



# EMPLOYEE BENEFITS EDUCATION

FOR HR/BENEFITS  
PROFESSIONALS

2024

# THE INTERNATIONAL FOUNDATION DIFFERENCE

As uncertainties in the benefits industry linger, the responsibilities on your plate are increasing in number and significance. Your organization is looking to you for guidance on big decisions that impact the health and financial security of your employees. Learn what makes the International Foundation different, with focused education, benchmarking data, research and information to help you make informed and sustainable decisions.

## Content From the Source

Our content is developed and delivered by industry leaders and our own members, based on their needs. Learn from those who work in the field and relate to the day-to-day challenges you face.

## Timely Information

We live and breathe employee benefits. We are prepared with the resources you may not have immediate access to, helping you react quickly to changing laws, regulations and industry trends as they happen.

## Vendor-Neutral

We provide multiple perspectives on the issues at hand, allowing you to make decisions based on balanced facts. You won't find sales presentations disguised as education.

## Education For Your Role

This catalog is organized by five content-focused sections so you can choose the education most applicable to your role. Our programs are delivered in a variety of formats to fit your learning style and lifestyle.



# DELIVERY METHODS

The International Foundation delivers education in a variety of formats to meet every learning style.

## IN-PERSON CONFERENCES

Learn alongside your industry peers from experts in the field by attending an in-person conference. These are held throughout the United States and cover important topics that impact your organization, from fraud prevention to health benefits.

## IN-PERSON CERTIFICATES

Most in-person certificates are offered through the Certificate Series program, held three times per year in various locations throughout the United States. Certificates are available in each of the areas of benefits and compensation. Those interested can take a single course for education in a specific area or three courses to earn a topic-specific Certificate of Achievement.

## ONLINE CERTIFICATES

Participants can enjoy added flexibility by taking an online certificate. Certificates provide a solid foundation on various topics for unique roles within the benefits industry.

## E-LEARNING COURSES

Developed by industry experts, each online course provides a one-of-a-kind learning experience, allowing participants to learn whenever and wherever fits their schedule. Over 40 courses are available to take, covering topics under health care, retirement and general benefits.

# 43RD ANNUAL ISCEBS EMPLOYEE BENEFITS SYMPOSIUM

Attend One of the Largest Gatherings of  
Corporate Benefit Professionals In the Country

**September 15-18, 2024**

Grand Hyatt Nashville  
Nashville, Tennessee

Presented by  
the Foundation's partner organization



## Who Should Attend

The Employee Benefits Symposium is the must-attend conference of the year for those working with employee benefit plans in the corporate world. The Symposium makes the most of your time with 2½ days of information-packed sessions, expert presenters and knowledgeable attendees facing the same issues you are—all summed up with valuable resources, handouts and actionable takeaways you can use right away.

## What Will You Learn?

More than 50 keynote and concurrent sessions await you at Symposium. Sessions are grouped into health, retirement and general tracks. You can select sessions within your specialty or explore new topics to fit your needs, interests or challenges.

**Your attendance at the 2024 Symposium is critical to your professional development.**

### You'll gain:

- Real solutions to your top challenges
- Customized education
- Exceptional networking
- Continuing Education Credit
- Actionable takeaways
- Experts with experience and ideas to share

**Planning is underway  
for 2024! Register today.**  
[www.iscebs.org/symposium](http://www.iscebs.org/symposium)



Want to learn more about earning your CEBS?  
See page 14.

# HEALTH

## IN-PERSON CONFERENCES



### 33rd Annual Health Benefits Conference & Expo (HBCE)

*Exhibits and sponsorships available*

January 30-31, 2024 | Preconference: January 29, 2024

Sheraton Sand Key Resort | Clearwater Beach, Florida

**Save the date for HBCE 2025**—January 27-29, 2025

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

Using employer case studies that offer proven solutions along with insights from experts paving the way in their organizations, HBCE will guide you in identifying the right formula for positive outcomes at your organization.



### 34th Annual Art & Science of Health Promotion Conference

*Exhibits and sponsorships available*

April 10-12, 2024 | Preconference: April 8 & 9, 2024

Marriott Hilton Head Resort & Spa | Hilton Head Island, South Carolina

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

Join other health plan sponsors who have a passion for promoting healthy workplaces through wellness and disease management programs. Learn about the science and strategy behind maintaining a healthy workforce.

## IN-PERSON CERTIFICATES

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



### Certificate in Health and Welfare Plans\*

#### Required Courses

- Health Benefit Plan Basics
- Health Care Cost Management

#### Elective Courses: Choose One

- Ancillary Benefit Plans
- Funding and Finance of Health Benefits

\*See page 17 for a detailed listing of 2024 in-person certificate program dates and locations.

# HEALTH

## ONLINE CERTIFICATES

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

- **Fundamentals in Health Benefits**—Learn how and why an employer may sponsor a health plan for its employees and their beneficiaries. Requires five total e-learning courses.
- **Certificate in Health Plan Navigation**—Gain a stronger understanding of the health care system and support your plan participants need in making the best health care choices.

## CERTIFIED EMPLOYEE BENEFIT SPECIALIST® (CEBS®)



[www.cebs.org](http://www.cebs.org)

**Group Benefits Associate (GBA)** is the ideal credential for those dealing with health and other group benefits to effectively design, administer and communicate group benefits. Find more on pages 14-15.

## E-LEARNING COURSES

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

- Americans With Disabilities Act (ADA)
- COBRA
- Family and Medical Leave Act (FMLA)
- Flexible Spending Accounts (FSAs)
- Health Care Cost and Quality
- Health Care Delivery Models
- Health Insurance Basics
- Health Literacy
- Health Reimbursement Arrangements (HRAs)
- Health Savings Accounts (HSAs)
- HIPAA Privacy
- HIPAA Security
- Introduction to Group Health Plans
- Managing Absence and Productivity Issues
- Medicare Basics
- Overview of ACA
- Overview of Disability Plans
- Overview of Exchanges
- Overview of Prescription Drugs
- Self-Funded Health Plan Basics
- Self-Funded Health Plans: Cost-Containment Strategies
- Self-Funded Health Plans: Plan Administration
- Self-Funded Health Plans: Understanding Stop-Loss Insurance
- Workforce Wellness

## ADDITIONAL RESOURCES

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

- Workplace Mental Health Toolkit
- Workplace Wellness Toolkit

# ORGANIZATIONAL WELLNESS

## IN-PERSON CONFERENCES



### 33rd Annual Health Benefits Conference & Expo (HBCE)

*Exhibits and sponsorships available*

January 30-31, 2024 | Preconference: January 29, 2024  
Sheraton Sand Key Resort | Clearwater Beach, Florida  
[www.ifebp.org/hbce](http://www.ifebp.org/hbce)



### 34th Annual Art & Science of Health Promotion Conference

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April 10-12, 2024 | Preconference: April 8 & 9, 2024  
Marriott Hilton Head Resort & Spa | Hilton Head Island, South Carolina  
[www.ifebp.org/healthpromotionconference](http://www.ifebp.org/healthpromotionconference)



### Annual Wellness Summit

*Exhibits and sponsorships available*

August 26-29, 2024  
Fairmont Chicago | Chicago, Illinois  
[www.welcoa.org](http://www.welcoa.org)



The Annual Wellness Summit will combine two long-standing events: the WELCOA Summit and NWI's National Wellness Conference into one powerful gathering of wellness thought leaders, experienced practitioners and industry experts. Multiple tracks will allow for a custom conference experience while offering meaningful opportunities to connect with the industry's top leaders.

## ADDITIONAL OFFERINGS

- Mental Health in the Workplace Virtual Conference—Coming Fall 2024
- Workforce Wellness E-learning Course

## ADDITIONAL RESOURCES

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

- DEI Toolkit
- Workplace Mental Health Toolkit
- Workplace Wellness Toolkit

# RETIREMENT

## IN-PERSON CERTIFICATES

[www.ifebp.org/certificate/series](http://www.ifebp.org/certificate/series)



### Certificate in Retirement Plans\*

#### Required Courses

- Investment Basics
- Retirement Plan Basics

#### Elective Courses: Choose One

- 401(k) Plans
- Public Sector 401, 403 and 457 Plans

\*See page 17 for a detailed listing of 2024 in-person certificate program dates and locations.

## ONLINE CERTIFICATE

[www.ifebp.org/certificate/programs](http://www.ifebp.org/certificate/programs)

- **Fundamentals in Retirement Plans**—Gain a broad understanding of everything you need to know about designing and administering a compliant retirement plan.

## CERTIFIED EMPLOYEE BENEFITS SPECIALIST (CEBS)



[www.cebs.org](http://www.cebs.org)

**Retirement Plans Associate (RPA)** is ideal for those who work with pension plans or government-sponsored plans or are involved with the management of plan assets. Find more on pages 14-15.

## E-LEARNING COURSES

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

- 401(k) Plans
- Defined Benefit Plans
- Defined Contribution Plans
- Overview of Retirement Plans
- Retirement Plan Investments and Vendor Management
- Understanding Social Security

## ADDITIONAL RESOURCES

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

- Financial Education/Retirement Security



# GLOBAL

The Foundation has curated a suite of global benefits education programs to provide the knowledge and skills needed to effectively manage a multinational workforce. From a live, instructor-led virtual training program to the culminating CONNECT event, this combination of learning opportunities is designed to set global professionals up for success in their role.



More information at  
[www.ifebp.org/global](http://www.ifebp.org/global)



PRESENTED IN  
PARTNERSHIP BY

International Foundation  
OF EMPLOYEE BENEFIT PLANS

**WorldatWork**  
Total Rewards Association

## **CONNECT Global Employee Benefits and Workforce Strategies Summit**

*Sponsorships and exhibits available*

July 22-24, 2024

Fairmont Chicago, Millennium Park | Chicago, Illinois

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

Learn key issues, trends and opportunities for developing and maintaining a global total rewards strategy. This new partnership between the International Foundation and WorldatWork allows two industry leaders to combine their expertise and provide comprehensive solutions for multinational HR, employee benefits and total rewards professionals.

# GLOBAL

## IN-PERSON CONFERENCES



### Certificate in Global Benefits Management

February 19-23, 2024

Hyatt Regency Austin | Austin, Texas

July 29-August 2, 2024

The Westin Copley Place | Boston, Massachusetts

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

Gain the comprehensive knowledge needed to administer and manage a global benefits program. Gain a solid foundation of international benefits and regional benefits overviews of Europe, Latin America, Asia Pacific, Middle East and Africa. Receive intensive training over 4½ days of instruction, allowing you to complete the certificate program in one trip.



### Certificate in Canadian Benefit Plans

August 19-21, 2024

Hilton Toronto | Toronto, Ontario

This offering 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.

## VIRTUAL INSTRUCTOR-LED TRAINING

- **Global Benefits Fundamentals—Dec 3-4, 2024.** This live virtual workshop is for those new to global employee benefits, including those who have significant benefits experience in their home country but limited exposure to benefits at a multinational company.

## ADDITIONAL RESOURCES

- **Foundation Community Global Benefits Group**—Connect, share and learn from other global benefits professionals in the Foundation's Global Benefits Community. This private discussion group allows you to ask questions of your peers who have faced similar challenges unique to the world of global employee benefits.  
[www.ifebp.org/Community](http://www.ifebp.org/Community)

# COMPLIANCE AND BENEFITS MANAGEMENT

## IN-PERSON CONFERENCES



### Washington Legislative Update

May 6-7, 2024

The Capital Hilton | Washington, D.C.

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

Receive the latest need-to-know information on legislative changes impacting plans and plan participants, and gain the tools to prepare for what's ahead. Connect with your peers as you get the latest information and develop plans to address the challenges you face such as the current political landscape, mental health and substance abuse, coverage for the LGBTQ+ community, the economy and the debit limit.



### Benefit Communication and Technology Institute

*Sponsorships available*

July 15-16, 2024

Hilton Denver City Center | Denver, Colorado

Virtual option available

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

This conference will bring attendees up to speed on the latest requirements, current trends and best practices for communicating their plans. Also covered are the tools needed to evaluate an existing communication program, ensuring that plans are meeting their objectives and employees are engaged in their benefit offerings

# COMPLIANCE AND BENEFITS MANAGEMENT

## IN-PERSON CERTIFICATES

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



### **Certificate in Benefit Plan Administration\***

#### **Required Courses**

- Basics of Employee Benefits Administration
- Communicating Employee Benefits

#### **Elective Courses: Choose One**

- Funding and Finance of Health Benefits
- Total Rewards and Workforce Strategies



### **Certificate in Benefits and Compensation\***

#### **Required Courses**

- Basic Compensation Concepts
- Health Benefit Plan Basics
- Retirement Plan Basics



### **Certificate in Strategic Benefits Management\***

#### **Required Courses**

- Health Care Cost Management
- Organizational Strategies for Health and Financial Wellness
- Total Rewards and Workforce Strategies

\*See page 17 for a detailed listing of 2024 in-person certificate program dates and locations.

# COMPLIANCE AND BENEFITS MANAGEMENT

## ONLINE CERTIFICATES

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

- **Certificate in ERISA Compliance**—For private employee health and welfare and retirement benefit plans, compliance with ERISA is required. Learn more about how ERISA impacts group health plans, retirement plans, plan investing and vendor management.
- **Certificate in Absence Management**—Gain a better understanding about the various strategic approaches to managing employee absence.
- **Certificate in Self-Funding Group Health Plans**—The decision to self-fund is complex and involves strategic decision making regarding plan design and cost-containment strategies. This certificate includes four required courses that will review these decision points in detail

## E-LEARNING COURSES

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

- Americans with Disabilities Act (ADA)
- COBRA
- ERISA
- Family and Medical Leave Act (FMLA)
- Fiduciary Responsibility for ERISA Plans
- Flexible Spending Accounts (FSAs)
- Health Reimbursement Arrangements (HRAs)
- Health Savings Accounts (HSAs)
- HIPAA Privacy
- HIPAA Security
- Leave Program Design and Administration
- Life and Accidental Death and Dismemberment (AD&D) Insurance
- Managing Absence and Productivity Issues
- Medicare Basics
- Overview of ACA
- Self-Funded Health Plans: Plan Administration

## ADDITIONAL RESOURCES

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

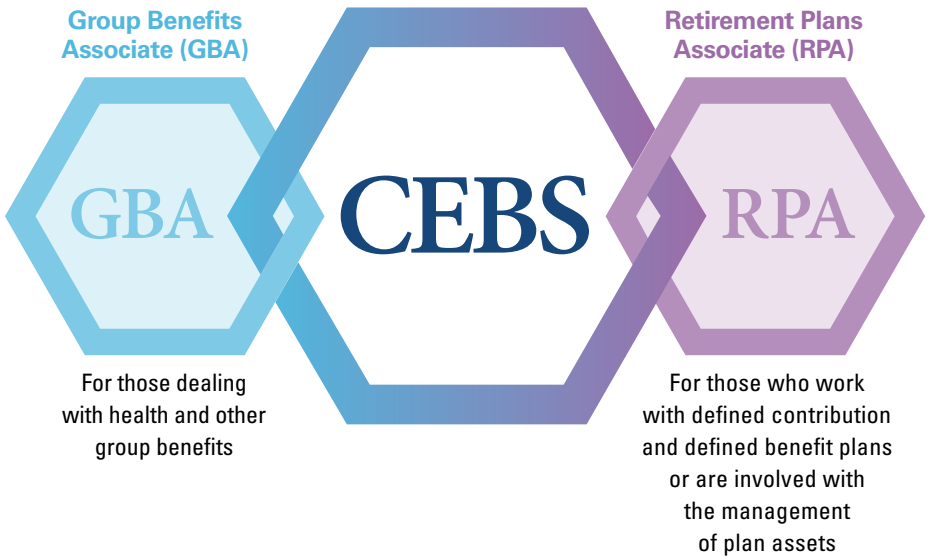
### Benefits Communication Toolkit

# The CEBS, GBA and RPA Designations

[www.cebs.org](http://www.cebs.org)

The Certified Employee Benefit Specialist program provides the specialized knowledge, skills and confidence needed to meet the challenges of the profession no matter how your career path led to a role in employee benefits.

To earn your CEBS designation, you will complete five required courses using a self-paced, self-study curriculum. Earn your Group Benefits Associate (GBA) or Retirement Plans Associate (RPA) designation by completing a specified combination of three courses—all counting toward the full CEBS designation.



**SAVE 20%**  
[www.cebs.org](http://www.cebs.org)

**WITH A SUCCESS PACKAGE**

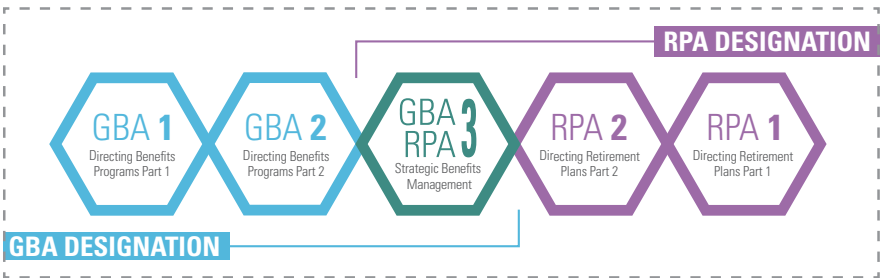
Each package has the key elements you'll need to jump-start your CEBS journey—the textbook, Study Guide, Online Study Group and exam.

# GBA and RPA Designations

[www.cebs.org](http://www.cebs.org)

You will need to successfully complete all five courses to earn your CEBS designation. You can also earn your GBA or RPA designation by completing three courses described below. Each course applies toward the full CEBS designation. **It is recommended you start with GBA 1 or RPA 1.**

## CEBS Designation



## Group Benefits Associate (GBA)

The courses reflect up-to-date and relevant information—including the latest on health care—needed to effectively design, administer and communicate group benefits.

To earn the Group Benefits Associate designation, complete:

- GBA 1—Directing Benefits Programs Part 1
- GBA 2—Directing Benefits Programs Part 2
- GBA/RPA 3—Strategic Benefits Management  
*(This course also counts for credit toward the RPA designation.)*

## Retirement Plans Associate (RPA)

The courses reflect the most current and relevant information needed to effectively design and manage retirement plans.

To earn the Retirement Plans Associate designation, complete:

- RPA 1—Directing Retirement Plans Part 1
- RPA 2—Directing Retirement Plans Part 2
- GBA/RPA 3—Strategic Benefits Management  
*(This course also counts for credit toward the GBA designation.)*

# CUSTOMIZED EDUCATION FOR YOUR TEAM

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

The Foundation's flexible on-site training brings industry-leading employee benefits education to your workplace. As your partner in education, we work with you to meet your unique training and education goals.



## IN PERSON

Bring the experts to you—your city, your workplace, your staff. Having a subject matter expert at your organization allows for a one-of-a-kind learning and team-building experience.



## E-LEARNING COURSES

Industry-leading online education provides comprehensive and interactive training for your staff. Choose from more than 30 e-learning courses that can be housed on your internal LMS for easy tracking and grading.



## WEBCASTS

Offering a series of webcasts is a cost-effective and convenient way to train staff wherever they are located. Direct interaction with subject matter experts allows for your specific issues to be addressed.

**Choose a single format, or customize your education by blending multiple formats.** The Foundation offers both off-the-shelf and customized training solutions.



# CERTIFICATE SERIES

In-person Certificate Series courses are available throughout 2024 at various locations across the United States. Take a single course for education in a specific area, or take three courses to earn a topic-specific Certificate of Achievement. Visit [www.ifebp.org/certificate-series](http://www.ifebp.org/certificate-series) to learn more.

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

### Courses Available at This Location

- 401(k) Plans
- Ancillary Benefit Plans
- Basic Compensation Concepts
- Communicating Employee Benefits
- Health Benefit Plan Basics\*
- Health Care Cost Management\*
- Introduction to Public Sector Benefits Administration
- Investment Basics\*
- Organizational Strategies for Health and Financial Wellness
- Public Sector 401, 403 and 457 Plans\*
- Retirement Plan Basics\*
- Total Rewards and Workforce Strategies\*

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

### Courses Available at This Location

- Ancillary Benefit Plans
- Basics of Employee Benefits Administration
- Communicating Employee Benefits
- Health Benefit Plan Basics\*
- Health Care Cost Management\*
- Total Rewards and Workforce Strategies\*

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

### Courses Available at This Location

- 401(k) Plans
- Ancillary Benefit Plans
- Basic Compensation Concepts
- Basics of Employee Benefits Administration
- Communicating Employee Benefits
- Funding and Finance of Health Benefits\*
- 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\*

\*These courses apply to more than one certificate.

# INTERNATIONAL FOUNDATION MEMBERSHIP HELPS YOU LEARN MORE

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

The International Foundation covers trending topics, breaking compliance updates and legislative updates. Our resources will help you:



## STAY COMPLIANT

### **Legislative and Regulatory Updates**

Find vetted, expertly curated updates out of Washington on issues impacting the employee benefits landscape at [www.ifebp.org/resources/legislative](http://www.ifebp.org/resources/legislative).

### **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. Visit [www.JobsInBenefits.com](http://www.JobsInBenefits.com) to explore more.

### **Community**

Chat directly with your peers, and learn from others' conversations at [www.ifebp.org/community](http://www.ifebp.org/community).



## SAVE TIME

### **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 policies, forms, RFPs, 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. Visit [www.ifebp.org/webcasts](http://www.ifebp.org/webcasts) for a full listing.

### **Benefits Magazine**

Understand emerging trends affecting benefit plans through best practices, case studies and expert analysis, delivered to your door every other month. View the electronic version at [www.ifebp.org/magazines](http://www.ifebp.org/magazines).

# MEMBER TOOLKITS

Toolkits take a deep dive into important topics impacting the workplace and employee benefits landscape, including:



**Benefits  
Communication**



**Diversity, Equity and  
Inclusion Education**



**Financial Education/  
Retirement Security**



**Workplace  
Wellness**



**Workplace  
Mental Health**

Find shareable blog posts, links to related *Benefits Magazine* articles, informative videos, upcoming education, benchmarking survey results and more!

The International Foundation is your key to staying up to speed on human resources topics and issues affecting organizations.

# SURVEY REPORTS

The International Foundation's research team takes trending topics, from paid leave to mental health, and provides in-depth coverage of employer responses through survey reports. Find unique details and benchmarking tactics to help address the challenging benefits environment. Recent reports include:

- Pulse Survey: GLP-1 Drugs
- Four-Day Workweek: 2023 Pulse Survey
- Corporate Benefits Departments: Staffing 2023 Survey Results
- Health Care Costs Pulse Survey: 2024 Cost Trend
- Salary and Total Rewards Changes for 2023 Pulse Survey
- Employee Benefits Survey: 2022 Results.

Visit [www.ifebp.org/research](http://www.ifebp.org/research) for a full listing.

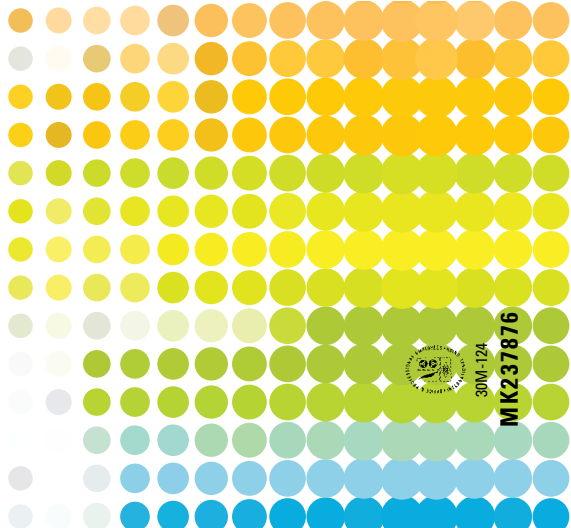
# MISSION/VISION

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.



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