

Benefits Management

Program Code: 2735

Program Length: 8 months/2 semesters

Credential: Ontario College Graduate

Certificate

Start: Fall

Campus Progress

416-289-5000 ext. 2280

business@centennialcollege.ca

Program Overview

The Total Benefits Management program prepares graduates for career success in the total benefits sector of the financial services industry. It encompasses both group retirement plans and group benefits. The program is delivered in collaboration with CEBS, a partnership between the International Foundation of Employee Benefit Plans (IFEFP) and Dalhousie University. Graduates will gain a solid foundation in total benefits in a comparatively short period of time, buttressed with credentials that are recognized as the industry standard

BENEFITS

CERTIFICATIONS

In the employee benefits and compensation field, CEBS is widely recognized and respected. Students completing the Total Benefits Management program will be eligible to earn a designation in two distinct areas of specialization, group benefits (GBA) and group retirement (RPA), from Dalhousie University and the International Foundation of Employee Benefits Plans (IFEFP) subject to successfully completing the required professional exams and complying with its professional requirements. Any exam credits from the specialty credentials can be applied towards the CEBS credential requirements.

CAREER OUTLOOK

Graduates of this program may work in the following areas:

- organizations with employee benefit and pension plans, especially those that are mid- to large-sized
- organizations that function in an advisory capacity to group benefit and retirement plans such as unions
- insurance providers and actuarial firms
- pension plans
- governmental regulatory bodies.

Possible occupations/job titles include:

- compensation and benefits: researcher/analyst, coordinator
- compensation officer, consultant, coordinator
- employee benefits officer, consultant, coordinator
- salary/wage analyst
- human resources: analyst/searcher, consultant, coordinator
- labour relations coordinator

PROGRAM HIGHLIGHTS

- there are strong employment prospects for total benefits professionals
- the program is delivered in collaboration with the CEBS Program, a partnership between Dalhousie University and the International Foundation of Employee Benefit Plans (IFEFP)
- qualified students are eligible to earn the Certified Employee Benefit Specialist (CEBS), Group Benefits Associate (GBA) and Retirement Plans Associate (RPA) designations granted by Dalhousie University and the IFEFP
- industry-leading CEBS curriculum is supplemented by graduate level instruction in Project Management, HRM and Accounting
- courses are taught by professors with extensive experience in Total Benefits Management, Human Resources Management and Accounting
- emerging trends and issues in Total Benefits Management including changing legislative requirements are given a strong focus
- extensive learner centered approaches such as: case studies, simulations, project-based learning, with a focus on developing project management, teamwork, and report writing and presentation skills are used
- there is HRMS system training using an SAP application
- students graduating from other programs and those in career transition are able to alter their focus and gain a solid foundation in Total Benefits Management in relatively short period of time.

PROFESSIONAL ASSOCIATIONS

CEBS Program

Dalhousie University

1535 Dresden Row, Suite 201

Halifax, Nova Scotia B3J 3T1

Phone: 902-422-7211

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E-mail: cancebs@dal.ca

The CEBS program was established in 1977 through a partnership of the International Foundation of Employee Benefit Plans and the Wharton School of the University of Pennsylvania. The International Foundation, the largest educational organization in the employee benefits field, is responsible for the overall administration of the program. The Wharton School, one of the preeminent business schools in the U.S., oversees academic content and standards in the United States. In 1986, in cooperation with Dalhousie University, Halifax, Nova Scotia, the International Foundation established a CEBS program in Canada to meet the specific professional development needs of Canadian employee benefits personnel. No other employee benefits or compensation program provides the opportunity to gain knowledge and insight through such a broad university-based curriculum.

ADMISSION REQUIREMENTS

Applicants to Graduate Certificate programs must submit an official transcript demonstrating proof of successful completion of a post-secondary diploma or degree program. Open to all disciplines.

Applicants presenting a combination of partial post-secondary education and relevant work experience will be considered.

NON-ACADEMIC REQUIREMENTS

- interview, transcript and resumé review may be required
- English and/or math skills assessment may be required

GRADUATION REQUIREMENTS

- minimum C grade average is required for graduation with an overall minimum GPA of 2.0

PROGRAM OUTLINE

Semester 1

CMSC-401

GBAC-401

HRPD-402

PMGT-401

Semester 2

ACCT-404

CMSC-402

HRPD-415

RPAC-401

Compensation Concepts and Principles
Group Benefits
Contemporary Organizational
Behaviour
Project Management

Personal Taxation
Strategic HRM and Total
Compensation
Total Benefits Learning Lab
Retirement Plans