



Cognizant University Curriculum for U.S. Healthcare Essentials

Step into the dynamic world of healthcare with the Healthcare Essentials Program—your gateway to understanding one of today's most vital and fast-evolving industries. This program takes you inside the healthcare ecosystem from every angle, exploring the experiences of consumers, providers, and insurance carriers alike.

You'll gain practical insights into health insurance options, industry-standard plan models, government programs, regulatory agencies, and the legislation shaping healthcare today. Along the way, you'll build a

strong foundation in medical administration, healthcare quality, and claims processing—skills that are in high demand across the industry.

Whether you aspire to support clinical operations or pursue roles in healthcare communication, administration, or management, the Healthcare Essentials Program equips you with the knowledge and confidence to make an immediate impact and advance your career in healthcare.

U.S. Healthcare Fundamentals		
	History of U.S. Healthcare	75 Min
	U.S. Health Insurance Basics	60 Min
	The Affordable Care Act of 2010	90 Min
	Types of Health Insurance	75 Min
	Healthcare Services, Benefits & Access	60 Min
	Benefits & Insurance for People with Disabilities	75 Min
	Healthcare Provider Types	90 Min
	Common Health Plan Models	90 Min
	Consumer-Driven Health Plans	60 Min
	21st Century Digital Trends in Healthcare	60 Min
	The 21st Century Cures Act & ONC Final Rule	90 Min
	U.S. Healthcare Fundamentals Exam	60 Min
U.S. Healthcare Commercial Internal Centers of Excellence		
	Healthcare Underwriting, Rating & Plan Funding	120 Min
	Healthcare Marketing	90 Min
	Healthcare Ethics & Code of Conduct	90 Min
	Medical Claims Terminology	90 Min
	Claim Forms, Medical Billing & Claims Numbers	45 Min
	Medical Claims Operations	75 Min
	Health Plan Claims Administration	90 Min
	Medical Claims Adjudication	60 Min
	Healthcare Claims & Medical Coding	90 Min
	Revenue Cycle Management	120 Min
	U.S. Healthcare Commercial Internal Centers of Excellence Exam	60 Min
U.S. Healthcare Medical Contracting Arrangements		
	Provider Credentialing & Contracting	75 Min
	Provider Compensation Risk Arrangements	60 Min
	Provider Compensation Models	90 Min
	Value-Based Payment Models	60 Min
	Direct Contracting Payment Models	60 Min
	Medicare Compensation Models	60 Min
	U.S. Healthcare Medical Contracting Arrangements Exam	60 Min
U.S. Healthcare IT		
	Healthcare IT Quality Standards, Accreditation & Performance Measures	90 Min
	Healthcare IT Collecting, Analyzing & Reporting Quality Assessment Data	60Min
	Healthcare IT Quality Management & Assessment	60 Min
	Healthcare IT Quality Improvement	90 Min
	Healthcare IT Data Management	60 Min
	Healthcare IT Data Technology	60 Min
	Healthcare IT Electronic Medical Records	90 Min
	Healthcare IT Electronic Data Interchange	50 Min
	ONC's Cures Act Final Rule & Application Programming Interfaces (APIs)	60 Min
	U.S. Healthcare IT Exam	60 Min
U.S. Healthcare Specialty Care		
	Health Plans for Specialty Care	60 Min
	Dental Care	60 Min
	Vision Care	60 Min
	Behavioral Healthcare	45 Min
	Pharmacy Benefit Management	90 Min
	Member Services	60 Min
	Member Satisfaction	90 Min
	Manage Member Services	45 Min
	U.S. Healthcare Specialty Care Exam	60 Min

 eLearning Course
 Exam

U.S. Healthcare Provider Organizations			U.S. Healthcare Government Programs		
	Network Maturity & Competition	45 Min		CMS Regulations & Guidance	60 Min
	Health Care Networks	90 Min		CMS Medicare Parts C & D General Compliance Training	60 Min
	Provider Network Laws	60 Min		HIPAA & PHI	90 Min
	Provider Integration Models	60 Min		Combatting Healthcare Fraud, Waste & Abuse	60 Min
	Patient-Centered Medical Home	45 Min		Regulatory Agencies & Laws Combatting Healthcare Fraud	90 Min
	Physician-Hospital Organizations	60 Min		Medicare Plans, Eligibility, Enrollment & Legislation	90 Min
	Accountable Care Organizations	60 Min		Medicaid & CHIP Eligibility, Coverage & Benefits	75 Min
	Health Maintenance Organizations	90 Min		CMS Interoperability Rules	60 Min
	Health Maintenance Organization Models	30 Min		One Big Beautiful Bill Act (OBBBA) - Core Healthcare Provisions	90 Min
	HMO IPA Model	60 Min		OBBBA Timeline	30 Min
	HMO Staff Model	40 Min		OBBBA Healthcare IT Provisions	30 Min
	HMO Group Models	40 Min		OBBBA Medicare Provisions	45 Min
	HMO Network Model	30 Min		OBBBA Medicaid Provisions	90 Min
	U.S. Healthcare Provider Organizations Exam	60 Min		OBBBA CHIP Provisions	30 Min
U.S. Healthcare Medical Management				OBBBA TRICARE & Military Healthcare Provisions	30 Min
	Healthcare Utilization Review	60 Min		OBBBA HSA Expansions	30 Min
	Types of Utilization Review	60 Min		OBBBA New CMS Audit Protocols	30 Min
	Services Under Utilization Review	60 Min		U.S. Healthcare Government Programs Exam	60 Min
	Utilization Review Process	45 Min			
	Healthcare Utilization Management	60 Min			
	Healthcare Case & Disease Management	90 Min			
	U.S. Healthcare Medical Management Exam	60 Min			
U.S. Healthcare Laws & Regulations					
	Compliance Regulations, Reviews & Enforcement in U.S. Healthcare	60 Min			
	Antitrust Violations & Enforcement Legislation	45 Min			
	Employer-Sponsored Healthcare Federal Laws	60 Min			
	No Surprises Act of 2020 Sections 102, 103, 104	140 Min			
	State Laws & Regulations	60 Min			
	Regulations of Covered Entities	60 Min			
	Telehealth Laws & Regulations	60 Min			
	U.S. Healthcare Laws & Regulations Exam	60 Min			



Role-Based Training Paths

Use the Training Paths table below to identify the learning path that aligns to your role and career progression. Courses are organized by topic and presented in a recommended learning sequence, beginning with Foundations, to support skill development from core knowledge to role-specific application. Courses within each topic are listed in the suggested order to enable a structured and efficient learning journey.

Each training topic is mapped to occupational roles for which the content is recommended. To validate alignment with your current position or target role, review the Role Descriptions provided below the Training Paths table.

To access the courses included in a specific training path topic, return to page 1 and locate the corresponding topic in the Course Listings table, identified by blue header bars.

Training Paths

Training Paths	Occupational Roles	
	Database Administrators & IT	Front-End & Back-End Operations
U.S. Healthcare Fundamentals	✓	✓
U.S. Healthcare Commercial Internal Centers of Excellence	✓	✓
U.S. Healthcare IT	✓	✓
U.S. Healthcare Laws & Regulations	✓	✓
U.S. Healthcare Government Programs	✓	✓
U.S. Healthcare Medical Management		✓
U.S. Healthcare Specialty Care		✓
U.S. Healthcare Provider Organizations		✓
U.S. Healthcare Medical Contracting Arrangements		✓

Role Descriptions

DATABASE ADMINISTRATORS & IT

Business Analysts
Consultants
Project Managers
Healthcare Quality & Assessment Managers

FRONT-END OPERATIONS

Claims
Enrollment
Customer Service
Appeals
Utilization Management

BACK-END OPERATIONS

Finance
Plan Administration
Provider Relations
Quality Assurance / Auditing



Cognizant (Nasdaq-100: CTSH) engineers modern businesses. We help our clients modernize technology, reimagine processes and transform experiences so they can stay ahead in our fast-changing world. Together, we're improving everyday life. See how at www.cognizant.com or follow us @Cognizant.

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