

WorldatWork®

Total Rewards Association

Course Start Times: Day 1 & 2, 12-4 EST; Day 3, 12-2 EST

January Virtual Courses

Course Name	Course ID	Dates
Strategic Communication in Total Rewards	T4	January 11-13
Variable Pay - Improving Performance with Variable Pay	C12	January 11-13
Business Acumen for Compensation Professionals	C8	January 11-13
Regulatory Environments for Compensation Programs	C1	January 11-13
Open	Open	January 11-13
Accounting and Finance for the Human Resources Professional	T2	January 19-21
Quantitative Principles in Compensation Management	C3E	January 19-21
Base Pay Administration and Pay for Performance	C4	January 19-21
Job Analysis, Documentation and Evaluation	C2	January 25-27
Total Rewards Management	T1	January 25-27
Market Pricing - Conducting a Competitive Pay Analysis	C17	January 25-27

February Virtual Courses

Course Name	Course ID	Dates
Strategic Communication in Total Rewards	T4	February 1-3
Variable Pay - Improving Performance with Variable Pay	C12	February 1-3
Business Acumen for Compensation Professionals	C8	February 1-3
Accounting and Finance for the Human Resources Professional	T2	February 8-10
Quantitative Principles in Compensation Management	C3E	February 8-10
Base Pay Administration and Pay for Performance	C4	February 8-10
Open	Open	February 8-10
Job Analysis, Documentation and Evaluation	C2	February 16-18
Total Rewards Management	T1	February 16-18
Market Pricing - Conducting a Competitive Pay Analysis	C17	February 16-18
Health and Welfare Plans - Strategic Planning and Design	B3A	February 22-24
Retirement Plans - Design Considerations and Administration	B2	February 22-24
Open	Open	February 22-24
Open	Open	February 22-24

March Virtual Courses		
Course Name	Course ID	Dates
Strategic Communication in Total Rewards	T4	March 1-3
Variable Pay - Improving Performance with Variable Pay	C12	March 1-3
Business Acumen for Compensation Professionals	C8	March 1-3
Open	Open	March 1-3
Accounting and Finance for the Human Resources Professional	T2	March 8-10
Quantitative Principles in Compensation Management	C3E	March 8-10
Base Pay Administration and Pay for Performance	C4	March 8-10
Open	Open	March 8-10
Job Analysis, Documentation and Evaluation	C2	March 15-17
Total Rewards Management	T1	March 15-17
Market Pricing - Conducting a Competitive Pay Analysis	C17	March 15-17
Open	Open	March 15-17
Regulatory Environments for Compensation Programs	C1	March 22-24
Health and Welfare Plans - Plan Types and Administration	B3	March 22-24
Open	Open	March 22-24
Open	Open	March 22-24
Regulatory Environments for Benefits Programs	B1	March 29-31
Benefits Outsourcing - Selecting, Contracting and Managing Service Partners	B12	March 29-31
Open	Open	March 29-31
Open	Open	March 29-31
Open	Open	March 29-31

April Virtual Courses		
Course Name	Course ID	Dates
Strategic Communication in Total Rewards	T4	April 5-7
Variable Pay - Improving Performance with Variable Pay	C12	April 5-7
Business Acumen for Compensation Professionals	C8	April 5-7
Regulatory Environments for Compensation Programs	C1	April 5-7
Accounting and Finance for the Human Resources Professional	T2	April 12-14
Quantitative Principles in Compensation Management	C3E	April 12-14
Base Pay Administration and Pay for Performance	C4	April 12-14
Open	Open	April 12-14
Job Analysis, Documentation and Evaluation	C2	April 19-21
Total Rewards Management	T1	April 19-21
Market Pricing - Conducting a Competitive Pay Analysis	C17	April 19-21
Open	Open	April 19-21
Strategic Communication in Total Rewards	T4	April 26-28
Variable Pay - Improving Performance with Variable Pay	C12	April 26-28
Business Acumen for Compensation Professionals	C8	April 26-28
Open	Open	April 26-28

May Virtual Courses

Course Name	Course ID	Dates
Accounting and Finance for the Human Resources Professional	T2	May 3-5
Quantitative Principles in Compensation Management	C3E	May 3-5
Base Pay Administration and Pay for Performance	C4	May 3-5
Open	Open	May 3-5
Job Analysis, Documentation and Evaluation	C2	May 10-12
Total Rewards Management	T1	May 10-12
Market Pricing - Conducting a Competitive Pay Analysis	C17	May 10-12
Open	Open	May 17-19
Health and Welfare Plans - Strategic Planning and Design	B3A	May 24-26
Retirement Plans - Design Considerations and Administration	B2	May 24-26
Open	Open	May 24-26
Open	Open	May 24-26
Strategic Communication in Total Rewards	T4	May 31-June 2

June Virtual Courses

Course Name	Course ID	Dates
Variable Pay - Improving Performance with Variable Pay	C12	June 1-3
Business Acumen for Compensation Professionals	C8	June 1-3
Open	Open	June 1-3
Open	Open	June 1-3
Accounting and Finance for the Human Resources Professional	T2	June 7-9
Quantitative Principles in Compensation Management	C3E	June 7-9
Base Pay Administration and Pay for Performance	C4	June 7-9
Open	Open	June 7-9
Job Analysis, Documentation and Evaluation	C2	June 14-16
Total Rewards Management	T1	June 14-16
Market Pricing - Conducting a Competitive Pay Analysis	C17	June 14-16
Regulatory Environments for Compensation Programs	C1	June 21-23
Health and Welfare Plans - Plan Types and Administration	B3	June 21-23
Open	Open	June 21-23
Regulatory Environments for Benefits Programs	B1	June 28-30
Benefits Outsourcing - Selecting, Contracting and Managing Service Partners	B12	June 28-30
Open	Open	June 28-30
Open	Open	June 28-30

July Virtual Courses

Course Name	Course ID	Dates
Total Rewards Management	T1	July 5-7
Regulatory Environments for Compensation Programs	C1	July 5-7
Quantitative Principles in Compensation Management	C3E	July 5-7
Business Acumen for Compensation Professionals	C8	July 5-7
Strategic Communication in Total Rewards	T4	July 12-14
Job Analysis, Documentation and Evaluation	C2	July 12-14
Accounting and Finance for the Human Resources Professional	T2	July 12-14
Regulatory Environments for Benefits Programs	B1	July 19-21
Regulatory Environments for Compensation Programs	C1	July 19-21
Base Pay Administration and Pay for Performance	C4	July 19-21
Retirement Plans - Design Considerations and Administration	B2	July 26-28
Job Analysis, Documentation and Evaluation	C2	July 26-28

August Virtual Courses

Course Name	Course ID	Dates
Benefits Outsourcing - Selecting, Contracting and Managing Service Partners	B12	August 2-4
Total Rewards Management	T1	August 2-4
Strategic Communication in Total Rewards	T4	August 2-4
Health and Welfare Plans - Plan Types and Administration	B3	August 9-11
Business Acumen for Compensation Professionals	C8	August 9-11
Job Analysis, Documentation and Evaluation	C2	August 9-11
Health and Welfare Plans - Strategic Planning and Design	B3A	August 16-18
Variable Pay - Improving Performance with Variable Pay	C12	August 16-18
Base Pay Administration and Pay for Performance	C4	August 16-18
Open	Open	August 16-18
Market Pricing - Conducting a Competitive Pay Analysis	C17	August 23-25
Open	Open	August 23-25
Accounting and Finance for the Human Resources Professional	T2	August 30-Sept 1
Open	Open	August 30-Sept 1
Open	Open	August 30-Sept 1

September Virtual Courses

Course Name	Course ID	Dates
Quantitative Principles in Compensation Management	C3E	September 6-8
Total Rewards Management	T1	September 6-8
Strategic Communication in Total Rewards	T4	September 6-8
Open	Open	September 6-8
Total Rewards Management	T1	September 13-15
Open	Open	September 13-15
Strategic Communication in Total Rewards	T4	September 20-22
Regulatory Environments for Benefits Programs	B1	September 27-29
Regulatory Environments for Compensation Programs	C1	September 27-29

October Virtual Courses

Course Name	Course ID	Dates
Retirement Plans - Design Considerations and Administration	B2	October 4-6
Total Rewards Management	T1	October 4-6
Strategic Communication in Total Rewards	T4	October 4-6
Benefits Outsourcing - Selecting, Contracting and Managing Service Partners	B12	October 11-13
Base Pay Administration and Pay for Performance	C4	October 11-13
Variable Pay - Improving Performance with Variable Pay	C12	October 11-13
Open	Open	October 11-13
Health and Welfare Plans - Plan Types and Administration	B3	October 18-20
Business Acumen for Compensation Professionals	C8	October 18-20
Market Pricing - Conducting a Competitive Pay Analysis	C17	October 18-20
Health and Welfare Plans - Strategic Planning and Design	B3A	October 25-27
Variable Pay - Improving Performance with Variable Pay	C12	October 25-27

November Virtual Courses

Course Name	Course ID	Dates
Total Rewards Management	T1	November 1-3
Strategic Communication in Total Rewards	T4	November 1-3
Accounting and Finance for the Human Resources Professional	T2	November 8-10
Market Pricing - Conducting a Competitive Pay Analysis	C17	November 8-10
Quantitative Principles in Compensation Management	C3E	November 15-17
Open	Open	November 15-17
Open	Open	November 15-17
Open	Open	November 29 - Dec 1
Open	Open	November 29 - Dec 1
Open	Open	November 29 - Dec 1
Open	Open	November 29 - Dec 1

December Virtual Courses			
Course Name		Course ID	Dates
Open		Open	December 6-8
Open		Open	December 6-8
Open		Open	December 6-8
Open		Open	December 6-8
Open		Open	December 13-15
Open		Open	December 13-15
Open		Open	December 13-15
Open		Open	December 13-15