

# CPDM Courses

## Featuring updated information!

### CPDM 1 Essentials of Disability Management

This is the foundation course in the curriculum. Through a combination of written materials and presentations, CPDM 1 provides a broad understanding of many areas of disability absence and productivity management.

Specific topics include: an overview of disability management; identifying the components of and preparation of a disability management program; defines medical and administrative case management; describes the monitoring and evaluation process and how to eliminate problems; employment practices and information on how to use it.

All discussions are supported by real-world examples, including sample planning documents and reports and presentations by managers who were involved in the actual programs.

#### ONLINE SESSIONS

**Course Code: CPDM 1-OL #1**

Class starts the week of September 17, 2007

Michael L. Hernandez, CPDM, State of California, Dept. of Industrial Relations

**Course Code: CPDM 1-OL #2**

Class starts the week of September 17, 2007

Michael L. Hernandez, CPDM, State of California, Dept. of Industrial Relations

CE CREDIT: 12 CE hours for WCCP, CCMP, 27 hours for California BRN.

**NOTE:** Because the California Dept. of Insurance does not yet approve "combination" (instructor-facilitated/online) courses, CPDM online is not yet approved for CDI Broker/Agent CE.

**REQUIRED COURSE MATERIALS**  
Call PBD at 800-848-0773 to order

**TUITION:**  
\$450 (\$410 for IEA/DMEC members)

CPDM 1 Student Guide & ..... \$45.00

Terms of the Trade

CPDM 1 Audio Tapes or CD's ..... \$49.00

CPDM 1 Video Tapes or DVD's ..... \$59.00

#### CLASSROOM SESSIONS

If you are interested in having IEA present the CPDM program to your employees, contact John Beach at 1-800-655-4432 or e-mail him at [john@ieatraining.com](mailto:john@ieatraining.com).

On-site training is convenient and cost-effective. We can schedule programs during the day, evenings or weekends and in a location convenient to your staff and operation.

You might even qualify for a state funded grant to pay for your employees' education. Call John Beach now for details...

800-655-4432 or  
[john@ieatraining.com](mailto:john@ieatraining.com)

**SAVE \$40 on each enrollment as an IEA/DMEC MEMBER!**

Regular tuition is \$450...you pay just \$410!

To find out if your organization is a member or for membership information, call the IEA at 800-655-4432 or DMEC at 800-789-3632

Find out if online classes are for you.

Register for the free demonstration clinic, call 1-800-655-4432

## CPDM 2 Disability Management - The Medical and Administrative Components

In this course, you'll learn how organizational dynamics affect the success of your program—and how to balance and coordinate healthcare providers, insurance companies and your internal departments. You'll collaborate as a team on a return-to-work project, based on an actual company.

Subject areas include current information on the aging workforce, behavioral health, presenteeism and disease management, intricacies of case management, provider networks, grievance procedures, provider reimbursement, determining coordination with the case manager and provider network, vendors and systems, achieving outcomes and data, identifying the players, strategic planning, and program comparison.

### ONLINE SESSIONS

#### Course Code: CPDM 2-OL #1

Class starts the week of September 17, 2007

Ellen A. Fizer, CEBS, CPDM, Fairfax County Public Schools

#### Course Code: CPDM 2-OL #2

Class starts the week of September 17, 2007

Sherri Stevens, MS, CDMS, CPDM, Sedgwick CMS

CE CREDIT: 12 CE hours for WCCP, CCMP, 27 hours for California BRN.

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#### REQUIRED COURSE MATERIALS

Call PBD at 800-848-0773 to order

#### TUITION:

\$450 (\$410 for IEA/DMEC members)

CPDM 2 Student Guide and Company Project Data .....	\$45.00
CPDM 2 Audio Tapes or CD's .....	\$49.00
CPDM 2 Video Tapes or DVD's .....	\$59.00
Return to Work Manual CD .....	\$55.00
or paper .....	\$85.00

## “Congratulations! You’re a CPDM!”

Individuals completing all three CPDM courses are entitled to the prestigious CPDM designation, provided they meet the other requirements of the program:

- General knowledge of one or more disability management areas as a prerequisite of training
- A grade of C or better on each course
- Six hours of continuing education are required each year after earning the designation.



## CPDM 3 Disability Management Implementation

This course provides a thorough review and discussion of program designs, cost of disability studies, partnering with providers, the disability management department structure and the processes as well as current statistics around absence, productivity, and health management. The course includes a semester-long case study applying what has been learned in CPDM 1, 2 and 3.

The hands-on work begun in CPDM 2 continues throughout this course. Students will benefit from a number of presentations from professionals who have implemented programs in large, complex organizations with thousands of employees. They will have the opportunity to review cost studies in medical and administrative case management. At the end of CPDM 3, students will have the ability to do it all!

### ONLINE SESSIONS

#### Course Code: CPDM 3-OL #1

Class starts the week September 17, 2007

Louisemarie Boone, MBA, CPDM, State of CA, EDD

#### Course Code: CPDM 3-OL #2

Class starts the week of May 14 and concludes the week of July 24

Louisemarie Boone, MBA, CPDM, State of CA, EDD

CE CREDIT: 12 CE hours for WCCP, CCMP, 27 hours for California BRN.

**TUITION:**  
**\$450 (\$410 for IEA/DMEC members)**

**NOTE:** Because the California Dept. of Insurance does not yet approve "combination" (instructor-facilitated/online) courses, CPDM online is not yet approved for CDI Broker/Agent CE.

#### REQUIRED COURSE MATERIALS

Call PBD at 800-848-0773 to order

CPDM 3 Student Guide and Company Project Manual .....	\$45.00
CPDM 3 Audio Tapes or CD's .....	\$49.00
CPDM 3 Video Tapes or DVD's .....	\$59.00

*There is a great deficiency in most major companies...a lack of training and knowledge in how to effectively apply Integrated Disability Management. Companies lose millions of dollars as a result. CPDM fills the void.*

## CCMP - Certified Case Management Professional A New Designation from IEA...

One of the greatest challenges in the benefits administration field is case management. This involves decision making and cost effective resolution of cases through the use of medical and legal structures. This cutting edge program will provide the participant with state of the art information that will give access to solutions on the most complex case files. This designation program will teach you how to manage your more difficult workers' compensation cases more effectively as the instructor assists you through the decision-making process to bring closure to the most difficult open medical cases.

If you are a claims administrator, rehabilitation specialist, attorney, medical provider, nurse, physician or just looking to improve medical and indemnity costs then this designation is a must for you.

**For complete program information, visit  
[www.ieatraining.com](http://www.ieatraining.com)**

# Fall 2007 CPDM Registration Form

**REGISTRATION INFORMATION:** Complete form in **full** - type or print **clearly** - PHOTOCOPIES ACCEPTED.

Registration form and fee should be received by IEA no later than one week prior to class start date. Late enrollment is accepted as space allows and should be confirmed by calling the IEA office. You will receive a confirmation/receipt of your registration when tuition fees are paid in full. IEA is not responsible for non-receipt of confirmation form. Checks returned for any reason require an additional processing fee of \$25. Please retain a copy of your completed registration form for your files.

Mailing Code from above your name on address panel \_\_\_\_\_

GENDER: F  M

FIRST NAME \_\_\_\_\_ LAST NAME \_\_\_\_\_ M.I. \_\_\_\_\_

STREET ADDRESS, INCLUDE UNIT/APT. NO. \_\_\_\_\_  
\_\_\_\_\_

CITY/STATE/ZIP \_\_\_\_\_ HOME PHONE \_\_\_\_\_

EMPLOYER \_\_\_\_\_

ADDRESS, INCLUDE SUITE NO. \_\_\_\_\_

CITY/STATE/ZIP \_\_\_\_\_ DAYTIME PHONE \_\_\_\_\_ Ext. \_\_\_\_\_

FAX NO. \_\_\_\_\_ E-MAIL ADDRESS \_\_\_\_\_

MEMBERSHIP NO. \_\_\_\_\_

*If paying member fee, IEA or DMEC member number must be included. To confirm member status call IEA at 800-655-4432 or DMEC at 800-789-3632*

Please let us know if you need special disability accommodations \_\_\_\_\_  
\_\_\_\_\_

## CPDM Online Registration

Please register me for:

Class \_\_\_\_\_ Code \_\_\_\_\_ Start Date \_\_\_\_\_ Fee \$ \_\_\_\_\_

TOTAL \$ \_\_\_\_\_

## Payment Method

Fee paid by  Student  Employer

Check enclosed payable to Insurance Educational Association

VISA  Mastercard  American Express

Credit Card No. \_\_\_\_\_

Expiration Date \_\_\_\_\_

Signature of Cardholder \_\_\_\_\_

**WITHDRAWAL POLICY:** If you must withdraw from your class, INFORM IEA IN WRITING. Include name, social security no., class and location. Mail, e-mail or FAX to IEA. Amount of refund (if any) will be based on the postmark of the envelope or FAX machine date. No exception to refund policy will be made for postponed classes. All semester class fees include a NON-REFUNDABLE administration charge of \$30.00. If IEA cancels the class, fee will be refunded in full. Please allow 6 weeks for refund. Refundable class fee (amount paid minus \$30.00 administration charge) is based on the following notification date:

before 1st class - 100% - before 2nd class - 80% - after 2nd class - No refund

There is a \$25 fee for transfers and changes.



**INSURANCE EDUCATIONAL ASSOCIATION**

2670 N. Main Street, Suite 350, Santa Ana, CA 92705-6639

(800) 655-4432 or (714) 689-0090 • FAX (714) 689-0112 • Register online at [www.ieatraining.com](http://www.ieatraining.com)

***CPDM 1, 2 and 3 classes now enrolling for Fall 2007.  
Register at [www.ieatraining.com](http://www.ieatraining.com) or call (800) 655-4432, or  
return the attached registration form.***

## **Enhance your skills as a disability management professional... Save your company money...**

It makes more sense to retain valued employees—even when injured or disabled—than to hire and train new ones. In fact, studies show that employers can save as much as 29% or more on disability costs once they implement a disability management program.

And the person who makes it all happen is you—the disability management professional.

### **Introducing Essentials of Disability Management (CPDM 1)... the most widely accepted training course in the field.**

Jointly sponsored by the Insurance Educational Association (IEA) and the Disability Management Employer Coalition (DMEC), this comprehensive program gives you the broad-based foundation to build a successful career in disability management AND an effective program for your organization.

#### **Featuring...**

- Video/DVD presentations by national experts in disability management.
- Interaction with your peers in other companies.
- Trying your hand at real-world exercises you can apply in your own job.

#### **And you receive...**

- A useful disability management glossary.
- A manual for building a modified return-to-work program.
- Nearly a dozen dvd/video and cd/audio tapes you can watch and listen to at your convenience and keep as a permanent reference.

#### **Money-back guarantee!**

As a first-time student, you're invited to sample the CPDM curriculum with a 100% money-back guarantee.

Attend the first weekly online session. Then, if you're not completely satisfied, the class fee will be refunded, including the administration fee.

Sign up for CPDM 1 online - distance learning you can access from anywhere in the world!

CPDM 1 - **Essentials of Disability Management** is the cornerstone of the **Certified Professional in Disability Management** program. Since the CPDM program was instituted in 1996, hundreds of top professionals have taken this training and become CPDM designates, in organizations of every type and size including University of California, Blue Diamond Growers, The Hartford, Lawrence Berkeley National Laboratory, and many more throughout the U.S.

#### **Here's just a small sampling of what you'll learn in Essentials of Disability Management...**

- Why an aging workforce makes disability management more important than ever.
- The nine elements of a disability management program... when and how to apply each one.
- Best practices in disability management from public and private organizations.
- How to institute safety and wellness programs that can keep claims from happening in the first place.
- The integrated benefits approach...how to make Human Resources, Workers' Compensation, Employee Benefits and Disability Management work together.
- How to measure and monitor your success...and proudly sell the results to management.
- And much more!



**Insurance Educational Association**

2670 N. Main Street, Suite 350  
Santa Ana, CA 92705-6639

*Register now at  
[www.ieatraining.com](http://www.ieatraining.com)  
for  
CPDM  
Fall 2007  
classes!*

## **CPDM** Certified Professional in Disability Management



*As a CPDM  
Certified Professional in Disability Management  
you can:*

- Enhance your own career and skills
- Foster a happier, safer work environment
- Help your organization reduce disability losses

**Earn your CPDM Designation now!**



*The leader  
in professional  
education!*

To make sure you get the class of your choice

**REGISTER TODAY**

for Fall 2007 CPDM Training

**CALL (800) 655-4432**

Or register online at [www.ieatraining.com](http://www.ieatraining.com)

# Disability Management: an idea whose time has come...

**Why disability management?** Simply measured in cost savings, the benefits are dramatic. One major telecommunications company reduced disability losses by 29%...reduced temporary disability losses by 41%...and reduced the amount of time lost from work by 32%...after implementing a disability management program. Equally important are the intangible benefits of promoting a workplace where employees feel appreciated and are motivated to return to work as quickly as possible.

**The person who makes it all happen is the Disability Management Professional—** a manager whose role is to understand employee needs, identify available resources, and then coordinate the people and departments and outside suppliers to implement a program which is cost-effective, legally acceptable, and successful. It calls for a unique combination of organizational and interpersonal skills...the skills taught in the Certified Professional in Disability Management (CPDM) designation program.

*The workplace has changed significantly over the past few years:*

- Companies are recognizing that motivated, productive employees are essential to remaining competitive.
- It costs more and more to recruit and train new people, making it more and more important to keep the good people you have.
- The workforce is aging. That means more health needs and a higher cost for health care.
- The Americans with Disabilities Act, coupled with an increasingly litigious atmosphere, makes it important to pay close attention to the legal rights of injured workers.

**More and more companies are instituting disability management programs in order to attend to the needs of sick or injured workers and make sure they get appropriate care within the system.**



Students who complete this program can look forward to an exciting, rewarding career path in which they can build on proven skills and move forward confidently as they serve their organizations and its employees.

And the CPDM program especially benefits employers—most of whom gladly underwrite the modest cost of the program—with highly measurable and immediate savings on disability losses.

**REGISTER TODAY** for Fall 2007 CPDM Training

**CALL (800) 655-4432**

Or register online at [www.ieatraining.com](http://www.ieatraining.com)

# *CPDM training that meets your needs: Log on and learn from home, office or anywhere !*

**ONLINE CLASSES** are not location-specific...we've had students from as far away as South Africa! Student and instructor interaction is via email, conference calls, and interactive sessions where you can exchange ideas.

## **Why online training is for you...**

- You can work on your own and you are a self-starter.
- You have an unpredictable schedule because of work or family obligations.
- You enjoy interacting with your instructor and other students from all over the country and the world.

## **Online training in CPDM offers you:**

- DVD and CD presentations by successful disability management professionals.
- The opportunity to interact with other class members and work on class projects in small, tightly focused teams.
- One-on-one access to your instructor with your questions.
- Proven workbooks and exercises to help you master the material.



**If you are interested in having IEA present the CPDM program in a classroom format to your employees, contact John Beach at 800-655-4432 or e-mail him at [john@ieatraining.com](mailto:john@ieatraining.com)**

## **ABOUT THE SPONSORS...**

The **Insurance Educational Association** offers a full range of training programs for employers and employees throughout the U.S. and the world.

IEA training is distinguished by a real-life practicality in everything you will learn and do. The instructors are all practicing professionals in the fields they teach; you benefit because their knowledge is completely current and they face the same daily problems that you do. As a result, you'll get learning you can often take home and put right to work in your organization. In many cases, you'll work on a project in class that will become the foundation of a disability program at your company.

The goal of the **Disability Management Employer Coalition** is to assist employers in developing cost-saving programs, encouraging responsive market products, and returning employees to productive employment.



Complete the CPDM program, and you can look forward to an exciting and rewarding career path in which you can build on proven skills learned in the program.

Don't delay; register now for  
Summer 2007!