

Certified Compensation and Benefits Specialist Program

12 – 16 October 2026
Los Angeles (USA)

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Ref: 321573_141225 **Date:** 12 – 16 October 2026 **Location:** Los Angeles (USA) **Fees:** 6600 GBP

Why This Course

A well-designed compensation and benefits program does more than reward employees — it shapes organizational culture, strengthens retention, and drives performance. In competitive markets, organizations must strike the right balance between attracting top talent, managing costs, and aligning rewards with strategic goals.

This comprehensive five-day program is designed for HR professionals who want to build, refine, or transform their compensation and benefits frameworks. Participants will gain practical tools to design competitive pay structures, create compelling benefits packages, and integrate total rewards strategies with business objectives. Through case discussions and applied exercises, the course bridges theory with real-world HR practice.

What You'll Learn and Practice

By attending this course, you will:

- Design strategic compensation plans aligned with organizational objectives.
- Develop competitive and cost-effective employee benefits packages.
- Use market data to establish fair and equitable pay structures.
- Build performance-based incentive and variable pay programs.
- Ensure compliance with legal and regulatory requirements.
- Measure and evaluate the effectiveness of total rewards strategies.

The Program Flow

Day 1: Foundations of Compensation and Benefits

- Introduction to total rewards concepts
- The strategic role of compensation and benefits in talent management
- Developing a clear compensation philosophy
- Understanding the legal and regulatory landscape

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A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) positioned on it. The board is white and black, and the pieces are gold and silver. The graphic is located in the bottom right corner of the page.

Day 2: Job Analysis and Evaluation

- Job analysis tools and techniques
- Job evaluation methodologies
- Writing accurate and effective job descriptions
- Creating job families and structured career paths

Day 3: Base Pay and Salary Structures

- Conducting market pricing and interpreting salary surveys
- Designing pay grades and salary ranges
- Implementing pay-for-performance systems
- Structuring variable pay and incentive programs

Day 4: Employee Benefits and Perks

- Overview of core and supplementary employee benefits
- Designing competitive and sustainable benefits packages
- Health and welfare program considerations
- Retirement, savings, and long-term benefits planning

Day 5: Total Rewards Strategy and Communication

- Integrating compensation and benefits into a unified total rewards approach
- Supporting work-life balance initiatives
- Communicating total rewards clearly and effectively to employees
- Measuring program impact and continuous improvement

Individual Impact

Participants will leave the program able to:

- Design structured and market-aligned pay frameworks.
- Develop comprehensive benefits packages tailored to organizational needs.
- Implement performance-driven incentive programs.
- Communicate total rewards in a way that enhances transparency and engagement.

Organizational Impact

Organizations will benefit from:

- Stronger talent attraction and retention strategies.
- Improved pay equity and internal consistency.
- Better alignment between rewards and business performance.
- Enhanced employee understanding of the full value of their compensation.

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Training Methodology

- Interactive workshops and practical exercises.
- Real-world case studies in compensation design.
- Group discussions on policy and compliance challenges.
- Hands-on activities using market data and reward scenarios.

Beyond the Course

By the end of the five days, participants will be prepared to:

- Build and manage effective compensation and benefits systems.
- Align total rewards strategies with organizational growth plans.
- Ensure compliance while maintaining competitiveness.
- Contribute strategically to workforce planning and organizational performance.

A graphic of a chessboard with several chess pieces (a king, a queen, and a pawn) on it, set against a background of concentric circles.

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