



A microlearning course!

Benefit Fundamentals

Your guide to building knowledge on employee benefits.

Learn about different types of benefits, how they are structured and why they are integral to a competitive total rewards offering.



Access a set of videos and activities to ensure you and your team have a foundational understanding of the benefits framework.

This is the perfect partner to:
Worldwide Benefit & Employment Guidelines!



Included in a TAAP+ subscription!

This product can help you...

- Onboard new or junior team members to ensure they understand a range of different benefits provided by most companies.
- Create a robust and inclusive benefit offering that supports a competitive total rewards package.



TAAP+ bonus

TAAP+ subscribers have exclusive access to our **perquisites and allowances dashboard!**

What's included?

- Level 1 provides an introduction to employee benefits and includes a selection of short videos and downloadable activities
- Level 2 helps provide you with an understanding of the employee benefits framework and includes a selection of short videos and downloadable activities
- Complete the assessment at the end to ensure you're ready to apply your benefits knowledge

View the full curriculum on the next page.

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Demo Video

Sample Video

Benefit Fundamentals

Course curriculum



Level 1: Lay the foundation

The lessons and activities in Level 1 will help to lay a foundation of knowledge for you to build upon when you reach Level 2 of this course.

Video: Overview of employee benefits

Video: Pension benefits

Video: Protection, disability and sickness benefits

Video: Health and medical benefits

Activity: Why provide retirement, health and medical benefits?

Video: Family-related benefits

Video: Leave-related benefits

Activity: Why are family and leave benefits important to employees?

Video: Perquisites and allowances

Activity: How are employee benefits structured?



Level 2: Apply your knowledge

The lessons and activities in Level 2 will teach you how to apply the foundational knowledge you developed in Level 1 of this course.

Video: Flexible benefits

Video: Benefits for employee work-life balance

Video: Benefits for employee well-being

Activity: What types of benefits are important for an employee's work-life balance?

Video: Benefits for an inclusive workforce

Video: Benefits for a multigenerational workforce

Activity: What are the considerations for creating inclusive benefits policies?

Video: Implementing effective benefits policies

Video: Employee eligibility and workforce composition

Activity: What are the requirements for successful benefit policies?

Video: Benefits and total rewards

Assessment: Are you ready to apply your benefits knowledge?

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Microlearning pricing

	USD	EUR
HR function Unlimited learners	4,200	4,100
HR team Up to 5 learners	2,000	1,950

Pricing note

The `HR function' option includes an unlimited number of HR learners for a 12-month subscription. The `HR team' option includes access for up to 5 learners for a 12-month subscription.

The base price is USD; EUR prices may differ in the [Mercer Shop](#) due to currency changes. Price is determined at the time of purchase for all Mercer Shop orders.

Choose the right number of learners for your company

All purchases are considered corporate/enterprise purchases; access period is based on the initial corporate purchase date.