LESSON 24

Remote Work, Hybrid Work, Self-Employment, Freelancing

60 minutes | Strand 1.2: Understanding my Progression Opportunities | Participating | Outcome LCW.M1.S2.WORK.8

WHAT THIS LESSON DOES

Explore different work arrangements including employed, hybrid, remote, freelance and gig work. Calculate the real income needed to match a salaried job when covering your own benefits and security. Identify personal trade-offs for flexibility.

CURRICULUM OUTCOMES

Outcome	What the specification asks for
LCW.M1.S2.WORK.8	discuss the influence of digital technology on workplace trends.

WHAT STUDENTS SHOULD BE ABLE TO DO

- Compare remote, hybrid, employed and freelance arrangements
- Calculate a realistic freelance equivalent of employed pay
- Name what you would trade away for flexibility

KEY TERMS

Term	What it means here	For example
Hybrid work	A working pattern that mixes time in a workplace with time working from home or another place, under an employer's contract.	Three days in the office and two days from home each week, with a permanent contract and a payslip
Freelancing	Working for yourself and selling your skills to clients, job by job or project by project, rather than holding one permanent employee contract.	A graphic designer invoicing three different clients in the same month and handling their own tax and PRSI
Gig economy	Work organised as short paid tasks or shifts, often through an app or platform, with little or no permanent contract around them.	Delivery, ride-hailing, or short digital tasks paid per job rather than as a salaried role

BEFORE THE BELL

- Students need their Strand 1.2 folder open and a document titled Digital Workplace Trends ready.
- No external tax calculator is required; the arithmetic is on the page.
- Plan to model the payslip explorer once on the IWB before students click for themselves.
- On screen this lesson: payslip explorer, options comparator.

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HOW THE LESSON RUNS

5 min	introduction	Getting Started
5 min	content	Key Terms
30 min	activity	Cost the Flexibility
10 min	content	Think About It
5 min	activity	Compare the arrangements
5 min	summary	What you covered

STEP BY STEP

5 min Getting Started

Open with a quick show of hands: who already earns money outside a permanent contract (part-time, cash jobs, online gigs, family business)? Keep it light. The lesson is not anti-freelance; it is anti-guessing.

Then say what the class is doing today, in one sentence: they are working out a real cost comparison for themselves rather than reading about flexible work in the abstract. That framing matters, because the arithmetic in the next steps only lands if they expect to do it themselves.

5 min Key Terms

Spend the five minutes on the distinction students blur most: **remote location versus employment status**. A remote employee still has a payslip. A freelancer working from the same kitchen table does not.

30 min Cost the Flexibility On screen: payslip explorer

SUGGESTED TIMING

- Payslip explorer, employed then self-employed: 10 minutes
- Worked add-on calculation into the portfolio document: 12 minutes
- Arrangement choice and trade-off blocks: 8 minutes

TEACHING TIPS

Take a 60-second poll before Part 2: *What freelance income matches a €35,000 job?* Most will say €35,000. Leave that guess visible; return to it when worked totals land.

Students must complete the arithmetic themselves. Look-for totals using the class inputs: holiday ≈ **€2,700**; sick ≈ **€1,350**; pension = **€1,750**; buffer = **€2,500**; grand total ≈ **€43,300**. Accept small rounding differences.

Stress that the figure is a **teaching model**, not personalised tax advice. Explorer euro amounts are illustrative only, not a live payroll quote. Employer PRSI and Class S / self-employed PRSI are a further gap not fully costed in the four add-ons; credit students who note that tax and PRSI systems still differ without chasing live rates during the period.

When students switch to self-employed on the explorer, ask aloud: *Who pays when you are sick now?* and *Who puts money into a pension if you do not?*

LOOK-FORS

- Arithmetic shows all four add-ons, not a single invented uplift
- The guess-versus-worked-figure contrast is written down
- The trade-off names a real loss (paid leave, pension contribution, steady demand), not only a gain (flexibility)
- Optional stretch credit: a note that tax / self-employed PRSI systems still differ beyond the four add-ons

DIFFERENTIATION

If a student stalls on the multiplication, pair them and have one read the line while the other calculates. Stronger students can note that self-employed PRSI and tax treatment differ again, but must not chase live rates during the period.

10 min Think About It

Keep this as paired talk, not a written mini-essay on the board. Listen for students who only list lifestyle gains; push once for a named loss (sick pay, pension contribution, steady demand, isolation).

Optional share-back: two students who moved from “€35,000 is fine” to a higher figure say what changed their mind. Use any spare minute to revisit the pre-Part-2 guess poll.

5 min Compare the arrangements On screen: options comparator

Run this yourself on the interactive whiteboard for about five minutes, with the class watching one shared grid. Students call out which weights to change; leave the cells filled as they are rather than clearing them for research, because the pre-filled cells come straight from the figures they have just worked. Ask two people who chose freelancing in their document whether the comparator still agrees with them when income security is weighted highest.

Finish by linking back to the trade-off they wrote down: which row matches the loss they named in Digital Workplace Trends?

5 min What you covered

Confirm every student has a Digital Workplace Trends document with the worked figure, the add-ons, the arrangement choice and at least one honest trade-off. That document is the piece of work this lesson contributes to their portfolio, so it needs to be saved before they leave. The total to look for with the class inputs is about €43,300.

TEACHING MOVES

- Model the payslip explorer on the interactive whiteboard; stress that euro amounts are illustrative only.
- Poll the room before Part 2: what freelance income matches €35,000? Revisit after the worked totals.
- Circulate during the costing activity; students must complete the four add-ons themselves (look-for total ≈ €43,300).
- Encourage naming specific losses such as pension contribution or paid leave during paired talk.
- Drive the arrangements comparator on the IWB with pre-filled cells; change weights, do not empty boxes for research.

WHAT TO WATCH FOR

- Assuming the freelance figure matches salary directly: send students back to the four add-ons.
- Blurring remote employment with freelancing: emphasise contract and payslip differences.
- Treating explorer or buffer figures as live Revenue quotes: restate the teaching-model frame.
- Listing only lifestyle gains in the trade-off: push for one named loss.

DIFFERENTIATION

- Support: pair students for the costing activity; one reads the line while the other calculates.
- Extension: note that employer PRSI and self-employed PRSI / tax treatment differ again beyond the four add-ons, without chasing live rates.
- Support: show one worked add-on line on the board if a group stalls, then hide it and let them finish the rest.

WHAT STUDENTS ARE LEFT WITH

- Digital Workplace Trends: worked freelance-equivalent figure and chosen arrangement with trade-offs