

A woman with long dark hair and glasses is looking at a laptop screen in an office setting.




# Plan Sponsor Training & Certification Program

RCM&D offers Plan Sponsors a comprehensive certification program through the American Retirement Association (ARA). As a Certified Plan Sponsor Professional (CPSP), you can demonstrate that you hold the knowledge needed to protect the organization from fiduciary risk and help secure plan participants' retirement success.

The program is administered through a web-based curriculum that includes 3 courses with 3 modules each and is designed to work around a plan sponsor's schedule. It aims to help improve and enhance understanding of how to effectively evaluate, design, implement and manage a comprehensive employer-sponsored retirement plan.

## Benefits of the Program

The program provides the following benefits:

-  An understanding of the full scope of Plan Sponsor roles and responsibilities in an ERISA Fiduciary capacity.
-  Recognition and validation of the Plan Sponsor's training, professional knowledge, and expertise.
-  A more well-rounded knowledge and skillset for the Plan Sponsor.

## The CPSP Curriculum

The CPSP curriculum consists of three mastery-level courses, covering advanced concepts for retirement plan sponsors.

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- Course 1:  
Choosing  
Your Plan**
- » Considerations for Retirement Plan Design
  - » The Most Popular Defined Contribution Plan: The 401(k)
  - » Beyond the 401(k) (Other Types of Employer-Sponsored Retirement Plans)

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- Course 2:  
Building  
Your Plan**
- » Plan Fiduciary Obligations & Risk Management
  - » Investment Concepts
  - » Behavioral Finance & Employee Engagement

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- Course 3:  
Running  
Your Plan**
- » Vendor Management & Selection
  - » Plan Operations
  - » Plan Audits & Compliance
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## Access the Program

Plan sponsors can access the program via the link below. The code below allows the Plan Sponsor two attempts to pass a 100 question exam at no cost (\$290 for the third attempt). Upon successful completion of the course each person will be given a complementary membership to PSCA with access to surveys and educational material.

## Credential Requirements

In order to earn the CPSP, candidates must have at least two years of experience in a benefits role, pass the exam and ascribe to the PSCA Professional Code of Conduct.

## Exam Requirements

The CPSP exam is a 100-question online open-book exam. Candidates have 2.5 hours to complete the exam.

## Continuing Education

The CPSP program is approved for SHRM® Professional Development Credit (PDC) and HR Certification Institute® (HRCI) recertifications credits.

SHRM®: 13 PDC hours

HRCI®: 9.75 hours

Plan Sponsors can access the program via [pscalearn.org](https://pscalearn.org).

Enrollment Code: **PC\_PSLearn**



**Questions? Talk to a trusted advisor.**

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