

**Name of Course:**

**ICHRA: New Plan Model for Employers**

**CE Requested:** 1 hour

Determination of Course Hours

Level: intermediate

Presented by:

*Viewing Material: PowerPoint*

**Target Audience:** Community or Professionals with considerable knowledge in the industry

**Course Delivery:** Classroom instruction/Power point

**Overview:** ICHRA is the new buzz. It allows employers to offer health benefits to their employees without taking on the administrative burdens of managing group plans. W3LL will walk you through the nuts and bolts of what your employers will need to do to set up ICHRA plans. They will also demonstrate the ease with which employees will be able to determine the most suitable plan and benefits options.

**Topics this presentation will include:**

- Overview of what an ICHRA is
  - Why Brokers should offer and educate clients about ICHRAs
  - What is most important for Brokers to know
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- I. Familiarity with ICHRAs – where does your knowledge stand
  - II. The history of ICHRAs
    - a. When they began
    - b. IRS updates and Employer flexibility
    - c. ACA
    - d. QSEHRA
    - e. Where we are now with ICHRA
  - III. Definitions
    - a. QSEHRA vs.
    - b. ICHRA
  - IV. Why Brokers should offer ICHRA -How it helps you
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- a. Value with existing clients
  - b. New business development for clients
    - i. Enhanced employer benefits
      - 1. Broker individual plan compensation on par with group plans
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- V. Enhanced Employer Options
  - a. Benefits by class
  - b. Pairing with group plans
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- VI. Flexibility in Reimbursement Structure
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- VII. What Brokers Need to Know
  - a. Offering an ICHRA is considered an SEP
  - b. Safe harbors
  - c. Public exchanges
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- VIII. Who to offer ICHRAs to
  - a. Who is ICHRA right for?
  - b. Affordability
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- IX. CMS via the Enhanced Direct Enrollment pathway
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- X. Decision Tool
  - a. Leverage online tools
  - b. What plan best suits your clients
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- XI. How to get started with enrollment
  - a. Joint HRA Program Managers and Enrollment Platforms
  - b. Written notices at beginning of each plan year
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