

# The Financial Education Tools and Resource Series

## Developing Participants' Financial Competencies

January 15, 2019



# Today's Facilitator



**Erika Humphrey**

# Introduction

Returning citizens face barriers to finding employment, locating housing, receiving public assistance, and often have legal financial obligations. They are coming home to debt, lured into predatory lending, having questions about negotiating child support payments and overall; no financial stability. **Equipping returning citizens with a financial plan is the key to their financial stability.**

**The Financial Education Tools and Resource Series Guide** developed by Coffey Consulting, LLC provides facilitators and trainers with tools and resources to complement or fill gaps in grantees' financial education curriculum or one-on-one instruction with their participants.

# Introduction

The Guide includes five modules. Each topic focuses on a key issue or challenge that program participants encounter, followed by a strategy, lesson and resources (implementation plan). Included in each lesson are handouts (activities), online spreadsheets, videos and articles that can be facilitated in a group setting or one-on-one.

## **The topics within the guide include:**

- Analyzing Your Pay Check
- Financial Guidance (creating financial goals, budgeting and saving)
- Understanding your Credit Score and Building a Credit History
- Predatory Lending
- Negotiating Child Support Payments

# Polling Question #1

- Let's get to know who is on the call today. Using the poll, select the role you play in your REO Grant.
- For This Grant Initiative I am the:
  - ☐ Executive Director
  - ☐ Program Director/Manager
  - ☐ Training Partner
  - ☐ Case Manager
  - ☐ Mentor
  - ☐ Other

# Today's Objectives

- ▶ Defining Financial Literacy vs. Financial Capability
- ▶ Assessing Your Current Financial Education Initiatives
- ▶ Introduction to the 5 Competency Lessons Developed By Coffey Consulting LLC.
- ▶ Implementation
  - Discussion on How Each Lesson can be Incorporated into Your Financial Educational Curriculum

## Polling Question #2

How often is financial education taught in your training program?

- ☐ Daily
- ☐ Weekly
- ☐ Monthly
- ☐ Quarterly
- ☐ On Demand/As Needed

“By failing to  
**PREPARE,**  
you are preparing to **FAIL.**”

—*Ben Franklin*





# Financial Literacy vs. Financial Capability

- ▶ **Financial Literacy** represents the level of aptitude in understanding personal finance. It often refers to awareness and knowledge of key financial concepts required for managing personal finances.
- ▶ **Financial Capability** is the ability of individuals to use the acquired financial literacy to make better informed decisions about managing their finances. Financial capability encompasses the knowledge (literacy), attitudes, skills, and behaviors.

# Meaning of Financial Competency

Individuals who are financially competent understand financial concepts such as budgeting, income and expenses, paycheck withholdings and deductions, employee benefits, understanding a credit report, and calculating dollars necessary to reach goal; such as buying a car, furniture or a house.

- Financially well-informed individuals are able to take greater responsibility for their financial decisions, are more proactive and confident, experience less stress at home and at work, and have a greater sense of control over their lives.

# Polling Question #3

- How Often do you Assess Your Current Financial Educational Programming?

☐ Quarterly

☐ Bi-annual

☐ Yearly

☐ Never

# Assessing Your Current Financial Education Initiatives

- A mapping of your existing financial education initiatives is recommended to determine what is making an impact on your participants' financial decision making. New programs and/or financial education strategies can be informed by lessons learned and you can avoid duplication of curriculum.

## Inputs

Resources  
necessary  
to put  
toward  
goals  
and support  
activities

Curriculum,  
instructors,  
partnerships

## Activities

Actions/tasks  
by the  
program and  
its staff,  
services  
provided

Financial Education  
Activities,  
Mentoring

## Outputs

Direct,  
tangible  
products of  
activities or  
services

Educational  
materials,  
Modules covered,  
Participants  
reached

## Outcomes

Changes in  
participants  
that result  
from program  
activities,  
expressed as  
short-term,  
intermediate,  
long-term

Attitudes,  
Behaviors,  
Knowledge,  
Skills,  
Performance

# Assessing Your Current Financial Education Initiatives

## Review the Following Questions:

- ☐ What are the critical needs of the program participants?
- ☐ Is your current financial educational curriculum relevant to the participants? Are the materials being implemented as intended?
- ☐ Is the material presented in an engaging manner?
- ☐ Do participants demonstrate improvements in intended outcomes after participating in the services?
- ☐ Is there a significant change in participants' outcomes before and after participation?
- ☐ Do participants experience long-term benefits?

## Polling Question #4

Who facilitates the majority of your financial educational trainings? (Type in answer. For example, expert from the field, our trainers, our mentors, etc.)

# Polling Question #5

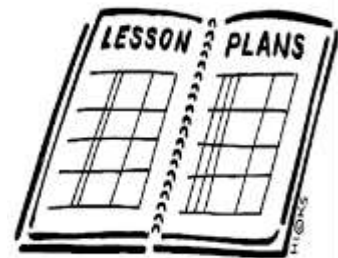
**Our lessons are conducted:**

- a) In large groups
- b) In small groups
- c) Individually (one-on-one)



# Introduction to the 5 Competency Lessons Developed By Coffey Consulting LLC.


- ✓ Analyzing Your Paycheck
- ✓ Negotiating Child Support Payments
- ✓ Predatory Lending
- ✓ Understanding Your Credit Report
- ✓ Financial Guidance: Creating Goals and Saving



## **Analyzing Your Paycheck**

- ▶ This lesson will give grantees the tools to coach their participants on how to read their pay stub and understand how the information it contains will play a vitally important role in financial management and proper budgeting. (95 min.)


## **Negotiating Child Support Payments**

- ▶ This informational lesson plan reviews each state's "Changing a Child Support Order" as well as provides website links to state requirements, forms, brochures, important telephone numbers and frequently asked questions. (60 min.)
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## **Predatory Lending**

- ▶ This lesson plan tackles the common types of predatory lending, shares legal protections and provides tips on what to do when you are a victim of these practices.  
(60 min.)


## **Understanding Your Credit Report**

- ▶ This lesson provides an opportunity to discuss the types of information a credit report contains, how to read it, and what to do to get back on track when you have bad debt. (Included in the lesson is a credit goal worksheet, credit score estimator, articles and a sample letter explaining why a payment was late.)  
(2.5 hrs.)
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## **Financial Guidance: Creating Goals and Saving**

- ▶ In this interactive lesson, participants will gain an understanding of personal financial management strategies based on learning and practicing budgeting, saving and setting financial goals. Resources in this lesson include videos, an on-line budgeting spreadsheet, and a goal-setting and debt worksheet.

(2.5 hrs.)



## Polling Question #6

- **Please share by typing in the CHAT BOX** the top two financial topics your participants are having the most difficult time grasping or applying in their daily lives.

# Implementation

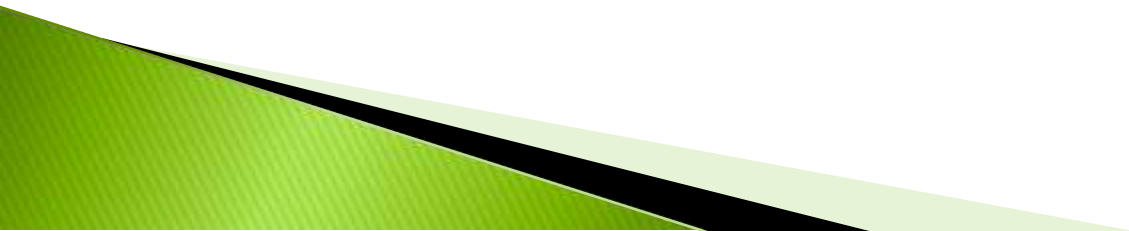


# **Lesson: Financial Guidance (Creating Goals and Saving)**

**Basic Budgeting” by Graceland Enactus --(4.46 min.)**

**<https://www.youtube.com/watch?v=Xffb17mXh5I>**

This video gives an introduction of basic budgeting and defines fixed and variable expenditures.







## Polling Question #7

**In the Chat Box** Share how you might incorporate this lesson or some aspect of this lesson into your current curriculum.

**NEXT  
STEPS**



# Comments & Questions

Thank You

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