think learning

Encouraging compliance in your LMS

How to make compliance less click and tick

Foreword

Compliance is a mandatory part of a role, and is particularly strict in regulated industries like healthcare and hospitality.

But getting it right can save your LMS admins and HR team an admin headache. With less room for human error, and simple reporting, you can make compliance less 'click and tick'.

Keep reading to learn more about compliance and how the right learning solution can help rejuventate your compliance strategy.

Shaun Wilde
CEO, Think Learning

What's in this guide?

Introduction

Compliance is a must for many companies, but it's also a big challenge.

Ensuring engagement in compliance training is key. But how can L&D leaders make compliance more than a 'click and tick' project?

40% of companies rate their compliance programs as basic or reactive. So how can you strive to better engage your employees in their learning?

Keep reading to find out.

What is compliance?

Certain industries and organisations have regulatory policies and practices they have to abide by.

Whether that's health and safety courses for a warehouse worker, or completing revalidation as part of being a clinical professional, there are courses and policies your team need to do in order to:

- Ensure safety
- Minimise insurance costs
- Achieve proficiency

The challenges

Chances are, you're facing a few of these challenges listed below and you wouldn't be the only one.

🔨 Manual

You have to manually check and chase employees to complete their training.

❌ Human error

If compliance courses are missed, it results in poorer job knowledge and potential safety concerns.

📊 Poor reporting

In order to get the right statistics, you need to manually pull reports which is time-consuming.

👎 Low engagement

Compliance isn't always fun and so on average, engagement tends to be less too.

So, what's the solution?

Compliance is never going to be popular.

But it's always going to be mandatory. And while you can't make the topics more interesting, you can work on

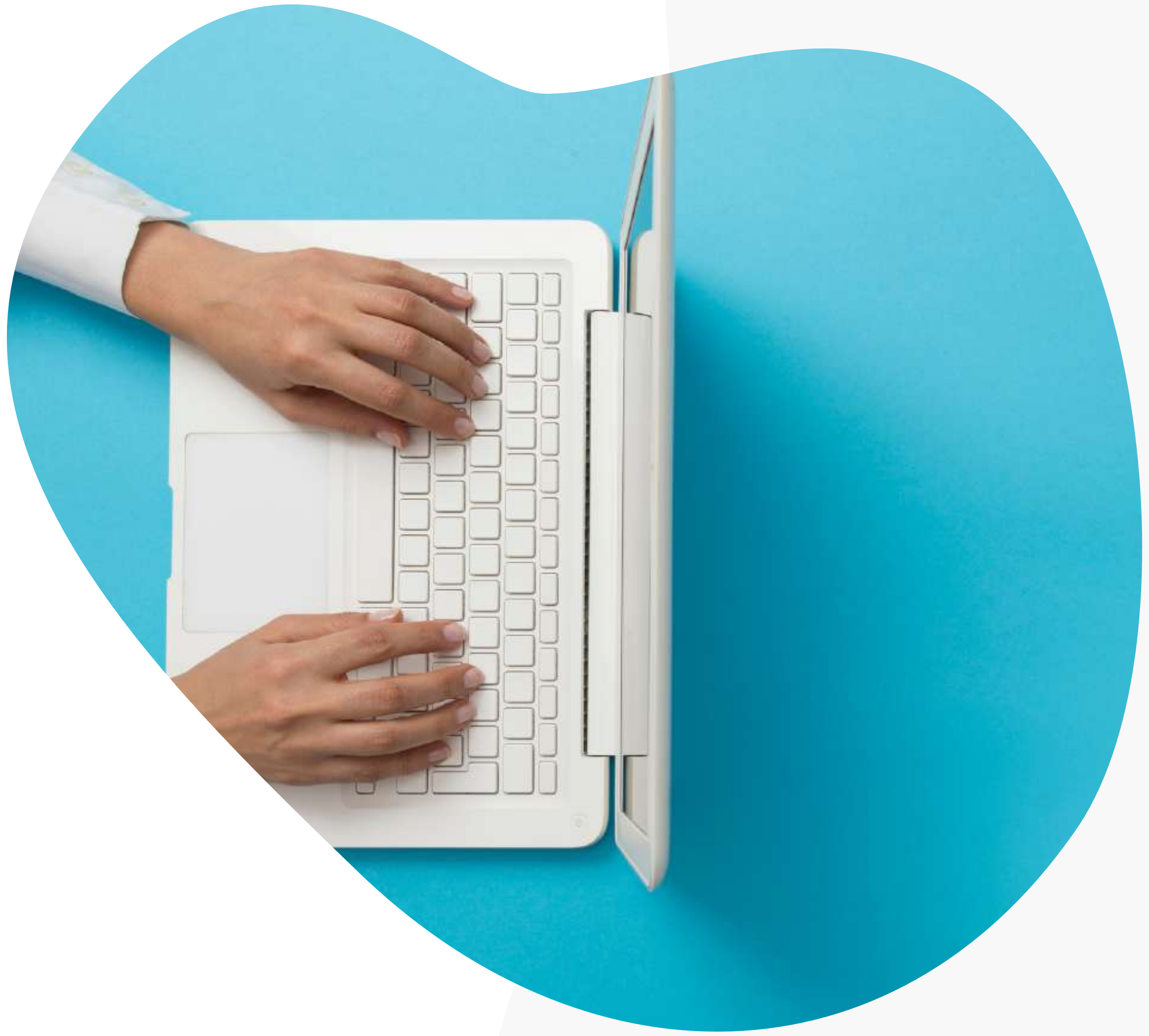
- How you notify learners about compliance
- How engaging content presentation is

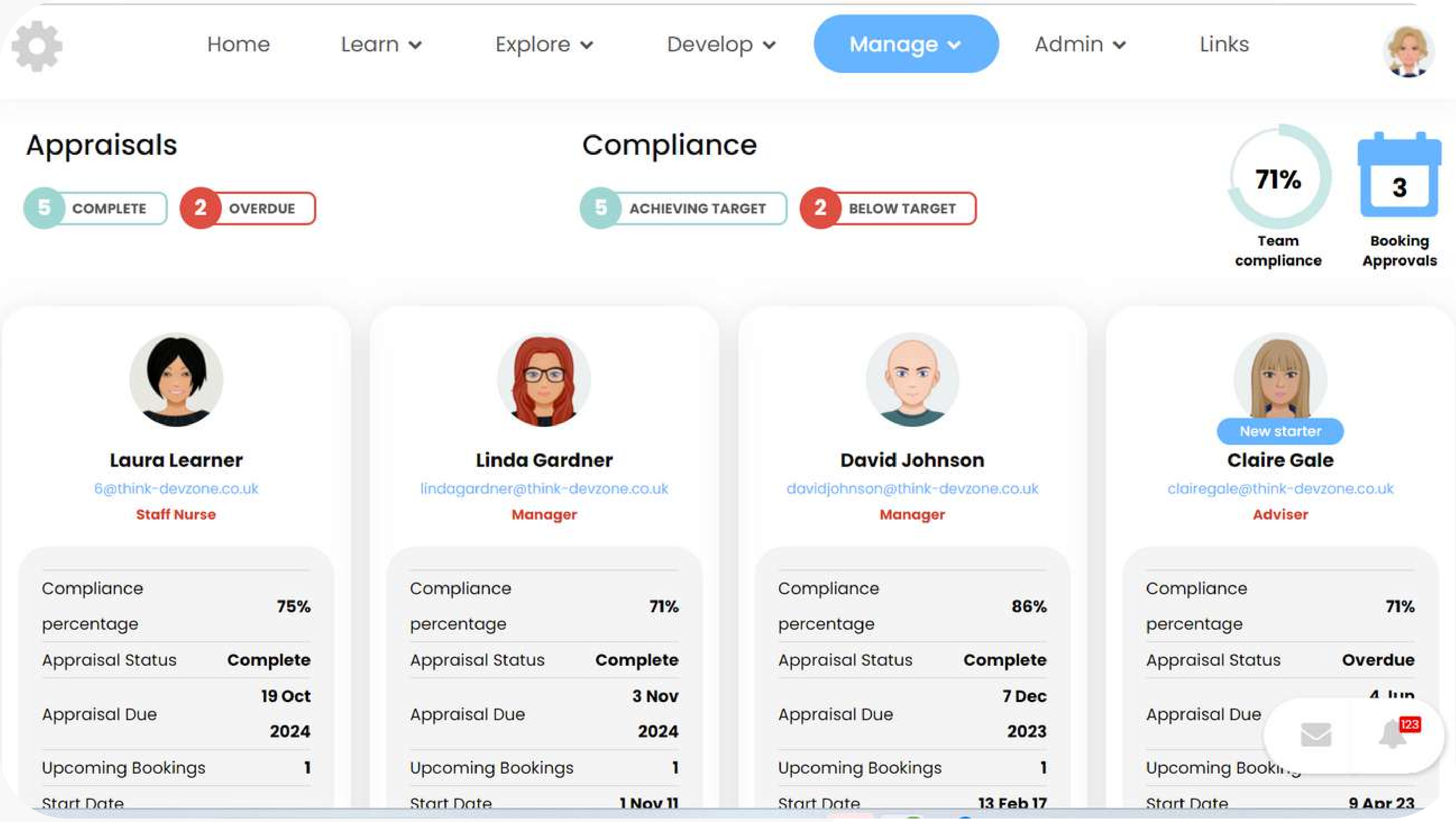
How to make compliance less 'click and tick'

Our L&D experts with tried and tested experience will help you build the perfect solution, no matter what challenge you're facing.

With us, you can:

- Auto-assign employees to courses
- Put compliance front and centre
- Send automatic notifications and reminders
- Pull real-time reports





Automatically assign compliance courses

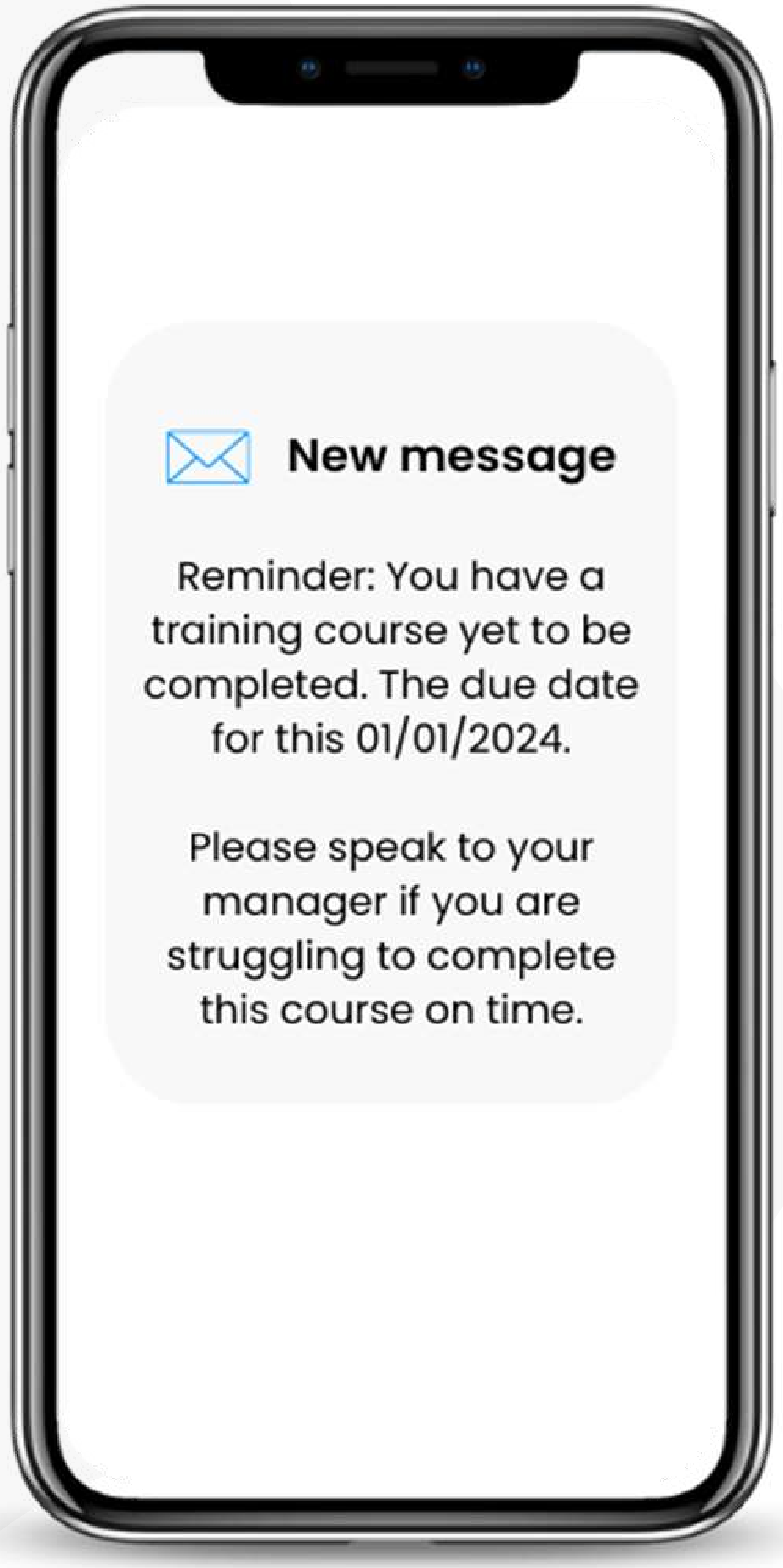
When new employees start, or as they progress, you will need to add them to the right compliance course for their job role.

When you're dealing with hundreds, or even thousands, of staff, this can quickly become tricky. With Think, you can auto-enrol your employees based on parameters and audience profiles pulled from your HR tool.

Put compliance front and centre

Completing compliance courses can easily wind up bottom of the priority list.

With our easy-to-configure LMS, you can put compliance front and centre on your employees' dashboards.



Send automatic reminders and notifications

The Think LMS will automatically send you email reports so you, and managers can see who is behind when it comes to compliance.

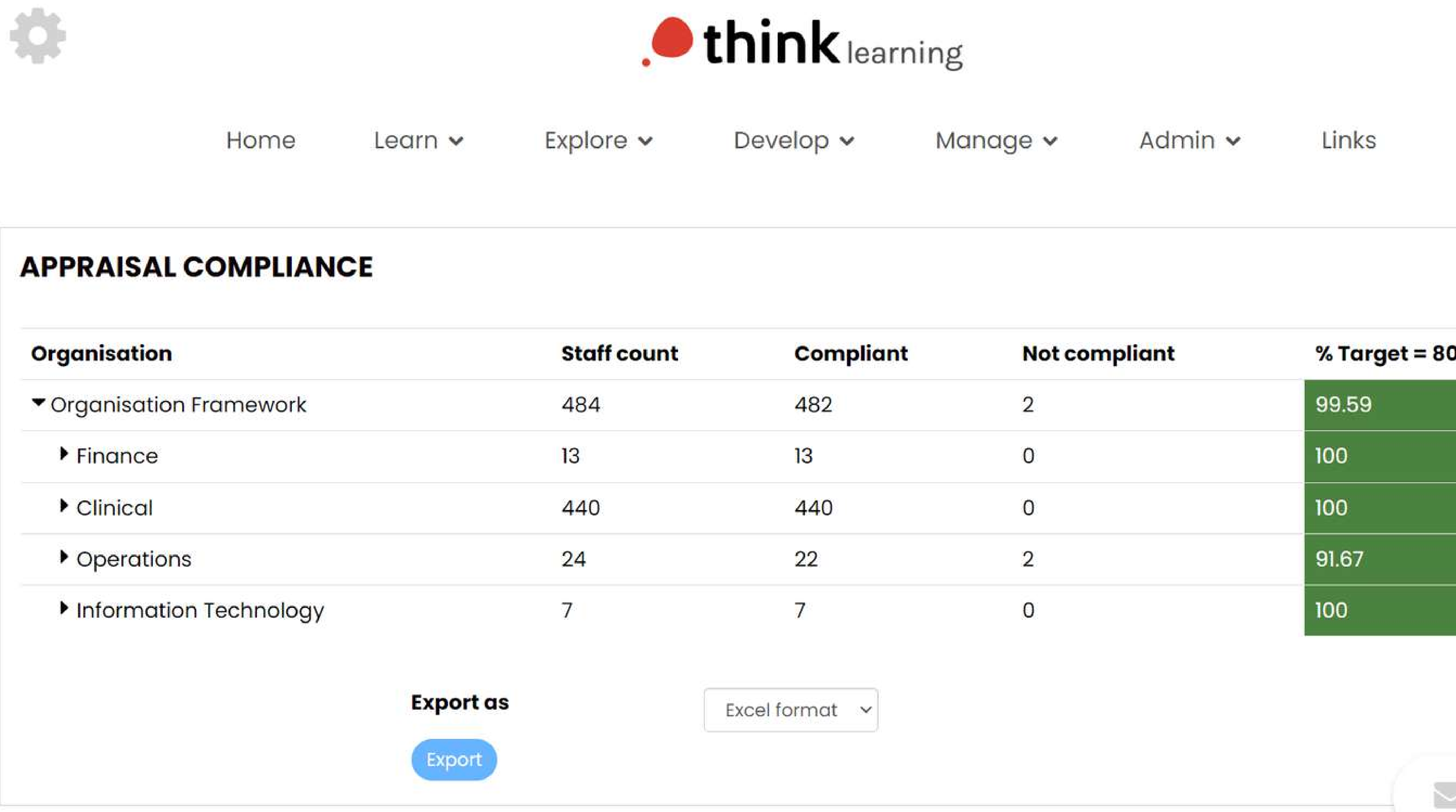
We can also incorporate ThinkNudge to your LMS to remind and notify users to get their courses completed by certain due dates.

Pull real-time reports to measure compliance reports

Access a range of useful reports and get instant access to compliance rates.

There are a range of radials and reports to highlight compliance.

This includes a report where you can see compliance by team and break it down to individual level.



APPRAISAL COMPLIANCE

Organisation	Staff count	Compliant	Not compliant	% Target = 80
Organisation Framework	484	482	2	99.59
Finance	13	13	0	100
Clinical	440	440	0	100
Operations	24	22	2	91.67
Information Technology	7	7	0	100

Export as

Excel format

Export

Taking it further

Think has a range of plugins and tools that can help you evolve your LMS even further.

- Use ThinkFlow, our workflow builder, to pull in certifications e.g. seeing if appraisals are in date
- Pull through supervision data to keep an accurate log of hours for clinical staff
- Upgrade your compliance courses using H5P or integrate your own authoring tool
- Share historic training records across organisations

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Got more questions?

Get in touch with us to learn more about Think and the rest of our learning solutions.