

## Compliance Today – March 2023



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### Risk-based training plans

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by Donnetta Horseman

As much as we try to stick to annual work plans, those plans often change based on the risk environment. Whether it is an unplanned government investigation, changing regulations, unexpected increases in volumes, or changes in available resources, many factors play into how available compliance resources are utilized. Training is no exception. Compliance professionals must remain flexible and adjust training plans and programs based on the current risk environment.

#### Assess and reassess

Assessing the risk landscape is a major component of defining an annual compliance work plan, which should include training. Reassessment of risks should occur every few months. A pending investigation or corrective action plan could be directing current training efforts. Upcoming regulatory changes may require a shift in focus to ensure training is completed in advance of effective or enforcement dates. Change in the scope of activities of an organization, such as a new service line, may affect the compliance risk assessment. Plan for periodic reassessment of the risk landscape and adjust your training plan accordingly.

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