



Institute *for*  
**Apprenticeship**

Training and Education Programs

**January 22-24, 2024**

The Mirage Las Vegas  
Las Vegas, Nevada

**Virtual Option Available**

**Preconference Session**

January 21, 2024

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

**Invest in  
Your Workforce**

International Foundation  
OF EMPLOYEE BENEFIT PLANS



# Institute for Apprenticeship

## Training and Education Programs

**January 22-24, 2024**

The Mirage Las Vegas | Las Vegas, Nevada

Optional Preconference Session: January 21, 2024

The **Institute for Apprenticeship, Training and Education Programs** provides education on effective trust fund management and best practices in U.S. and Canadian apprenticeship programs. This conference will address the current and relevant issues that are impacting your program, providing the clarity you need to plan for the future. Join your peers in Las Vegas to learn from experts and share ideas, opportunities and lessons learned.

### Who Should Attend

This conference is designed for all stakeholders of apprenticeship, training and education funds in both the U.S. and Canada. This conference is for you if you serve in any of the following roles:

- Trustee, labor or management
- Training director, coordinator or instructor
- JATC training trust fund member
- Union or employer association representative
- Administrator or staff
- Intermediary or workforce development professional
- Service provider to apprenticeship and training programs.

### Benefits of Attending

This conference is loaded with opportunities to engage and learn so you can:

- Understand the legal requirements and issues that must be addressed at the fund level and operationally
- Learn best practices in the management of your program to improve efficiency and grow engagement
- Benchmark your approach to curriculum development and teaching
- Identify new ideas and opportunities by networking with peers who face similar challenges
- Receive valuable resource materials
- Benchmark your program as you take away the Foundation's research report, *Top Trends in Apprenticeship Programs: 2024 Survey Results*.

### Can't join us in Las Vegas? Join us virtually!

When you select the virtual option, you have the flexibility to participate in the live sessions as they are scheduled or watch them on demand in the 30 days following the conference. Virtual attendees are also eligible to receive a Certificate of Attendance, provided they meet the same participation requirements as those attending in Las Vegas. Continuing education credit is **ONLY** available for in-person attendance in Las Vegas.

# PROGRAM AT A GLANCE

<b>SUNDAY</b>   January 21, 2024		
<b>8:00 a.m.-1:00 p.m.</b>	Preconference: Enhancing Your Emotional Intelligence Skills	
<b>MONDAY</b>   January 22, 2024		
<b>7:30-8:45 a.m.</b>	Creating the Next Generation of Leaders	
<b>9:00-10:15 a.m.</b>	U.S. Legal and Regulatory Update	Canadian Legal and Legislative Update
<b>10:30-11:45 a.m.</b>	Best Practices to Support Your Apprentices	
<b>11:45 a.m.-1:15 p.m.</b>	Lunch	
<b>1:15-2:30 p.m.</b>	Addressing Mental Health and Substance Abuse	Nuts and Bolts of Grant Funding
<b>2:45-4:00 p.m.</b>	Having Difficult Conversations	
<b>4:00-5:00 p.m.</b>	Welcome Reception	
<b>TUESDAY</b>   January 23, 2024		
<b>7:30-8:45 a.m.</b>	Introduction to Fiduciary Responsibility in the U.S.	Introduction to Fiduciary Responsibility in Canada
<b>9:00-10:15 a.m.</b>	Advanced Fiduciary Responsibility	Cybersecurity
<b>10:30-11:45 a.m.</b>	Financial Management Tools	Making the Case for a Career in the Trades
<b>11:45 a.m.-1:15 p.m.</b>	Lunch	
<b>1:15-2:30 p.m.</b>	The Business Side of Your Apprenticeship Program	
<b>2:45-4:00 p.m.</b>	Supporting Women and LGBTQ Apprentices	Instructor Quality
<b>4:30-7:00 p.m.</b>	Optional Tour: Carpenters International Training Facility	
<b>WEDNESDAY</b>   January 24, 2024		
<b>7:30-8:45 a.m.</b>	U.S. Guided Open Forum	Canadian Guided Open Forum
<b>9:00-10:15 a.m.</b>	Spotlight on NABTU Apprenticeship Initiatives	
<b>10:30-11:45 a.m.</b>	Artificial Intelligence—Challenges and Opportunities	
	U.S. content only	Canadian content only

# In-Person Preconference Workshop

## Enhancing Your Emotional Intelligence Skills

Sunday, January 21, 2024

8:00 a.m.-1:00 p.m. (in person)

Navigating a career in the trades requires strong technical as well as interpersonal skills. Developing both of those skillsets makes for better workers and stronger teams, and these skills can inspire engagement, safety and productivity as well as strengthen recruitment and retention efforts. This preconference session will help you hone your interpersonal/emotional skills as you focus on assessing and enhancing your emotional intelligence. Your heightened awareness will make you a stronger, more effective team member and respected leader within your circles. This session will focus on:

- Understanding emotional intelligence and its four domains
- Conducting a confidential and private self-assessment to understand your strengths and areas for improvement
- Understanding how to hone your skills
- Developing strategies to manage yourself in stressful situations
- Enhancing approaches you take to connect with others
- Understanding how to effectively manage others in stressful situations
- Using and trusting your emotions to identify effective leaders and instructors.



**Dr. Joti Samra, Ph.D., RPsych**  
CEO and Founder  
MyWorkplaceHealth  
Vancouver, British Columbia

***Separate registration for the preconference is required.***

*Save US\$150 if you register by December 11, 2023.*

Through December 11, 2023

Member: US\$525 | Nonmember: US\$635

After December 11, 2023

Member: US\$675 | Nonmember: US\$785

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

## PROGRAM SCHEDULE

### SUNDAY | January 21, 2024

7:00-8:00 a.m.

#### Preconference Registration/Continental Breakfast

8:00 a.m.-1:00 p.m.

*Preconference Program*

#### Enhancing Your Emotional Intelligence Skills

*(Separate registration is required.)*

4:00-6:00 p.m.

#### Registration/Information

### MONDAY | January 22, 2024

6:30-7:30 a.m.

#### Registration and Continental Breakfast

7:30-8:45 a.m.

#### Creating the Next Generation of Leaders

As the workforce evolves into the future, what will training the next generation of leaders look like? This session will address best practices in creating the next generation of leaders, including:

- How do we create leaders others want to follow?
- What makes leaders more effective and stable?
- Important leadership skills for the future
- Best practices in investing in leadership training to support your future leaders.



**Jennifer Germaine**  
Founder and CEO  
Breathe Fire Into Life  
Asheville, North Carolina

## MONDAY | January 22, 2024 *(continued)*

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9:00-10:15 a.m. | *concurrent sessions*

### **U.S. Legal and Regulatory Update**

This session will provide updates on:

- DOL Office of Apprenticeship
- President's Council on Apprenticeship
- EBSA initiatives.

### **Canadian Legal and Legislative Update**

This session will provide updates on:

- Federal Apprenticeship Service
- Skilled Trades Ontario
- Skilled Trades British Columbia
- Alberta Skilled Trades Act.

10:30-11:45 a.m.

### **Best Practices to Support Your Apprentices**

Supporting apprentices in today's environment requires intentional leadership and engagement. This session will consider opportunities and best practices to support your apprentices on the jobsite, in the classroom and out of the classroom. Topics include:

- Academic advising
- Mentoring
- Mental health and wellness
- Neurodivergent apprentices
- Professionalism and soft skills
- Benefits and financial education
- Navigating challenges.

11:45 a.m.-1:15 p.m.

### **Lunch**

## MONDAY | January 22, 2024 *(continued)*

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1:15-2:30 p.m. | *concurrent sessions*

### **Addressing Mental Health and Substance Abuse**

This session will help you focus on best practices for addressing mental health and substance abuse in your program. Topics include:

- Identifying and responding to mental health issues
- Outreach and engagement
- Resources
- Substance abuse—Alcohol, marijuana, opioids.

### **Nuts and Bolts of Grant Funding**

New initiatives and growth in many apprenticeship programs are made possible through funding provided by grants. This session will help you identify where to find grant funding and provide an overview of how grants operate. Topics include:

- Legislated grant opportunities
- Other grant sources
- Applying for grant funding
- Reporting and oversight
- Challenges and best practices.

2:45-4:00 p.m.

### **Having Difficult Conversations**

Successfully navigating sensitive topics and difficult conversations can help you avoid many problems and situations. This session will focus on preparing you to deal with difficult conversations, whether they are related to discipline, accountability, personal issues, mental health or any number of interactions you have on a daily basis in your professional life. Take away strategies that help you defuse the situation and focus on positive interactions.

4:00-5:00 p.m.

### **Welcome Reception**

## TUESDAY | January 23, 2024

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6:30-7:30 a.m.

### Registration and Continental Breakfast

7:30-8:45 a.m. | *concurrent sessions*

### Introduction to Fiduciary Responsibility in the U.S.

Managing a trust fund comes with enormous responsibility. This introductory session is for those new to their role. Learn about fiduciary responsibility, why it is so important and what it means to you. Topics to be addressed include:

- Legal structure of training funds
- What is a fiduciary and why do we have them?
- Who is a fiduciary?
- What are the responsibilities of a fiduciary?
- Prohibited transactions
- The two-hat dilemma
- Best practices.

### Introduction to Fiduciary Responsibility in Canada

Managing a trust fund comes with enormous responsibility. This introductory session is for those new to their role. Learn about fiduciary responsibility, why it is so important and what it means to you. Topics to be addressed include:

- Who a fiduciary is and what fiduciary responsibilities and obligations are
- Legal framework and governance
- The two-hat rule and prohibited transactions
- Common fiduciary challenges for trustees of apprenticeship programs
- Best practices.

9:00-10:15 a.m. | *concurrent sessions*

### Advanced Fiduciary Responsibility

This session will dive deeper into the area of fiduciary responsibility and address:

- Unique apprenticeship issues
- Legal cases and lessons learned
- Succession planning
- Managing your professionals
- Appointing authority role and responsibilities
- Best practices for oversight.



## TUESDAY | January 23, 2024 *(continued)*

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9:00-10:15 a.m. | *concurrent sessions*

### **Cybersecurity—Don't Become the Victim of a Hack**

You have plenty of data to protect, from trust fund information to student records. Be proactive in looking at your vulnerability to a cyberattack. This session will cover:

- DOL guidance
- Assessment and penetration testing
- Dealing with a breach
- Insurance coverage and claims
- Basic things to do to protect yourself
- Internal controls.

10:30-11:45 a.m. | *concurrent sessions*

### **Financial Management Tools**

Designed for training directors and coordinators, this session will focus on the tools you have to manage the business side of your apprenticeship program, including:

- Accounting and budgeting
- Cost tracking
- Dashboards
- Leveraging plan professionals and other resources.

### **Making the Case for a Career in the Trades**

The need for skilled labor combined with the rising cost of higher education creates a great opportunity to recruit the next generation of skilled workers. But cutting through the stigma associated with work in the trades continues to be a challenge. This session will address:

- Value proposition
- Targeting outreach to educators, parents, students, employers
- Messaging
- Measuring happiness/purpose.

11:45 a.m.-1:15 p.m.

### **Lunch**

1:15-2:30 p.m.

### **The Business Side of Your Apprenticeship Program**

This session will look at the business side of your apprenticeship program for trustees, directors and others who have a role in oversight and management of your apprenticeship program. Topics include:

- Financial statements
- High-level oversight
- Internal controls
- Fraud and abuse.

**TUESDAY | January 23, 2024** *(continued)*

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2:45-4:00 p.m. | *concurrent sessions*

**Supporting Women and LGBTQ Apprentices**

Supporting women and LGBTQ apprentices in the classroom and on the jobsite requires an understanding of the issues and a commitment to inclusion. This session will cover:

- Understanding the unique needs of the LGBTQ community
- What you can and cannot do
- Special considerations for survivors of gender-based violence and harassment
- Creating welcoming environments for women.

**Instructor Quality**

For most learners, their instructors play a major role in success or failure. Every program should be committed to instructor quality so they have the best teachers training the next generation of skilled workers. This session will cover:

- Finding the next generation of instructors
- Best practices in technical training
- Honing your teaching skills
- Continuing professional education both in your industry and as a teacher
- Mentoring
- Intangible qualities of great instructors.

4:30-7:00 p.m.

**Optional Tour: Carpenters International Training Facility (ITC)**

Sign up to tour this state-of-the-art facility. In 2018, the ITC completed phase six of construction, which expanded the facility to over 1.2 million square feet. With this expansion, the ITC now features increased guest accommodations, shops, large-scale conference spaces, classrooms and modernized training areas. Shuttle will leave The Mirage at 5:00 p.m. and return by 7:30 p.m. Enjoy a tour and reception as you network with your peers. All registrants will be sent a link to sign up. There is no charge to participate in this tour. Participation in the tour is voluntary and does not earn credit toward the Certificate of Attendance for the conference.

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

## WEDNESDAY | January 24, 2023

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6:30-7:30 a.m.

### Registration and Continental Breakfast

7:30-8:45 a.m. | *concurrent sessions*

### U.S. Guided Open Forum

An open discussion of U.S. issues that are relevant to training trust funds, this session will provide a forum to address the most pressing issues that trustees, administrators, coordinators, instructors and directors grapple with in the current environment.

### Canadian Guided Open Forum

An open discussion of Canadian issues that are relevant to training trust funds, this session will provide a forum to address the most pressing issues that trustees, administrators, coordinators, instructors and directors grapple with in the current environment.

9:00-10:15 a.m.

### Spotlight on NABTU Apprenticeship Initiatives

This session will provide an overview of the apprenticeship initiatives at NABTU, including:

- Multi-Craft Core Curriculum (MC3)
- Pathway programs.
- Diversity, equity and inclusion initiatives in the construction trades

10:30-11:45 a.m.

### Artificial Intelligence—Challenges and Opportunities

Close out your conference experience immersed in a discussion around artificial intelligence (AI). This session will consider how AI is impacting the economy, consumers, the job market and your industry. With a focus on the opportunities and challenges AI presents, take away ideas to explore, policies to consider and consequences to look out for as this technology continues to expand.

# Hotel Information

## The Mirage Las Vegas

The 2024 Institute for Apprenticeship, Training and Education Programs will be held at The Mirage Las Vegas in Las Vegas, Nevada.

Discover The Mirage Las Vegas, a AAA Four Diamond award-winner located center-Strip with its iconic volcano welcoming you to a paradise of 24-hour action. Whether you are staying in or planning a night out, your possibilities are many. Take advantage of eclectic dining options, exciting entertainment, souvenir shopping, treatments and salon services at the salon and spa, and thrilling gaming action for nonstop entertainment. Enjoy luxurious amenities such as Mirage Serta Perfect Sleeper® pillow top mattresses, feather down pillows and comforter, and a 42" LCD TV.

The International Foundation has secured a low room rate for Institute attendees. You must book your room through the Foundation by indicating your needs on the registration form. Room rates by date are:



**January 19**—\$178 Single/Double

**January 20**—\$208 Single/Double

**January 21**—\$138 Single/Double

**January 22**—\$208 Single/Double

**January 23**—\$208 Single/Double

**January 24**—\$208 Single/Double

**January 25**—\$138 Single/Double

**January 26**—\$178 Single/Double

**January 27**—\$208 Single/Double

*Note: Prices above do not include the \$39.00 daily resort fee and 13.38% room tax (subject to change).*

**Name:** The Mirage Las Vegas

**Reservation Deadline:**

December 22, 2023

**Deposit:** \$400



# Conference Sponsorships

## Connect With the Decision Makers in the Trades!

Looking to increase your brand recognition to decision makers in the trades? Gain brand exposure with a conference sponsorship.

Network with more than 400 people who attend the Institute for Apprenticeship, Training and Education Programs each year. This program is the hallmark of education on effective trust fund management and best practices in United States and Canadian apprenticeship. It is designed for trustees, both labor and management, training directors and plan professionals who serve apprenticeship programs in the construction, education, entertainment, health care, hospitality, manufacturing, public sector and service industries.

Don't miss this opportunity to show that you support those working in the trades.

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### Sponsorship Opportunities

Get exposure to this audience with sponsorships starting at \$1,500!

#### Gold Sponsorships

Attendee Luncheon or Conference App

#### Silver Sponsorships

Continental Breakfast

#### Bronze Sponsorships

Refreshment Break

*All levels include a complimentary and/or discounted registration along with recognition on our conference web page, in preconference emails, in on-site signage, with on-site brochure displays and more!*

**To learn more on showcasing your brand to this audience, contact Diane Mahler, Manager, Sponsorship and Advertising, at [dianem@ifebp.org](mailto:dianem@ifebp.org).**



### Interested in promoting your brand to those in construction?

The Construction Industry Benefits Conference is being offered immediately after the Apprenticeship Institute—This is another great sponsorship opportunity with an audience of trustees who serve on building trade health and pension funds, fund office administrators and professionals serving the construction industry. **To learn more, visit [www.ifebp.org/construction](http://www.ifebp.org/construction).**

# Construction Industry Benefits Conference

January 25-26, 2024

The Mirage Las Vegas | Las Vegas, Nevada

## Have a Construction Industry Apprenticeship Program?

Maximize your learning on one cost-efficient trip. Stay on after the Institute for Apprenticeship, Training and Education Programs and attend the Construction Industry Benefits Conference.



## Build the Foundation of Support for Your Members

The government's investment in infrastructure indicates that construction will drive economic growth in the years to come. For an industry that has weathered a pandemic and faces challenges with recruitment, retention and jobsite culture, employee benefits have never been more important. Join us for the Construction Industry Benefits Conference to learn how benefits in your industry are designed and managed to support and serve your members.

The Construction Industry Benefits Conference provides the opportunity to examine the latest trends, share experiences, consider solutions, and learn of the latest legislative and regulatory changes that impact your plans. Join your fellow trustees, administrators and plan professionals to explore the administrative and strategic benefits issues of today while creating solutions for tomorrow.

### Topics to be addressed include:

- Understanding the state of the economy and its impact on your industry and your plans
- Legal, legislative and regulatory updates
- Retirement plans including defined benefit, defined contribution and hybrid plans
- Health care issues from mental health to Rx
- Investment strategies in today's market
- Plan management, including your fiduciary responsibility, collections and governance
- Apprenticeships
- Hot topics in the construction industry.

Use code **CONSTRUCT400** and **save US\$400** when registering for both programs.

# Designing Curriculum to Close the Skills Gap

**July 23-25, 2024**

Brookfield (Milwaukee), Wisconsin

**Designing Curriculum to Close the Skills Gap** is a three-day, hands-on workshop that will help seasoned and new professionals improve the development, delivery and evaluation of learning by providing a proven process to incorporate into their apprenticeship programs. Upon completion, participants will understand and be able to apply a systematic approach, based on the Developing a Curriculum (DACUM) model, to deliver a more impactful apprenticeship program.

## Attendee Learning Objectives

- Learn how to improve apprenticeship program performance with greater learner efficiency, effectiveness and engagement.
- Gain a foundation in analysis to ensure your training initiatives are aligned and have the impact you and your program expect.
- Collect data from subject matter experts to identify competencies and skills that will enable the achievement of program goals.
- Sequence learning to enhance learning transfer to the worksite.
- Build a curriculum road map that will prepare your program for success today and in the future.
- Quickly and efficiently create learning content that expedites a learner's mastery of specific skills, enabling your program to meet the needs of your stakeholders.
- Determine expected performance levels of skills for successful employment and assess learning impact to drive continuous improvement.

## Who Should Attend

This program is designed specifically to meet the needs and interests of stakeholders involved in apprenticeship training and education funds in both the United States and Canada.

This program may be of special interest to small- or medium-sized training funds with limited resources that want a do-it-yourself approach to upgrading their curriculum.

**Visit [www.ifebp.org/skills-gap](http://www.ifebp.org/skills-gap)  
to learn more and register!**



# International Foundation Resources

The International Foundation provides more than just educational conferences and events. Turn to the Foundation for timely, objective resources designed just for you. Check out some of our most popular offerings below, many exclusive for Foundation members.



## STAY COMPLIANT

**Legislative and Regulatory Updates**—Find vetted, expertly curated updates out of Washington and Canada on issues impacting the employee benefits landscape.

**Today's Headlines**—Stay ahead of benefit regulations with daily compliance alerts, benefits news stories, and industry legislative and regulatory updates.



## MAKE CONNECTIONS

**Jobs in Benefits/Career Resource Center**—Find your next great hire, develop your career as a benefits professional, learn the latest trends in benefits and get an idea of salaries in your field.

**Foundation Community**—Chat directly with your peers, and learn from others' conversations.



## SAVE TIME AND MONEY

**InfoQuick**—Instantly receive articles amongst over 100 frequently asked questions about industry topics, saving hours of searching time.

**Sample Documents**—Enough starting from scratch. View sample policy, forms, checklists and other documents first.

**Personalized Research Service**—Save hours of time by letting one of our information specialists handle your complicated benefits questions.




## LEARN FROM THE EXPERTS

**Webcasts**—Gain just-in-time information on developing benefit issues, delivered by experts, with unlimited live and on-demand webcasts.

**Benefits Magazine (U.S.) and Plans & Trusts (Canada)**—Understand emerging trends affecting benefit plans through best practices, case studies and expert analysis, delivered to your door every other month.



# On-Site Education



Your Team.  
Your Goals.  
Your Location.  
Our Expertise.

Looking to bring world-class education to your organization? On-site education options from the International Foundation bring you the highest level of quality content, expert speakers and seamless coordination—all without the cost of travel or time away from work and home.

Your employees are the most valuable asset you have. Choose on-site education from the International Foundation to ensure their success—and yours.

## Four Reasons to Choose On-Site Education for Your Organization

- 1. COST-EFFECTIVE:** Train your entire team without the added expense of travel.
- 2. CONVENIENT:** Maximize productivity by eliminating travel time and scheduling training when it works best for your workforce.
- 3. TEAM BUILDING:** Strengthen communication, motivate employees and build problem-solving skills through a shared learning experience.
- 4. CUSTOMIZED:** We can customize content to fit your exact training needs!

**LEARN MORE AT**

**[www.ifebp.org/onsite-education](http://www.ifebp.org/onsite-education)**  
or call (888) 334-3327, option 2.

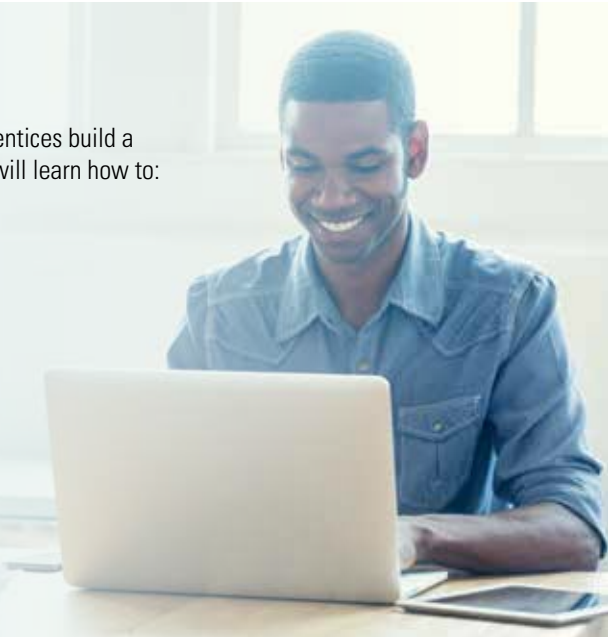
# Apprenticeship Resources

## Financial Skills for Life

[www.ifebp.org/skills-for-life](http://www.ifebp.org/skills-for-life)

In this online course that helps apprentices build a solid financial foundation, students will learn how to:

- Understand banking
- Create and adjust a budget
- Start an emergency fund
- Save for retirement
- Fund major purchases
- Compare types of debt
- Assess the risks of credit cards
- Create a debt repayment plan
- Understand credit scores
- Use insurance coverage
- Protect against identity theft.



## Apprenticeship Toolkit | [www.ifebp.org/apprenticeshipresources](http://www.ifebp.org/apprenticeshipresources)

The International Foundation offers additional resources to support training directors, program coordinators and labor/management trustees.

- Apprenticeship news
- External resources
- Articles, papers and research
- Training for your participants
- Educational opportunities for plan sponsors
- Apprenticeship Program Answer Guide

## REGISTRATION

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

### CONFERENCE REGISTRATION FEES

*Save US\$300 if you register by December 11, 2023.*

Through December 11, 2023    Member: US\$1,695 | Nonmember: US\$2,025  
After December 11, 2023      Member: US\$1,995 | Nonmember: US\$2,325

### **Separate registration for the preconference is required.**

*Save US\$150 if you register by December 11, 2023.*

Through December 11, 2023    Member: US\$525 | Nonmember: US\$635  
After December 11, 2023      Member: US\$675 | Nonmember: US\$785

### REGISTRATION INCLUDES

Continental Breakfasts | Lunches | Beverage Breaks

## POLICIES

Cancel and transfer fees are based on registration fee paid 60+ days of meeting is 10%; 31-59 days of meeting is 25%; within 30 days of meeting is 50%. Hotel deposit is forfeited for cancellations/transfers received within 3 days (5 days for Disney properties) of arrival. Registration fee is forfeited once the program commences. Visit [www.ifebp.org/policies](http://www.ifebp.org/policies) for more details and to view the current policy.

## 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 further information on CE credit, please call (262) 786-6710, option 2, 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.



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