Oracle HCM Cloud: Benefits

Duration: 5 Days

What you will learn

This Oracle HCM Cloud Benefits training provides implementation, configuration and management training of the HCM Benefits product for your enterprise. Through interactive instruction and hands-on exercises, you will expand your knowledge and ability to use this solution to benefit your business.

Learn To:

Use Oracle Fusion Functional Setup Manager to implement Oracle Fusion Benefits.
Create benefit programs, plans, plan types and options.
Use spreadsheets to manage benefits data.
Define life events and eligibility for the benefits that you create.
Manage benefit rates and coverage.
Process life events and manage enrollment activities.
Configure an open enrollment period and manage enrollments.

Benefits to You

By taking this course, you will develop the skills to:

Execute a smooth, rapid implementation of Oracle Fusion Benefits.
Better understand the configuration options to make improved decisions during your implementation.
Optimize the setup of your organization's benefits program and perform critical functional tasks to effectively manage enrollment activities and other life events.

Oracle Fusion Human Capital Management and Oracle Fusion Functional Setup Manager Security

The knowledge you acquire in this course will help you understand how Oracle Fusion uses job and data roles, role inheritance and security privileges to secure application functionality and data access.

Oracle Fusion Benefits Implementation

Configure and manage life events, benefit programs, and plan types and options. Configure plan rates, coverages, enrollment display and open enrollment. Configure flex credits for offerings.

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Test Your Implementation

Enroll workers (as a participant and administrator) in the offerings you set up, and view enrollment results. Run batch processes. Start an open enrollment period, make enrollments, view flex credit usage, and complete action items. Process intervening life events during the open enrollment period.

Please Note

This course is relevant for any customers using Fusion Applications through Release 11.1.12. It's beneficial for both Oracle Cloud and on-premises deployments. This course includes a preview of Release 13 (17c) new features.

Audience

Configuration Consultant
Configuration Implementer
Functional Implementer
Implementation Consultant
Technical Administrator
Technical Consultant

Related Training

Suggested Prerequisites
Oracle HCM Cloud: Global Human Resources

Course Objectives

Set up benefits extracts, extract and transmit data to plan carriers

Prepare for and manage an open enrollment period

Create collapsing life event rules

Configure flex credits

Identify the key concepts of Oracle Fusion Benefits that determine a successful implementation

Review security reference implementation data for benefits and describe key security concepts

Implement Oracle Fusion Benefits using Functional Setup Manager

Create benefits groups and configure default benefits relationships

Create eligibility profiles

Configure life events

Manage benefit year periods, plan types, and options

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Create benefit plans and programs

Manage benefit coverage and rates

Configure enrollment display

Validate your implementation by enrolling in your plans through self service

Detect and process life events, make related enrollment elections, and view enrollment results

Course Topics

Oracle HCM Benefits Course Overview
Lesson and Course Objectives
Course Schedule
Course Hands-On Activities, Introduction, and Sign Ins
Oracle Fusion Resources

Benefits Overview
Oracle Human Capital Management
Managing Benefits: Overview
Benefits Terminology
Benefits Hierarchy

Functional Setup Manager: Enabling Offerings for Initial Use
Implementing Oracle Fusion Applications
Job Roles with Functional Setups User Permissions
Functional Setup Methodology
Enabling Offering and Functional Areas for Implementation

Define Benefits Eligibility
Manage derived factors
Create benefit groups
Manage benefit service areas
Manage eligibility profiles

Define Benefits Life Events
Configure benefit life events

Collapsing Life Events
Explain collapsing rules
Explain the Collapse Life Events batch process
Explain the components of a collapsing event rule
Create a collapsing event rule

Effective Dating in Benefits
Effective Dating

Manage Benefit Plan Types and Options
Hierarchy Overview

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Managing Year Periods
Managing Benefit Plan Types
Benefit Options Overview

Create Benefit Plans and Programs
Plan and Program Creation Methods Overview
Quick Create for Plans and Programs
Entering Basic Plan Details and Additional Configuration
Entering Basic Program Details
Select Plan Types and Plans
Eligibility and Enrollment Configuration
Reinstatement Rules
Configuring Certification, Enrollment Suspensions, and Designations

Manage Fast Formulas for Benefits
Formulas and Usages Overview
Benefit Formula Types
Formulas for Benefits

Manage Benefit Rates and Payroll Elements
Manage standard rates
Manage payroll elements

Manage Benefits Plan Coverage and Variable Profiles
Manage benefits plan coverage
Create variable coverage profiles
Manage variable rate profiles

Define Plan Type Groups and Configure Enrollment Display
Configure plan type groups
Manage enrollment authorizations
Manage benefits self-service configuration
Enroll in benefits

Maintain Benefits Enrollments Overview
Common Administrative Tasks
Simplified View of Enrollment Processing Based on Life Events
Types of Life Event Enrollment Cycles
Processing Life Events that Occur During Open Enrollment Period Overview

Self-Service Enrollment
Self-Service Enrollment
Manage Contacts and Beneficiary Organizations

Maintain Benefits Enrollments Using the Enrollments Work Area
Enrollment Work Area
Manage Action Items
Viewing a Person's Potential Life Events
Enrollments
Viewing Enrollment Results
Beneficiary Organizations
Eligibility and Enrollment Overrides

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Define Benefits Extracts
Benefits Extracts Overview
Extract Formats

Maintain Benefits Enrollments Using the Evaluation and Reporting Work Area
Evaluation and Reporting Work Area
Life Events Details
Evaluation and Reporting Process Categories

Configure Flex Credits
Defining Flex Credit Policy
Flex Credit Plan Components

Prepare for and Manage an Open Enrollment Period
Benefits Open Enrollment Overview
Sample Open Enrollment Timeline
Process Intervening Life Events

Benefit Reports
Benefit Reports Overview
Reports and Analytics Work Area
Predefined Benefit Reports

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