

# Certificate Series

## Employee Benefits Courses

**March 4-9, 2024** | Scottsdale, Arizona

**July 29-August 2, 2024** | Boston, Massachusetts

**September 14-19, 2024** | Nashville, Tennessee

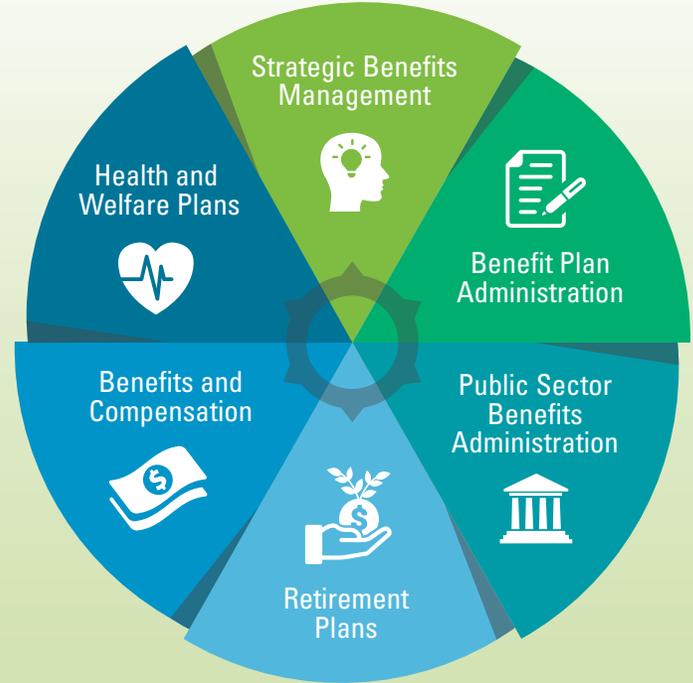
**Advance your career with these expert-led courses!**

Early registration discount for Scottsdale ends January 22—**Save \$300 per course.**



**NEW! Accelerated Certificate Offering This Summer in Boston!**

[www.ifebp.org/certificateseries](http://www.ifebp.org/certificateseries)



International Foundation  
OF EMPLOYEE BENEFIT PLANS 

# Table of Contents

## COMPLETE A CERTIFICATE PROGRAM:

Health and Welfare Plans	8
Retirement Plans	10
Benefit Plan Administration	12
Benefits and Compensation	14
Public Sector Benefits Administration	16
Strategic Benefits Management	18

## NEW FOR 2024!

## COMPLETE AN ACCELERATED CERTIFICATE:

Benefit Plan Administration	20
Health and Welfare Plans	20

## TAKE A SINGLE COURSE:

Health Benefit Plan Basics	8, 14, 17
Health Care Cost Management	8, 17, 18
Ancillary Benefit Plans	9
Funding and Finance of Health Benefits	9, 13
Retirement Plan Basics	10, 15, 17
Investment Basics	10, 17
401(k) Plans	11
Public Sector 401, 403 and 457 Plans	11, 17
Basics of Employee Benefits Administration	12
Communicating Employee Benefits	12
Total Rewards and Workforce Strategies	13, 18
Basic Compensation Concepts	14
Introduction to Public Sector Benefits Administration	16
Organizational Strategies for Health and Financial Wellness	19

# Certificate Series 2024

The Certificate Series offers educational opportunities in each of the areas of benefits and compensation. These **in-person** courses provide a comprehensive learning experience, covering the history, evolution and current events of benefits through interactive lectures and case studies. Take a single course for education in a specific area, or take three courses to earn a **topic-specific** Certificate of Achievement. Find solutions for today's challenges and prepare for tomorrow's opportunities through valuable instruction, learning materials and networking.

## Who Should Attend

The Certificate Series is designed for those who need an immersive and fast-paced education on the history, trends, legal environment and operational aspects of managing and supporting benefits and compensation plans, including the following positions.

### Differing Backgrounds

- New professionals who need to understand the industry
- Seasoned professionals looking to update or validate their industry knowledge

### Representing Various Types of Plan Sponsors\*

- Corporate and single employer benefit plans
- Multiemployer benefit funds
- Public sector/government benefit plans

\*See individual certificate information for more details.

### Diverse Roles

- Benefits professionals
- Human resources professionals
- Administrative and customer service staff
- Representatives of insurance companies and third-party administrators
- Professionals in all service areas, including consulting, legal and financial services
- Communication, marketing and sales professionals
- Benefit fund trustees who need to understand the technical aspects of the plans they serve (select courses only)

## Enrollment Options

### Individual Courses

Choose any combination of individual courses to create your own learning path.

### Earn a Certificate

Take the three required courses to earn a certificate in a specific area of benefits and compensation.

### **NEW!** Accelerated Certificate

Take the three required courses to earn a certificate in 4½ days.

# 2024 Course Locations—U.S. Offerings

Courses are held at the hotel. For information on reservation deadlines, check-in/check-out times, cancellation policies and transportation, visit [www.ifebp.org/certificate-series](http://www.ifebp.org/certificate-series).



**March 4-9, 2024**  
**Scottsdale, Arizona**  
**Hilton Scottsdale Resort & Villas**

*Hotel Accommodations:* Contact the hotel directly for reservations and mention the International Foundation to receive the special rate.

Phone: (480) 948-7750

Hotel Rate: \$329 Single/Double

Reservation Deadline:  
Monday, February 12, 2024

Taxes & Fees (subject to change):  
14.02% tax (\$30 resort fee waived)



**July 29-August 2, 2024**  
**Boston, Massachusetts**  
**The Westin Copley Place**

*Hotel Accommodations:* Contact the hotel directly for reservations and mention the International Foundation to receive the special rate.

Phone: (617) 262-9600

Rate: \$299 Single/Double

Reservation Deadline: Monday, July 1, 2024

Taxes & Fees (subject to change): 14.95%  
Guest Room Tax, 1.5% Tourism Fee



**September 14-19, 2024**  
**Nashville, Tennessee**  
**Grand Hyatt Nashville**

*Hotel Accommodations:* Please specify your hotel requirements when registering.

Phone: (615) 622-1234

Rate: \$305 Single/Double

Reservation Deadline:  
Monday, August 12, 2024

Taxes & Fees (subject to change): 15.25%,  
Destination fee: \$2.50/night

# Bring the Certificate Series to You

Host the Certificate Series to bring world-class training to your organization. Drawing on our experience as a leading provider of employee benefits education, we will work with you to assess your specific needs and format a program that meets your organization's training goals. On-site programs save on travel costs and time away from the office while providing a one-of-a-kind learning opportunity for your staff.

## Let's develop an education strategy together.

Please contact Nick Olig at (262) 373-7622 or [nicko@ifebp.org](mailto:nicko@ifebp.org) for more information or to set up an on-site program.

Learn more at [www.ifebp.org/onsite-education](http://www.ifebp.org/onsite-education).

Register online at [www.ifebp.org/certificate-series](http://www.ifebp.org/certificate-series)



# LEARN

from industry experts and your peers.

# GAIN

valuable written materials and resources.

# DISCUSS

the strategies that plans are implementing today and considering for tomorrow.

# CONNECT

with others who are dealing with similar issues.

# DEMONSTRATE

your knowledge through interactive exercises and case studies.



# Sector Key

Each certificate in this catalog displays one or more icons, indicating the appropriate audience(s) for the certificate as a whole. Individual courses within a certificate may be applicable to a broader audience.



## Multiemployer

Labor trustees, management trustees, administrators and professional advisors who serve multiemployer funds



## Public Employee

Public trustees (elected and appointed), governmental financial officers and staff, human resources/benefits staff managers, school district members and executives, union and employer representatives, and municipal and county officials



## Corporate/Single Employer

Single employer or corporate plan sponsors



**Accelerated Certificates  
Offered This Summer!**

Check out page 20 for more information.



**New accelerated format** available at the July/August offering. Complete your certificate in 4½ days!

# Health and Welfare Plans



Stay informed of the health care system's latest legal and regulatory changes with the Certificate in Health and Welfare Plans. Attendees will analyze plan management strategies and plan design options, including managed care fundamentals, consumer-driven health care, value-based strategies and ancillary benefit plans.

## Required Courses

### Health Benefit Plan Basics\*

#### Topics include:

- History and evolution of health plans
- Plan models
- Coordination of benefits
- Managed care design
- Plan financing
- Health plan legal environment
- Benefit carve-outs
- Retiree medical plans.

**March 6-7, 2024** | Scottsdale, Arizona

**July 29-30, 2024** | Boston, Massachusetts 

**September 14-15, 2024** | Nashville, Tennessee

### Health Care Cost Management\*

#### Topics include:

- Health care trends
- Cost drivers
- Managing providers and patients
- Impact of technology on cost
- Prescription cost management
- Basic cost-control strategies
- Evolving health care management
- Short- and long-term strategies.

**March 8-9, 2024** | Scottsdale, Arizona

**August 1-2, 2024** | Boston, Massachusetts 

**September 16-17, 2024** | Nashville, Tennessee

\*This course applies to more than one certificate.



This course is part of the accelerated certificate.

## Elective Courses: Choose One

### Ancillary Benefit Plans

#### Topics include:

- Terms and framework
- Life insurance
- Disability and worker's compensation
- Time-off programs
- Employee communications
- Voluntary benefits
- Dependent care
- Dental/vision plans
- Employee assistance plans
- Implementing choice-based models.

**March 4-5, 2024** | Scottsdale, Arizona

**July 30-31, 2024** | Boston, Massachusetts 

**September 18-19, 2024** | Nashville, Tennessee

### Funding and Finance of Health Benefits\*

#### Topics include:

- Foundations of financing
- Financing mechanisms
- Funding vehicles
- Employee contributions
- External landscape
- Self-funding deep dive
- Stop-loss insurance
- COBRA rates
- Transitioning finance methods.

**September 18-19, 2024**

Nashville, Tennessee

“Very appreciative of the information I gained from this session!”

**Aimee C. Cisneros**

Benefits Specialist | Painters District Council  
30 Benefits Funds | Aurora, Illinois

**You must be present for each course in its entirety to earn your certificate.**

Please make your travel plans accordingly.

# Retirement Plans



Funding a retirement plan introduces many challenges, but they are not insurmountable. Learn about the critical components of the retirement planning landscape and become a confident steward of your plan. This certificate covers both defined benefit and defined contribution plans as well as Social Security, investment principles, and navigating the legal and regulatory environment.

## Required Courses

### Retirement Plan Basics\*

#### Topics include:

- Social Security
- Qualified retirement plans
- Defined benefit plans
- Defined contribution plans
- Hybrid plans
- The future of retirement
- IRC and ERISA requirements
- Fiduciary duties
- Correcting plan errors.

**March 4-5, 2024** | Scottsdale, Arizona

**September 18-19, 2024** | Nashville, Tennessee

### Investment Basics\*

#### Topics include:

- Investing within the plan environment
- Basics of investing
- Risk assessment
- Measures of return
- Alternative investments
- Commonsense investment principles
- Asset allocation
- Investment policy considerations
- Tax aspects of retirement plans.

**March 8-9, 2024** | Scottsdale, Arizona

**September 16-17, 2024** | Nashville, Tennessee

*\*This course applies to more than one certificate.*

## Elective Courses: Choose One

### 401(k) Plans

#### Topics include:

- Plan design
- Investment policy statement
- Fund selection process
- Effective communication and education
- Compliance
- Legal and regulatory update.

**March 6-7, 2024** | Scottsdale, Arizona

**September 14-15, 2024** | Nashville, Tennessee

### Public Sector 401, 403 and 457 Plans\*

#### Topics include:

- Public sector characteristics
- Defined contribution oversight
- Changing employer responsibilities
- Meeting responsibilities
- Options and trends
- Investment oversight
- Developing educational programs.

**March 6-7, 2024**

Scottsdale, Arizona

“It’s worth attending if you’re interested in gaining a good understanding of investments.”

#### Lorie Burchall

Total Rewards Manager | Bermuda Hospitals Board | Paget, Bermuda

**You must be present for each course in its entirety to earn your certificate.**

Please make your travel plans accordingly.



**New accelerated format** available at the July/August offering. Complete your certificate in 4½ days!

# Benefit Plan Administration



Managing and administering employee benefit plans is complex and requires a broad range of expertise. This certificate analyzes the core operational and strategic areas of benefit plan administration, including total rewards, risk management, communication, technology, funding/finance and vendor management.

## Required Courses

### Basics of Employee Benefits Administration

#### Topics include:

- Strategies and governance
- Government oversight
- Regulations and reporting
- Correcting plan mistakes
- Data administration
- Vendor management
- Financial issues in administration
- Well-being.

**July 29-30, 2024** | Boston, Massachusetts 

**September 14-15, 2024** | Nashville, Tennessee

### Communicating Employee Benefits

#### Topics include:

- Purpose of benefits communication
- Communicating health plan changes
- Communicating to consumers
- Educating about retirement risks and solutions
- Communication challenges
- Improving benefits communication
- Legal and regulatory communication
- Measurement and feedback
- Communication planning.

**March 8-9, 2024** | Scottsdale, Arizona

**July 30-31, 2024** | Boston, Massachusetts 

**September 16-17, 2024** | Nashville, Tennessee

*\*This course applies to more than one certificate.*



*This course is part of the accelerated certificate.*

## Elective Courses: Choose One

### Total Rewards and Workforce Strategies\*

#### Topics include:

- Strategy concepts
- Total rewards components
- Aligning rewards with business needs
- Impact on workforce
- HR strategies and total rewards
- Workforce analysis
- Key stakeholders
- Developing a strategy
- Auditing and optimizing
- Future trends.

**March 6-7, 2024** | Scottsdale, Arizona

**August 1-2, 2024** | Boston, Massachusetts 

**September 18-19, 2024** | Nashville, Tennessee

### Funding and Finance of Health Benefits\*

#### Topics include:

- Foundations of financing
- Financing mechanisms
- Funding vehicles
- Employee contributions
- External landscape
- Self-funding deep dive
- Stop-loss insurance
- COBRA rates
- Transitioning finance methods.

**September 18-19, 2024**

Nashville, Tennessee

“I have attended CPE seminars for 20 years, and the International Foundation puts on the best by far. Most informative, and the speakers are very knowledgeable.”

#### **Doug MacLeod**

Chief Financial Officer | Regional Transportation District ATU Pension Plan | Denver, Colorado

**You must be present for each course in its entirety to earn your certificate.**

Please make your travel plans accordingly.

# Benefits and Compensation



Attracting and retaining a productive workforce requires balancing the three key components of a total rewards strategy: compensation, health plans and retirement plans. The Certificate in Benefits and Compensation provides a survey of these three components as well as a chance to develop your baseline technical skills in compensation concepts.

## Required Courses (3)

### Basic Compensation Concepts

#### Topics include:

- Total compensation
- Total rewards
- Compensation management
- Performance management
- Competencies
- Variable pay
- Executive compensation
- Legal environment.

**March 8-9, 2024** | Scottsdale, Arizona

**September 16-17, 2024** | Nashville, Tennessee

### Health Benefit Plan Basics\*

#### Topics include:

- History and evolution of health plans
- Plan models
- Coordination of benefits
- Managed care design
- Plan financing
- Health plan legal environment
- Benefit carve-outs
- Retiree medical plans.

**March 6-7, 2024** | Scottsdale, Arizona

**September 14-15, 2024** | Nashville, Tennessee

*\*This course applies to more than one certificate.*

**You must be present for each course in its entirety to earn your certificate.**

Please make your travel plans accordingly.

### Retirement Plan Basics\*

**Topics include:**

- Social Security
- Qualified retirement plans
- Defined benefit plans
- Defined contribution plans
- Hybrid plans
- The future of retirement
- IRC and ERISA requirements
- Fiduciary duties
- Correcting plan errors.

**March 4-5, 2024** | Scottsdale, Arizona

**September 18-19, 2024** | Nashville, Tennessee

“I have found the Certificate Series to be an excellent learning path. The certificate lets senior management know there was a value or outcome to the learning.”

**Michelle Cunniff**

Human Resources Director | AIPSO  
Johnston, Rhode Island



# Public Sector Benefits Administration



The public sector's unique political, financial and regulatory environment poses both challenges and opportunities for employee benefits. Learn how to better navigate this environment and apply health care and retirement strategies designed specifically with the public sector in mind. Select your elective courses to tailor your learning to your specific needs.

## Required Course

### Introduction to Public Sector Benefits Administration

#### Topics include:

- Public sector structure
- Government finance
- Navigating the political landscape
- Regulatory requirements
- Strategic planning
- Requests for proposals
- Human resource strategy
- Demographics
- Project management
- Ethics in the public sector
- Benchmarking
- Disaster planning.

**March 4-5, 2024** | Scottsdale, Arizona

“There was plenty of opportunity for questions and discussion. Classmates spoke of their demographics, problems, issues and successes.”

**David J. Frazier Jr.**

Firefighter/Trustee | City of Miami Beach  
Miami Beach, Florida

## Elective Courses: Select Two

### Public Sector 401, 403 and 457 Plans\*

See page 11 for course description.

**March 6-7, 2024** | Scottsdale, Arizona

### Retirement Plan Basics\*

See page 10 for course description.

**March 4-5, 2024** | Scottsdale, Arizona

**September 18-19, 2024** | Nashville, Tennessee

### Investment Basics\*

See page 10 for course description.

**March 8-9, 2024** | Scottsdale, Arizona

**September 16-17, 2024** | Nashville, Tennessee

### Health Benefit Plan Basics\*

See page 8 for course description.

**March 6-7, 2024** | Scottsdale, Arizona

**September 14-15, 2024** | Nashville, Tennessee

### Health Care Cost Management\*

See page 8 for course description.

**March 8-9, 2024** | Scottsdale, Arizona

**September 16-17, 2024** | Nashville, Tennessee

**You must be present for each course  
in its entirety to earn your certificate.**

Please make your travel plans accordingly.

*\*This course applies to more than one certificate.*

Register online at [www.ifebp.org/certificateseries](http://www.ifebp.org/certificateseries)

# Strategic Benefits Management



Broaden your strategic perspective and learn to align benefits strategy with the vision of your organization. This certificate prepares you to define objectives for attracting, motivating, supporting and retaining talent in your organization. Receive tools to measure the effectiveness of your programs—in return on investment and the impact to your company culture.

## Required Courses

### Health Care Cost Management\*

#### Topics include:

- Health care trends
- Cost drivers
- Managing providers and patients
- Impact of technology on cost
- Prescription cost management
- Basic cost-control strategies
- Evolving health care management
- Short- and long-term strategies.

**March 8-9, 2024** | Scottsdale, Arizona

**September 16-17, 2024** | Nashville, Tennessee

### Total Rewards and Workforce Strategies\*

#### Topics include:

- Strategy concepts
- Total rewards components
- Aligning rewards with business needs
- Impact on workforce
- HR strategies and total rewards
- Workforce analysis
- Key stakeholders
- Developing a strategy
- Auditing and optimizing
- Future trends.

**March 6-7, 2024** | Scottsdale, Arizona

**September 18-19, 2024** | Nashville, Tennessee

*\*This course applies to more than one certificate.*

**You must be present for each course in its entirety to earn your certificate.**

Please make your travel plans accordingly.

## Organizational Strategies for Health and Financial Wellness

### Topics include:

- Terminology and concepts
- Defining stakeholders
- Behavioral influences
- Value of wellness plans
- Developing wellness programs (strategic and tactical)
- Financial literacy gaps
- Demographic challenges
- Developing financial literacy content.

**March 4-5, 2024** | Scottsdale, Arizona

**September 14-15, 2024** | Nashville, Tennessee

Register online at [www.ifebp.org/certificate-series](http://www.ifebp.org/certificate-series)

“I feel like I’m heading home with a toolbox full of ideas to tackle the upcoming renewal season.”

**Victoria Rice, GBA**

Vice President of Strategic Analytics | CareATC  
Tulsa, Oklahoma



# New for 2024: Accelerated Certificate Series Offering

Earning a Certificate of Achievement for the employee benefits area you work in can substantially increase the knowledge you bring to your organization. This summer's Accelerated Certificate Series offering is designed to make earning your certificate more convenient than ever. Make the most of your trip to Boston by attending all three required courses for your certificate in one location over 4½ days. Save time and money with this accelerated option to earn either a Certificate in Health and Welfare Plans or a Certificate in Benefit Plan Administration.



## Certificate in Health and Welfare Plans

As the legislative and regulatory landscape in health care continues to evolve, it is important to stay informed about the latest changes and trends. The Certificate in Health and Welfare Plans provides plan management strategies and plan design options, including managed care fundamentals, consumer-driven health care and value-based strategies as well as a survey of ancillary benefit plans. The following courses are included in this certificate offering:

- Health Benefit Plan Basics
- Health Care Cost Management
- Ancillary Benefit Plans.



## Certificate in Benefit Plan Administration

The complexities of managing and administering employee benefit plans in today's environment require knowledge and skills in a variety of areas. The Certificate in Benefit Plan Administration provides a survey of the core operational and strategic areas—including human resources strategies, risk management, communication, technology, funding/finance and vendor management—helping you to adapt your total rewards strategies to your organization's needs. The following courses are included in this certificate offering:

- Basics of Employee Benefits Administration
- Communicating Employee Benefits
- Total Rewards and Workforce Strategies.



Learn more about this exciting new Certificate Series format at [www.ifebp.org/certificateseries](http://www.ifebp.org/certificateseries) and start planning to earn your certificate today!

# Earning Your Certificate—U.S. Offerings

Not applicable to Certificates in Canadian Benefit Plans or Global Benefits Management.

## Earning Your Certificate

1. **Determine the certificate track** that best suits your education goals.
2. **Attend the required courses in their entirety.** Each certificate consists of three two-day courses that can be taken separately (with the exception of the accelerated courses) or all in one week.
3. **Actively participate** in the case study to apply the knowledge you have learned.

When you complete a certificate program, you will have gained knowledge in one of the functional areas of total rewards and applied that knowledge in a real-life case study. You will also walk away with something to show—a Certificate of Achievement from the leading educator in the industry, the International Foundation of Employee Benefit Plans.

## Looking to Take Just One Class?

While a certificate track is structured to build a well-rounded knowledge base, each Certificate Series course is designed to act as a standalone course. Those looking to learn about a specific topic are welcome to attend one course or any combination of courses to specifically fit their needs. *(Note: The accelerated courses are not offered as standalone courses.)*

## Course Structure

In-person Certificate Series courses are scheduled as follows:

Day One: 8:00 a.m.-5:00 p.m.

Day Two: 8:00 a.m.-3:00 p.m.

### Accelerated Certificate:

Monday-Thursday: 8:00 a.m.-5:00 p.m.

Friday: 8:00 a.m.-12:00 noon

## Attendance Required

**You must be present for the entire program to earn your Certificate of Achievement.**

Please make your travel plans accordingly.

# Instructors

Certificate Series instructors are skilled educators, researchers and lead authorities in their field.

## **Rae Anne Beaudry**

Senior Vice President  
Regional Employee Benefits  
Practice Group Leader  
USI Insurance Services

## **Lewis E. Devendorf**

Consultant  
Mercer Human Resources (Retired)

## **Steven Draper, FSA, FCA, MAAA®**

Senior Manager  
Ernst & Young LLP

## **Mark J. Dunlop, CEBS, AEP, AFC, CFP®, ChFC®, CLU, FLMI, REBC, RHU**

Principal  
Designed Benefit Incentives

## **Laura Earley, CEBS, ISCEBS-Fellow**

Account Executive  
IMA Financial Group

## **Jay K. Egelberg, ASA, EA, FCA, MAAA**

Consulting Actuary  
First Actuarial Consulting, Inc. (FACT)

## **Uche Enemchukwu**

Chief Executive Officer  
Nelu Diversified Consulting Solutions

## **R. Scott Gregory, FSA**

President  
R. Scott Gregory, Inc.

## **Steven E. Grieb, J.D., CEBS, CEBS Compliant, ISCEBS-Fellow**

Senior Compliance Counsel  
Gallagher

## **Mindy Harris**

Senior Consultant, Government Plans  
NFP

## **Barbara Healy**

Retirement Investment Consultant  
NFP Retirement, Inc.

## **Abbey Hendricks, CEBS**

Vice President  
Aon

## **Peter W. Kennedy**

Principal  
PRM Consulting Group

## **Paula Krupa, CEBS, CEBS Compliant**

Director, Global Benefits  
Vialto Partners

## **Ron Krupa, CEBS, CEBS Compliant, ISCEBS-Fellow, GPHR**

Director, Health and Benefits Consulting  
WTW

**Margaret C. Lemkin, Ph.D.**

Executive Vice President, Client Services  
Valenz Health

**Dawn M. Lichtner, CEBS**

Client Success Executive  
The Vanguard Group

**Matthew T. Miler, CFP®, CPA**

Managing Partner  
McCarthy Grittinger Financial Group LLC

**Alicia R. Mohn, J.D.**

Director of Regulatory Services  
Empower

**Doug Nistetter, ASA, MAAA**

Senior Vice President, Houston Market Leader  
Aon

**Linda Robertson, M.S.F.S., CEBS,  
CFP®, ChFC®**

Director of Planner Operations  
Financial Finesse, Inc.

**Bruce D. Schobel, CEBS, CLU,  
FSA, MAAA**

Consulting Actuary

**Anne P. Sperling, CSA, LPRT**

President and CEO  
Vanguard Resources, Inc.

**Jake Stevens, ASA, MAAA**

Vice President, Health Solutions  
Aon

**Doug Tapp**

Reward Consulting Leader  
Human Capital Consulting Practice  
Deloitte Consulting LLP

**Robert Whited II, CEBS, CFA**

Managing Director  
Creative Planning Retirement Services



# Certificate Series 2024 Schedule at a Glance

Course Name	MARCH Scottsdale, Arizona	JULY/AUGUST** Boston, Massachusetts	SEPTEMBER Nashville, Tennessee
<b>Certificate in Health and Welfare Plans</b>   Take Required Courses			
Health Benefit Plan Basics*	March 6-7   MTG #34-2481	July 29-30   MTG #21-2421	September 14-15   MTG #68-2468
Health Care Cost Management*	March 8-9   MTG #34-2436	August 1-2   MTG #21-2470	September 16-17   MTG #68-2482
And Choose One			
Ancillary Benefit Plans	March 4-5   MTG #34-2434	July 30-31   MTG #21-2444	September 18-19   MTG #68-2461
Funding and Finance of Health Benefits*			September 18-19   MTG #68-2464
<b>Certificate in Retirement Plans</b>   Take Required Courses			
Retirement Plan Basics*	March 4-5   MTG #34-2462		September 18-19   MTG #68-2457
Investment Basics*	March 8-9   MTG #34-2487		September 16-17   MTG #68-2473
And Choose One			
401(k) Plans	March 6-7   MTG #34-2499		September 14-15   MTG #68-2476
Public Sector 401, 403 and 457 Plans*	March 6-7   MTG #34-24N3		
<b>Certificate in Benefit Plan Administration</b>   Take Required Courses			
Basics of Employee Benefits Administration		July 29-30   MTG #21-24K1	September 14-15   MTG #68-24K3
Communicating Employee Benefits	March 8-9   MTG #34-24N1	July 30-31   MTG #21-24N2	September 16-17   MTG #68-24N4
And Choose One			
Total Rewards and Workforce Strategies*	March 6-7   MTG #34-2465	August 1-2   MTG #21-2450	September 18-19   MTG #68-2435
Funding and Finance of Health Benefits*			September 18-19   MTG #68-2464

\*This course applies to more than one certificate.

\*\* You must enroll in all 3 courses in the accelerated certificate.

Course Name	MARCH Scottsdale, Arizona	JULY/AUGUST** Boston, Massachusetts	SEPTEMBER Nashville, Tennessee
<b>Certificate in Benefits and Compensation   Take Required Courses</b>			
Retirement Plan Basics*	March 4-5   MTG #34-2462		September 18-19   MTG #68-2457
Health Benefit Plan Basics*	March 6-7   MTG #34-2481		September 14-15   MTG #68-2468
Basic Compensation Concepts	March 8-9   MTG #34-2472		September 16-17   MTG #68-2439
<b>Certificate in Strategic Benefits Management   Take Required Courses</b>			
Organizational Strategies for Health and Financial Wellness	March 4-5   MTG #34-2437		September 14-15   MTG #68-2441
Total Rewards and Workforce Strategies*	March 6-7   MTG #34-2465		September 18-19   MTG #68-2435
Health Care Cost Management*	March 8-9   MTG #34-2436		September 16-17   MTG #68-2482
<b>Certificate in Public Sector Benefits Administration   Take Required Course</b>			
Introduction to Public Sector Benefits Administration	March 4-5   MTG #34-24P3		
And Choose Two			
Retirement Plan Basics*	March 4-5   MTG #34-2462		September 18-19   MTG #68-2457
Public Sector 401, 403 and 457 Plans*	March 6-7   MTG #34-24N3		
Investment Basics*	March 8-9   MTG #34-2487		September 16-17   MTG #68-2473
Health Benefit Plan Basics*	March 6-7   MTG #34-2481		September 14-15   MTG #68-2468
Health Care Cost Management*	March 8-9   MTG #34-2436		September 16-17   MTG #68-2482

# International Offerings

CP | BASIC/INTERMEDIATE

## Certificate in Canadian Benefit Plans

August 19-21, 2024 | Toronto, Ontario



The Certificate in Canadian Benefit Plans provides a solid introduction to Canadian employee benefits, pensions and human resources practices. Whether you work directly with a Canadian plan or are employed by a U.S. company with affiliates in Canada, you will gain practical and useful information about the Canadian pensions and benefits landscape.

### Topics:

- Overview of Canadian business environment
- Canadian health care system
- Employer group benefits
- Canadian drug benefit practices
- Case study: Managing benefits change
- Benefits forum
- Canadian retirement system
- Pension fundamentals and legal aspects
- Pension forum
- Canadian employment law and legislation
- Human rights environment
- Disability provisions and practices
- International transfers
- Total rewards *includes* benefits and compensation
- Case studies and application

Course begins Monday at 8:00 a.m. and concludes Wednesday at 12:15 p.m.  
Visit [www.ifebp.org/canadacert](http://www.ifebp.org/canadacert) for more information and to register.

## Certificate in Global Benefits Management

February 19-23, 2024 | Austin, Texas

July 29-August 2, 2024 | Boston, Massachusetts



The Certificate in Global Benefits Management is a 4½-day course designed for those working at multinational organizations who have or will have responsibility for global benefits, compensation and/or human resources.

### Topics:

- Cross-cultural diversity: The power of worldviews
- Developing a global benefits strategy
- International health care systems and wellness trends
- Multinational pooling and offshore retirement plans
- Regional and country overviews: Europe, Latin America, Middle East/Africa and Asia Pacific
- Benefit issues relating to international assignments (expatriates)
- Case studies and application

Course begins Monday at 8:00 a.m. and concludes Friday at 12:00 noon.  
Visit [www.ifebp.org/globalcertificate](http://www.ifebp.org/globalcertificate) for more information and to register.

## REGISTRATION FOR IN-PERSON PROGRAMS INCLUDES

Continental breakfast • Lunches • Beverage breaks

### REGISTRATION

Go to [www.ifebp.org/certificateseries](http://www.ifebp.org/certificateseries) to register.

### REGISTER EARLY AND SAVE

Save \$300 when you register before January 22, 2024.

## COURSE REGISTRATION FEES FOR SCOTTSDALE PROGRAM IN MARCH

*Through January 22, 2024*

Member: US\$1,375 | Nonmember: US\$1,595

*After January 22, 2024*

Member: US\$1,675 | Nonmember: US\$1,895

## CONTINUING EDUCATION CREDIT

Continuing education (CE) credit for professions and designations MAY be available for attendance at live sessions. You must request CE credit with your registration for the program at least 60 days prior to the beginning of the program so that the Foundation can seek preapproval from the governing agency.

**Note:** Requests made for CE credit do not guarantee administration of credit.

For CE inquiries, please contact the International Foundation Continuing Education Department at (905) 361-2822 or toll-free (833) 886-3749, or email [continuinged@ifebp.org](mailto:continuinged@ifebp.org).



Educational sessions at this program can qualify for self-reported CEBS® Compliance credit. Visit [www.cebs.org/compliance](http://www.cebs.org/compliance) for additional information.

## POLICIES

Cancel and transfer fees are based on registration fee paid: 60+ days before meeting is 10%; 31-59 days before meeting is 25%; within 30 days of meeting is 50%. Hotel deposit is forfeited for cancellations/transfers received within three days (five days for Disney properties) of arrival. Registration fee is forfeited once program commences. Visit [www.ifebp.org/policies](http://www.ifebp.org/policies) for details on the current policy.

## GLOBAL BENEFITS ONLINE DISCUSSION GROUP

Connect with others who work with global benefits. A members-only discussion group, Global Benefits, is available in the Foundation Community. Share and learn with others who work in global benefits in this private, easy-to-use community forum. Find out more at [www.ifebp.org/community](http://www.ifebp.org/community).

# Certificate Series 2024 Offerings



**March 4-9, 2024**  
Scottsdale, Arizona  
Hilton Scottsdale Resort & Villas



**July 29-August 2, 2024**  
Boston, Massachusetts  
The Westin Copley Place



**September 14-19, 2024**  
Nashville, Tennessee  
Grand Hyatt Nashville

Visit [www.ifebp.org/certificate-series](http://www.ifebp.org/certificate-series)  
for more information or to register.



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