



## **The Benefits of E-Learning for Workplace Compliance.**

### **Learn How Our New E-Learning Program Meets and Can Establish a Winning Risk Management Strategy**

#### **Benefits of Compliance Training**

Often companies will fail to recognize the many advantages of compliance training. Instead, they only concentrate on avoiding the consequences and penalties of non-compliance.

Good compliance training can show Employers and professionals how their training can impact their company in terms of “good faith defense” by establishing compliance initiatives. These factors are very significant when it comes to establishing an effective risk management strategy.



#### **Compliance Statistics**

63% of organizations believe their compliance program helps reduce legal costs, fines, litigation, and resolution time.

While organizations pay an average of \$10,000 in regulatory costs annually per employee, non-compliance leads to over \$5 million in business disruption losses including operational disruptions.

Non-compliance can do some serious damage to a company. In the worst-case scenario, destroy it.

But, it is essential to look at the big picture and focus on the benefits that compliance training brings to the table.

#### **Good Faith Defense and Good Faith Efforts.**

Employers and Professionals Can Impact the Results of Audits By Establishing Compliance Initiatives. Compliance initiatives can be the

“Good Faith Defense”-is what auditors look for when they conduct audits at companies. They look for several factors during an audit as identified below:

- Administrative errors

- Willful/intentional violations
- Chronic violations
- Other workplace fines, penalties, and criminal sanctions

These factors can determine the amount of penalties, level of penalties, and fines based on the company's compliance efforts or lack of those efforts. This risk management strategy can be a huge benefit for Employers and professionals especially when it comes to all the compliance e-learning training we will offer as part of our new E-Learning initiative.

Good Faith Efforts/Initiatives- Auditors look for the factors below when making the decisions to assess fines and penalties. The following factors are considered when assessing the Company's compliance efforts.

- Compliance Training for employees and managers. This includes compliance webinars and payment by the Company or reimbursement by the company.
- Certificate of attendance for training (this includes an attendance list that is saved to confirm the date, time, trainer, and attendees)
- Compliance policies to establish a consistent company policy and procedure
- Updates on employee handbook policies to include the consistent importance of following compliance efforts



Employers and professionals should take "Good Faith Efforts" as a top priority resource to reduce fines and penalties and establish a "Good Line of Defense" as an effective risk management strategy.

### **What is eLearning?**

The term eLearning (aka electronic learning) describes the delivery of learning, training, and development through digital means. This means resources and assessments are administered through computers, tablets, and even phones, offering users anytime, anywhere access to learning, often even without an internet connection.

Compliance training is more than a checkbox for businesses; it's a critical step in ensuring that teams are up-to-date with legal standards and company ethics. Traditionally, this training has been a mix of in-person sessions and hefty manuals, often resulting in a less-than-ideal uptake of crucial information.



The effectiveness of training, especially in compliance, is critical. It's not enough to provide the information; it must be absorbed and applied. This is where traditional

methods often fall short. They need more engagement and practical relevance than modern workforces require for genuine understanding and implementation.

Compliance training has always been a critical component of any organization's employee engagement framework. It educates employees about the necessary legal, ethical, and operational standards they are required to adhere to in their daily work.

## **Benefits of E-Learning**

### **Prevents Non-Compliance**

Finally, having the Equal Employment Opportunity Commission (EEOC), Department of Labor (DOL), Department of Homeland Security (DHS), and OSHA, compliance training E-Learning reduces your risk of non-compliance. Workplace compliance is also critical for HR professionals, managers, supervisors, and other professionals to expand the compliance team which is responsible for managing all the regulations. makes it easy to track which employees have completed their training, when they last completed their compliance training, and more.

To make sure you are always legally compliant, you should move your compliance training online!

### **Reduced risk of non-compliance.**

One of the most important benefits of compliance training is that it's a cost-effective way to reduce the risk of non-compliance.

Most legal violations that occur within businesses are preventable. Compliance training helps you develop policies and procedures that make sure your business stays in line with industry regulations.

By encouraging employees to learn about their responsibilities and helping them understand how to comply with those responsibilities, you help ensure that they will take that knowledge and apply it in their day-to-day activities.

Doing so will save time and money down the road—and will keep your customers and employees safer than ever before.

### **Less Expensive**

Another huge benefit of moving your compliance training E-Learning is that it can be less expensive for your organization. Creating your learning content can be very time-consuming and difficult.

However, E-Learning compliance training makes it easier and less expensive to create digital resources that are useful for your employees. This also makes it easier to update your training as your organization faces change.

Finally, you will save more money in the long run by creating more productive employees. While compliance training may take a few hours out of your busy schedule, it will help your employees become better at their jobs.

### **Convenient Learning**

One of the biggest benefits of moving compliance training to E-Learning is that it provides a more convenient way for your employees to learn about company policies.

Rather than taking time to schedule an in-person training during a busy workday, your employees can choose when they want to complete their training. As long as they meet the deadline, they are free to learn at their own speed!

This is also something that results in more effective learning. When you have an in-person lecture, it can be difficult for some of your employees to learn at the same speed as others. They may not feel comfortable asking questions, so they will not be as engaged in the lesson.

With E-learning, they can learn at their speed and get their questions answered.

### **Easier to Track & Automate Progress**

E-learning courses are also much easier to manage. Our system not only tracks the e-learning training, it also provides digital products, customized training topics, and other benefits.

This automation makes it easier for your employees to manage their progress and will confirm training attended.

E-learning platforms also allow you to measure and track the performance of your compliance course. You can see what aspects are working and what parts need to be changed without having to rely on employee feedback.

This also makes it easier for you to gather data to help you improve your training materials in the future. With this new data, you will create better compliance courses that will make a difference for your employees.

### **Allows for Remote Learning**

When you use an E-Learning course for compliance training, it also allows your employees to learn offsite. To make your organization more functional and efficient, it must function in multiple environments.

By having your E-Learning compliance training course, your employees can be trained online, regardless of whether they work in the field, at home, or anywhere else. Plus, those who frequently attend work conferences or are away on business can use this offsite learning to stay legally compliant.

With E-Learning compliance training, you can provide your training anytime and anywhere. This makes it a perfect solution for busy employees, as you will not have to take them away from work to complete the training.

We are offering this E-learning program to Employers and professionals as a subscription membership model.