CPDM or DMCS?

Two ways into absence, disability, and accommodation management, and how to pick the right one for where you are today.

Both are online, self-paced, and open to anyone, with no prerequisites. The difference is scope. DMCS gives you practical California leave and accommodation skills fast. CPDM builds you into the person who leads the whole program, with a national certification to show for it.

	NATIONAL CERTIFICATION **CPDM**	MICRO-CREDENTIAL **DMCS**
FULL NAME	Certified Professional in Disability Management	Disability Management Compliance Specialist
BEST FOR	HR, benefits, and risk professionals who want to lead absence and disability programs	People handling FMLA, ADA, CFRA, and accommodation requests day to day
WHAT IT COVERS	Integrated absence and disability management, program design, compliance strategy, and return to work, nationwide	The interactive process and California's overlapping leave and accommodation laws, with a repeatable framework
FORMAT	3 modules: Foundations, Building Effective Programs, and Advanced Compliance & Case Management	6 lessons, each with video, source documents, and an exam
TIME	**53.25 hours.** Most finish in 2 to 6 months	**13.25 hours.** Built to finish fast
CREDIT	**53.25** SHRM and HRCI recertification credit hours	**13.25** SHRM and HRCI credit hours, and **6** count toward annual CPDM renewal
ACCESS	12 months, plus a Credly digital badge when you certify	3 months
RENEWAL	6 continuing education credits a year	Nothing required
PRICE	**$1,480**, or $549 per module	**$349**
WHERE IT LEADS	The go-to authority for absence and disability strategy in your organization	Confidence on the cases in front of you now, and a natural first step toward CPDM

WHICH PATH FITS YOU?

Start where you are

"I manage leaves and need a real framework."	**Start with DMCS.** You get a California-focused process for FMLA, the ADA, and CFRA that you can use the same week, and it sets you up for CPDM when you are ready.
"I want to lead absence and disability strategy."	**Go straight to CPDM.** It is built for the people who own the function: program design, compliance leadership, and return to work, across every state you operate in.
"We need our team trained right the first time."	**Mix both.** DMCS brings frontline coordinators up to speed quickly. CPDM develops the leaders who run the program. We can set up multiple seats on one invoice.

> **You do not have to choose forever. Many people start with DMCS for practical skills now, then earn CPDM as their role grows.**

CPDM

"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
CPDM Graduate

DMCS

"I found this course to be more applicable to my HR practices than my SHRM certification."

Shomari McLemore
Principal HR Consultant

Explore CPDM
ieatraining.org/certification-courses/leave-accommodation

Explore DMCS
ieatraining.org/certification-courses/disability-management-compliance-specialist

Still deciding? Reply to the email this sheet came in, call 800-655-4432, or write to info@ieatraining.org. We are here Monday to Friday, 8 to 5 Pacific.