

CPDM or DMCS?

Choosing your path in absence, disability, and accommodation management

Two credentials, one goal: making you the person your organization trusts with leave and disability.

Both paths are self-paced, online, and open to anyone — no prerequisites. The difference is scope and destination: DMCS gets you practical California compliance skills fast; CPDM builds you into a strategic leader with the national certification employers recognize.

	CPDM	DMCS
WHAT IT IS	National certification: Certified Professional in Disability Management	California micro-credential: Disability Management Compliance Specialist
BEST FOR	HR & absence professionals building a leadership career	People managing FMLA, ADA & CFRA hands-on, today
SCOPE	Integrated absence management, program design, compliance strategy	Practical, California-specific leave & accommodation compliance
FORMAT	3 modules: foundations, applied practice, advanced compliance	Self-paced, on-demand — built to finish fast
CREDITS	SHRM & HRCI recertification credits included	—
INVESTMENT	\$1,480 (about \$135/mo with ShopPay)	\$349
WHERE IT LEADS	The go-to authority for absence & disability strategy	Immediate confidence — and a first step toward CPDM

Which path fits you?

“I manage leaves and need a real framework.”

Start with DMCS. You'll get California-specific FMLA, ADA, and CFRA skills you can apply the same week — and every step builds toward CPDM when you're ready.

“I want to lead absence & disability strategy.”

Go straight to CPDM. It's the national standard for people who own the function: program design, compliance leadership, and the credential HR leadership recognizes.

“We need our team trained right the first time.”

Mix both. DMCS levels up frontline coordinators quickly; CPDM develops the leaders who run the program. Employers routinely fund both — ask about team enrollment.

The ladder: DMCS today, CPDM when you're ready

You don't have to choose forever. Many professionals start with DMCS for immediate, practical skills, then enroll in CPDM as their role grows. Both are self-paced and designed around a full-time job.

“Beyond my expectations. It was exactly what we were looking for as we started our accommodation team. The insights I learned have already started to make a positive impact in my day-to-day work.”

Rita B. — CPDM Graduate

Ready to choose?

Explore both paths, compare modules, and enroll at ieatraining.org — or reply to the email that brought you this guide and we'll help you decide. Flexible financing available with ShopPay.