

CEBS

Certified Employee Benefit Specialist



Employee Benefits: Concepts and Healthcare Benefits

This course begins with an overview of the environment of employee benefit plans and then addresses issues pertaining to health care and health care plans. Specifically, topics covered include managed care, maintaining and improving employee health and a number of specialized health benefits. Timely topics of healthcare benefits for retirees and long-term care are also covered. The course concludes with coverage on government policies and legislation dealing with social insurance.

Employee Benefits: Design, Administration, and Other Welfare Benefits

This course begins by focusing on the various forms of life insurance benefits provided through the employment relationship and continues with coverage of a variety of other welfare benefits. Flexible benefit plans and spending accounts are also discussed, as well as the administration, funding, communication, and taxation of welfare plans. Topics on multi-employer plans and workers' compensation are also included.

Retirement Plans: Basic Features and Defined Contribution Approaches

After a historical introduction of private pension plan development, the course reviews the objectives of plan design. It provides an overview of the legal requirements for qualified plans. Specific defined contribution plans discussed include money purchase, profit sharing, savings plans, ESOPs, 401(k) plans, IRAs, SIMPLE plans, and plans for the self-employed. Also includes individual approaches to retirement plan design, as well as a discussion of participant-directed investing, investment education, and distribution planning.

Retirement Plans: Defined Benefit Approaches and Plan Administration

This course begins with an analysis of defined benefit features and an analysis of the differences between defined benefit and defined contribution plans. An overview of the retirement aspects of Social Security and Medicare is also presented. Other topics are plan design, actuarial aspects, investments of plan assets, and plan termination insurance. In addition, complex issues such as hybrid plans, early retirement incentives, and special retirement plans for executives are discussed.

Human Resources and Compensation Management

This survey course examines human resources and compensation management, including human resource planning, wage determination, employee benefits, total compensation concepts, and non-economic rewards, as well as institutional and economic issues such as seniority, management rights and union security.

Earning a credential through the CEBS program can make a difference! Professional designations are a means of recognizing individuals who demonstrate professional skills and knowledge. A high sense of achievement, competitive edge, industry recognition, higher compensation, and opportunities for job promotion and career enhancement are a few of the benefits of earning a designation. Certificate holders are viewed by their employers, their peers, and the public as being competent, credible, and committed to their profession. It sends the message that the candidate with a designation is a professional, not just someone who is interested in occupying a job.



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