FPP Coalition April 2022 Virtual Session: “How to Implement Financial Health and Wellness Programs in the Workplace”

Wednesday, April 20, 2022
2:00 p.m. – 3:15 p.m. Eastern
A Thank You to FPP Coalition Funders

ELEVATING FINANCIAL CAPABILITY FOR ALL
2022 FPP Coalition Conference

FPPConference.org

May 31 – June 3, 2022

ELEVATING FINANCIAL CAPABILITY FOR ALL
Meet Your Guest Experts

LEARNING. INFLUENCE. CONNECTION. PARTNERSHIP. FPP.

ELEVATING FINANCIAL CAPABILITY FOR ALL
This Session’s Format is Immersive and Interactive!
First Opportunity for You to Engage . . .

What does the term “Workplace Wellness” mean to you?
What factors determine "Workplace Wellness" in the United States?
To what degree does “Workplace Wellness” include Financial Wellness, or Financial Capability?
What is the impact when a team member serving through an employer organization does not have “Financial Wellness?”
Current Trends – Now and In the Last Two+ Years

Small-Dollar Loan Options
A Year Into the Pandemic, Long-Term Financial Impact Weighs Heavily on Many Americans

Roughly half of non-retired adults say the economic consequences of the coronavirus outbreak will make it harder for them to achieve their financial goals.

BY JULIANA MENASCE HOROWITZ, ANNA BROWN AND RACHEL MINKIN

The Long-Term financial impact of Covid-19

44% of households lost income or hours...

But the impact has not been the same for everyone

- 40% upper income employees saw their personal finances improve
- 74% lower income employees rate their finances as fair or poor
- 82% upper income employees have been able to save the same or more
- 47% lower income employees have been less able to save
- 86% upper income employees are spending less on fewer activities
- 55% lower income employees spending less because of financial worry
- 20% had to take unpaid leave for personal/family reasons
  - More women than men (23% vs 16%)
  - Employees under 30 vs employees over 50 (28% vs 14%)
  - Much more lower income than upper income (32% vs 10%)

A majority believe the pandemic will make it harder to achieve their long-term financial goals.
The Long-Term financial impact of Covid-19

A Year Into the Pandemic, Long-Term Financial Impact Weighs Heavily on Many Americans

Roughly half of non-retired adults say the economic consequences of the coronavirus outbreak will make it harder for them to achieve their financial goals

BY JULIANA MENASCE HOROWITZ, ANNA BROWN AND RACHEL MINKIN

Many lower-income adults have taken consequential measures to make up for lost wages during the pandemic

Among those who say they or someone in their household has been laid off or taken a pay cut, % saying they have done each of the following in order to cover any lost wages or salary since February 2020

<table>
<thead>
<tr>
<th>Measure</th>
<th>Upper income</th>
<th>Middle income</th>
<th>Lower income</th>
<th>All who experienced job loss/pay cut</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cut back on spending</td>
<td>55</td>
<td>69</td>
<td>81</td>
<td>71</td>
</tr>
<tr>
<td>Used savings they had set aside for something else</td>
<td>32</td>
<td>49</td>
<td>65</td>
<td>52</td>
</tr>
<tr>
<td>Used savings they had set aside for emergencies</td>
<td>29</td>
<td>49</td>
<td>66</td>
<td>52</td>
</tr>
<tr>
<td>Taken on debt</td>
<td>17</td>
<td>38</td>
<td>48</td>
<td>38</td>
</tr>
<tr>
<td>Done side jobs or temporary work outside of their regular job</td>
<td>20</td>
<td>34</td>
<td>48</td>
<td>37</td>
</tr>
<tr>
<td>Received unemployment benefits</td>
<td>25</td>
<td>33</td>
<td>34</td>
<td>32</td>
</tr>
<tr>
<td>Borrowed money from family or friends</td>
<td>7</td>
<td>24</td>
<td>50</td>
<td>30</td>
</tr>
<tr>
<td>Put off paying bills</td>
<td>13</td>
<td>27</td>
<td>42</td>
<td>30</td>
</tr>
<tr>
<td>Gone on public assistance other than unemployment benefits</td>
<td>1</td>
<td>10</td>
<td>29</td>
<td>15</td>
</tr>
</tbody>
</table>
And it’s about to get worse...

Payment deferrals ending...

Payment deferrals were a lifeline for millions during Covid. What happens when those end?

Consumer advocates warning of a looming debt crisis say they want the government’s watchdog to take an aggressive role in policing predatory entities.

Lenders getting tighter with credit...

Credit Cards Slash $99 Billion From Spending Limits During Pandemic

Some people had complained as limits began dropping. Now the full scope is emerging.
Current Trends – Now and In the Last Two+ Years

Alternatives for those with low/no credit score?
Current Trends – Now and In the Last Two+ Years

What are cities and counties currently doing to provide more options?
TrueConnect Employee Voluntary Loan Benefit Program

Partnership
The Program

NMC Board Endorsed

- Small Loans up to $5,000
- 19.99% APR - Actual Interest Paid < 11%
- Financial Education
- Credit Counseling
- No More Than 8% Gross Pay
- Equal Payroll Deductions Over 12 Months
Benefits

Alternative to Payday Loans at 36%
• Repaid 12 months in equal amounts

Rebuild Credit
• Confidential—online, employee to lender

No Cost, Risk to Employer
• Lender financial responsibility
Employer’s Role

1 Hour Kickoff Training Call
Sample Payroll Reporting
Payroll Schedule

Test Run ACH
Employee Eligibility File Upload
1 Hour Final Training Call Before Launch

Lender
Results
Bernalillo, Catron, Curry, Doña Ana, Eddy, Grant, Harding, Otero, San Miguel, Socorro, Taos, Torrance, and Valencia Counties

- % Employees: 46%
- # Loans: 3,700
- Total Loaned: $6,800,000 (2017-2022)
- Average Loan: $1,780
Doña Ana County Case Study

Since 2017, 65% of the county's employees have used TrueConnect.

20% of the county’s employees had used a payday loan.

Once TrueConnect program was implemented, 30 employees immediately applied.

As of 2022, TrueConnect has satisfied the 20% using payday loans and has covered an additional 45% of employees.
1) Has the covid pandemic caused you to feel more financially secure, less financially secure, or about the same?

2) In the last 2 years, have you experienced any financial shocks that cost you more than $1,000 – like a car repair, broken appliance, or uninsured medical expense? Yes or No

3) In times of financial need, which of these credit products have you used to help make ends meet? Check all that apply
   a) Bank or credit union loan
   b) Home or equity loan
   c) Retirement loan
   d) Payday, pawn shop, or car title loan
   e) Borrowed from friends or family

4) If your employer offered a voluntary small loan benefit where you could borrow up to $5,000 and pay it off in 12 months through payroll deduction, would you consider using it? Yes, No, or Maybe
Thank you!

Progress happens when all 33 come together. #33StrongNMCounties
A guide to cooperative purchasing

August 10, 2020
Who is Sourcewell?

A government agency committed to service and community reinvestment
How it works

Participating agency

Legal authority

Clients

Sourcewell
Formerly NJPA

Awarded contract

Competitively solicited

Works with

And procures directly

Suppliers
Go to sourcewell-mn.gov
Complete the registration form

Why register?

Time is money, and you’ll save both every time you make a purchase.

Participation with Sourcwell is free with no obligation to purchase. All government agencies, public and private schools/colleges, tribal governments, and nonprofit organizations can register as a participating agency.

How to Register to Participate

Simply complete the brief online registration form. Once you receive your official Sourcwell account number, you can quickly make a purchase on any Sourcwell awarded contract. Simply provide your account number to the supplier to receive contract pricing.

See if your organization is already registered
Stay up-to-date

Receive the latest contract award announcements

Newly awarded contracts

Sourcewell cooperative purchasing offers choice, value, and peace of mind

Contracts are competitively solicited on a corporate level and delivered through your local dealer. Search our contracts to expand your purchasing options.

Learn more by contacting our membership team at 877-585-9706 or email.

Vehicle lifts, with garage & fleet maintenance equipment

Vehicle lifts including heavy duty, light duty, and bus lifts, garage and fleet maintenance equipment, and related services.

ARI

013020-ARP

LiftNow

013020-LT

Mohawk Lifts

013020-MRL

HAPA Tools & Equipment

013020-GPC

Snapon

013020-SNP

Stertil-Koni

013020-SKI
Find a Sourcewell cooperative contract
Products & Services

**COVID-19 Update**
(nongovernment site)

Sourcewell contract 121919-STI gives access to the following types of goods and services:

- Office & classroom furniture
- Workstation systems
- Seating
- Storage
- Architectural walls
Understand your cooperative contract

- Pricing
- Terms & conditions
- Contract compliance
- Local preference
- Award & maturity dates
- Support of social goals
- Contract flexibility
Contract flexibility

- Subsequent agreements
- Added terms and conditions
- Not-to-exceed pricing
Get to know your Sourcewell contact

- We are here to help!
- service@sourcewell-mn.gov
- 877-585-9706
Thank you
To Learn More . . .

TrueConnect

https://TrueConnectLoan.com/
Connecting With the Guest Experts

Doug Ferry:
Doug@EmpLoan.com

David Rothstein:
DRothstein@CFEFund.org

Susan Mayes:
SMayes@NMCounties.org

Laura Dwyer:
Laura.Dwyer@SourceWell-MN.gov
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