

EBSA TRAINING

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Administration

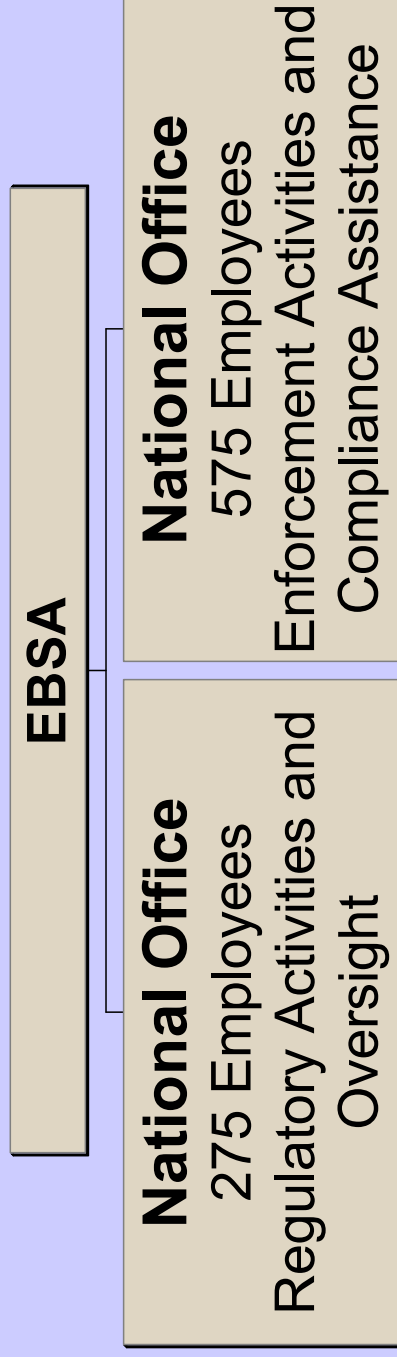
Department of Labor

Demographics of Employee Benefits Industry In US

- **Plan Universe Size**
- 730,000 pension benefit plans with assets of \$3.8 trillion
- 6 million health and welfare paying \$450 billion in benefits
- Covers 150 million people
- **Plan Universe Ranges**
- **Service Providers to Plans**

Demographics of Regulating Entity (EBSA)

- Regulates the Voluntary Private Sector Employee Benefits Industry
- A Part of the U.S. Department of Labor
- Split between National & Field



Employee Retirement Income Security Act of 1974 (ERISA)

- **Other Federal Government Agencies
are Also Involved**
- **Federal Pre-emption – No Authority
By States to Regulate Employee
Benefit Plans**
- **Has Both Civil and Criminal
Provisions**

Hiring Practices of EBSA

**Having Specialized Technical
Background is Critical to
Quality Performance**

New Hires

- **National Office Employees Often Have Legal Backgrounds**
- **Field Office Employees Have Legal, Financial, or Accounting Backgrounds**
- **On Average the Agency Hires 30-40 New Employees Annually**
- **Training of a New Employee Takes Approximately 2 Years**

EBSA Training Approach

Technical Material

- **An Overview of the Industry**
- **Two-Volume Self Paced Introductory Course**
- **Basic Training Course**
- **Employee Benefit Plan Accounting**
- **Criminal Provisions**



Introductory Course



- **First Volume**
 - Foundation Regarding Structure and Operation of Regulated Plans
- **Second Volume**
 - Provisions of ERISA regulated
 - Scope of authority to enforce

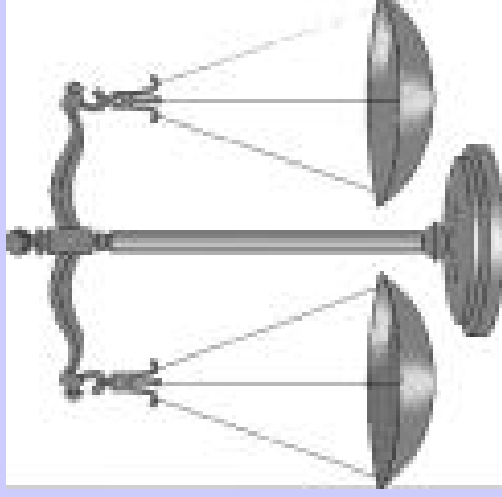
Employee Benefit Plan Accounting

- Designed to Educate About the Importance of Financial Records of a Plan
- Class size is limited



Criminal Enforcement Course

- **Currently All Employees in the Enforcement Program**
- **Course Teaches both Recognition of Criminal Issues and Techniques of Investigation**



Future Training Issues



- **Policy of Universal Training For all Employees is Currently Under Review**
- **Alternatives to Live Delivery of Training Programs**

Options for Conveying Educational Programs



- **Taped and Distributed Packaged Programs-
Failed**
- **Electronic Options of Live Teleconferencing-
Costly**
- **Considering Use of Computer Networking
Capabilities**

EBSA Training Approach

Choice of Instructors



Source of Instructors



- **Generally in House**
- **Other Federal Government Agencies**
- **Limited Private Sector**

Training of In-House Instructors



- **Materials Reviewed Periodically**
- **Presentation Skills**
- **Challenge to Instructors**

Summary of EBSA Approach To Training

- Technical Nature of Regulatory/ Enforcement
Mission Dictates Extensive Employee
Training Needs
- Agency size Creates Tension Between Primary
Mission and Commitment of Employee
Resources For Training Activity
- Identification of Dedicated Employees Becomes
Critical to Quality Training Program