Training Course on Advanced Pension Scheme Governance and Regulatory Compliance

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 Advanced Pension Scheme Governance and Regulatory Compliance is designed for pension fund managers, trustees, compliance officers, and financial professionals seeking to deepen their understanding of governance frameworks and regulatory requirements in pension scheme management. Effective governance and compliance are critical to ensuring the sustainability and integrity of pension funds, safeguarding the interests of beneficiaries, and adhering to legal obligations. This course will explore advanced topics in pension governance, including best practices for board effectiveness, risk management, and stakeholder engagement. Participants will also examine the regulatory landscape governing pension schemes, including recent changes and emerging trends that impact compliance. Through a combination of theoretical insights, case studies, and practical applications, attendees will engage in interactive discussions and hands-on exercises. By the end of the course, participants will be equipped with the knowledge and skills necessary to enhance governance practices and ensure regulatory compliance within their organizations.

Programme Curriculum

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Course Objectives

1. Understand the fundamentals of advanced pension scheme governance.
2. Analyze the key components of effective governance frameworks.
3. Evaluate the regulatory environment affecting pension schemes.
4. Explore best practices for risk management in pension governance.
5. Discuss the roles and responsibilities of trustees and board members.
6. Develop skills in stakeholder engagement and communication.
7. Assess the impact of regulatory changes on pension scheme compliance.
8. Identify strategies for implementing and monitoring compliance programs.
9. Create actionable plans for enhancing governance practices.
10. Stay informed about emerging trends in pension governance and regulation.
11. Measure the effectiveness of governance structures in achieving objectives.
12. Foster a culture of accountability and transparency within pension schemes.
13. Identifying and mitigating risks

Target Audience

1. Pension fund managers
2. Trustees and board members of pension funds
3. Compliance officers and risk managers
4. Financial advisors and consultants
5. Legal professionals specializing in pension law
6. HR professionals managing retirement plans
7. Data analysts focusing on pension fund performance
8. Policymakers in pension regulation

Course Duration: 10 Days

Course Modules

Module 1: Introduction to Pension Scheme Governance

- Define governance in the context of pension schemes.
- Explore the importance of effective governance for pension fund sustainability.
- Discuss key governance principles and frameworks.
- Identify the roles and responsibilities of governance bodies.
- Review case studies of successful governance practices.

Module 2: Regulatory Framework for Pension Schemes

- Analyze the regulatory environment governing pension schemes (ERISA, DOL, IRS).
- Discuss compliance obligations for pension funds.

- Explore recent regulatory changes and their implications.
- Identify key agencies involved in pension regulation.
- Review real-world examples of regulatory compliance challenges.

Module 3: Best Practices for Governance Frameworks

- Discuss the components of an effective governance framework.
- Explore best practices for board composition and effectiveness.
- Identify strategies for enhancing decision-making processes.
- Review tools for monitoring governance performance.
- Analyze case studies of organizations with successful governance frameworks.

Module 4: Risk Management in Pension Governance

- Define risk management in the context of pension schemes.
- Discuss types of risks faced by pension funds (investment, operational, compliance).
- Explore strategies for identifying and mitigating risks.
- Identify best practices for integrating risk management into governance.
- Review case studies of effective risk management in pension schemes.

Module 5: Roles and Responsibilities of Trustees and Board Members

- Discuss the fiduciary duties of trustees and board members.
- Explore the importance of training and education for governance bodies.
- Identify the ethical considerations in pension governance.
- Review best practices for evaluating trustee performance.
- Analyze case studies highlighting effective trustee governance.

Module 6: Stakeholder Engagement and Communication

- Discuss the importance of stakeholder engagement in pension governance.
- Explore strategies for effective communication with members and stakeholders.
- Identify tools for measuring stakeholder satisfaction and feedback.
- Review best practices for addressing member concerns.
- Analyze case studies of successful stakeholder engagement initiatives.

Module 7: Implementing Compliance Programs

- Discuss the key components of an effective compliance program.
- Explore strategies for developing and implementing compliance policies.
- Identify methods for monitoring compliance and conducting audits.
- Review best practices for reporting and addressing compliance issues.
- Analyze case studies of organizations with successful compliance programs.

Module 8: Monitoring and Evaluating Governance Effectiveness

- Discuss metrics for assessing the effectiveness of governance structures.
- Identify key performance indicators (KPIs) relevant to pension governance.
- Explore methods for conducting governance evaluations and audits.
- Review tools for reporting governance performance to stakeholders.
- Analyze case studies of organizations measuring governance effectiveness.

Module 9: Emerging Trends in Pension Governance

- Overview of current trends impacting pension governance and regulation.
- Discuss innovations in technology and their implications for governance.
- Explore the potential of ESG (Environmental, Social, Governance) factors in pension management.
- Identify challenges and opportunities presented by demographic changes.
- Review case studies of organizations embracing emerging trends.

Module 10: Ethical Considerations in Pension Governance

- Discuss the importance of ethics in pension governance.
- Explore common ethical dilemmas faced by pension fund managers and trustees.
- Identify best practices for fostering an ethical culture within organizations.
- Review tools for addressing ethical concerns and conflicts of interest.
- Analyze case studies highlighting ethical governance challenges.

Module 11: International Perspectives on Pension Governance

- Discuss global trends in pension governance and regulation.
- Explore differences in governance practices across countries.
- Identify lessons learned from international pension governance frameworks.
- Review case studies of successful governance practices in different jurisdictions.
- Analyze the implications of globalization on pension governance.

Module 12: Future Directions in Pension Scheme Governance

- Discuss the future of pension governance in a changing financial landscape.
- Explore the impact of technological advancements on governance practices.
- Identify strategies for adapting governance frameworks to meet future challenges.
- Review best practices for fostering innovation in pension governance.
- Engage in interactive discussions on real-world scenarios and solutions.

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
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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