6 Questions to Ask When Choosing Compliance Training

Choosing the right compliance training is an important decision. But how do you decide who will provide the best return on your training investment, meet your compliance program goals and support your organization's long-term success? For the answer, ask 6 questions to determine compliance training effectiveness.

Is training current with the legal and regulatory compliance requirements affecting your organization?

It's critical for compliance training to be up to date on laws and regulations so employees understand how to adhere to the latest requirements. By ensuring employees are aware of their compliance responsibilities and the policies and procedures in place, compliance training empowers employees to make informed decisions to keep an organization legal and compliant.

Is training behavior-based, interactive and available in an employee's preferred language?

A well-designed training program educates employees about the consequences of non-compliance to help identify and mitigate potential risks, which can include legal actions, reputational damage, fines and penalties, and even criminal charges. Providing an interactive training format that employees don't just watch, but participate in, improves retention and behavioral change. And be sure training is available in an employee's preferred language, so nothing gets lost in translation.

Help your team make good choices

Train your team on topics to set expectations and promote appropriate behaviors, like:
- Code of Conduct
- Preventing Discrimination and Harassment
- Bystander Intervention

Is training modern, with 24/7 mobile-optimized access?

Whether it's news, entertainment or eLearning, employees consume content through online devices. Effective training should be mobile-optimized and powered by smart technology to accommodate busy, interruption-prone schedules. Learners should be able to take training from anywhere and pick back up where they left off, on any connected device. Training content should be presented in a modern format that includes real-world scenarios, animated knowledge checks and fun challenges to keep employees engaged.

Can training be customized to your organization's industry, brand, policies and job risks?

The US Department of Justice says a well-designed compliance program should be tailored to reflect the realities of the workplace. Training that can be quickly and affordably customized to your organization, as well as its unique brand and risks, creates a more powerful, relatable and lasting training experience for learners.

Is there specific training for managers?

Managers and employees have different responsibilities, and thus require different training. Ensure compliance training covers the responsibilities of managers and first-line supervisors to address and report misconduct and demonstrate ethical and inclusive behavior in their everyday interactions and decisions.

Is training regularly refreshed so employees don't have to watch reruns?

Training content needs to stay fresh so employees don't become bored taking the same course year after year.

Set your managers up for success

Today's complex workplace requires managers to have a thorough understanding of employment laws like:

- Americans with Disabilities Act
- Family Medical Leave Act
- Fair Labor Standards Act
- Handling Reasonable Accommodations

We're your one-stop source for compliance training!

Ethico has teamed with Traliant, the industry leader in compliance training, to become your one-stop eLearning source for building an ethical, inclusive and safe workplace environment. Traliant combines in-house legal expertise with modern, emotionally engaging course design to redefine compliance training experiences.

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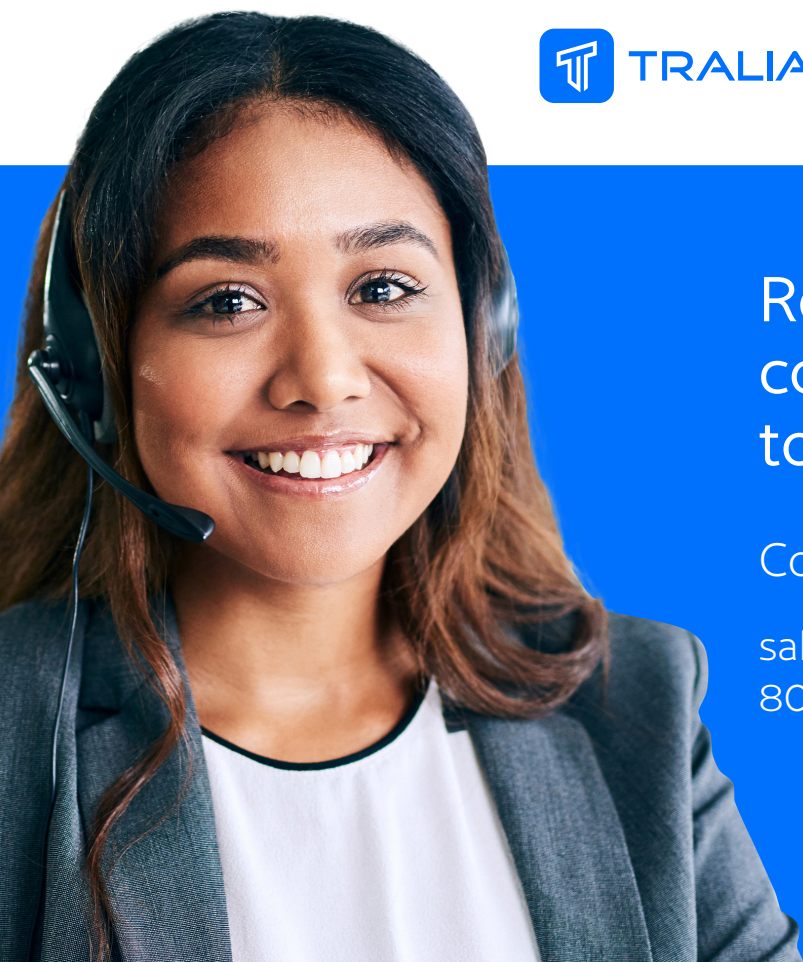
Ready to take your compliance training to the next level?

Contact our team to learn more:

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