee Size

250-999

### Industry

Professional Services

### Products Utilized

The BizLibrary Collection and Content Management

FedBid, Inc. is an online fully-managed marketplace that is transforming the way government agencies, educational institutions and commercial businesses buy the goods and services they need, while saving time and money.

Creating greater access to contracting opportunities for sellers – particularly small businesses – FedBid increases competition and provides buyers with a quality-focused e-commerce purchasing solution.

[www.fedbid.com](http://www.fedbid.com)

With the help of their BizLibrary Client Success Consultant, various course curricula were developed containing a variety of courses that focused on the skills employees needed to be successful in their jobs at FedBid and strengthen their career opportunities. Some courses were required, while others were strongly recommended.

## Program Results

Since the implementation of the BizLibrary program, the FedBid learning program has helped improve the communication process across departments, more effectively engage their employees and build core career skills.

**“We have made sure that courses include real-life scenarios and applications to our employees’ day-to-day work needs and experiences.”**

Overall, the program has changed FedBid into a more effective and confident organization.

## About BizLibrary

BizLibrary is a leading provider of online employee training and eLearning solutions. The BizLibrary Collection is our award-winning content collection, and contains thousands of online videos and eLearning courses covering every business training topic, including: communication skills, leadership and management, sales and customer service, compliance training, desktop computer skills, and more.

The BizLibrary Collection can be accessed online through BizLibrary’s Learning Management System (LMS) or through any third-party LMS. Technology solutions include: BizLibrary’s Learning Portal, Content Management System, LMS and BizLibrary Mobile App to help clients improve and manage employee learning across the entire organization. Learn more at [www.bizlibrary.com](http://www.bizlibrary.com).

### Program Results

- 100% program participation rate
- Improved management skills
- Overall increase in confidence among employees
- Improved presentation skills
- Improved communication across departments