Training Course on The Gig Economy and Retirement Savings

Professional Development Training Course Outline

Category	Pension and Retirement	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Training Course on The Gig Economy and Retirement Savings is designed for financial advisors, HR professionals, policymakers, and researchers who are interested in understanding the implications of the gig economy on retirement savings. As the workforce increasingly shifts towards gig and freelance work, traditional retirement savings models are becoming less applicable. Gig workers often lack access to employer-sponsored retirement plans, leading to significant challenges in building adequate retirement savings. The gig economy encompasses a wide range of workers, including freelancers, contractors, and part-time employees, who typically do not receive the same benefits as traditional employees. This trend poses unique challenges for retirement planning, including issues of income variability, lack of employer contributions, and financial literacy. Understanding these challenges is crucial for developing effective retirement savings strategies that cater to the needs of gig workers. This course will explore the dynamics of the gig economy, the barriers faced by gig workers in saving for retirement, and innovative solutions to help them build sustainable retirement savings. Participants will learn about regulatory frameworks, best practices, and emerging trends that impact gig workers' financial security. Through a combination of theoretical insights, case studies, and practical applications, attendees will gain the knowledge and tools necessary to support retirement savings in the gig economy.

Programme Curriculum

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Course Objectives

1. **Understand the Gig Economy**: Analyze the characteristics and dynamics of the gig economy.
2. **Evaluate Retirement Savings Challenges**: Discuss the unique challenges gig workers face in saving for retirement.
3. **Explore Regulatory Frameworks**: Understand the regulatory landscape affecting gig workers' retirement savings.
4. **Identify Financial Literacy Needs**: Analyze the importance of financial literacy among gig workers.
5. **Discuss Innovative Retirement Solutions**: Explore innovative retirement savings solutions tailored for gig workers.
6. **Review Employer Contributions**: Discuss the role of employer contributions in retirement savings for gig workers.
7. **Analyze Case Studies**: Review successful examples of retirement savings initiatives for gig workers.
8. **Engage Stakeholders**: Identify strategies for engaging stakeholders in supporting gig workers.
9. **Promote Flexible Retirement Plans**: Explore flexible retirement plans suitable for gig workers.
10. **Discuss Future Trends**: Analyze emerging trends in the gig economy and their impact on retirement savings.
11. **Create Actionable Strategies**: Develop strategies to enhance retirement savings for gig workers.
12. **Foster a Culture of Savings**: Discuss ways to promote a savings culture among gig workers.
13. **Utilize Technology Solutions**: Explore technology tools that can assist gig workers in retirement planning.

Target Audience

1. Financial advisors and planners
2. HR professionals and workforce development specialists
3. Policymakers and government officials
4. Researchers and academics in finance and labor economics
5. Advocacy groups focused on retirement security
6. Compliance officers and risk managers
7. Gig economy platforms and employers
8. Individuals working in the gig economy

Course Duration: 10 Days

Course Modules

Module 1: Introduction to the Gig Economy

- Define the gig economy and its significance in the labor market.
- Discuss trends and growth in gig work across various sectors.
- Explore the demographics of gig workers.
- Analyze the impact of technology on the gig economy.
- Identify key terminology related to gig work.

Module 2: Retirement Savings Challenges for Gig Workers

- Discuss the unique challenges faced by gig workers in saving for retirement.
- Analyze income variability and its impact on savings.
- Explore the lack of access to employer-sponsored retirement plans.
- Identify barriers to participation in traditional retirement savings vehicles.
- Review case studies highlighting the challenges faced by gig workers.

Module 3: Regulatory Frameworks for Gig Workers

- Understand the regulatory landscape affecting gig workers.
- Discuss existing laws and policies related to retirement savings.
- Explore the role of government in supporting gig workers' retirement savings.
- Analyze the implications of misclassification of gig workers.
- Identify best practices for improving regulatory support.

Module 4: Financial Literacy and Gig Workers

- Analyze the importance of financial literacy for gig workers.
- Explore common financial misconceptions among gig workers.
- Discuss strategies for improving financial education and awareness.
- Identify resources and tools for enhancing financial literacy.
- Review case studies of successful financial literacy programs.

Module 5: Innovative Retirement Solutions

- Explore innovative retirement savings solutions tailored for gig workers.
- Discuss portable retirement accounts and their benefits.
- Analyze the role of individual retirement accounts (IRAs) for gig workers.
- Identify best practices for designing flexible retirement plans.
- Review case studies of successful innovative solutions.

Module 6: Employer Contributions and Gig Workers

- Discuss the potential role of employer contributions in retirement savings.
- Explore models for employer-sponsored retirement plans for gig workers.
- Analyze the benefits of offering retirement plans to gig workers.
- Identify best practices for engaging employers in retirement solutions.
- Review case studies of organizations providing benefits to gig workers.

Module 7: Case Studies of Successful Initiatives

- Analyze specific case studies of successful retirement savings initiatives for gig workers.

- Discuss lessons learned from these examples.
- Explore challenges faced and how they were addressed.
- Identify key takeaways for future initiatives.
- Engage in group discussions on case study findings.

Module 8: Engaging Stakeholders in Supporting Gig Workers

- Discuss the importance of stakeholder engagement in retirement savings.
- Identify key stakeholders involved in supporting gig workers.
- Explore strategies for effective communication and collaboration.
- Analyze case studies of successful stakeholder engagement.
- Review tools for measuring stakeholder sentiment.

Module 9: Promoting Flexible Retirement Plans

- Explore the characteristics of flexible retirement plans suitable for gig workers.
- Discuss the importance of adaptability in retirement savings options.
- Analyze the role of technology in facilitating flexible plans.
- Identify best practices for promoting flexible retirement solutions.
- Review case studies of organizations offering flexible retirement plans.

Module 10: Future Trends in the Gig Economy

- Analyze emerging trends in the gig economy and their implications for retirement savings.
- Discuss the impact of economic changes on gig work.
- Explore opportunities for innovation in retirement solutions.
- Identify challenges and opportunities in the evolving landscape.
- Engage in discussions on the future of retirement savings for gig workers.

Module 11: Actionable Strategies for Retirement Savings

- Develop actionable strategies to enhance retirement savings for gig workers.
- Discuss the importance of personalized retirement planning.
- Explore tools and resources for facilitating retirement savings.
- Identify best practices for implementing effective strategies.
- Review case studies of successful strategy implementation.

Module 12: Fostering a Culture of Savings

- Discuss the importance of fostering a culture of savings among gig workers.
- Explore strategies for encouraging regular contributions to retirement accounts.
- Analyze the role of incentives in promoting savings behavior.
- Identify best practices for creating a supportive savings environment.
- Review case studies of organizations promoting a savings culture.

Training Methodology

- **Interactive Workshops:** Facilitated discussions, group exercises, and problem-solving activities.
- **Case Studies:** Real-world examples to illustrate successful community-based surveillance practices.
- **Role-Playing and Simulations:** Practice engaging communities in surveillance activities.
- **Expert Presentations:** Insights from experienced public health professionals and community leaders.
- **Group Projects:** Collaborative development of community surveillance plans.

- **Action Planning:** Development of personalized action plans for implementing community-based surveillance.
- **Digital Tools and Resources:** Utilization of online platforms for collaboration and learning.
- **Peer-to-Peer Learning:** Sharing experiences and insights on community engagement.
- **Post-Training Support:** Access to online forums, mentorship, and continued learning resources.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call +254769199797

Certification

Upon successful completion of this training, participants will be issued with a globally recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

- Participants must be conversant in English.
- Upon completion of training, participants will receive an Authorized Training Certificate.
- The course duration is flexible and can be modified to fit any number of days.
- Course fee includes facilitation, training materials, 2 coffee breaks, buffet lunch, and a Certificate upon successful completion.
- One-year post-training support, consultation, and coaching provided after the course.
- Payment should be made at least a week before the training commencement to Fineskill Training Center account, as indicated in the invoice, to enable better preparation.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
21 Sep 2026	02 Oct 2026	Online	$2,000
21 Sep 2026	02 Oct 2026	Physical	$3,000
21 Sep 2026	02 Oct 2026	Physical	$0
21 Sep 2026	02 Oct 2026	Physical	$0
21 Sep 2026	02 Oct 2026	Physical	$0
21 Sep 2026	02 Oct 2026	Physical	$0
21 Sep 2026	02 Oct 2026	Physical	$0
21 Sep 2026	02 Oct 2026	Physical	$0

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