Course Outline

Self-Funded Health Plans: Cost-Containment Strategies
Two-Credit Course

Introduction
I.   Introduction to Cost Containment
II.   Plan Sponsors and Employers
III.   Plan Participants and Beneficiaries
IV.   Premiums

Estimated Time to Complete: 5 minutes

Using Data to Improve Cost-Effectiveness of Health Care Benefits
I.   Data Analytics: Goals and Processes
II.   Types of Data
III.   Predictive Modeling
IV.   Artificial Intelligence (AI)
V.   Practical Uses
VI.   Predictive Modeling Example
VII.   Steps for Implementing a Data Analytics and Predictive Modeling Initiative
VIII. Four Steps to Take

Estimated Time to Complete: 25 minutes

Health Plan Design and Provider Networks
I.   Common Plan Designs
II.   Preferred Provider Organization (PPO)
III.   Health Maintenance Organization (HMO)
IV.   Point-of-Service Plan (POS)
V.   High-Deductible Health Plan (HDHP)
VI.   Percentage of Firms that Offer Specific Plan Types by Firm Size
VII.   Balance Billing
VIII. Other Cost-Containment Strategies Related to Health Care Providers
IX.   Prescription Drug Benefits

Estimated Time to Complete: 25 minutes

Health Plan Features and Rules
I.   Health Plan Features and Rules
II.   Utilization Management
III.   Cost Sharing
IV.   Limits
V.   Dependent Eligibility Audits
VI.   Care Management

Estimated Time to Complete: 25 minutes

Employee Premium Contribution Strategies
I.   Employee Contribution Amounts
II.   Wellness Participation Incentives

Outline of: Self-Funded Health Plans: Cost-Containment Strategies ©2020-2025 International
Foundation of Employee Benefit Plans

III.   Tobacco or Nicotine Surcharges
IV.   Spousal Surcharges and Exclusions (Carve-Outs)
V.   Surcharges
VI.   Exclusions
VII.   Pros and Cons of Spousal Surcharges or Exclusions

Estimated Time to Complete: 20 minutes

Health Care Education and Communication
I.   What Is Health Literacy?
II.   Improving Health Literacy in General
III.   Improving Health Literacy Specific to the Plan
IV.   Communicating with Health Plan Participants

Estimated Time to Complete: 20 minutes

NOTE: The estimated time to complete each lesson is based on word count and assumes uninterrupted consumption of the course. Actual time to complete each lesson can vary widely based on familiarity with the topics and other factors. Time required to complete the course final exam is not counted in these estimates.