AFRICAN CENTER FOR GOVERNANCE ASSET RECOVERY AND SUSTAINABLE DEVELOPMENT

MONITORING AND EVALUATION REPORT

1st WEBINAR: *AML/CFT Compliance - A Non-Negotiable for Modern Law Firms*

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1. Executive summary

This monitoring and evaluation report documents the outcomes of the webinar *"AML/CFT Compliance: A Non-Negotiable for Modern Law Firms"* held on 21 August under the FCDO-funded project *"Tackling Illicit Financial Flows through Asset Recovery and Management and Countering ML/CFT/PF in Nigeria."* The webinar formed part of a series aimed at strengthening Nigeria's legal sector compliance capacity in line with FATF and OECD standards. Registration reached 3,003 participants, with 1,268 (42.2%) attending live and 602 (47.5% of attendees) completing the post-session evaluation. Participation was geographically diverse, 70.8% joined from Nigeria and 29.2% from 11 other countries, led by the UK, UAE, Canada, and Saudi Arabia, reflecting strong diaspora and international interest. Within Nigeria, attendance spanned all six geopolitical zones, though Abuja (22.6%) and Lagos (32.6%) dominated. Gender representation was nearly balanced (52% male, 48% female), and the audience tilted toward early- to mid-career lawyers, 67% were under 40 and 58.3% had less than 10 years' experience at the Bar, and most participants practiced in litigation (57%) or corporate law (33%).

Relevance ratings were overwhelmingly positive, 82% found the topic very or extremely relevant, with motivations dominated by the need to understand obligations (57.5%), avoid inadvertently facilitating crime (14.8%), and reduce sanctions risk (7.2%). Knowledge tests revealed high baselines (85.9% correct) with modest gains to 87.3% post-training. Gains were strongest in firm-level controls and money laundering definitions, while persistent gaps were evident in understanding legal professional privilege versus reporting obligations (68.3% post). Self-assessed capability improved noticeably, the proportion rating themselves high/very high in applying AML controls rose across all five domains, basic CDD (14.0% to 32.9%), EDD for PEPs (13.6% to 29.2%), recognizing red flags (25.8% to 42.4%), reporting without tipping-off (19.4% to 37.6%), and maintaining AML records (19.3% to 40.2%). Harmoniously, low/very-low ratings fell by 12 to 27 percentage points.

Key lessons include a high demand for AML/CFT training; a registration-attendance gap requiring stronger engagement strategies; strong global and national reach with room to expand to under-represented NBA branches; and the critical need to address knowledge gaps on privilege and reporting. The webinar confirmed that young lawyers are driving demand for compliance learning, underscoring the need for practical, skills-oriented content supported by tools, templates, and case studies.

2. Introduction/Background

This monitoring and evaluation report is prepared under the FCDO-funded project *"Tackling Illicit Financial Flows through Asset Recovery and Management and Countering ML/CFT/PF in Nigeria,"* which seeks to strengthen Nigeria's asset recovery framework and align AML/CFT/PF efforts with international standards. A central focus is the legal profession, classified by the FATF as a Designated Non-Financial Business and Profession (DNFBP) with explicit compliance

duties.[1] While lawyers were previously exempted under the Money Laundering (Prohibition) Act 2011, the Money Laundering (Prevention and Prohibition) Act 2022 now imposes extensive obligations on practitioners.[2] This shift has placed lawyers at the frontline of AML/CFT enforcement, creating both opportunities and challenges given professional confidentiality. To build sustainable compliance capacity, the NBA AMLC has launched monthly webinars, including the 21 August session titled *"AML/CFT Compliance: A Non-Negotiable for Modern Law Firms."* Designed in line with FATF Recommendation 18, which requires ongoing AML training for DNFBPs,[3] the session targeted lawyers in practice and compliance roles, combining expert briefings, case examples, and Q&A. Outreach through NBA channels and provision of data stipends enhanced inclusivity, making the webinar a strategic intervention embedded in FCDO's broader programme to strengthen Nigeria's AML/CFT systems.

2.1. Objectives

1. Demystify AML/CFT fundamentals within a global/legal framework.
2. Show how lawyers can prevent (or unknowingly facilitate) financial crime.
3. Share real case examples and current scrutiny trends on the profession.
4. Equip participants with practical controls to secure their practice.

2.2. Audience

Donor and partners seeking value for money and outcomes, stakeholders in the Nigerian legal ecosystem (NBA sections, firms, in-house departments, compliance leads), and the African Center delivery team responsible for programme design, implementation and follow-up.

3. Methodology

The webinar was designed to improve legal professionals' AML/CFT knowledge and practices. It drew 3,003 registrants (largely lawyers), however, only 42.2% attended. A pre-survey ("pre-test/registration") was administered to registrants covering demographics and baseline AML knowledge; a matching post-survey was given to attendees. This pre/post-design follows standard training evaluation practice. In the absence of earlier baseline data, the pre-test served as the comparison.

3.1. Evaluation design.

The team used a pre/post design mapped to the Kirkpatrick model:

1. Demographics: Who participated (age, gender, practice area, etc.).
2. Level 1 (Reaction): perceived relevance and motivations.
3. Level 2 (Learning): a five-item knowledge check aligned to core AML/CFT concepts, plus self-rated confidence.

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[1] FATF (2012, updated 2023) *International Standards on Combating Money Laundering and the Financing of Terrorism & Proliferation (the FATF Recommendations)*. Paris: Financial Action Task Force. Available at: https://www.fatf-gafi.org/en/publications/Fatfrecommendations/Fatf-recommendations.html

[2] Nigerian Financial Intelligence Unit (NFIU) (2022) *National Risk Assessment Report on Money Laundering and Terrorist Financing*. Available at: https://nigsac.gov.ng/NiraReports

[3] "Ibid"

4. Level 3 (Behavior): self-rated capability to perform key tasks (basic CDD, EDD for PEPs, red-flag recognition, reporting without tipping-off, records management) as an immediate indicator of intention and readiness to apply.
5. Level 4 (Results): early outcome sets a foundation for later follow-up (e.g., share of active matters with complete CDD).

3.2. Data sources.
Three instruments captured responses from participants:

1. Pre-session survey of registrants: demographics, relevance, motivations, baseline knowledge, and confidence.
2. Post-session survey of attendees: repeat knowledge items, confidence and capability, and immediate intentions to apply learning.
3. Direct feedback: the team received direct feedback via email responses from webinar invitations sent out.

3.3. Analytic approach
The analysis was done using descriptive statistics and pre/post comparisons. It highlighted shifts in knowledge and capability and points out specific weak spots for targeted reinforcement. It also summarizes audience composition by location, gender, age, years at the Bar, and primary practice areas to inform outreach strategy.

3.4. Scope and boundaries.
The evaluation measured immediate outcomes. The knowledge checks covered priority concepts rather than the full AML/CFT syllabus. Behavioral findings were derived from self-report immediately after training and require validation through follow-up.

3.5. Limitations and risks to interpretation.
- Live attendance was lower than registration, which can introduce non-response bias.
- Baseline knowledge was high, which naturally caps observable short-term gains.
- Satisfaction was inferred from relevance and open comments; a dedicated satisfaction scale was not fielded.
- Level-4 results need time-bound tracking; this report sets the baseline and proposes the follow-up window.

3.6. Ethics and data protection.
The team analyzed de-identified, aggregated responses. No client-identifying information was collected. Use of data for learning and quality improvement followed the consent language presented at registration and reiterated at the session.

4. Findings
This section presents clear evidence on reach, relevance, learning, application, and early outcomes. We analyze pre- and post-session responses covering: (a) Demographics (location, gender, age, years at the Bar, and primary practice areas); (b) Reaction (perceived relevance and motivations); (c) Learning (knowledge shifts across five AML/CFT items and confidence changes); (d) Behavior (capability movement across core tasks - CDD, EDD for PEPs, red-flag

recognition, reporting without tipping-off, and records); and (e) Results (a baseline for complete CDD on active matters). The narrative highlights strengths, isolates gaps (especially legal professional privilege versus reporting), and sets up the recommendations that follow.

4.1. Demographics

This section describes the profiles of participants. It reports distribution by location (city/state), gender, age, years at the Bar, and primary practice areas. These metrics show geographic coverage across all zones, near gender parity, an early-mid-career attendee curve, and concentration in litigation and corporate practice. This profile can be used to guide targeting, equity monitoring, and branch-level outreach in future webinars.

4.1.1. Attendance/Engagement
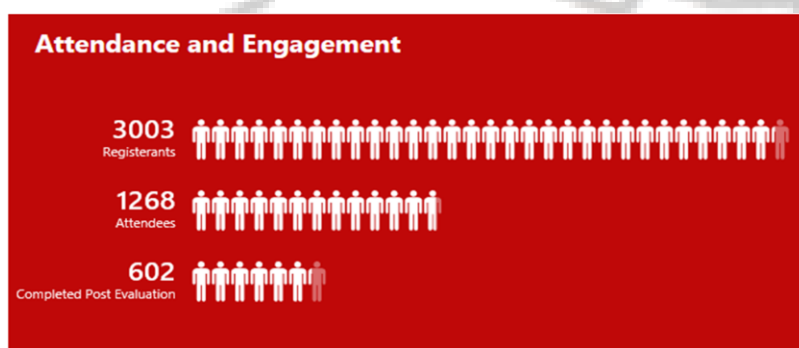
The webinar attracted 3,003 registrants, of whom only 1,268 attended live (42.2% of registrants) and 602 participants completed the post-evaluation, 47.5% of attendees and 20.0% of all registrants. The numbers show strong interest, steady evaluation follow-through, and clear room to raise both live participation and post-event response rates in future sessions.

4.1.2. Location

The webinar targeted Nigeria. 70.82% of attendees joined from Nigeria, while 29.18% joined
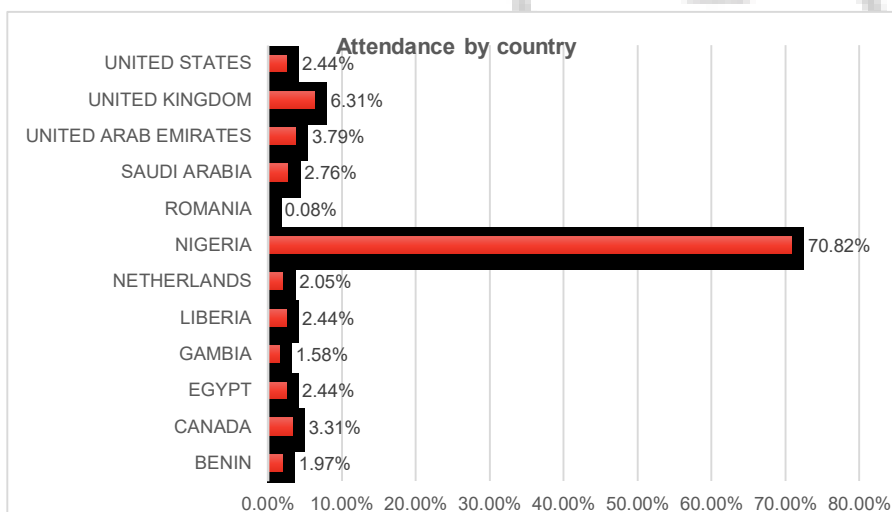
from 11 other countries. Top international shares came from the United Kingdom (6.31%), United Arab Emirates (3.79%), Canada (3.31%), and Saudi Arabia (2.76%). Smaller groups joined from Egypt (2.44%), Liberia (2.44%), the United States (2.44%), the Netherlands (2.05%),

Benin (1.97%), Gambia (1.58%), and Romania (0.08%). This mix shows strong domestic reach and notable international interest.

Attendance within Nigeria cut across all geopolitical zones, including the Northeast and Northwest (e.g., Damaturu, Maiduguri, Gombe, Gusau, Sokoto, Katsina, Birnin Kebbi, Dutse, Argungu), underscoring both urban concentration and wide geographic penetration, with the largest shares from Abuja, FCT (22.59%) and Lagos (32.56%) accounting for about one-third of all participants. Other key hubs included Port Harcourt (6.81%), Ibadan (3.16%), Kaduna (2.33%), Warri (2.16%), Akure and Enugu (1.99% each), with additional presence from Asaba and Kano (1.50%) each), Benin City and Ilorin (1.33%), and a broad long tail of cities contributing Less than 1% each. This distribution signals strong engagement in the FCT and South-West/South-South corridors while highlighting growth opportunities in smaller branches that currently contribute sub-1% shares.
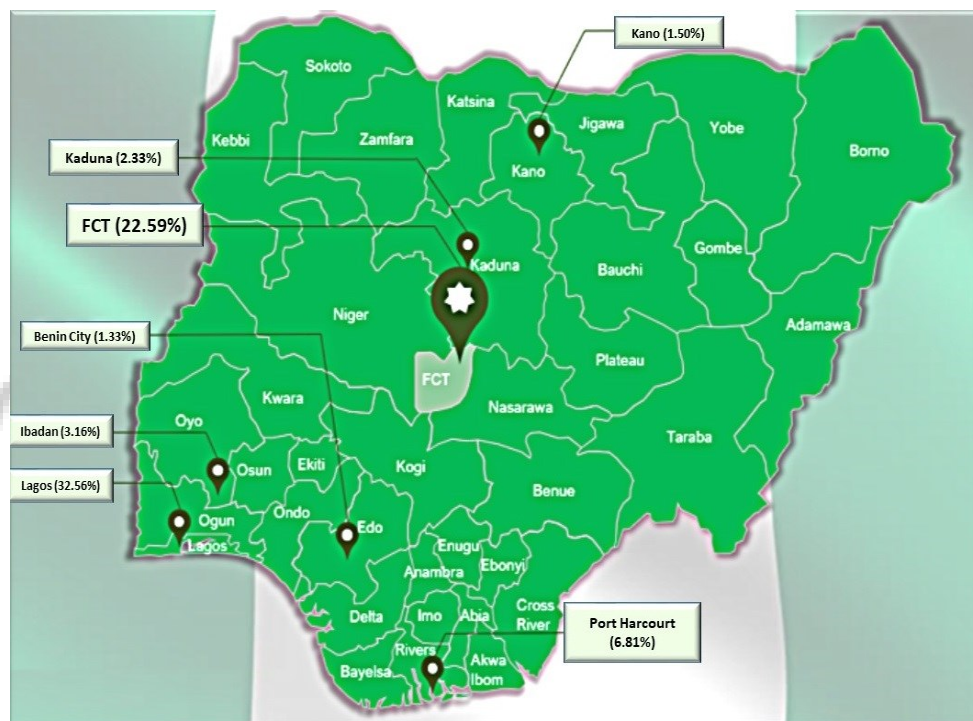
4.1.3. Gender Distribution
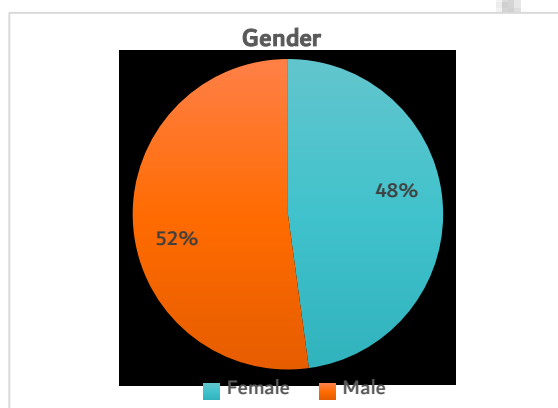
Attendance was almost gender-balanced, with 52% male and 48% female participants, indicating no significant gender disparity in reach for this webinar. For donors, stakeholders, and internal teams, this near-parity suggests the topic resonates broadly across genders and that current outreach channels are inclusive. We will continue to track gender-disaggregated participation and outcomes (e.g., evaluation completion, learning gains, adoption of AML/CFT practices) to sustain balance and identify any gaps that may emerge in specific cohorts (e.g., seniority or practice area) for targeted engagement.

4.1.4. Age Distribution

The webinar reached a predominantly early-mid-career audience: 25-30 years (28%) and 30-35 years (23%) together accounted for 51% of attendees, rising to 67% under 40 when including the 35-40 cohort (16%). A further 12% were aged 40-45, bringing the share under 45 to 79%. Senior pra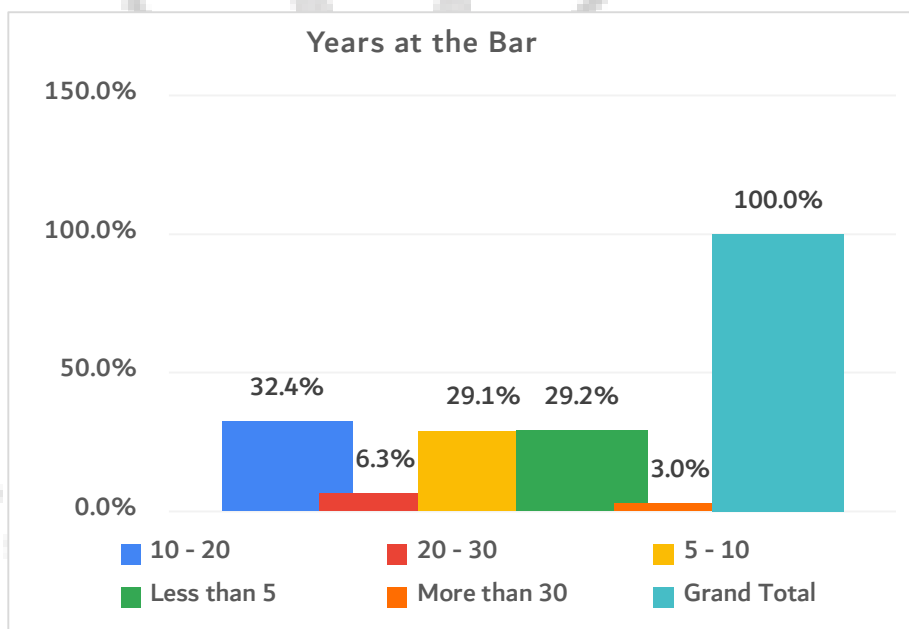ctitioners represented 16% (45-50: 8%; 50+: 8%), while entrants under 25 were 3%. This profile indicates strong engagement from practitioners in formative and consolidating stages of their careers, suggesting future sessions and follow-on support should prioritize practical, skills-building content while retaining advanced casework and supervisory angles for the senior cohort.
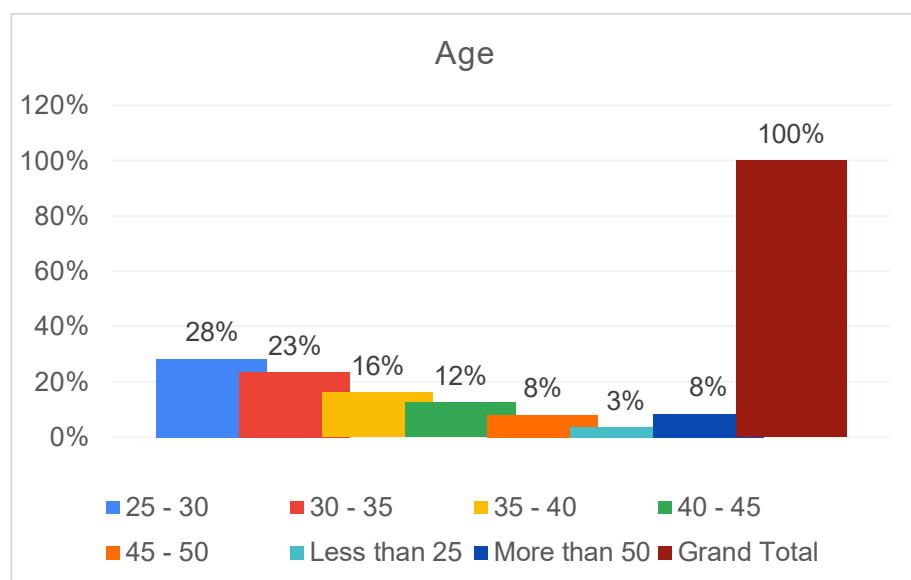
Age

4.1.5. Experience

The attendee profile early-mid career: 58.3% have under 10 years at the Bar (Less than 5: 29.2%; 5-10: 29.1%), while the largest single bracket is 10-20 years at 32.4%. Only 9.3% report 20+ years (20-30: 6.3%; more than 30: 3.0%). This indicates strong reach among practitioners who are still shaping firm systems and habits, an ideal window to embed practical AML/CFT routines (risk-based policies, CDD/EDD checklists, sanctions workflows). Programming should prioritize hands-on tools and implementation guidance for the majority of early-mid-career participants, with targeted, advanced support for the smaller senior segment.

Years at the Bar

4.1.6. Primary Practice Areas

Of the 602 post-test respondents (89% of attendees), 52% were male and 48% female. The

Primary practice areas
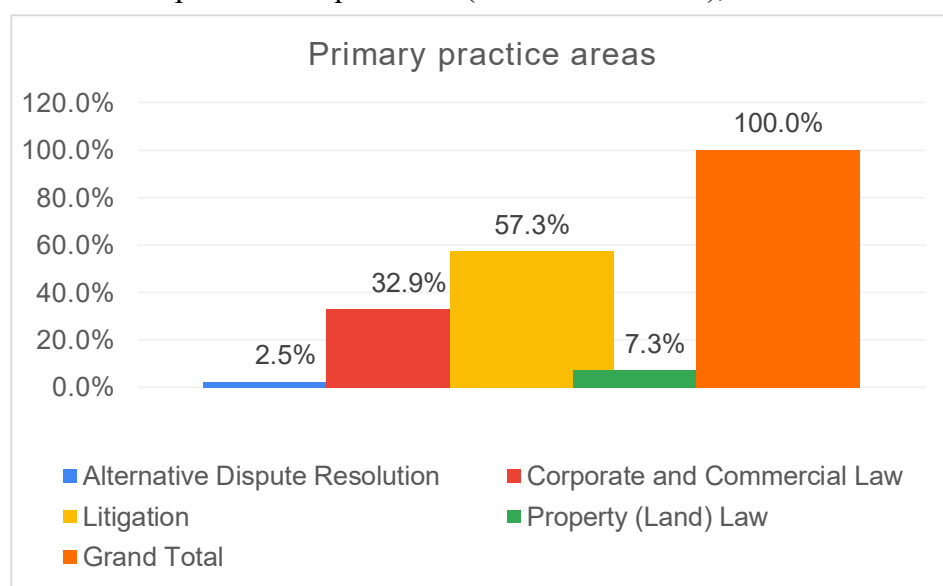
largest age groups were 25-30 (28%) and 30-35 (23%); only 7% were over 50. Most worked in litigation (57%) or corporate law (33%), reflecting typical practice areas. About 32% had 10-20 years at the bar, 29% had 5-10 years, and 29% less than 5 years. Geographically, 22% were from Lagos and 18% from Abuja branches (other branches had <10% each).

4.2. Expectations and Relevance

This section measures how well the topic matches participants' work. It reports 5-point relevance ratings and stated motivations for attending. Use these signals to confirm demand, refine examples, and prioritize content that addresses immediate compliance needs.

4.2.1. Relevance

Relevance ratings were overwhelmingly positive: 82% of respondents judged the topic very or extremely relevant (54% extremely; 28% very), and 96% rated it at least moderately relevant; only 4% placed it in the bottom two categories (not/slightly relevant). On a 1-5 scale, the weighted average relevance score is 4.30/5, indicating strong alignment with practitioners' needs. This confirms high demand and validates continued investment in AML/CFT programming, with scope to maintain practical, practice-

ready content while monitoring niche segments where relevance is lower to refine outreach and examples.
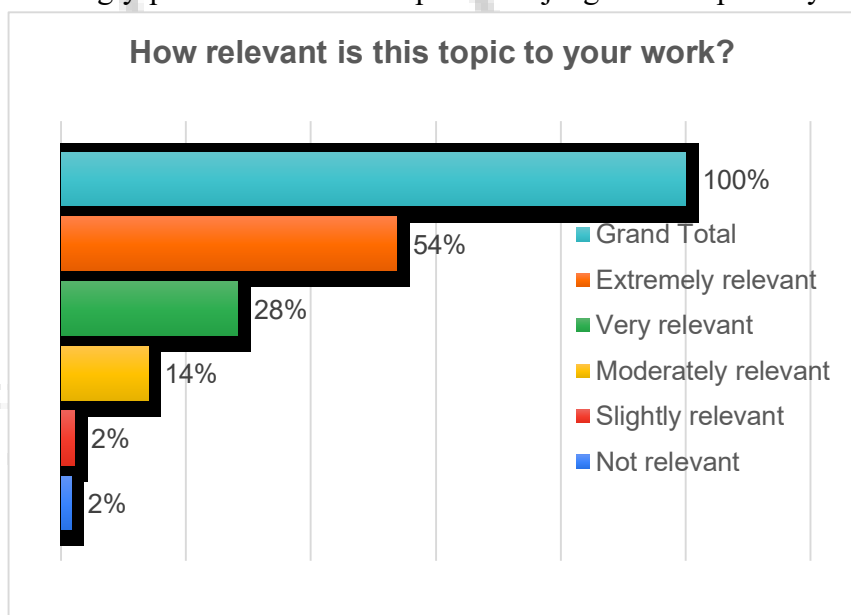
4.2.2. Confidence in applying AML/CFT in legal practice

How confident are you in applying AML/CFT in your practice?

■ Not Confident ■ Slightly confident ■ Moderately confident
■ Very confident ■ Extremely Confident ■ Grand Total

PRE: 3%, 5%, 24%, 31%, 37%, 100%
POST: 2%, 4%, 25%, 34%, 35%, 100%
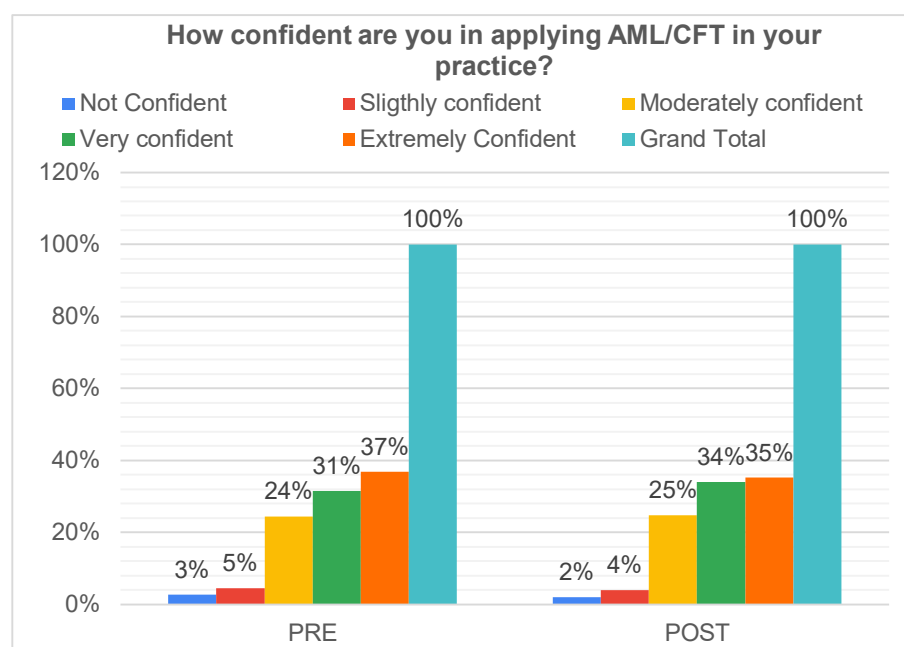
Attendees reported high confidence both before and after the webinar, with a small positive shift post-session. Participants rating themselves very/extremely confident rose from 68% before (31% very; 37% extremely) to 69% after (34% very; 35% extremely), while those not/sligh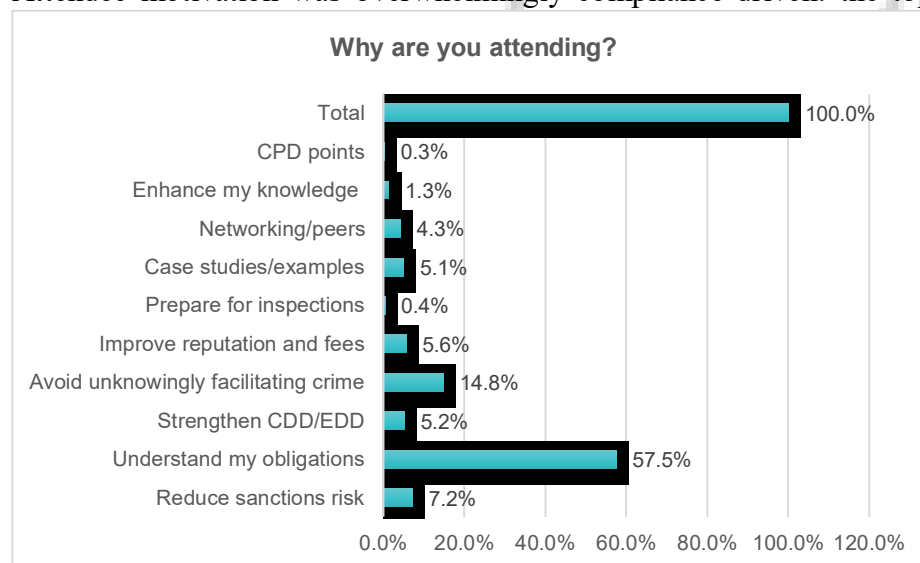tly confident fell from 8% to 6%; "moderately confident" was essentially stable (24% to 25%). Using a 5-point scale (1=Not; 5=Extremely), the estimated mean confidence went up from 3.94 to 3.96, indicating incremental improvement from an already high baseline. This suggests the session consolidated confidence among practitioners, with next steps focusing on moving the moderate cohort upward through targeted follow-ups (templates, workflows, and short refreshers) and checking whether confidence translates into on-the-job practice in a 60 to 90-day follow-up.

4.2.3. Attendee motivation

Attendee motivation was overwhelmingly compliance-driven: the top reason was "understand my obligations" (57.5%), followed by risk-prevention motives, avoiding unknowingly facilitating crime (14.8%), reducing sanctions risk (7.2%), and preparing for inspections (0.4%), which together account for 22.4%. Operational improvement drivers were smaller but meaningful: improve reputation/fees (5.6%), strengthen CDD/EDD (5.2%), and case studies/examples (5.1%), with networking (4.3%) and general knowledge enhancement (1.3%) trailing; CPD points (0.3%)

Why are you attending?

Category	Percentage
Total	100.0%
CPD points	0.3%
Enhance my knowledge	1.3%
Networking/peers	4.3%
Case studies/examples	5.1%
Prepare for inspections	0.4%
Improve reputation and fees	5.6%
Avoid unknowingly facilitating crime	14.8%
Strengthen CDD/EDD	5.2%
Understand my obligations	57.5%
Reduce sanctions risk	7.2%

reputation/fees (5.6%), strengthen CDD/EDD (5.2%), and case studies/examples (5.1%), with networking (4.3%) and general knowledge enhancement (1.3%) trailing; CPD points (0.3%)

were negligible. This indicates the programme is meeting a pressing need for clear guidance on legal duties and practical risk controls, and future sessions should prioritize translating obligations into step-by-step workflows (CDD/EDD, red-flag handling, sanctions screening) supported by real case examples, while treating CPD certification as a secondary reach lever rather than a primary draw.

4.3. Knowledge Gain

This section tracks learning outcomes. It compares pre- and post-session scores on five AML/CFT knowledge items and summarizes confidenc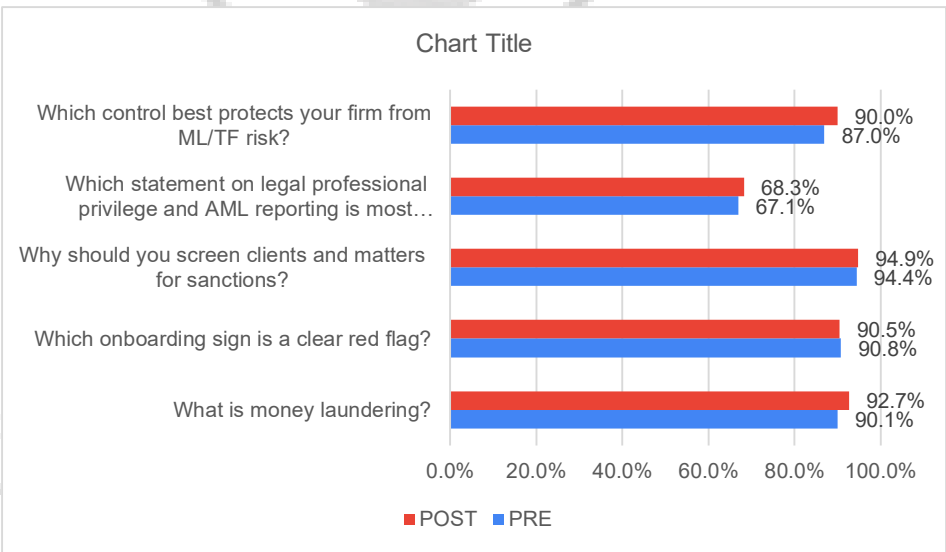e shifts. The analysis highlights strengths, pinpoints weaker concepts, and flags where targeted reinforcement will yield the greatest lift.
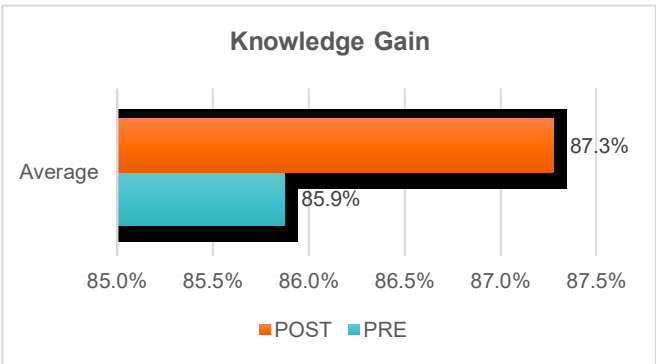
Knowledge Gain

Average: POST 87.3%, PRE 85.9%

Attendees showed a modest but positive knowledge gain from 85.9% to 87.3%, average correct (+1.4 pp), reflecting consolidation off an already high baseline.

Knowledge gains on specific questions were strongest on "which control best protects a firm" (+3.0 pp to 90.0%) and "what is money laundering" (+2.6 pp to 92.7%), while sanctions-screening purpose edged up (+0.5 pp to 94.9%).

The legal-professional-privilege item improved slightly (+1.2 pp) but remains the lowest-scoring area at 68.3%, indicating a persistent understanding gap around privilege limits and reporting obligations. The onboarding red-flag item was essentially flat (-0.3 pp, still 90.5% correct). These results indicate the session effectively reinforced core AML/CFT concepts and controls, with follow-on support best targeted at privilege vs.

Chart Title

Question	POST	PRE
Which control best protects your firm from ML/TF risk?	90.0%	87.0%
Which statement on legal professional privilege and AML reporting is most…	68.3%	67.1%
Why should you screen clients and matters for sanctions?	94.9%	94.4%
Which onboarding sign is a clear red flag?	90.5%	90.8%
What is money laundering?	92.7%	90.1%

reporting scenarios and nuanced red-flag recognition (e.g., case exercises, decision trees, and quick-reference guides) to lift performance in the weaker domains.

4.4. Behavior

This section tracks learning outcomes. It compares pre- and post-session scores on five
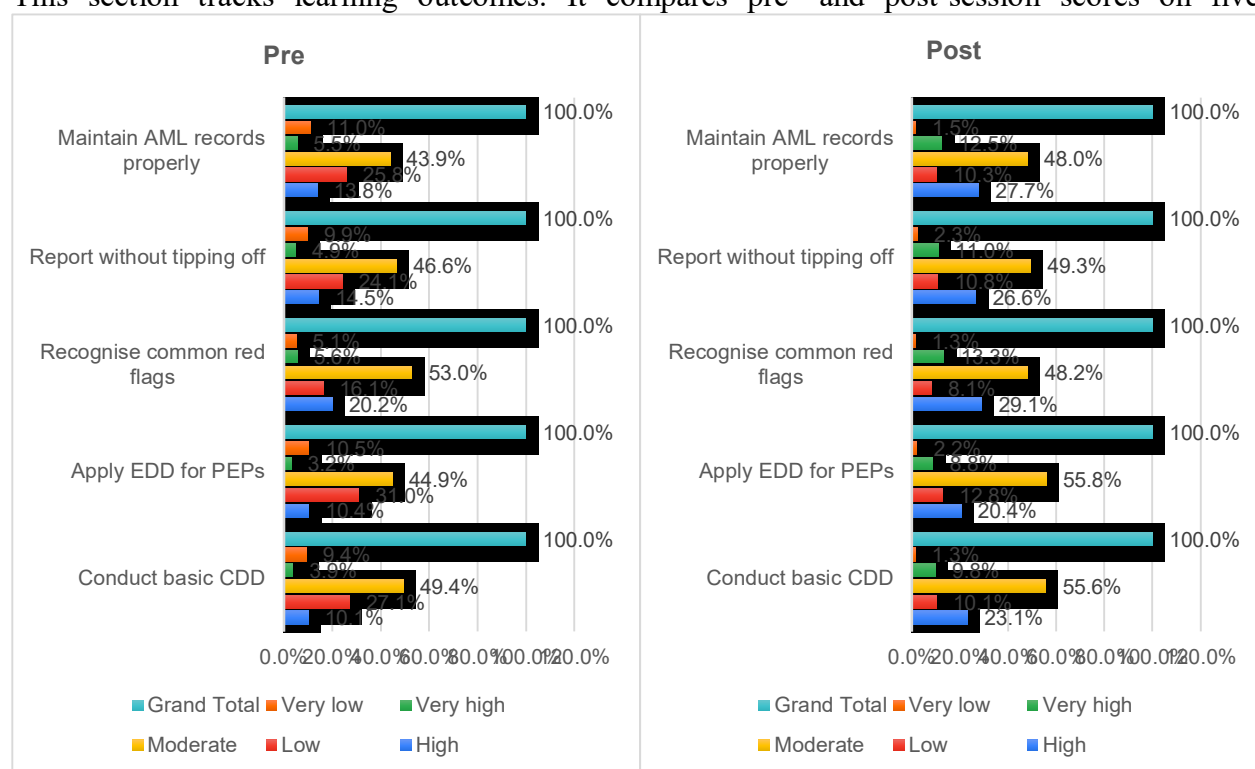
Pre

Maintain AML records properly — 100.0%, 11.0%, 5.5%, 25.8%, 13.8%, 43.9%

Report without tipping off — 100.0%, 9.9%, 4.8%, 24.1%, 14.5%, 46.6%

Recognise common red flags — 100.0%, 5.1%, 5.6%, 16.1%, 20.2%, 53.0%

Apply EDD for PEPs — 100.0%, 10.5%, 3.2%, 31.0%, 10.4%, 44.9%

Conduct basic CDD — 100.0%, 9.4%, 3.9%, 27.1%, 10.1%, 49.4%

Legend: Grand Total, Very low, Very high, Moderate, Low, High

Post

Maintain AML records properly — 100.0%, 1.5%, 12.5%, 48.0%, 10.3%, 27.7%

Report without tipping off — 100.0%, 2.3%, 11.0%, 49.3%, 10.8%, 26.6%

Recognise common red flags — 100.0%, 1.3%, 13.3%, 48.2%, 8.1%, 29.1%

Apply EDD for PEPs — 100.0%, 2.2%, 8.8%, 55.8%, 12.8%, 20.4%

Conduct basic CDD — 100.0%, 1.3%, 9.8%, 55.6%, 10.1%, 23.1%

Legend: Grand Total, Very low, Very high, Moderate, Low, High

AML/CFT knowledge items and summarizes confidence shifts. The analysis highlights strengths, pinpoints weaker concepts, and flags where targeted reinforcement will yield the greatest lift.

Participants reported strong capability gains across all five AML task areas after the webinar. The share rating themselves high/very high, rose from 14.0% to 32.9% for conducting basic CDD, 13.6% to 29.2% for applying EDD for PEPs, 25.8% to 42.4% for recognizing common red flags, 19.4% to 37.6% for reporting without tipping-off, and 19.3% to 40.2% for maintaining AML records.

Correspondingly, low/very low ratings fell sharply, CDD 36.5% to 11.4% (-25.1 pp), EDD 41.5% to 15.0% (-26.5 pp), red flags 21.2% to 9.4% (-11.8 pp), reporting 34.0% to 13.1% (-20.9 pp), and records 36.8% to 11.8% (-25.0 pp). Overall, capability shifted decisively out of the lowest tiers and into moderate-to-high proficiency, with the largest improvements in records management (+20.9 pp), conducting basic CDD (+18.9 pp), and reporting without tipping-off (+18.2 pp), showing evidence that the session translated into practical readiness to apply AML/CFT controls.

5. Lessons Learnt

1. High Interest vs. Live Participation

The gap between registration and attendance suggests logistical or scheduling barriers that future sessions must address. On a positive note, nearly half of those who attended went on to complete the post-session evaluation, indicating solid engagement among the actual audience.

Lesson: Strong demand exists for AML/CFT training, but to convert that interest into live participation, African Center should consider measures like optimal timing, frequent reminders, and user-friendly access (e.g. calendar invites and "join now" prompts). Providing a recording (done via YouTube) is essential to ensure those unable to join live can still benefit, thus extending the training's reach.

"It was quite revealing and interesting. We need more of this training. I would suggest the trainings should be scheduled for all statutory vacation periods for lawyers." Participant

2. Cross-Country Reach and Stakeholder Mix

Although the webinar primarily targeted Nigeria, nearly 30% of participants joined from outside Nigeria, significantly underlining the global relevance of the topic and the Nigerian legal sector's connectivity to international practices. It also reflects positively on the promotional efforts and the appeal of the content beyond national borders.

Lesson: Future programming can leverage this cross-border interest by fostering knowledge exchange (e.g. sharing comparative insights or involving international experts) while still focusing on the Nigerian context.

3. Geographical and Branch Coverage

Within Nigeria, attendees from all six geopolitical zones, spanning major urban centers and smaller cities, showing encouraging penetration even in traditionally less-reached regions, though participation was still concentrated in the commercial hubs of Lagos and the Federal Capital Territory (55% combined). However, some branch jurisdictions appeared under-represented (most other cities each accounted for less than 2% of attendance).

Lesson: There is clear demand for AML/CFT knowledge across Nigeria's legal community, but to achieve more balanced participation, future webinars might engage NBA branch leadership and local networks more directly.

4. Gender and Demographics

Participation was almost gender-balanced, the audience tilted towards those in their young and mid-career suggesting that early to mid-career lawyers are especially keen to build AML/CFT expertise, likely reflecting both a learning mindset and the reality that compliance responsibilities are increasingly falling on newer generations of practitioners.

Lesson: The webinar's content and format aligned well to a younger demographic entering their prime years of practice. Going forward, sustaining this relevance will be important, e.g. using real-life scenarios and interactive elements to engage younger lawyers. At the same time, given the smaller but significant senior cohort, future trainings might incorporate advanced or specialized topics to provide value for very experienced participants.

5. Relevance and Motivation

Participants reported overwhelmingly high relevance of the topic to their work, translating into strong intrinsic motivation. The top motivation was "to understand my obligations" as a lawyer (57.5% of respondents), followed by the desire to avoid unknowingly facilitating crime (14.8%) and reduce sanctions risk (7.2%), making up nearly 80% of responses, indicating that attorneys are primarily seeking guidance to fulfill new legal duties and protect themselves and their firms.

> *Lessons:* The near-universal agreement on relevance shows that AML/CFT compliance is regarded as a critical, timely concern in legal practice, likely due to the recent regulatory changes. Maintaining this alignment in future topics will continue to draw engaged audiences; lawyers are chiefly motivated by understanding and managing risk, training content should directly address statutory obligations, practical "how-tos" for compliance, and risk mitigation strategies; open-ended feedback (not quantified in this report) reportedly echoed these points, with participants appreciating case examples and voicing interest in more step-by-step guidance. This suggests that weaving in more case studies, sample scenarios, and interactive problem-solving exercises would be beneficial in future sessions.

> *"Many thanks to Prof. Ernest Ojukwu SAN. It was an eye-opening lecture for Law Abiding Lawyers." K. H Bamiwola Esq.*

6. Application and Behavior Change

Despite the high baseline knowledge, one of the clearest outcomes of the webinar was a substantial improvement in participants' self-assessed ability to perform key AML/CFT compliance tasks. These are significant short-term shifts, suggesting that the training content was effective in translating knowledge into practical know-how.

> *Lesson:* Concise and properly targeted webinars can drive meaningful improvements in perceived job capability when it is focused on practical skills and includes clear examples or templates.

In summary, the lessons learnt from this webinar affirm that the legal community in Nigeria is both ready and hungry for AML/CFT capacity building, and that well-designed training can make a tangible difference even within a short timeframe. High relevance and motivation levels drove strong engagement, especially among younger lawyers, and the webinar addressed many needs effectively, evidenced by the surge in self-assessed capability. The exercise also highlighted critical gaps (like understanding privilege limits) and outreach challenges (like ensuring those who register actually attend) that we will need to tackle going forward. These insights will inform the continuous refinement of the webinar series and related training under the project. By applying these lessons (improving outreach, targeting content to identified gaps, and sustaining engagement through follow-ups), the project partners (NBA AMLC and African Center, ANEEJ, with FCDO support) can amplify the impact of future capacity-building initiatives and ultimately help entrench a culture of compliance in the Nigerian legal profession.

6. Recommendation

Drawing on the findings and lessons above, the following recommendations are put forward to strengthen future webinars and broader capacity-building efforts. These are aimed at the NBA AMLC and African Center program team, legal practitioners and their institutions, as well as the FCDO-supported project at large, to ensure forward-looking, sustainable improvements in AML/CFT compliance within Nigeria's legal sector:

1. Address the Legal Privilege Gap: Develop targeted training and guidance to clarify how legal professional privilege coexists with AML/CFT reporting duties. The post-test results highlighted confusion in this area (only 68% answered the related question correctly). To close this gap, a dedicated module or workshop should be organized focusing on when and how lawyers must report suspicions despite client confidentiality. This could include practical decision trees, case studies, and real-world scenarios illustrating the boundaries of privilege under the Money Laundering (P&P) Act 2022. By equipping lawyers with a clear mental framework for handling potential suspicious transactions (e.g. internal escalation protocols, how to file a Suspicious Transaction Report (STR) without "tipping off" the client), we can improve compliance in an area that remains complex and sensitive.

2. Reinforce Learning with Practical Tools: To translate the webinar's knowledge gains into on-the-job practice, provide participants with a post-training resource pack. This could be disseminated digitally immediately after the session and should contain model templates and tools that operationalize key concepts. For example: a template AML/CFT policy for law firms, a client due diligence (CDD) and enhanced due diligence (EDD) checklist, a sanctions screening standard operating procedure (SOP) guide, a red-flag identification chart, a records management checklist, and a sample internal STR reporting form. Such job aids will help lawyers implement what they learned by giving them ready-made, customizable documents aligned with international best practices. They also serve as reference material to cement retention of the content. By institutionalizing these tools within their practices (for instance, adopting the model AML policy or using the checklists for every new client), law firms can more easily comply with the 2022 Act's requirements.

3. Implement Follow-Up Assessments (60–90 Days): Because this webinar is an early step toward longer-term outcomes, it is recommended to conduct a follow-up survey or assessment after about 2-3 months to measure actual changes in behaviour and systems within law practices. Immediate post-training evaluations captured self-reported intentions and readiness, but verifying action is crucial. As noted in the methodology, level-4 results (application and impact) require time to manifest and track.

4. Boost Live Participation and Engagement: To tackle the registration-to-attendance drop-off (where 58% of registrants did not attend live), a more proactive participant engagement strategy is recommended. This includes sending calendar invites upon registration and scheduling automated reminders at key intervals (e.g. one week before, one day before, and one hour before the webina) via email and SMS/WhatsApp.

5. Expand Outreach to Under-Served Branches: The geographic analysis identified that some NBA branches and regions had relatively low representation (often less than 1% of total attendees). To promote more equitable capacity-building across the country, the NBA AMLC should partner with branch leadership to co-host localized sessions or viewing events. For example, organizing "watch parties" or mini-seminars in collaboration with branch chairpersons could allow lawyers in those locations to gather and attend the webinar together, possibly with facilitated discussion afterwards to cement learning. The project can provide incentives or support (like covering venue or refreshment costs, or sending a facilitator to moderate Q&A on ground). Ultimately, bringing the training closer to lawyers at the grassroots (whether physically or through tailored communication) will help ensure that AML/CFT compliance awareness is uniformly spread, not just concentrated in Abuja or Lagos.

6. Leverage the NBA Branch Compliance Officers Network: The project's strategy to establish a network of Compliance Officers in all 132 NBA branches is a forward-looking step to decentralize and multiply impact. It is recommended to fully leverage this network in implementing and monitoring the above initiatives. These branch compliance officers, once selected and trained, should act as local champions for AML/CFT compliance, organizing branch-level trainings, driving attendance for the national webinars, assisting colleagues in their area with compliance queries, and relaying feedback or challenges back to the NBA AMLC. They can also help disseminate materials (like the resource packs and templates) to members in their jurisdiction and encourage practical adoption.

7. Conclusion

The webinar demonstrated that Nigeria's legal community recognises AML/CFT compliance as central to professional integrity and risk management. Participation reflected both national breadth and international interest, with balanced gender representation and a strong presence of early- to mid-career practitioners. Knowledge gains were modest due to high baselines, but capability improvements were substantial, particularly in records management, CDD, and reporting. The persistent gap in understanding legal privilege versus reporting obligations highlights an area for focused follow-up. Moving forward, scaling participation, reinforcing practical learning with tools, and embedding compliance education through NBA structures will be critical to sustaining momentum and strengthening Nigeria's AML/CFT legal framework.

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