Employee Benefits Courses and Certificates

Formerly known as Certificate Series

Add Expert-Led Benefits Education Tailored for Your Role to Your 2027 Calendar

April 12-17, 2027
Seattle, Washington





September 13-18, 2027
Chicago, Illinois

www.ifebp.org/benefitscourses

International Foundation OF EMPLOYEE BENEFIT PLANS

Employee Benefits Courses and Certificates

Map Out Your Education

Take a single course in a specific area of benefits or take three courses to earn a topic-specific Certificate of Achievement.



Looking for topic-specific education to help you be the best in your role? Check out the **two-day, interactive courses** designed to help you tackle the challenges you face in your day-to-day operations. Hear from subject matter experts, work through case studies with peers to learn from each other and get your questions answered in a classroom setting. Take a single course, or take up to three per offering, making this your personalized educational experience.



Level up your knowledge, confidence and career by earning a **Certificate of Achievement** in your chosen subject matter. Certificates are offered in all areas of benefits and compensation, with multiple course offerings per year. Gain the knowledge needed to become the subject matter expert for your organization and bring home your Certificate of Achievement to hang on your wall.

Make education work for you with these courses and certificates!



Seattle, Washington | April 12-17, 2027

Courses Offered:

- 401(k) Plans
- Basic Compensation Concepts
- Basics of Employee Benefits Administration
- Communicating Employee Benefits
- Funding and Finance of Health Benefits
- Global Benefits: Regional Compliance and Trends
- Global Benefits Strategy
- Health Benefit Plan Basics
- Health Care Cost Management
- Investment Basics
- Organizational Strategies for Health and Financial Wellness
- Retirement Plan Basics
- Total Rewards and Workforce Strategies

Certificates:

- Benefit Plan Administration Certificate
- Benefits and Compensation Certificate
- Strategic Benefits Management Certificate
- Global Benefits Management Certificate
- Health and Welfare Plans Certificate
- Retirement Plans Certificate



Chicago, Illinois | September 13-18, 2027

Courses Offered:

- Ancillary Benefit Plans
- Basics of Employee Benefits Administration
- Canadian Benefits Plan Administration
- Communicating Employee Benefits
- Funding and Finance of Health Benefits
- Global Benefits Strategy
- Global Benefits: Regional Compliance and Trends
- Health Benefit Plan Basics
- Health Care Cost Management
- Introduction to Public Sector Benefits Administration
- Investment Basics
- Multiemployer Plan Administration
- Public Sector 401, 403 and 457 Plans
- Retirement Plan Basics

Certificates:

- Benefit Plan Administration Certificate
- Canadian Benefits Management Certificate
- Global Benefits Management Certificate
- Health and Welfare Plans Certificate
- Multiemployer Plan Administration Certificate
- Public Sector Benefits Administration Certificate
- Retirement Plans Certificate

Advance your career with these expert-led courses

Formerly Certificate Series

Stay ahead in managing and supporting your benefits and compensation plans with confidence! These in-person courses offer an immersive, hands-on learning experience designed to empower you with knowledge and insights. Dive deep into the history, evolution and latest trends in benefits through engaging, interactive lectures and real-world case studies. Gain the expertise you need to make impactful decisions and elevate your organization's understanding of employee benefits.

What You Gain From Employee Benefits Courses

Two-Day Courses

Courses deliver the education you need in two days, allowing you to take up to three courses during the program or head back to work without missing a full week.

Network With Your Peers

Get to know your fellow attendees. Discover the challenges and solutions they've seen at their organizations and develop strong networks for the future.

Case-Study Work

Each course features case studies designed to let you apply what you learned. Get creative with your classmates and find innovative solutions to common benefits challenges.

Ask the Experts

Courses are taught by industry leaders and subject matter experts. Get your questions answered and gain new insight into solutions you can apply in your current (or future) role.

Take-Home Resources

Bring the presentation, notes and classwork back with you as a reference and resource for your day-to-day work.

Work Toward a Certificate

Complete three designated courses to earn a Certificate of Achievement. You'll get an actual certificate that you can hang on your wall to show off your dedication to building your benefits expertise.

April 12-17, 2027 | Seattle, Washington
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Earn a Certificate of Achievement

As you move through the employee benefits courses, make your plan to earn a Certificate of Achievement in your desired employee benefits and compensation subject.



Take three designated courses to earn a topic-specific Certificate of Achievement. Certificates include:

Benefit Plan Administration

Navigating the complexities of managing and administering employee benefit plans in today's environment requires knowledge and skills in a variety of areas. This certificate provides a survey of the core operational and strategic areas, including human resource strategies, risk management, communication, technology, funding/finance and vendor management. It also helps you adapt your total rewards strategies to your organization's needs.

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. This certificate provides a survey of these three components as well as a chance to develop your baseline technical skills in compensation concepts.

Canadian Benefits Management

The Certificate in Canadian Benefits Management is the perfect opportunity to dive into the world of Canadian employee benefits, pensions and human resources practices. Gain a comprehensive understanding of the business environment, delve into the complexities of health care and retirement systems, and explore practical case studies that will enhance your expertise in Canadian plans.

Global Benefits Management

The Certificate in Global Benefits Management provides the comprehensive knowledge needed to administer and manage a global benefits program. Employers that work globally must learn to navigate the increasingly complex challenges of international benefits and cultural expectations. Learn from global industry experts while you earn your certificate.

Earn a Certificate of Achievement

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. This certificate provides plan management strategies and plan design options, including fundamentals of managed care, consumer-driven health care and value-based strategies, as well as a survey of ancillary benefit plans.

Multiemployer Plan Administration

Explore the legal and regulatory frameworks that govern multiemployer plans. Participants will learn the essentials of fiduciary responsibilities, plan funding, contributions and reporting obligations. Elective courses delve deeper into investments, health and welfare plans, defined benefit pension plans and 401(k) retirement plans.

Public Sector Benefits Administration

The public sector has unique characteristics that impact how employee benefits are managed. Financing, politics, and the legal and regulatory environment pose challenges and opportunities that require professionals to understand how public plans operate. Take one core class that provides a survey of public sector benefits administration and two elective courses. Select your elective courses to tailor your learning to your specific needs.

Retirement Plans

The challenges of funding for retirement have brought a host of changes in the laws, regulations and trends that impact retirement plans. This certificate provides a survey of defined benefit and defined contribution retirement plans, Social Security, investment principles, and the legal and regulatory environment—from a historical perspective through today.

Strategic Benefits Management

Understanding the complexities of managing total rewards programs in today's changing landscape requires a broad, strategic perspective as well as the ability to align programs with overall business needs and human resource goals. This certificate will help you define your objectives for attracting, motivating, supporting and retaining talent in your organization. Receive tools to measure the effectiveness of your programs—in both return on investment and the impact on your company culture.

Course Descriptions

Course

Scan the QR code to learn more about the courses and how you can earn a Certificate of Achievement!

401(k) Plans

This course provides a comprehensive overview of 401(k) plans, covering key topics including eligibility, plan design, testing and compliance. Over two days, explore hot-button issues such as ESG policies and fiduciary responsibilities, gaining insights to enhance plan effectiveness and support employee retirement goals. **www.ifebp.org/401k**

Ancillary Benefit Plans

With changes in the economy and the way individuals value employment, ancillary benefits are a fantastic way to help balance the needs of a diverse workforce. Explore the value of offering a variety of ancillary benefits (beyond health plans) to increase employee engagement and tailor benefits to individual preferences. Examine how to structure, implement and communicate these benefits to raise awareness and enhance the total compensation package. **www.ifebp.org/ancillary**

Basic Compensation Concepts

Address the challenges of compensation planning in today's economic climate, offering best practices in compensation analysis, planning and management. Over two days, network with peers and experts, gaining actionable insights and strategies to improve your compensation programs as well as attract and retain top talent. **www.ifebp.org/basiccomp**

Basics of Employee Benefits Administration

This course provides a thorough exploration of the fundamentals of employee benefits administration, essential for navigating today's complex and evolving landscape. Gain foundational knowledge and practical strategies from expert instructors to enhance your organization's benefit plans and achieve greater success. **www.ifebp.org/benefitsadmin**

Course Descriptions

Canadian Benefits Plan Administration

Canadian Benefits Plan Administration provides an introduction to the world of Canadian employee benefits, pensions and human resources practices. Gain a comprehensive understanding of the business environment and delve into the complexities of health care and retirement systems. **www.ifebp.org/CanBenPlanAdmin**

Communicating Employee Benefits

Home in on effective communication strategies for employee benefits, covering best practices, new technologies and how to measure success. Learn from experts and peers to enhance their communication approaches, ensuring your plans are more engaging and impactful for participants. **www.ifebp.org/communicating**

Funding and Finance of Health Benefits

Discuss and compare the evolving methods for funding employee health benefits, focusing on selecting strategies that best fit organizational and employee needs, mitigating risk and striking a balance between self-funding and fully insured strategies. Explore the best practices and gain real-world insights for effective approaches to managing health care costs for successful outcomes. **www.ifebp.org/funding**

Global Benefits: Regional Compliance and Trends

International benefits professionals will gain an understanding of variations in benefit programs worldwide, as well as stay current on global regions and country economic and workforce trends. **www.ifebp.org/globaltrends**

Global Benefits Strategy

Gain the knowledge and strategies needed to administer and manage a global benefits program. This course will help practitioners strengthen their global benefits expertise and better support a diverse, international workforce. **www.ifebp.org/globalstrategy**

Course Descriptions

Health Benefit Plan Basics

Examine the foundational framework for evaluating and enhancing employee compensation and health plan designs, critical in today's competitive and postpandemic environment. Gain insights into legislative, regulatory and marketplace challenges, equipping you to navigate and improve health and welfare plan design and administration. **www.ifebp.org/healthbenefitbasics**

Health Care Cost Management

Rising health care costs, new technologies and changes in participant health have created unprecedented coverage challenges. Examine health care cost trends, containment strategies and evolving complexities. Network with your peers in the course and exchange actionable ideas for managing health care plans effectively. **www.ifebp.org/healthcarecostmanage**

Introduction to Public Sector Benefits Administration

Explore the unique challenges of managing employee benefits in the public sector, covering key topics like government financing, legal and regulatory environments, and technology. Gain a deeper understanding of public plans through expert-led discussions and a case study, equipping yourself with actionable strategies to improve your organization's benefits structure. **www.ifebp.org/introtoPE**

Investment Basics

Examine a practical investment framework to help participants of all experience levels navigate the rapidly evolving investing landscape and avoid costly mistakes. Over two days, learn and network with peers and experts, gaining actionable insights and best practices to improve your investment strategies and outcomes. **www.ifebp.org/investmentbasics**

Multiemployer Plan Administration

Gather with your peers for this two-day course to learn and network while gaining insights and understanding on how to run your plans. Take a deep dive into the fundamentals of multiemployer plans with instructors who are experts in the field. Walk away with a more solid understanding of the basics as well as strategies to use at your fund for managing member benefits. **www.ifebp.org/MEPlanAdmin**

Course Descriptions

Organizational Strategies for Health and Financial Wellness

Equip yourself with the tools to promote holistic employee well-being, addressing the health and savings disparities intensified by the pandemic and inflation. Explore tailored strategies to enhance physical and financial well-being, leaving with actionable approaches to boost employee engagement and meet diverse workforce needs. **www.ifebp.org/orgstrategies**

Public Sector 401, 403 and 457 Plans

Explore the unique challenges of managing public sector employee benefits, focusing on fiduciary responsibilities, compliance and fund performance. Both new and experienced professionals will gain valuable insights, strategies and networking opportunities to enhance your plans and drive organizational success. **www.ifebp.org/PEPlans**

Retirement Plan Basics

Dive into a comprehensive overview of defined benefit and defined contribution retirement plans, emphasizing fiduciary duties and emerging regulatory challenges. Connect and network with peers and experts to gain actionable insights for minimizing risks and enhancing plan value for your organizations. **www.ifebp.org/retirementbasics**

Total Rewards and Workforce Strategies

Deep dive into total rewards and workforce strategies during this two-day course, focusing on current and future trends to optimize employee benefit plans. Network with peers and experts, gaining insights and actionable strategies to balance both employee priorities and business objectives in total rewards. **www.ifebp.org/totalrewards**

Schedule at a Glance

	Course Name	APRIL Seattle, Washington	SEPTEMBER Chicago, Illinois
	Canadian Benefits Management Certificate		
Required	Canadian Benefits Plan Administration*		September 13-14
Choose Two	Canadian Total Rewards	*Virtual Offering in 2028*	
	Communicating Employee Benefits*	April 16-17	September 17-18
	Global Benefits Strategy*	April 12-13	September 15-16
	Total Rewards and Workforce Strategies*	April 14-15	
	Global Benefits Management Certificate		
Required	Global Benefits Strategy*	April 12-13	September 15-16
	Global Benefits: Regional Compliance and Trends	April 14-15	September 17-18
Choose One	Canadian Benefits Plan Administration*		September 13-14
	Communicating Employee Benefits*	April 16-17	September 17-18
	Organizational Strategies for Health and Financial Wellness*	April 16-17	
	Health and Welfare Plans Certificate		
Required	Health Benefit Plan Basics*	April 16-17	September 17-18
	Health Care Cost Management*	April 12-13	September 15-16
Choose One	Ancillary Benefit Plans		September 13-14
	Funding and Finance of Health Benefits*	April 14-15	September 13-14
	Retirement Plans Certificate		
Required	Retirement Plan Basics*	April 14-15	September 13-14
	Investment Basics*	April 12-13	September 15-16
Choose One	401(k) Plans*	April 16-17	
	Public Sector 401, 403 and 457 Plans*		September 17-18
	Benefit Plan Administration Certificate		
Required	Basics of Employee Benefits Administration	April 12-13	September 15-16
	Communicating Employee Benefits*	April 16-17	September 17-18
Choose One	Total Rewards and Workforce Strategies*	April 14-15	
	Funding and Finance of Health Benefits*	April 14-15	September 13-14

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

Schedule at a Glance

	Course Name	APRIL Seattle, Washington	SEPTEMBER Chicago, Illinois
	Benefits and Compensation Certificate		
Required	Retirement Plan Basics*	April 14-15	September 13-14
Required	Health Benefit Plan Basics*	April 16-17	September 17-18
Required	Basic Compensation Concepts	April 12-13	
	Strategic Benefits Management Certificate		
Required	Organizational Strategies for Health and Financial Wellness*	April 16-17	
Required	Total Rewards and Workforce Strategies*	April 14-15	
Required	Health Care Cost Management*	April 12-13	September 15-16
	Public Sector Benefits Administration Certificate		
Required	Introduction to Public Sector Benefits Administration		September 15-16
Choose Two	Retirement Plan Basics*	April 14-15	September 13-14
Choose Two	Public Sector 401, 403 and 457 Plans*		September 17-18
Choose Two	Investment Basics*	April 12-13	September 15-16
Choose Two	Health Benefit Plan Basics*	April 16-17	September 17-18
Choose Two	Health Care Cost Management*	April 12-13	September 15-16
	Multiemployer Plan Administration Certificate		
Required	Multiemployer Plan Administration	February 13-14 (Orlando, Florida)	September 15-16
Choose Two	Retirement Plan Basics*	April 14-15	September 13-14
Choose Two	401(k) Plans*	April 16-17	
Choose Two	Investment Basics*	April 12-13	September 15-16
Choose Two	Health Benefit Plan Basics*	April 16-17	September 17-18
Choose Two	Health Care Cost Management*	April 12-13	September 15-16

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

2027 Pricing

April 12-17, 2027
Seattle, Washington



Through March 1, 2027
Member: US$1,550 | Nonmember: US$1,770

After March 1, 2027
Member: US$1,850 | Nonmember: US$2,070

Prices indicated are per course.

Register Early and Save $300!



September 13-18, 2027
Chicago, Illinois

Through August 2, 2027
Member: US$1,550 | Nonmember: US$1,770

After August 2, 2027
Member: US$1,850 | Nonmember: US$2,070

Prices indicated are per course.

Unlock Your Member Discount

Unlock savings of $165-$330 on International Foundation educational programs like this one. Members enjoy exclusive discounts, popular resources and much more. Visit www.ifebp.org to learn about the value of membership.



STAY COMPLIANT

Legislative and Regulatory Updates—
Find vetted, expertly curated updates out of Washington 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—
View sample policy forms, RFPs, checklists and other documents first, before you start from scratch.

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*—**
Understand emerging trends affecting benefit plans through best practices, case studies and expert analysis, delivered to your door every other month.

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April Hotel Information

Hyatt Regency Seattle
Seattle, Washington



For hotel registrations, visit www.ifebp.org/courseshotel. For hotel questions, contact the Registration Department at (888) 334-3327, option 2, or edreg@ifebp.org.

Reservation Deadline: March 22, 2027

Rates: $309 single/double occupancy (additional $25/person per night for a third and/or fourth guest)

Taxes and Fees (subject to change):
7% Occupancy Tax
8.7% State Tax
2.3% Tourism Assessment Fee

Resort Fee: Waived

Nightly Rate Includes:

- In-Room Wi-Fi
- Access to the Fitness Center

Hotel Cancellation Policy: A fee of one (1) night room rate plus tax will be charged for reservations cancelled within 24 hours of arrival.

For additional hotel information, visit our Hotel/Travel tab at www.ifebp.org/benefitscourses.

**Note: Hotel room availability is not guaranteed outside of scheduled program dates. Hotel reservations are confirmed on a first-come-first-served basis. Best available rate/hotel will be assigned if necessary.*

September Hotel Information

Sheraton Grand Chicago Riverwalk Chicago, Illinois

(All sessions will be held at the Chicago Gleacher Center)



For hotel registrations, visit www.ifebp.org/courseshotel. For hotel questions, contact the Registration Department at (888) 334-3327, option 2, or edreg@ifebp.org.

Reservation Deadline: August 23, 2027

Rates: $349 single/double occupancy (additional $10/person per night for a third and/or fourth guest)

Taxes and Fees (subject to change):
18.8% Room Tax

Resort Fee: None

Nightly Rate Includes:

- Internet included for Marriott Bonvoy members
- Access to the Fitness Center

Hotel Cancellation Policy: A fee of one (1) night room rate plus tax will be charged for reservations cancelled within 24 hours of arrival.

For additional hotel information, visit our Hotel/Travel tab at www.ifebp.org/benefitscourses.

**Note: Hotel room availability is not guaranteed outside of scheduled program dates. Hotel reservations are confirmed on a first-come-first-served basis. Best available rate/hotel will be assigned if necessary.*

Employee Benefits Designations

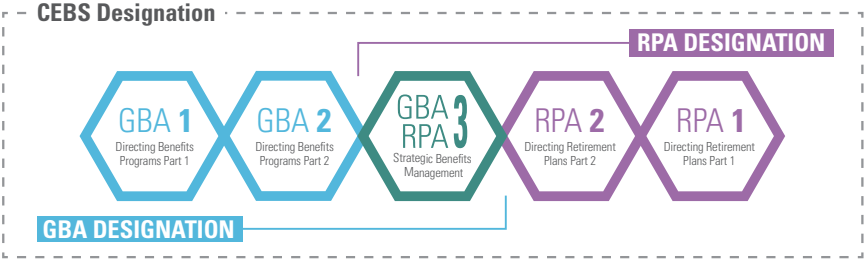
Looking for what's next after Courses and Certificates? Take the next step in your education!

Get Your CEBS, GBA or RPA!

The Certified Employee Benefit Specialist® (CEBS®) program provides the specialized knowledge, skills and confidence needed to meet the challenges of the profession. CEBS serves as a great next step on your employee benefits education path.

Courses

You will need to successfully complete all five courses to earn your CEBS designation. You can also earn your Group Benefits Associate (GBA) or Retirement Plans Associate (RPA) designation by completing three courses. Each course applies toward the CEBS designation.



Learn more about the CEBS program at a complimentary webinar. Register by visiting www.cebs.org/webinar.

How to Take a Course—Flexible, Accessible Study Options

The program is designed to flex to fit you. Study independently or enroll in an Online Study Group With Instructor Support for additional study support.

Register for Required Exam

Each course requires the successful completion of a comprehensive exam.

Order Study Materials

Exams cover content from the Study Guide and textbooks assigned to each course.

Self-Study and Consider Guided Support

Online Study Groups With Instructor Support provide access to instructors, a structured time frame and peer interaction.

REGISTRATION FOR IN-PERSON PROGRAMS INCLUDES

Continental Breakfasts | Lunches | Beverage Breaks

REGISTRATION

Go to www.ifebp.org/benefitscourses to register.

CONTINUING EDUCATION CREDIT

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

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.

CEBS COMPLIANCE APPROVED

Educational sessions at this program can qualify for self-reported CEBS® Compliance credit. Visit 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%. Registration fee is forfeited once program commences. For details and the current policy, see www.ifebp.org/policies.

GLOBAL BENEFITS ONLINE DISCUSSION GROUP

Connect with others who work with global benefits. A members-only discussion group, Global Benefits, is available on 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.

INTERNATIONAL FOUNDATION MISSION

The International Foundation of Employee Benefit Plans is the premier educational organization dedicated to providing the diverse employee benefits community with objective, solution-oriented education, research and information to ensure the health and financial security of plan beneficiaries worldwide.

Employee Benefits Courses and Certificates

Learn more about 2027 Employee Benefits Courses and Certificates at www.ifebp.org/benefitscourses

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International Foundation of Employee Benefit Plans

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