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Keeping Up with Compliance

Solving the real-world challenges of compliance training
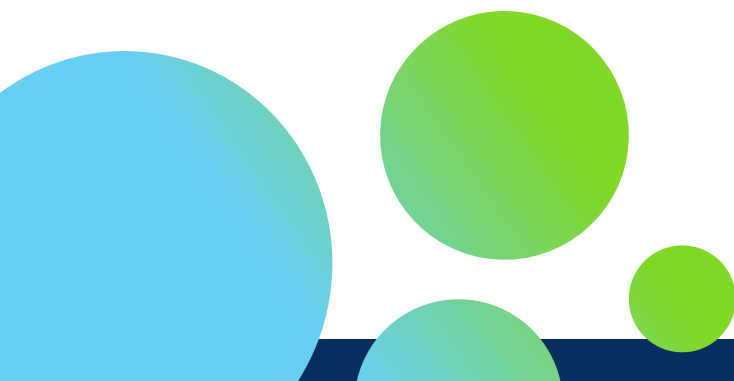
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Introduction

For HR and compliance leaders, compliance training isn't just about meeting legal requirements — it's about navigating a complex, fast-changing world while engaging employees in a meaningful way.

HR leaders are being asked to do more with less and compliance training is no exception. Between shifting regulations, hybrid work environments, and growing employee expectations, it's harder than ever to deliver training that's effective, easy to manage and fits into the demanding schedules of modern teams.

And behind the scenes, internal teams need support — technology that works, responsive customer service and clear, easy-to-use reporting.

But even with the best intentions, many compliance programs struggle to keep up. Training can quickly become outdated, difficult to manage, or disengaging for employees. And with constantly shifting legal requirements, HR teams are left wondering whether what they're delivering is still truly effective or even compliant.

So what does effective, modern compliance training actually look like?

If any of this sounds familiar, you're not alone. HR and compliance teams everywhere are facing similar challenges and rethinking what effective training really looks like. In this white paper, we'll break down the biggest pain points we hear from organizations: disengaged learners, hard-to-use systems, constantly shifting regulations, and limited support. Then we'll explore how leading teams are solving these problems with smarter, more flexible approaches.

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Staying ahead of changing regulations

Keeping up with compliance shouldn't feel like a full-time job.

Compliance regulations are constantly evolving across federal, state, and local levels. Keeping up requires time, focus, and a reliable process, which can be especially difficult for busy HR teams with limited resources and competing priorities.

With workforces now spread across cities, states, and even countries, ensuring compliance training is accurate and relevant for every employee — no matter where they're working — has become a growing challenge. What's compliant in one state may not be in another. What was compliant last year may no longer align with current legal requirements.

"We operate in all 50 states, each with different requirements. We needed a solution that could handle flexibility and offer relevant content."

-Bernadette Commisa, Director of HR and Learning at Barnes & Noble

For HR leaders, the pressure is real — and it's relentless.

As organizations grow more complex and regulations continue to shift, keeping training aligned with current laws can start to feel like a full-time job — especially for teams already stretched thin.

Ensuring compliance training is accurate and relevant for every employee — no matter where they're working — has become a growing challenge.

Searching for a better solution

Faced with a constantly shifting legal landscape, many HR teams do what they can with the tools they have. Often, that means manually updating slide decks or eLearning modules as new regulations roll out — sometimes with support from in-house counsel, sometimes without.

Unfortunately, manual updates aren't scalable, and they may not be fast enough to keep training aligned with current laws.

In smaller organizations, the responsibility might fall to one person juggling multiple roles. In larger companies, it often means coordinating across departments to ensure the latest policies are reflected in training, then tracking down which version went out to whom.

It's time-consuming. It's inconsistent. And it's easy to fall behind.

Manual updates aren't scalable, and they may not be fast enough to keep training aligned with current laws.

Even when teams are doing their best, it's hard to be sure the training employees receive is still fully aligned with current legal requirements, especially when regulations vary from state to state.

This is when many organizations realize they need more than just a vendor. They need a strategic partner — one that delivers training that stays current with the latest regulations, no matter where employees are located, and without adding more work to already stretched teams.

"After we acquired our competitor, we had an instant global workforce. We had to have a better, more comprehensive training solution."

-Aaron Olsen, Vice President & Associate General Counsel at Digicert

A reliable way to stay compliant

When the right support is in place, compliance becomes far more manageable and far less stressful.

Instead of managing multiple versions of training for employees in different locations, teams gain a simple, easy-to-use solution that makes their jobs easier.

At Traliant, our in-house team of legal experts brings extensive experience in employment law, working to ensure our courses stay compliant with evolving federal, state, and local regulations. The result is peace of mind for your organization — both now and in the future.

"Traliant's training is very detailed, insightful, and comprehensive. They cover everything we need to stay compliant."

-Husain Umrethwala, the Compliance Managing Director at Havas

REAL WORLD EXAMPLE
A quick response to regulatory change

When California passed a workplace violence prevention training law in 2023, we quickly updated our existing course to meet the June 2024 compliance deadline. Later that year, New York enacted a similar law with additional requirements for active shooter training. In response, we created a combined course tailored to the retail industry using relevant visuals and scenarios.

Shifts in federal guidance have also required quick adaptation. Following executive orders during the Trump administration related to DEI and gender identity, we reviewed and updated our harassment and inclusion courses to ensure compliance while maintaining an inclusive tone.

In each case, the focus was on delivering timely, compliant training that aligned with industry needs and evolving regulations.

Engaging training that actually works

The foundation of a meaningful impact

Compliance training has a reputation for being unengaging, often, rightfully so. When content is long, generic or disconnected from real-world experiences, employees tend to disengage. They tune it out, rush through it, or avoid it altogether.

As a result, key messages don't stick, and the impact is lost.

Low engagement doesn't just put organizations at risk — it affects culture, too. When training feels like a box to check, it sends the message that compliance is about avoiding penalties, not reinforcing values.

"If you know anything about adult learning theory — 10% is retained, 90% is forgotten."

-Ali Tankiewicz, Senior HR Manager of Learning and Talent at Apex Clean Energy

Employees tend to disengage when content is long, generic or disconnected from real-world experiences.

The engagement gap

Most companies know engagement is a challenge — but improving it isn't always straightforward. Some try to solve it by shortening modules or adding flashy features, but without meaningful content, those efforts often fall flat.

Gamification, animation and other interactive elements can play a valuable role, but only when they're grounded in relevant scenarios and supported by sound instructional design.

Without that connection to real-world experience, engagement remains surface-level at best.

The culture behind compliance

More and more organizations are rethinking what compliance training should look like. It's not enough for training to be compliant — it also needs to be relevant, engaging, and reflective of the workplace culture you're trying to build.

"You watch something, and you identify with it. It changes you in a way that just getting training on the rules never really can."

-Aaron Olsen, Vice President & Associate General Counsel at Digicert

Traliant combines real-world storytelling with interactive design and engaging, relatable content to create experiences that employees actually connect with. And because no two organizations are the same, our training can be customized to reflect the language, values, and priorities of your team.

In the end, compliance training isn't just about checking boxes — **it's about building awareness, shaping behavior and reinforcing the kind of culture you want to create.**

What actually makes training engaging?

It's relatable. Training that resonates with your employees is what makes a lasting impact.

It has a human element. Humor, empathy and realism go a long way. Training that explores gray areas or awkward situations that your employees may actually face is far more memorable.

It's interactive. On-set scenes, real-life stories, gamification and knowledge checks help turn your employees into active participants. When learners are asked to think, reflect and make decisions, they're more engaged — and more likely to retain the message.

It's customizable. Training shouldn't be one-size-fits-all. Every company has its own culture, industry and values — and your training should reflect that.

Customization to support your culture

Aligning content with your people and values

Too often, compliance training takes a one-size-fits-all approach. Even when the intent is right, the execution doesn't always connect with employees.

It can feel overly basic or disconnected.

Courses are often set in a generic office environment and only focus on what to do and what not to do. These courses rarely explore the gray areas employees encounter in real life, and they often overlook the nuances of different workplaces, roles, and cultures.

"Some of the trainings we looked at were more corporate driven, and they didn't feel very relevant to our particular employee base."
-Gwen Bohlender, Senior Director of HR at Smashburger.

Employees are more engaged when the content feels relevant to their day-to-day experience.

Looking for a better way

Many organizations start by customizing pre-made training with their logo and internal policies. It's a solid first step, but it may not be enough to truly resonate with employees.

When training feels tailored to your people, not just assigned to them, it's more likely to make a meaningful impact.

Employees are more engaged when the content feels relevant to their day-to-day experience. Even small touches like using the right tone or referencing company values can make a difference.

A custom fit for your culture

Some organizations customize training by adding branding and policies. Others take it further — tailoring examples, adjusting tone, or building content around common scenarios their teams actually face. Having that flexibility can make training feel more relevant and aligned with how people work.

Traliant supports this need with different levels of customization, as well as industry-specific versions of key courses like harassment prevention and workplace violence training. These options help ensure that employees see content that reflects their environment and experience.

When training reflects your workplace, employees are more likely to engage and that makes compliance feel more connected to your culture.

A customized approach

EDF Renewables North America was impressed with Traliant's ability to customize training content to meet their specific needs.

"We decided to go with Traliant's Code of Conduct course, not only because we appreciate our partnership with the company, but also because the content is customizable," shared Alexa Cordell, Senior Manager of Learning Technology.

 "We have gone as far as working with Traliant to include our internal content, which has our president and CEO speaking and introducing why different modules and content around positive workplace are really important."

"Traliant has actually engaged with their own actors and created custom content and modules for us, which have had a really fun effect. It's how we've been able to engage people in the field and bring them on board. They're not just seeing corporate scenarios, they're also seeing things relevant to site managers and field technicians, and with real instances and situations they're having to work through daily."

The role of usability and support

Compliance that's easy to manage

Even the best training content can fall short if the platform is frustrating, or support is difficult to reach. When learning management systems are difficult to navigate, HR teams often spend more time managing the platform or acting as tech support than actually delivering training.

What should be a helpful tool ends up creating more stress than support.

"I used to constantly receive emails about technical difficulties."

-Jessie Cannon, OD Project Coordination, People and Culture at Columbia Hospitality

Trying to make it work

Constant technical issues or delayed responses can undermine even the most well-designed programs, adding pressure for HR teams and confusion for employees.

The training itself might be fine, but assigning it, tracking it, and reporting on it can feel like a second job. And when support from the vendor is slow or unresponsive, it only adds to the challenge.

Constant technical issues or delayed responses can undermine even the most well-designed training programs.

The difference a good system makes

A platform that's easy to navigate and is backed by reliable support can take a lot of pressure off HR teams. It simplifies day-to-day tasks like assigning courses, tracking completions, and generating reports, so teams can focus more on the people behind the training.

That kind of flexibility makes it easier to stay organized, even as teams grow or requirements change.

With dependable tools and responsive support in place, training becomes less of a burden — and easier to manage at scale.

"The backend is so easy to use. I can add or update content and easily remove or add users. And when it comes to tracking for things that are required, it's easy enough to go in and determine the level of compliance required for a specific manager or team."

–Caroline Brown, Senior Manager of Learning, Talent, and Culture at Sigma Defense

The support behind the compliance

What HR teams need	How Traliant helps
A powerful learning management system (LMS) to manage, track, and monitor training	Traliant Learning Center (TLC) streamlines administrative tasks, supports agile program changes, and enables strategic training efforts — all while delivering an intuitive learning experience for employees
Easy onboarding and implementation	Traliant prioritizes a smooth deployment process, offering both our own LMS and SCORM compatibility to ensure quick setup and seamless integration
Audit-ready reporting	TLC provides a customizable reporting dashboard with real-time data that's accessible from any device, making it easy to consolidate and monitor compliance activity at a glance
Reliable, responsive customer support	Traliant's support team provides timely, knowledgeable assistance throughout implementation and beyond, ensuring issues are resolved quickly with minimal disruption

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What to look for in a compliance training partner

When evaluating a compliance training partner, here are key questions to ask to ensure the solution meets both your legal obligations and your organizational needs:

Accurate, up-to-date content
- Regularly reviewed by legal experts
- Covers federal, state, and local laws
- Industry- and location-specific where needed

Engaging learning design
- Scenario-based and interactive
- Relatable, real-world examples

User-friendly technology
- Easy for both employees and admins
- Integrates with your HR/LMS systems
- Mobile-friendly and flexible

Customization options
- Reflects your company's tone, values, and branding
- Supports role- or industry-specific content

Reporting and tracking
- Clear dashboards and real-time data
- Easy access to completions and certifications

Reliable support
- Responsive customer service
- Dedicated support or success team

Pro tip

A good training partner should feel like an extension of your team—one that helps you stay compliant, reduce risk, and support your company's culture along the way.

Conclusion

From shifting regulations to learner engagement and platform complexity, compliance training brings a unique set of challenges. And it's more than just a requirement — it's a reflection of your culture, your values and how you support your team. When it's backed by the right tools and a trusted partner it can become an opportunity to simplify, strengthen and support your culture.

About Traliant

Traliant, a leader in compliance training, is on a mission to help make workplaces better, for everyone. Committed to a customer promise of "compliance you can trust, training you will love," Traliant delivers continuously compliant online courses, backed by an unparalleled in-house legal team, with engaging, story-based training designed to create truly enjoyable learning experiences.

Traliant supports over 14,000 organizations worldwide with a library of curated essential courses to broaden employee perspectives, achieve compliance and elevate workplace culture, including **preventing sexual harassment**, **inclusion**, **code of conduct**, and many more.

Backed by PSG, a leading growth equity firm, Traliant holds a coveted position on Inc.'s 5000 fastest-growing private companies in America for four consecutive years, along with numerous awards for its products and workplace culture. For more information, **visit our website** and **follow us on LinkedIn.**