Training Course on Multi-Employer Pension Plan Structures and Governance

Professional Development Training Course Outline

Category	Pension and Retirement	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Training Course on Multi-Employer Pension Plan Structures and Governance is designed to provide professionals with a thorough understanding of the complexities involved in managing multi-employer pension plans (MEPPs). These plans, often established by multiple employers within a specific industry, serve as vital retirement solutions for a diverse workforce. As such, effective governance and structure are essential to ensure their sustainability and compliance with regulatory requirements. This course will explore the unique characteristics of multi-employer pension plans, including their legal frameworks, funding mechanisms, and governance structures. Participants will gain insights into best practices for managing these plans, addressing challenges such as funding shortfalls, regulatory compliance, and stakeholder engagement. Emphasizing the importance of transparency and fiduciary responsibility, the course will prepare attendees to navigate the intricacies of MEPPs effectively. Through a combination of theoretical insights, real-world case studies, and practical applications, participants will engage in interactive discussions and hands-on exercises. By the end of the course, attendees will be equipped with the knowledge and skills necessary to enhance the governance and management of multi-employer pension plans, ultimately ensuring the financial security of plan participants.

Programme Curriculum

Training Course on Multi-Employer Pension Plan Structures and Governance

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Course Objectives

1. Understand the fundamentals of multi-employer pension plans (MEPPs).
2. Analyze the legal and regulatory frameworks governing MEPPs.
3. Evaluate different structures and funding mechanisms for MEPPs.
4. Explore best practices for governance and fiduciary responsibility.
5. Discuss the roles of various stakeholders in MEPP management.
6. Develop skills in effective communication with plan participants.
7. Assess the impact of market trends on multi-employer pension plans.
8. Identify strategies for addressing funding challenges and risks.
9. Create actionable governance frameworks for MEPPs.
10. Stay informed about emerging trends in pension plan management.
11. Measure the effectiveness of governance practices in MEPPs.
12. Foster a culture of transparency and accountability within plans.
13. Enhance relationships with employers and participants through effective governance.

Target Audience

1. Pension fund managers
2. HR professionals managing multi-employer plans
3. Compliance officers in pension administration
4. Financial advisors working with MEPPs
5. Legal professionals specializing in pension law
6. Trustees and board members of pension funds
7. Data analysts focusing on pension fund performance
8. Policy makers in pension regulation

Course Duration: 5 Days

Course Modules

Module 1: Introduction to Multi-Employer Pension Plans

- Define multi-employer pension plans and their significance.
- Explore the history and evolution of MEPPs.
- Discuss key terminology related to multi-employer plans.
- Identify the primary objectives and benefits of MEPPs.
- Review case studies of successful multi-employer pension plans.

Module 2: Legal and Regulatory Frameworks

- Analyze the regulatory environment governing MEPPs.
- Discuss relevant legislation (e.g., ERISA, PBGC) impacting multi-employer plans.
- Explore compliance obligations for plan administrators.
- Identify the implications of regulatory changes on pension management.
- Review real-world examples of regulatory challenges faced by MEPPs.

Module 3: Structures and Funding Mechanisms

- Discuss different structures of multi-employer pension plans.
- Explore funding mechanisms and actuarial considerations.
- Analyze the impact of funding levels on plan sustainability.
- Identify best practices for managing contributions and investments.
- Review case studies of funding strategies in MEPPs.

Module 4: Governance and Fiduciary Responsibility

- Define governance structures for multi-employer pension plans.
- Discuss the roles and responsibilities of trustees and fiduciaries.
- Explore best practices for effective governance and oversight.
- Identify strategies for ensuring compliance with fiduciary duties.
- Review case studies of governance practices in successful MEPPs.

Module 5: Stakeholder Engagement and Communication

- Discuss the importance of engaging employers and plan participants.
- Explore strategies for effective communication with stakeholders.
- Identify techniques for addressing member concerns and inquiries.
- Review best practices for transparency and accountability in communication.
- Analyze case studies of successful stakeholder engagement initiatives.

Module 6: Managing Funding Challenges and Risks

- Discuss common funding challenges faced by multi-employer pension plans.
- Explore risk management techniques specific to MEPPs.
- Identify strategies for addressing underfunding and contribution shortfalls.
- Review best practices for stress testing and scenario analysis.
- Analyze case studies of organizations overcoming funding challenges.

Module 7: Measuring Effectiveness and Performance

- Discuss metrics for evaluating the success of multi-employer pension plans.
- Identify key performance indicators (KPIs) relevant to MEPPs.
- Explore methods for assessing plan performance and sustainability.
- Review tools for monitoring compliance and governance effectiveness.
- Analyze case studies of organizations measuring performance.

Module 8: Future Trends in Multi-Employer Pension Plans

- Overview of emerging trends impacting multi-employer pension plans.
- Discuss innovations in technology and their implications for governance.

- Explore the potential of ESG (Environmental, Social, and Governance) investing in MEPPs.
- Identify challenges and opportunities presented by demographic changes.
- Review case studies of organizations adapting to future trends.

Training Methodology

- **Interactive Workshops:** Facilitated discussions, group exercises, and problem-solving activities.
- **Case Studies:** Real-world examples to illustrate successful community-based surveillance practices.
- **Role-Playing and Simulations:** Practice engaging communities in surveillance activities.
- **Expert Presentations:** Insights from experienced public health professionals and community leaders.
- **Group Projects:** Collaborative development of community surveillance plans.
- **Action Planning:** Development of personalized action plans for implementing community-based surveillance.
- **Digital Tools and Resources:** Utilization of online platforms for collaboration and learning.
- **Peer-to-Peer Learning:** Sharing experiences and insights on community engagement.
- **Post-Training Support:** Access to online forums, mentorship, and continued learning resources.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call +254769199797

Certification

Upon successful completion of this training, participants will be issued with a globally recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

- Participants must be conversant in English.
- Upon completion of training, participants will receive an Authorized Training Certificate.
- The course duration is flexible and can be modified to fit any number of days.
- Course fee includes facilitation, training materials, 2 coffee breaks, buffet lunch, and a Certificate upon successful completion.
- One-year post-training support, consultation, and coaching provided after the course.
- Payment should be made at least a week before the training commencement to Fineskill Training Center account, as indicated in the invoice, to enable better preparation.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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