DMEC
2026 ANNUAL CONFERENCE

2026 DMEC Annual Conference

Unlocking the Power of DMEC Education: Building Confidence, Capability, and Consistency

Laura Boll, CLMS | Manager, Experiential Learning, DMEC

Welcome

Introductions

Why This Session Matters

Today's Reality for Leave and Accommodation Teams

- Increasing complexity (FMLA, ADA, state leave, etc.)
- Pressure to move faster with fewer resources
- Need for consistency and reduced risk

What DMEC Training Brings

- Clear understanding of DMEC learning options
- How to quickly build expertise across your team
- Where to start based on your biggest challenges



The Big Picture: Your DMEC Learning Ecosystem

DMEC helps you build capability at every level:

1. **CLMS 2.0** → Deep expertise + certification
2. **Microcredentials** → Fast, targeted skill building
3. **Role-Based Training** → Team-wide consistency
4. **Webinars** → Ongoing updates + real-time learning

Use them together to:

- Reduce risk
- Improve decision-making
- Build stronger teams



CLMS 2.0



What CLMS Solves for You

CLMS 2.0 Helps You

- Navigate complex leave laws with confidence
- Reduce compliance risk
- Build credibility
- Develop advanced expertise across your team



CLMS 2.0 At A Glance

CLMS Certification

Best for
↳ Leave and accommodation professionals

Outcome
↳ Industry-recognized certification + CEUs

Focus
↳ End-to-end expertise across FMLA, ADA, and more

Why It Matters:

CLMS is the gold standard credential in our field

★★★



What's New in CLMS 2.0

Built from Your Feedback

- More intuitive, modern experience
- Stronger real-world application
- Improved knowledge retention
- More engaging interactions

Bottom Line:

- ✓ Easier to learn
- ✓ Faster to apply



CLMS Course Content and Redesign

Previous CLMS Course	Refreshed 2025 CLMS Certification
Solid foundation in FMLA and ADA Compliance	Expanded content including PWFA, PUMP Act, and evolving state leave laws
Focused on learning core concepts	Focused on applying concepts to real-world leave management scenarios
Limited interactivity	Enhanced with guided navigation, self-check quizzes, and scenario-based learning
Static content and sample tools	Interactive toolkits, policy templates, and applied activities
Emphasis on compliance fundamentals	Emphasis on compliance, communication, and employee experience
Five-module structure	Ten-module structure offering deeper coverage and flexibility
Knowledge-based exam	Application-based assessment measuring real-world understanding



CLMS 2.0 Demo #1

Ginger works Sunday through Thursday and does not work on Fridays or Saturdays.

Ginger receives treatment from a health care provider on Thursdays and Fridays for a serious health condition.

Ginger uses FMLA leave when receiving treatment on Thursdays but does not need to take FMLA leave for the treatment received on Fridays, which is a non-workday for Ginger.

Why does Ginger not need to take FMLA leave for treatment on Fridays?

A. Because Ginger only needs FMLA leave for one day a week

B. Because the employer does not allow FMLA leave on Fridays

C. Because Ginger prefers not to use FMLA leave on Fridays

D. Because Fridays are non-workdays for Ginger

Ginger does not need to take FMLA leave for treatment on Fridays because Fridays are non-workdays. FMLA leave is only required for days when the employee is scheduled to work.

CLMS 2.0 Demo #2

Sascha submits a certification form for their own serious health condition, but the healthcare provider fails to include the expected duration of the condition. The employer notifies Sascha in writing within 5 business days, specifying the missing information and providing Sascha with 7 calendar days to have the healthcare provider complete the missing section.

Sascha does not submit the corrected certification within the given timeframe; despite efforts to follow up with Sascha, the employer did not hear from Sascha that they were having trouble getting the certification corrected and re-submitted.

What should the employer do next?

A. Approve Sascha's leave request regardless of the missing information.

B. Deny Sascha's FMLA leave request based on insufficient certification.

C. Extend the deadline indefinitely until Sascha submits the corrected certification.

D. Terminate Sascha's employment immediately.



Deny Sascha's FMLA request based on insufficient certification.



Proven Impact

CLMS Growth and Impact

- 5,600 professionals trained
- 670 new certifications (2025)
- Strong employer adoption

Why teams invest in CLMS:

- ✓ Consistency
- ✓ Capability
- ✓ Reduced risk



Microcredential Courses

What Microcredential Courses Solve for You

Microcredentials Help You

- Get quick answers to specific issues
- Train staff without pulling them out for days
- Stay current on changing laws
- Stay sharp on core leave and absence issues
- Close targeted skill gaps fast



Microcredentials at a Glance

Details

- $249 member price
- $329 non-member price
- ~1 hour per course
- 1 CEU
- On-demand

Outcome:

- ✓ Immediate skill application
- ✓ Certificate + digital badge



Why Microcredentials Work

Designed for Busy Professionals

- Focused, topic-specific learning
- Real-world scenarios
- Instant relevance

Use cases:

- ✓ Intermittent leave confusion
- ✓ ADA accommodation questions
- ✓ State leave compliance
- ✓ Complicated concurrency cases



Example Topics

Popular Courses

- ADA Accommodation Process
- FMLA Medical Certification
- Pregnancy Rights and Accommodations
- State Leave Laws

DMEC MICROCREDENTIAL COURSES

COMING SOON

Intermittent Leave

Military Leave

Neurodiversity in the Workplace

Quick Demo

Waiting Period

In addition to meeting eligibility requirements, there is a **7-calendar day waiting period** before an employee can receive any WC disability payments.

If the wage loss lasts longer than 7 consecutive days, the benefits start on the eighth day.

The waiting period is waived if the employee is unable to work for more than 14 days.

How long must an employee be unable to work before wage loss benefits begin?

A. Immediately after injury

B. After 30 consecutive days

C. After 7 consecutive days

D. After 14 consecutive days

Wage-loss benefits begin at 7 consecutive days of disability. If the disability lasts more than 14 days, the first week is also paid retroactively.



Role-Based Competency Certification



What Role-Based Certification Solves for You

Role-Based Competency Certification Helps You

- Reduce onboarding time for new hires
- Standardize how your team handles cases
- Improve quality and consistency of decisions
- Create clear development paths (retain talent)



What Is Role-Based Competency Certification?

Role-Based Certification = Learning Built for Real Jobs

Instead of generic content, the training is designed for:

- Specific roles
- Real-world situations you face every day
- Practical decision-making, not theory



DMEC's Approach

1. **Determining Core Competencies of the Role**
2. Use structured methods to define competencies
3. Identify key competency categories
4. Validate through multiple perspectives
5. Ensure outcomes are practical and future-focused

1

- Convene a cross - functional group of subject matter experts
- Individuals currently performing the role
- Direct managers/ supervisors of the role



DMEC's Approach

1. Determining Core Competencies of the Role
2. **Use structured methods to define competencies**
3. Identify key competency categories
4. Validate through multiple perspectives
5. Ensure outcomes are practical and future-focused

2

- Job task analysis
- Scenario-based discussions
- Review of real-world responsibilities



DMEC's Approach

1. Determining Core Competencies of the Role
2. Use structured methods to define competencies
3. **Identify key competency categories**
4. Validate through multiple perspectives
5. Ensure outcomes are practical and future-focused

3

- Foundational (common across roles)
- Role-specific (unique to responsibilities)
- Behavioral and Technical competencies



DMEC's Approach

1. Determining Core Competencies of the Role
2. Use structured methods to define competencies
3. Identify key competency categories
4. **Validate through multiple perspectives**
5. Ensure outcomes are practical and future-focused

4

- Frontline experience (day-to-day execution)
- Manager insight (performance expectations)



DMEC's Approach

1. Determining Core Competencies of the Role
2. Use structured methods to define competencies
3. Identify key competency categories
4. Validate through multiple perspectives
5. **Ensure outcomes are practical and future-focused**

5

- Reflect high-performing behaviors
- Align to evolving industry and organizational needs



Coming Soon

Role-Based Certification Road Map

July 2026 — Stay-at-Work/Return-to-Work Specialist

TBD — Leave of Absence Coordinator

What to Expect:

Scenario-based training

Skill assessments

Practical tools you can use immediately

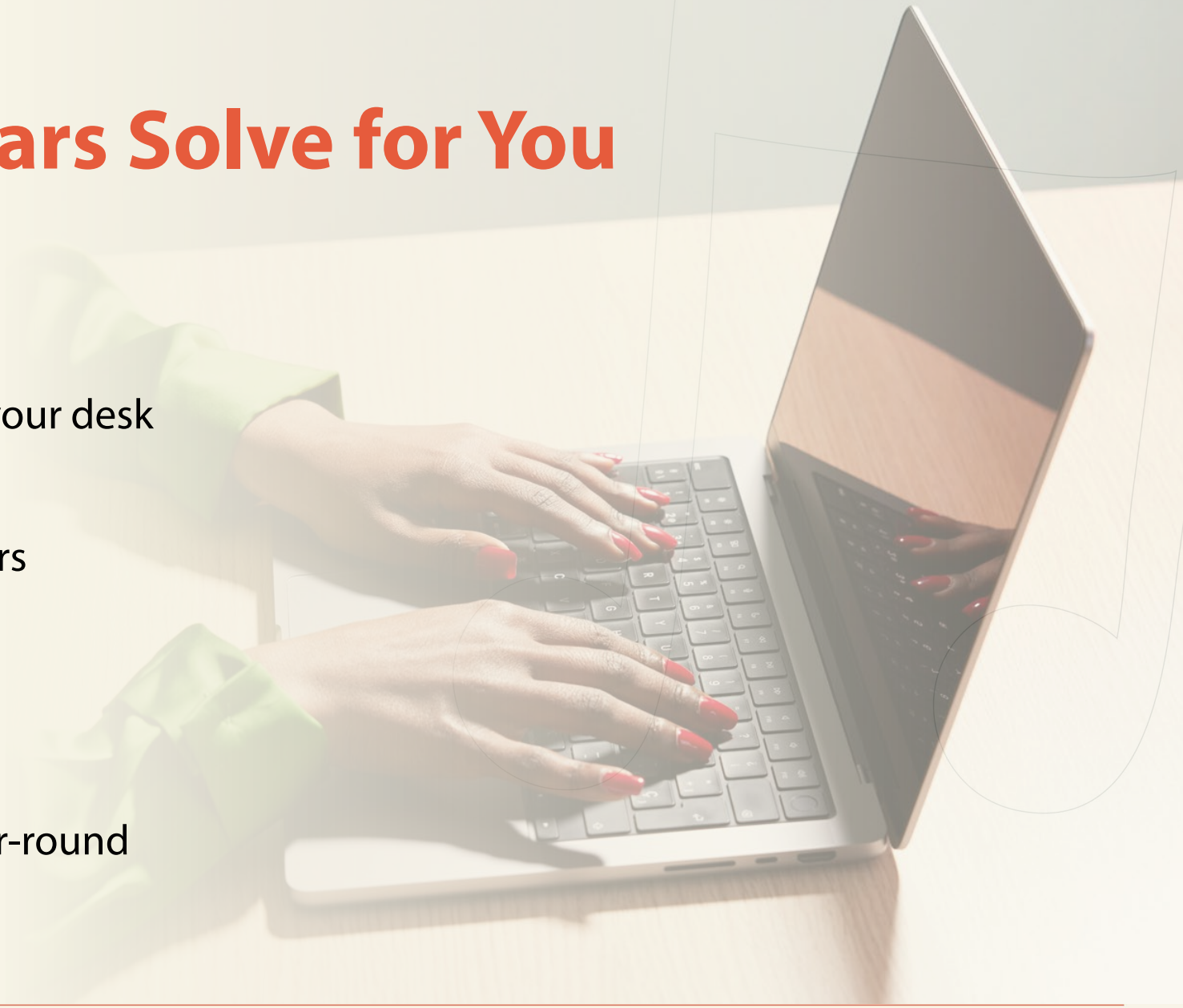
DMEC Webinars



What DMEC Webinars Solve for You

Webinars Help You:

- Stay current without leaving your desk
- Learn from real cases and peers
- Earn CEUs easily
- Keep your team informed year-round



DMEC Webinars at a Glance

Accessible Learning That Fits Your Day

- **FREE** for members
- $39 for non-members
- 45-60 minutes
- 1 CEU
- Live + on-demand



What You Learn

Topics Include

- Mental health accommodations
- State PFML updates
- FMLA deep dives
- Emerging workplace trends

DMEC Webinars are:

- ✓ Always timely
- ✓ Always relevant
- ✓ Always practical



Proven Value: Webinar Program Impact

35

WEBINARS PRODUCED

featuring unique topics

Approximately

18,000

VIEWS

One of DMEC's

MOST USED

MEMBER BENEFITS

1 CLMS 2.0

2 Microcredentials

3 Role-Based Training

4 Webinars

DMEC Training



How DMEC Training Prepares You

Before DMEC Training

- Unclear cases
- Conflicting rules
- Uncertain decisions

After DMEC Training

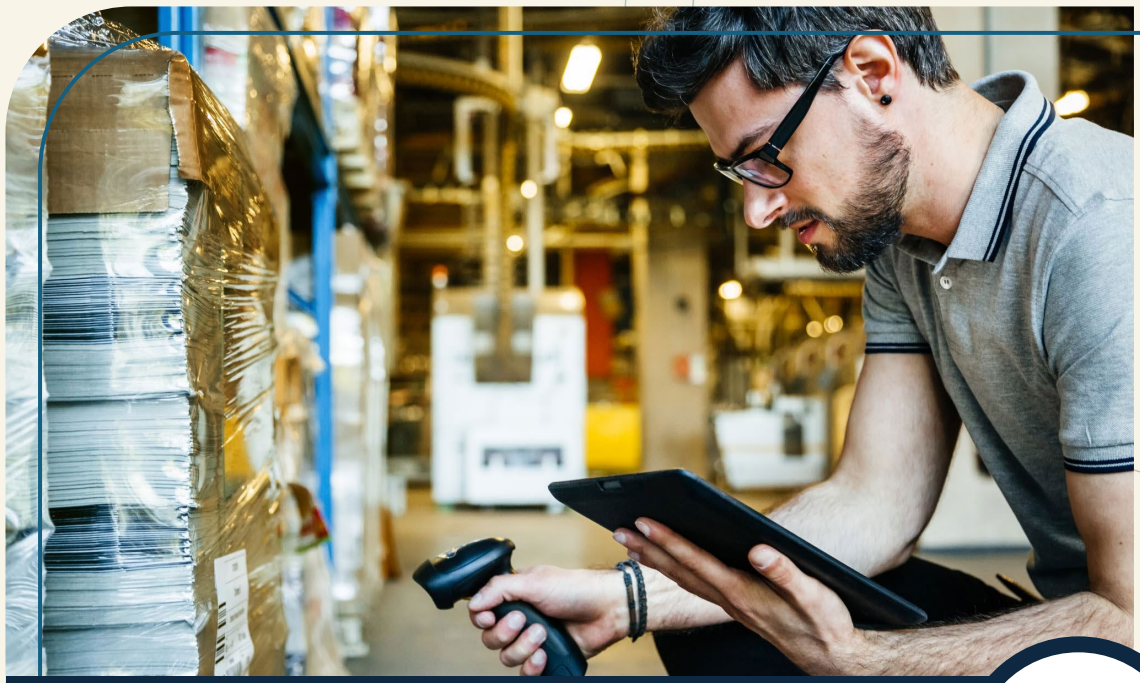
- Clear framework
- Confident decisions
- Consistent outcomes



Try It-Interactive Scenario

Jahari, a warehouse associate, requests intermittent FMLA leave for migraines. They meet eligibility criteria and have never used FMLA, so have their full entitlement as of the date of this request.

Their medical certification is received but is missing the start date of the request as well as the frequency and duration for treatment and flare-ups.



What should you do next?

Try It-Interactive Scenario

Confirm eligibility

Clarify certification

Approve and administer correctly



This mirrors how DMEC training reinforces structured, compliant decision-making in real-world situations.

How to Get Started

Start Using DMEC Education Today

- **Visit DMEC.org**
- **Enroll in:**
  - CLMS 2.0
  - Role-Based Certification Courses
  - Microcredential Courses
  - Webinars

Build a learning path for your role and your needs!

What topics matter most to you?

Scan the QR code to share your input and help DMEC's Education Team design future training that meets your needs, addresses emerging challenges, and supports your work.

Your feedback directly influences what training we build next!

Questions?

Thank You!

