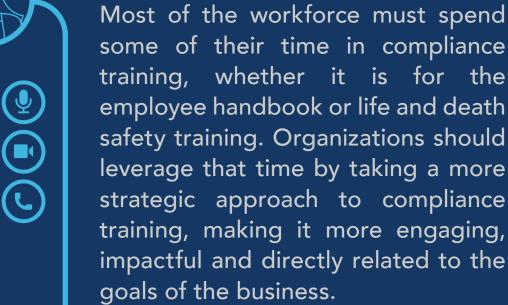


COMPLIANCE TRAINING:





3% **CURRENT** 12% **STATE** Completely **Effectiveness of** compliance training 36% in helping to achieve business goals 41% Not at all 4 72% of companies are currently working to make compliance training

more strategic.

59% 50%

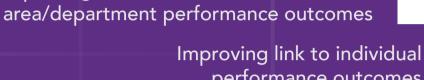
compliance training more strategic

Steps being taken to make

45%

39%

39%



Improving link to business

performance outcomes

performance outcomes Improving link to corporate

Improving link to personal and professional development of employees

citizenship and accountability

Rewarding, recognizing and advancing employees

16%



It can be challenging to re-imagine

Top challenges to strategic compliance training We don't have the time.

We don't have the right technology.

37%

45%

compliance training.



Much of the existing content has been around for years, built around a static, classroom approach.

COMPLEXITIES

Additionally, there is reluctance from organizations to make changes that could affect them from a regulatory, certification or safety standpoint. But to achieve results, it must become a priority across

the organization. What would help to make compliance training more strategic?

83%

83%

98%

94%

Having the organization make it

Having executive leadership

make it a priority

a priority



Companies may be able to check the box for compliance training completion but there is little engagement among learners, no link to the business and a strong likelihood that people are failing to adopt the required behaviors and skills once the training is over.

Does the organization (C-Suite, business leaders, etc.) see compliance training as strategic?

Organizations that say their

or very effective in helping

compliance training is effective

achieve business goals are far

more likely to be focused on

more strategic outcomes.

compliance training with specific performance and business outcomes? Can we make compliance training

Are we able to align

contextual? Are we applying learning and brain-science principles

more personalized and

to the compliance learning experience? Are we employing a variety of tools and

compliance training?

modalities in

Provide a safe work environment.

Meet regulatory requirements.

93% 78% Avoid/mitigate risk. 85% 90% Drive business performance. 80% 46% Corporate citizenship and accountability 76% 69% Advance employee development. 64% 22% Positioning as a learning-focused organization 59% 27% Create opportunities for employee advancement. 49% 17%

Five Critical Questions to Consider BRANDON

> Five Strategies to Improve the Learning Strategy Provide context around the compliance training.

Employ a wider variety of tools and modalities.

Leverage neuro- and cognitive science.

Recognize compliance training achievements. Use a variety of outcomes to measure compliance training.

Source: 2020 Brandon Hall Group Compliance Training Study

HALL

GROUP