

Pensions and Group Benefits Online Learning

E-Learning Courses

Webcasts

Virtual Conferences

Online Workshops

www.ifebp.org/online

International Foundation
OF EMPLOYEE BENEFIT PLANS  CANADA

Pensions and Group Benefits Education Without the Travel

Online education from the International Foundation is ideal for any learner. Whether you're just starting your career in pensions and group benefits and need to get quickly up to speed or you're a seasoned professional looking for in-depth, topic-driven content, online learning has you covered. Select the training that satisfies your unique needs—wherever your location.

Save money and time with any of these convenient options.



Online Certificates

Complete a series of e-learning courses and gain a solid foundation of knowledge in a specific discipline. When you're done, display your Certificate of Achievement proudly! *See page 5.*



E-Learning Courses

Learn on your schedule with self-paced online courses developed by industry experts. Choose à la carte from courses on various pensions and group benefits topics. *See pages 6-7.*

La Fondation internationale propose des certificats et cours d'apprentissage en ligne de qualité dans un format pratique et autonome. *Voir les pages 8 à 12.*



Virtual and Hybrid Conferences

Attend the International Foundation conferences you love from the comfort of your home or office. *See page 3.*



Webcasts

Keep your finger on the pulse of current issues facing the pensions and group benefits industry by accessing both live and recorded webcasts. Free to International Foundation members! *See page 11.*



FTMS® Virtual

This self-paced virtual option of the Foundations of Trust Management Standards (FTMS®) program brings the same high-quality education found at the in-person program into an online learning environment to meet your educational needs. *See page 12.*



Online Workshops

Meet virtually with a subject matter expert and a small group of your peers for interactive training that you can immediately apply to your daily work. *See page 13.*



Employee Benefits Designations

Earn a professional designation to take your career to the next level. You'll join a community of peers representing the best and brightest in the industry! *See page 14.*

Virtual and Hybrid Conferences

www.ifebp.org/virtualconferences

SPONSOR a virtual conference or a webcast—
www.ifebp.org/sponsorships

Discounted Rates for Members!

Looking for that same International Foundation conference experience, but right where you are? Virtual conferences are for you! Take a break from the daily grind and participate in popular, can't-miss sessions from the comfort of your home or workspace.

Mental Health Virtual Conference

October 7, 2026

LEARN MORE and **REGISTER** at www.ifebp.org/virtualconferences

You may self-report your attendance at any live or recorded virtual conference session for CEBS Compliance credit. Continuing education credit for other designations and professions is not available for virtual conferences.

Webcasts

www.ifebp.org/webcasts

Free to Members!

Looking for information on the latest regulations and trends? International Foundation members have complimentary access to more than 20 webcasts each year. You'll get timely strategies from leading experts in the industry by accessing both live and recorded webcasts—all included with an International Foundation membership.

LEARN MORE and **REGISTER** at www.ifebp.org/webcasts

You may self-report your attendance at any live or recorded webcast for CEBS Compliance credit. Continuing education credit for other designations and professions is not available for webcasts.

Train Your Team and Save!

www.ifebp.org/teamtraining

Take advantage of special discounted pricing when you train your team with International Foundation e-learning courses. We offer several training options to meet your organization's unique needs. You won't find a more convenient or cost-effective training option!

For more team training information, visit www.ifebp.org/teamtraining or contact us directly at (833) 886-3749 or teamtraining@ifebp.org.

Choose From These Options for Team Training

Option 1

Use our learning management system (LMS) to train your staff. As an administrator, you can manage which employees have access to courses and track their usage and success.

Pricing is based on the chart below.

Option 2

Place a Foundation e-learning course on your organization's LMS. This allows your organization to provide training that easily integrates with your established systems and processes.

Pricing is based on the chart below plus a one-time C\$525 administration fee per course.

Option 3

Customize the course content for a one-of-a-kind training experience. Exclusive training packages can be tailored to meet your organization's unique needs. Pricing is based on the chart below plus an administration fee based on the amount of customization required.

2026 Quantity Discounts for E-Learning

No matter which team training option you select, take advantage of quantity discounts of up to 50%!

Quantity Discount Pricing			
Course Credits	Price per Course Credit		Discount
	Member*	Nonmember	
26-99	C\$85.50	C\$130.50	10%
100-199	C\$80.75	C\$123.25	15%
200-499	C\$76.00	C\$116.00	20%
500-999	C\$71.25	C\$108.75	25%

More Discounts of up to 50%!

*Organizational membership required.

Online Certificates

www.ifebp.org/onlinecertificates

Fundamentals in Group Benefits



Explore group benefits from a variety of perspectives to understand the process as a whole. Differentiate between the plan sponsor's and insurer's roles and responsibilities regarding the management of a group benefits plan, including plan design, funding, pricing, claims and premium administration, participant communication and the renewal rating process.



The Group Insurance Landscape



Group Benefits Funding and Pricing



Group Benefits Design and Administration



Life Cycle of a Group Benefits Plan

See page 5 for course descriptions. C\$361 (C\$551 nonmembers) Item #ELB1.

Fundamentals in Retirement Plans



Gain a solid understanding of what retirement income needs are and how retirement plans work to meet those needs. Learn about the various types of registered and nonregistered pension and savings plans, and take a deep dive into the intent and application of the Capital Accumulation Plan (CAP) Guidelines and the Canadian Association of Pension Supervisory Authorities (CAPSA) Governance Guidelines.



The Retirement Landscape



Retirement Plan Sponsor Responsibilities



Employer-Sponsored Retirement Plans



Life Cycle of a Group Retirement Plan

See page 6 for course descriptions. C\$361 (C\$551 nonmembers) Item #ELB2.

All courses may be purchased individually by those who do not wish to complete an entire certificate. See pages 5-6.

E-Learning Courses

www.ifebp.org/canadianelearning

It is recommended the Fundamentals in Group Benefits certificate courses be taken in the following order:



The Group Insurance Landscape

One-Credit Course

Learn what insurance is, why it is needed and the common benefits provided under group benefits plans. This course focuses on the relationships among the parties of a group insurance contract—the plan sponsor, insurer, plan advisors and plan members.

C\$95 (C\$145 nonmembers)



Group Benefits Design and Administration

One-Credit Course

This course outlines the plan sponsor's role in group benefits plan management and provides an overview of key requirements related to group benefits design, claims administration, premium administration, recordkeeping and communication.

C\$95 (C\$145 nonmembers)



Group Benefits Funding and Pricing

One-Credit Course

This course describes the traditional funding methods used for group benefits plans, the factors that impact a plan sponsor's choice of funding method and the basic methods of pricing group insurance. It also includes an overview of factors that insurers consider in the renewal rating process.

C\$95 (C\$145 nonmembers)



Life Cycle of a Group Benefits Plan*

One-Credit Course

Understand the insurer's role and responsibilities at all stages of a group benefits plan life cycle—prospecting, quoting/selling, implementing, servicing, renewing and terminating. Ethical decision making is examined from the perspectives of all parties involved.

C\$95 (C\$145 nonmembers)

**This course is available to all individuals. It is, however, designed to complete the curriculum for those who work for a member company of CLHIA and need to meet the Proficiency Standards.*

E-learning courses qualify for CEBS Compliance credit.

Insurance professionals licensed in Alberta, British Columbia, Manitoba, Saskatchewan and Ontario can use Canadian e-learning courses to meet continuing education requirements.

Please see www.ifebp.org/elearningce for more information.

E-Learning Courses

www.ifebp.org/canadianelearning

It is recommended the Fundamentals in Retirement Plans certificate courses be taken in the following order:



The Retirement Landscape

One-Credit Course

Gain a basic understanding of what retirement income needs are and how retirement plans work to meet those needs. This course introduces the three pillars of the retirement system and outlines the key characteristics and the prevalence of registered and nonregistered plans. **C\$95 (C\$145 nonmembers)**



Employer-Sponsored Retirement Plans

One-Credit Course

This course provides an overview of benefits arising from a registered pension plan on retirement, termination of employment or death. It examines various types of defined benefit registered pension plans and nonregistered savings plans, and it explains the pros and cons for employees and employers. **C\$95 (C\$145 nonmembers)**



Retirement Plan Sponsor Responsibilities

One-Credit Course

This course provides a detailed explanation of the Guidelines for Capital Accumulation Plans (CAP Guidelines) and the Pension Plan Governance Guideline issued by the Canadian Association of Pension Supervisory Authorities (CAPSA). It reviews their significance for plan sponsors, plan members and service providers, and it highlights key differences between the two. **C\$95 (C\$145 nonmembers)**



Life Cycle of a Group Retirement Plan*

One-Credit Course

Understand the service provider's role and responsibilities at all stages of a capital accumulation plan (CAP) life cycle—prospecting, quoting/selling, implementing, servicing and terminating. Ethical decision making is examined from the perspectives of all parties involved. **C\$95 (C\$145 nonmembers)**

**This course is available to all individuals. It is, however, designed to complete the curriculum for those who work for a member company of CLHIA and need to meet the Proficiency Standards.*

The International Foundation would like to acknowledge the Canadian Life and Health Insurance Association (CLHIA) and the member companies of CLHIA for sharing their vision and expertise in working with Dalhousie University and for their financial support to develop the courses.

Cours d'apprentissage en ligne

fr.ifebp.ca/enligne

Conçu pour les professionnels en avantages sociaux et tous ceux qui souhaitent approfondir leurs connaissances, ce certificat vous permet de maîtriser les concepts essentiels des régimes de retraite collectifs au Canada.

Principes des régimes de retraite

Acquérir une bonne compréhension des besoins en matière de revenu de retraite et de la façon dont les régimes de retraite fonctionnent pour répondre à ces besoins. Apprenez à connaître les différents types de régimes de retraite et d'épargne enregistrés et non enregistrés, et plongez dans les principes et l'application des Lignes directrices pour les régimes de capitalisation (RC) et des Lignes directrices de l'Association canadienne des organismes de contrôle des régimes de retraite (ACOR).



Le paysage de la retraite



Responsabilités du promoteur du régime de retraite



Régimes de retraite offerts par l'employeur



Cycle de vie d'un régime de retraite collectif

Économisez en devenant membre !

Membre 361 \$

Non-membre 551 \$

Cours requis

Nous vous conseillons de suivre l'ordre suivant pour compléter les cours :



Le paysage de la retraite

Ce cours explique ce que sont les besoins en matière de revenu de retraite et comment les régimes de retraite fonctionnent pour répondre à ces besoins. Ce cours présente les trois piliers du système de retraite et décrit les principales caractéristiques et la prévalence des régimes enregistrés et non enregistrés.

(95 \$ Membre ; 145 \$ Non-membre)



Régimes de retraite offerts par l'employeur

Ce cours donne un aperçu des prestations découlant d'un régime enregistré au moment de la retraite, de la cessation d'emploi ou du décès. Il examine les différents types de régimes de retraite enregistrés à prestations définies et les régimes d'épargne non enregistrés et explique les avantages et les inconvénients pour les employés et les employeurs.

(95 \$ Membre ; 145 \$ Non-membre)



Responsabilités du promoteur du régime de retraite

Ce cours explique en détail les lignes directrices pour les régimes de capitalisation et les lignes directrices sur la gouvernance des régimes de retraite publiées par l'Association canadienne des organismes de contrôle des régimes de retraite (ACOR). Il examine l'importance de ces deux séries de lignes directrices pour les promoteurs de régimes, les participants et les fournisseurs de services, et met en évidence les principales différences entre les deux.

(95 \$ Membre ; 145 \$ Non-membre)



Cycle de vie d'un régime de retraite collectif

Comprendre le rôle et les responsabilités de l'assureur à tous les stades du cycle de vie d'un régime de capitalisation - prospection, devis/vente, mise en œuvre, service et résiliation. La prise de décision éthique est examinée du point de vue de toutes les parties concernées.

(95 \$ Membre ; 145 \$ Non-membre)

Principes des avantages collectifs

Découvrez les relations entre les parties d'un contrat d'assurance collective. Différencier les rôles et les responsabilités du promoteur du régime et de l'assureur en ce qui concerne la gestion d'un régime d'assurance collective, y compris la conception du régime, le financement, la tarification, l'administration des réclamations et des primes, la communication avec les participants et le processus de renouvellement de la tarification.



Le paysage de l'assurance collective



Financement et tarification des régimes d'assurance collective



Développement et administration des assurances collectives



Cycle de vie d'un régime d'assurance collective

Économisez en devenant membre !

Membre 361 \$

Non-membre 551 \$

Cours requis

Nous vous conseillons de suivre l'ordre suivant pour compléter les cours :



Le paysage de l'assurance collective

Apprendre ce que sont les assurances, pourquoi elles sont nécessaires et quelles sont les couvertures les plus courantes dans le cadre des régimes d'assurance collective. Ce cours se concentre sur les relations entre les différentes entités d'un contrat d'assurance collective - le promoteur du régime, l'assureur, les conseillers du régime et les participants au régime.

(95 \$ Membre ; 145 \$ Non-membre)



Développement et administration des assurances collectives

Ce cours explique le rôle du promoteur du régime dans la gestion du régime d'assurance collective et donne un aperçu des principales exigences liées au développement des régimes d'assurance collective, à l'administration des réclamations, à l'administration des primes, à la conservation des dossiers et à la communication.

(95 \$ Membre ; 145 \$ Non-membre)



Financement et tarification des régimes d'assurance collective

Ce cours décrit les méthodes de financement traditionnelles utilisées pour les régimes d'assurance collective, les facteurs qui influencent le choix de la méthode de financement par le promoteur du régime et les principes de base de la tarification de l'assurance collective. Il donne également un aperçu des facteurs pris en compte par les assureurs dans le processus de tarification des renouvellements.

(95 \$ Membre ; 145 \$ Non-membre)



Cycle de vie d'un régime d'assurance collective

Comprendre le rôle et les responsabilités de l'assureur à toutes les étapes du cycle de vie d'un régime d'assurances collectives - prospection, soumission/vente, mise en place, service, renouvellement et résiliation. La prise de décision éthique est examinée du point de vue de toutes les parties concernées.

(95 \$ Membre ; 145 \$ Non-membre)

Foundations of Trust Management Standards

Virtual program—Online option to earn your FTMS!

www.ifebp.org/ftmsvirtual

Looking to enhance your knowledge as a new trustee? Enroll in the Foundations of Trust Management Standards (FTMS) virtual program to understand the basic principles of effective trust fund management and how to safeguard your plan. Learn from industry practitioners about the key knowledge areas of legal, administration and governance, and funding/investment/finance without having to travel!

Who Should Enroll

- Newly appointed/elected multi-employer, public sector and corporate plan trustees
- Potential trustees (as part of your succession planning)
- Benefit office staff
- Providers of service to trust fund plans
- Individuals returning to trustee service after extended absence
- Trustees of both pension and health and welfare funds

Earning Your FTMS Certificate of Achievement Online

You'll get instant access for 60 days from the time of enrolment to complete the online modules and then pass the required test to earn your FTMS certificate of achievement.

FTMS is the first step in the trustee education path. To learn more about the Canadian Trustee Path, visit ifebp.org/cdtrusteeath.



Online Workshops

www.ifebp.org/onlinetraining

Online workshops are instructor-led interactive programs designed to give you the knowledge needed to be better in your role. These programs are hosted on Zoom and require participants to enable the microphone and camera on their device. These training workshops have limited spots available to simulate a classroom environment and make it easier for those attending to have meaningful engagement with the curriculum.

A variety of topics will be offered through online workshops that will appeal to various aspects of your organization and its functions. Register yourself or your team to participate in the learning you need for continued success in your role and in your organization.

Examples of regularly offered online workshops include:



Customer Service Skills Workshop: Creating Polished Professionals



Global Benefits Fundamentals



Canadian Total Rewards

LEARN MORE and **REGISTER** at www.ifebp.org/onlinetraining

You may self-report your attendance at any live or recorded online workshop for CEBS Compliance credit. Continuing education credit for other designations and professions is not available for online workshops.



Employee Benefits Designations

www.ifebp.org/cebs

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.

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 described below. Each course applies toward the CEBS designation.



It is recommended you start with GBA 1 or RPA 1.

- GBA 1—Managing Benefit Plans Part 1
- GBA 2—Managing Benefit Plans Part 2
- GBA/RPA 3—Navigating the Plan Environment
- RPA 1—Managing Retirement Plans Part 1
- RPA 2—Managing Retirement Plans Part 2

Start With a Complimentary CEBS Webinar!

Learn how to register for a CEBS course, prepare for exams and maximize additional study resources. Please visit www.cebs.org/webinar for more information.

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.

LEARN MORE at www.ifebp.org/cebs

Membership Perks

www.ifebp.org/membership

Foundation members have access to expertly curated, timely education. Make the most of membership and get familiar with the products and services listed below if you aren't already! Not a member? Visit www.ifebp.org/membership to learn more and join us!



STAY COMPLIANT

Legislative and Regulatory Updates

Find vetted, expertly curated updates on issues impacting the pensions and 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 Centre

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.

Community

Chat directly with your peers, and learn from others' conversations.



SAVE TIME

InfoQuick

Instantly receive articles on over 100 frequently asked questions about industry topics, saving hours of searching time.

Sample Documents

Enough starting from scratch—View sample policies, forms, checklists and other documents first.

Personalized Research Service

Save hours of time by letting one of our information specialists handle your complicated pension and benefit 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.

Plans & Trusts Magazine

Understand emerging trends affecting pension and benefit plans through best practices, case studies and expert analysis, delivered to your door.

Plus, enjoy extra perks like discounts on educational events, benchmarking data on hot topics and resource pages for a deeper topic-specific dive!

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Online Workshops



LEARN MORE at
www.ifebp.org/online

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