Opportunity Alliance
Nevada

Financial Stability Toolkit

Strategies to Achieve Financial Security and Economic Opportunity For Nevadans

2015

Strategies to Achieve Financial Security & Economic Opportunity

Table of Contents

Introduction

Infographics

Opportunity Alliance
Nevada

Building Nevada's Middle Class to Move Nevada Forward

Mission: To create partnerships and opportunities to build financial security for Nevadans. Opportunity Alliance Nevada helps individuals achieve financial security.

Vision: The Opportunity Alliance strengthens individuals and families to help them attain and preserve assets, become more financially stable, and achieve long-term economic independence.

Objective: To ensure financial security is at the forefront of policy and practice in the state of Nevada.

Welcome to the Financial Security Toolkit

This Toolkit is designed as a resource and framework for understanding and addressing the financial challenges faced by Nevada's families.

Finances effect nearly every aspect of Nevadans' lives. The ability to be able to manage ones' finances and to have access to the resources needed to better ones' financial prospects can lead to an increase in financial security and the ability to maximize ones' income. As more Nevadans are able to successfully improve their financial outlook, Nevada's economic ladder is strengthened providing support for a resilient middle class that can meet the demands of a global marketplace.

We hope this Toolkit will work for you:

- as a Reference on the causes and effects of the financial challenges facing many Nevadans;

- as a Handbook on best practices to increase economic opportunity and reduce financial insecurity in Nevada; and

- as a Resource when devising strategies and prioritizing business incentives, workforce programs and infrastructure needs for the coming biennium.

EXECUTIVE SUMMARY

While Nevada's economy has begun to improve and people are feeling more confident about the future, Nevadans' personal finances still have a long way to go toward providing the financial security necessary to connect Nevadans to increasing economic prosperity. We want Nevada's families to benefit from our economic expansion. The goal behind financial security is to give Nevada families the tools and resources needed so that they can take advantage of the opportunities presented by our economic expansion and so that Nevada is positioned to maximize its growth and diversification.

In this Toolkit we provide information on proven evidence based models that have been successfully implemented around the country and here in Nevada. You will find tools and materials on five specific areas where a focus on financial security has made a difference in helping Americans increase their financial footing.

During the financial crisis, across the country, the economic ladder was broken. Nevada was particularly hard hit such that today 56% of Nevada households do not have sufficient savings to cover 90 days of expenses should there be a job loss, medical emergency or other financial setback. Over 67% of Nevada consumers have subprime credit meaning that they are subject to higher interest rates and fees and restricted choices on everyday financial safeguards such as auto and homeowner insurance. Critically, our median household income fell by 22%, a drop larger than any other state and from which we have yet to rebound.

As Legislators you are naturally in a leadership role to build a partnership with the private sector to ensure that Nevada has the right business incentives, workforce strategies and infrastructure priorities to maximize our economic growth and diversification and that Nevada's families have the resources to help better their financial prospects and leverage that growth into a stable and robust middle class.

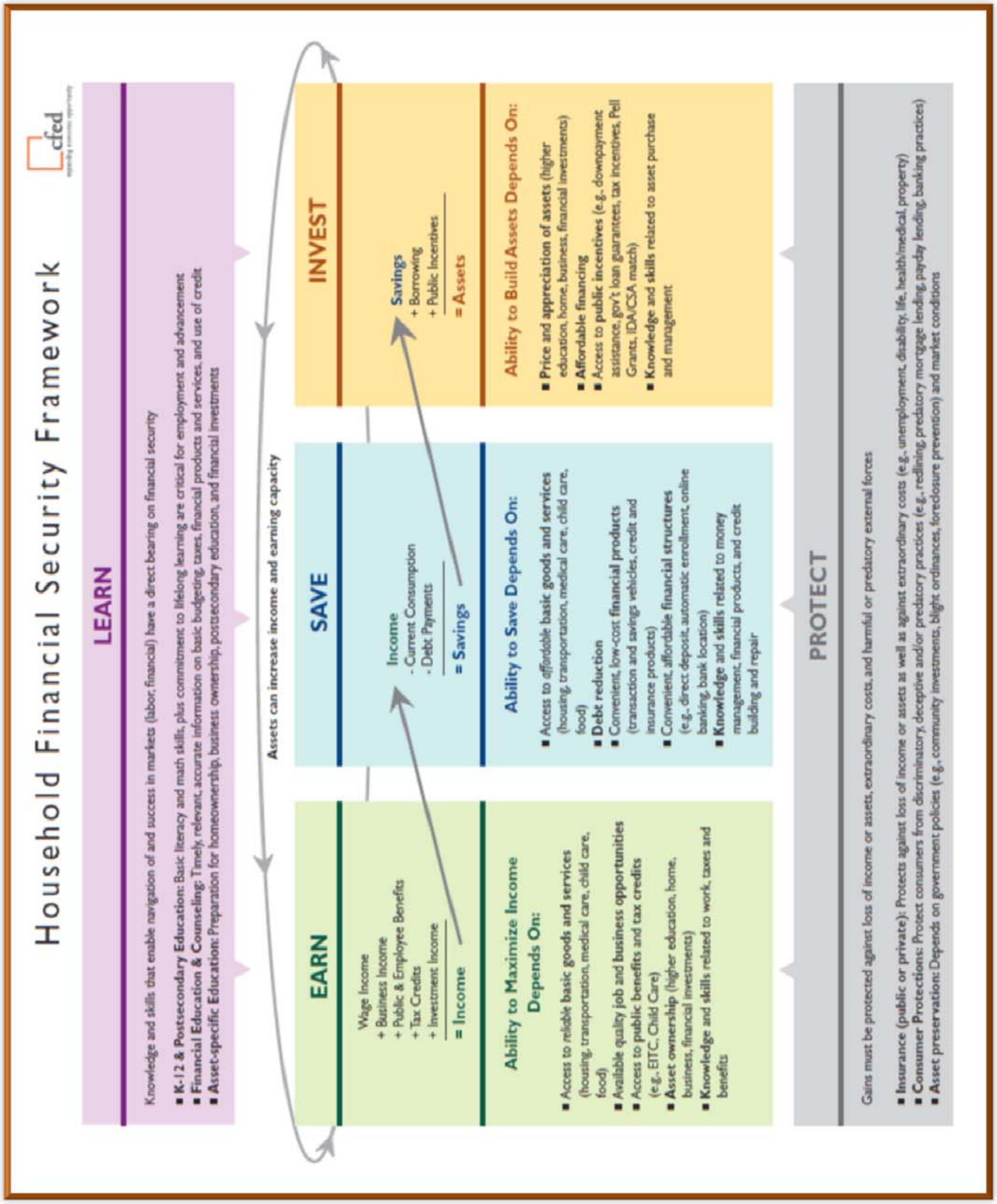
The nonprofit community together with the private sector has already made inroads in a number of these areas. In addition, the state of Nevada, through its Legislators, has also begun to provide certain safeguards against consumer fraud and to address the need for financial literacy in our schools. Now is the time for a data-driven collaborative effort among the public, private and non-profit sectors of our community to repair the economic ladder and improve the financial security for all Nevadans.

In this Toolkit, Opportunity Alliance has highlighted strategies in six specific areas where our legislature in collaboration with the private sector can facilitate greater financial security among Nevadans. Those areas are:

- **Learn**: help Nevadans develop financial skills;
- **Earn**: provide Nevadans with income earning potential and tax advantages;
- **Save**: provide Nevadans with safe, affordable financial products and services and limit institutionalized predatory lending practices;
- **Invest**: Create savings and asset tools and resources;
- **Protect**: Provide legal, regulated and accessible savings and investment tools; and
- **Assist**: Create a continuum of support for Nevadans to learn, earn, save and invest.

Finally, we offer you the opportunity to test your own financial security. How financially secure are you? You are invited to complete the Financial Security Index. The Financial Security Index asks a series of questions across three categories: knowledge, behavior, and attitudes. By answering the questions you can see how you compare to others like you. You will receive a final score (out of 100) and see how your responses break down across the three categories.

Visit: http://cfs.wisc.edu/financial-tools.htm


Household Financial Security Framework
cfed
LEARN
Knowledge and skills that enable navigation of and success in markets (labor, financial) have a direct bearing on financial security
K-12 & Postsecondary Education: Basic literacy and math skills, plus commitment to lifelong learning are critical for employment and advancement
Financial Education & Counseling: Timely, relevant, accurate information on basic budgeting, taxes, financial products and services, and use of credit
Asset-specific Education: Preparation for homeownership, business ownership, postsecondary education, and financial investments
Assets can increase income and earning capacity
EARN
Wage Income
+ Business Income
+ Public & Employee Benefits
+ Tax Credits
+ Investment Income
= Income
Ability to Maximize Income Depends On:
Access to reliable basic goods and services (housing, transportation, medical care, child care, food)
Available quality job and business opportunities
Access to public benefits and tax credits (e.g., EITC, Child Care)
Asset ownership (higher education, home, business, financial investments)
Knowledge and skills related to work, taxes and benefits
SAVE
Income
- Current Consumption
- Debt Payments
= Savings
Ability to Save Depends On:
Access to affordable basic goods and services (housing, transportation, medical care, child care, food)
Debt reduction
Convenient, low-cost financial products (transaction and savings vehicles, credit and insurance products)
Convenient, affordable financial structures (e.g., direct deposit, automatic enrollment, online banking, bank location)
Knowledge and skills related to money management, financial products, and credit building and repair
INVEST
Savings
+ Borrowing
+ Public Incentives
= Assets
Ability to Build Assets Depends On:
Price and appreciation of assets (higher education, home, business, financial investments)
Affordable financing
Access to public incentives (e.g., downpayment assistance, gov't loan guarantees, tax incentives, Pell Grants, IDA/CSA match)
Knowledge and skills related to asset purchase and management
PROTECT
Gains must be protected against loss of income or assets, extraordinary costs, and harmful or predatory external forces
Insurance (public or private): Protects against loss of income or assets as well as against extraordinary costs (e.g., unemployment, disability, life, health/medical, property)
Consumer Protections: Protect consumers from discriminatory, deceptive and/or predatory practices (e.g., redlining, predatory mortgage lending, payday lending, banking practices)
Asset preservation: Depends on government policies (e.g., community investments, blight ordinances, foreclosure prevention) and market conditions

Strategies to Achieve Financial Security & Economic Opportunity

#1 – LEARN

Nevadans from all walks of life – seniors, veterans, individuals, students, families, services members, and lower-, middle- and upper-income people – need to learn basic financial skills in order to build financial independence and to pursue economic opportunities. Knowledge about money matters is crucial to their economic stability and is a requirement for Nevada's economic prosperity. Nevadans can develop these skills through formal education, financial education and counseling, and training,

Education can include:

- How to purchase a home
- How to start a small business
- How to save for higher education and vocational training
- How to get out of the cycle of poverty

Training can take place at:

- Community and social services centers
- Nonprofit organizations
- Schools
- Workplaces
- Faith-based centers

Where do Nevadans stand today?

The Great Recession showed us that many Nevadans lacked financial knowledge and skills required to manage their finances; many people purchased homes they could not afford, lacked the knowledge to understand terms and conditions of a mortgage, and therefore ended up in foreclosure.

In 2014:

- 3.33% of Nevada homes were in foreclosure (44th in the US)
- 4.8 per 1,000 Nevadans went through bankruptcy (45th in the US)
- 55.6% of Nevada households lived in liquid asset poverty (36 in the US)
- 66.6% of Nevada consumers had subprime credit (50th in the US)

What's more:

- While some Nevadans continue to suffer the effects of the Great Recession, many others are facing daunting financial obstacles as they look to pay for college for their children, buy a home, or retire.

- According to the 2014 Consumer Financial Literacy Survey, 75% of adults in America agree and 20% of adults in America strongly agree that they could benefit from advice and answers to everyday financial questions.

- Studies show that increasing financial literacy is linked to **positive outcomes** like wealth accumulation, stock market participation, retirement planning, and **the avoidance** of high-cost alternative financial services like **payday and auto title loans**.

- The 2009 Nevada Legislature required financial education in schools, however, incorporating financial literacy into curriculums is left to the local school districts AND students are not assessed on financial literacy. **Accordingly, Nevada received a C in the latest national report card on Financial Literacy in High Schools.**

- In the most recent National financial capability study, participants were asked five questions covering aspects of everyday economics and finance; 60% of Nevadans were unable to answer more than three questions correctly.

  www.usfinancialcapability.org/results.php?region=NV\

What's going on elsewhere?

Highlight: Texas Financial Coaching

The Texas Affordable Housing Corporation provided training on financial coaching as part of the Texas Statewide Homebuyer Education Program (TSHEP). TSAHC contracted with NeighborWorks America to offer two sessions of: *Financial Coaching: Helping Clients Reach their Goals.* In total, 56 housing and financial counselors representing 42 organizations and 21 communities attended the training. TSAHC partnered with RAISE Texas, a statewide nonprofit promoting financial capability. The Federal Reserve Bank of Dallas – San Antonio Branch hosted the training, while the Frost Bank and the Texas Financial Education Endowment provided funding for the training sessions.

What's going on in Nevada?

Highlight: The Piggy Bank Program

"Piggy Bank," is a unique financial literacy program designed to teach students how to save money by simulating a traditional banking experience and providing financial education in the classroom. Every Wednesday the bank opens at the school from 8:00-10:00 a.m. giving students an opportunity to put into practice the lessons they learned in the classroom. Students interact with volunteers from United Way's Young Philanthropist's Society who act as bank tellers. Students fill out deposit slips and receive bank statements. At its initial host school, the Walter Bracken STEAM Academy, students saved more than $54,000 since the program's 2012 opening. In 2015, United Way of

Southern Nevada will launch its second “Piggy Bank” at Hollingsworth Elementary School in Las Vegas.

Highlight: Financial Guidance Center

Since 1974 Financial Guidance Center has operated as a United Way, HUD approved, financial and housing counseling and educational programs to meet all consumers' financial needs including financial counseling, debt management, housing programs, checking and savings accounts, credit report review, classes, seminars and workshops, IRS Advocacy Program, Student Loan Consolidation, Bankruptcy Counseling, Free Tax Preparation (LV), and Asset Development Programs. Further, the Financial Guidance Center expects to open a Community Development Credit Union (CDU) in early 2016. Nevada is one of only a few states that doesn’t have a CDU. CDU’s mission is to serve low-and moderate-income people and communities.

http://www.cdcu.coop/about-us/what-is-a-cdcu/
www.financialguidancenter.org

Evidence Based Solution

Establish a Financial Coaching Network

What is financial coaching? Financial coaching is quite simply taking the concept of a coach to assist people to learn how to manage their own finances and to reach their financial goals. A financial coach helps a client identify financial goals and map out a plan, and assists the client with information, support and resources to implement their plan. By creating a financial coaching network, we can help Nevadans meet their financial challenges, increase their financial stability and access future economic opportunities.

Financial Coaching is effective and can be measured. In June 2013 Citi Foundation and NeighborWorks America completed a multi-year project to provide and measure financial capability programs that support low- and moderate- income Americans. Its report, “Scaling Financial Coaching: Critical

Lessons and Effective Practices" affirmed that financial coaching is an effective approach that facilitates financial behavior and attitude changes over a short period of time and helps people move toward achieving longer-term goals, such as increasing savings and improving credit scores.

What's more – evidence:

- 54% of clients with no savings at the start of the project had some savings after participation in coaching, resulting in a median savings of $668.

- 48% of clients who had savings at the start of the project increased that amount over time, with a median increase of $938.

- 55% of clients who had unsecured debt when they began coaching decreased the amount of that debt, with a median decrease of $3,005.

- 47% of clients raised their credit scores over the course of the project, with a mean increase of 59 points.

www.nw.org/FinCoaching13

What does a financial coach network cost? It costs approximately $1000 to certify a financial coach. Here's how some states funded their financial independence and coaching networks:

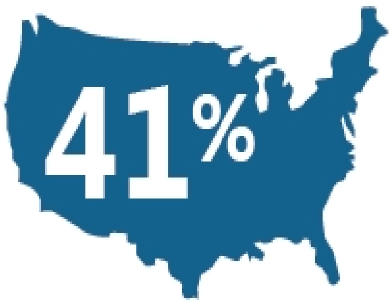
- New Jersey passed a law in 2011 that authorized credit unions to take deposits from the state (e.g. tax receipts). In exchange for the ability to be the state's bankers, the credit unions who accepted these funds were required to spend money on financial literacy education;
- Arizona set aside $150,000 as part of its Community Services Block grant program to train financial coaches in Coconino County;
- Texas assessed an annual fee on certain individuals and companies licensed by the state which participate in the financial services industry. Such fees are used to fund certain financial literacy education initiatives;
- West Virginia created a Consumer Education Fund that is funded by 10

percent of all civil penalties collected by the state's Division of Banking;

- Vermont also has a fund, maintained by the state's Department of Financial Regulation (DFR), which is funded by certain DFR operations;
- Maine tapped into their unclaimed property fund (e.g. financial assets that revert to the State) to help fund state financial literacy initiatives.

How could Nevada fund a financial independence and coaching network? Nevada could expand its "Home Again" program under its mortgage relief settlement monies to include facilitating a financial coaching network.

ADULT FINANCIAL LITERACY



OF U.S. ADULTS
gave themselves a grade of **C**, **D**, or **F** on their personal finance knowledge.

34%
of adults in the U.S. indicated that they have no retirement savings.

67% OF NEVADAN ADULTS HAVE SUBPRIME CREDIT.

These Nevadans pay a lot more for all credit: auto and home loans and credit card debt.

$9,104.00
Average credit card debt of an adult Navadan

55.6% OF ADULT NEVADANS
do not have a "rainy day" or a "liquid emergency" fund that would cover three months of life's necessities.

LESS THAN **39%** of Nevada workers participate in an employment-based retirement plan.

OVER **24%** of Nevadans are underbanked. Meaning that they may have an account but also rely on alternative high cost financial services.

Strategies to Achieve Financial Security & Economic Opportunity

#2 - EARN

Sen. Alexander(R-TN): "It's too hard to find a job. It's too hard to create a job. We have some differences of opinion on what to do about it, but I think we agree that matching job skills to a job is a solution to millions of Americans."

Sen. Reed(D-RI): "The need to improve our workforce investment system has crystalized during the Great Recession. Employers say they have open positions they cannot fill because they cannot find workers with the skills they need today."

Households obtain income generally through wages, business profits, investment income and sometimes public benefits. The ability of Nevadans to maximize income will depend on the quality of opportunities and the knowledge and skills to navigate and access such opportunities. It is important that our current labor market meets the needs of our employers and that the next generation is prepared for an increasingly competitive and high skilled work force.

Where do Nevadans stand today?

Nevada was hit hard with its loss of jobs and slow economic recovery during the Great Recession which has forced Nevada to look at the needs of job seekers and employers in a more comprehensive manner. While more recently unemployment has fallen and jobs have grown, Nevada has still not recovered from its precipitous drop in the median household income that occurred during the Great Recession.

Prior to the financial crisis the median household income in Nevada was above the national average at approximately $61,000. However, on average, Nevadans suffered a far bigger drop in income than those in any other state, and those at the lower end suffered the most. From 2008 to 2013 our median household income fell by 22%. Today the median household income in Nevada is approximately $45,000 compared with the national average of $52,000. Further, Nevada had a larger share of its population enter poverty from 2007 to 2013 than any other state. So far, none of these measures have shown signs of improvement.

While our job growth helps, many in our current workforce must now adjust to a changing economy. Workforce development and labor market issues have come to the forefront across the nation and in Nevada as we continue to come out of the Great Recession. To have the best chance of success, Nevada needs to partner with its business leaders and work force leaders to implement a comprehensive, multi-pronged approach to improve the opportunities for job seekers, students and workers while meeting the needs of the types of employers Nevada is attracting with a high skilled, well-educated, competitive and productive workforce.

What is going on elsewhere?

Highlight: Chicago Summer Job Connect

The Chicago Summer Jobs Connect program supports young adults in obtaining summer employment and enhancing their job experience with additional assistance on the use of bank products and financial education. Students are given part-time jobs, working 25 hours a week at minimum wage ($8.25 in Illinois) with government or non-profit employers. They worked as camp counselors, office assistants, or in community gardens, among other places.

The summer jobs program is enhanced by providing participants with access to banking, electronic payment, and financial capability training to prepare youths between the ages of 14-24 to enter the workforce with an eye toward their future financial security. Beyond a seasonal paycheck, Summer Jobs Connect helps set students up for lifelong success by working with them to instill positive financial habits and improve access to safe bank products and habits. In addition to helping young people earn their first paycheck and manage a tight budget, recent research on the program conducted by the University of Chicago's Crime lab showed that students who participated in the program had 43 % fewer violent-crime arrests over 16 months, compared with students in a control group.

That number is striking for a couple of reasons: It implies that a relatively short (and inexpensive) intervention like an eight-week summer jobs program can have a lasting effect on teenage behavior. And it lends empirical support to a popular refrain by advocates: "Nothing stops a bullet like a job." Furthermore, most of the decline occurred a few months after the program ended.

Highlight: Minnesota FastTRAC Healthcare

In Minnesota the region's largest healthcare employer, Mayo Clinics, as wells as other healthcare employers (such as long term care facilities) help shape the pathway's various programs to meet their workforce needs. The FastTRAC program trains participants to become advanced hospital certified nursing assistants (CNA). A staff person (navigator) provides guidance and helps participants with support they may need (child care, etc.) to mitigate non-academic barriers so that participants can complete their education and secure employment. An early entry point is specifically tailored to low skilled adults and teaches foundational skills in the context of health care. Once the credential is acquired the participant gets a CNA job with one of several participating employers. However, this is just one step; the participating employers have created seamless transitions for participants into subsequent career pathway programs. From 1999 - 2012, the MN FastTRAC program served 3,385 people - 88% completed the credential program and 69% attained employment in that career pathway.

What is going on in Nevada?

Highlight: My Path

My Path is a program that combines youth employment with financial services designed to provide financial capability at the same time that youths are earning their first paychecks. The goal of My Path is to ensure that youths transition into adulthood with the knowledge and skills to enhance their financial stability. In addition to providing knowledge and access to financial services, My Path works to improve behavior as it relates to financial decision-making and management. Key features of My Path include peer-to-peer education, the use of social media, the opportunity of youths to open savings and checking accounts and to have a debit card, and incorporation of behavioral economics with tools such as automatic deposits and matches for savings. In the summer of 2014, 84 students from Washoe County participated in My Path. Without saving matches by the end of the summer the students had saved over $9700 in just over two months with an average of about $115. On average they decided to save about 20% of their paychecks. 80% met their savings goals. Additional outcomes showed a statistically significant increase (5% or more) in planning for the future and how money can help them reach their future goals, and money management tracking activities.

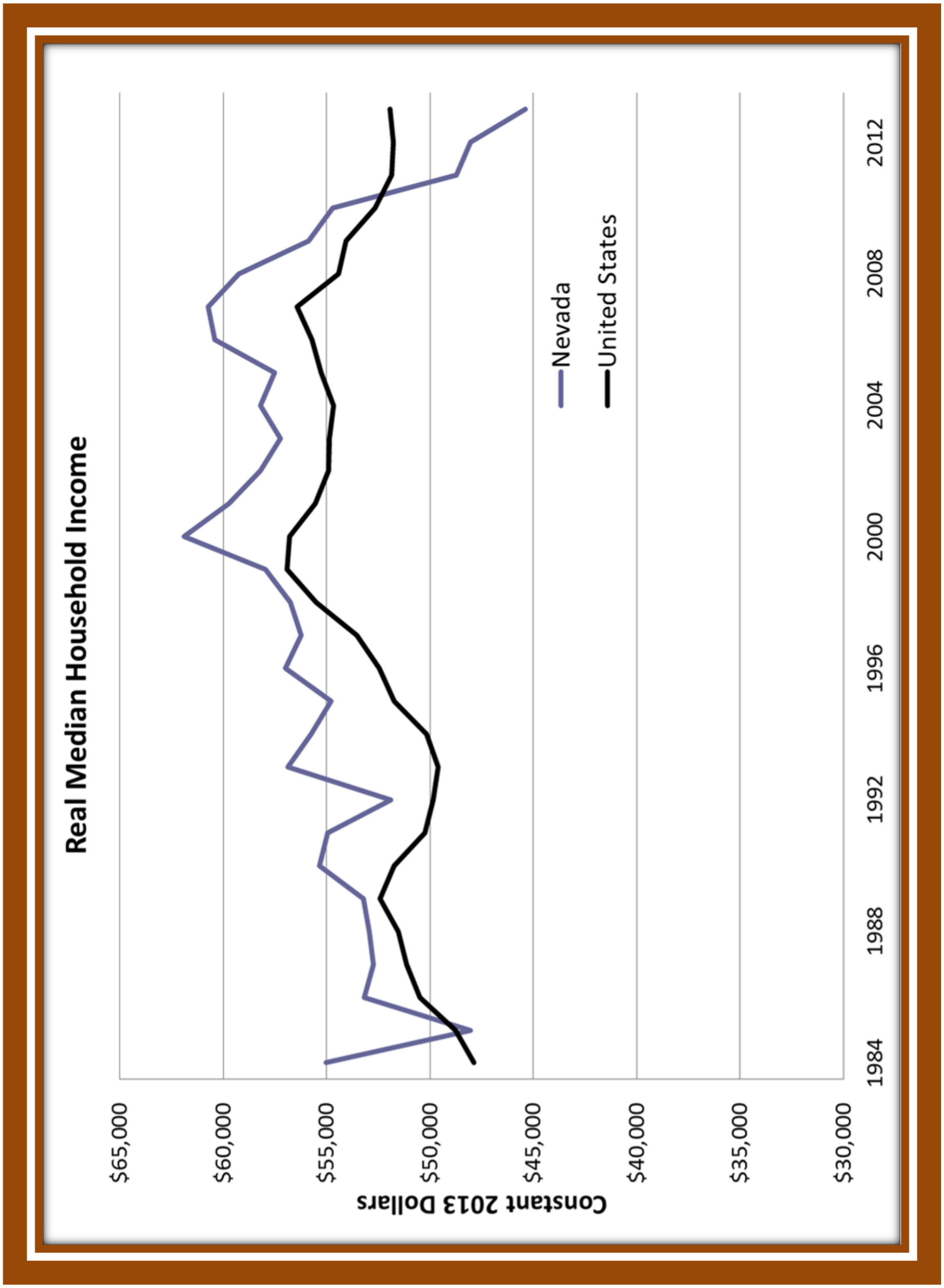
www.mypathus.org

Highlight: Ironworkers #118 Apprenticeship Program

Many people work in an office but some build the office. With economic growth comes the building and rebuilding of Nevada's infrastructure, including offices, courthouses, schools, hospitals, power plants and even military bases. That's where Ironworkers come in and that's where ironworker apprenticeship programs become valuable training centers to meet our critical workforce needs. Ironworkers Local #118 has just such a program that pairs apprenticeship applicants with local contractors for an on the job/in the classroom education that spans 4 years and includes 640 hrs of specialized training 4800 hrs of on the job training, including Blueprint Reading, OSHA safety training, mathematics, reinforcing Steel, Structural Steel Erection, Rigging, Architectural ,Welding and oxy-acetylene flame cutting and pre-engineered buildings. The Iron Workers also offer the Helmets to Hard Hat program to give Veterans the opportunity to enter the trade with ease. Apprentices are also enrolled at the local community college and their courses are coordinated so that they receive college credits as well as hours towards journeyman status.

During the time, apprentices are paid starting at 50% of a journeyman's wage and gradually increasing throughout the program until the worker becomes a skilled tradesman. The Northern Nevada's program currently enrolls about 35-40 apprentices and is set to grow as Nevada's economy grows. The apprentices also receive health care benefits along with an annuity and a defined benefit pension plan to secure their future.

More recently, Ironworkers Local #118 has added an apprentice boot camp program to help meet the needs of the industry for the future demand of workers. This gives students who are not yet sure what they want to do the opportunity to see if they are interested or ready for a full apprenticeship program and runs them through three weeks of training in the field and in the classroom.


Real Median Household Income
Constant 2013 Dollars
$65,000
$60,000
$55,000
$50,000
$45,000
$40,000
$35,000
$30,000
1984
1988
1992
1996
2000
2004
2008
2012
Nevada
United States

Evidence Based Solution

Establish a career pathways metrics program in Nevada and join the Alliance for Quality Career Pathways (10 other states) to develop shared metrics for career pathway systems.

What is Career Pathways? At its core, a well-designed Career Pathways addresses the demand-side needs of employers and matches it to the supply-side needs of individual workers with portable and stackable credentials that enable students/workers of all ages to build careers with family-sustaining, middle class incomes.

It is a program that creates consistent metrics across education and workforce programs to facilitate workforce program alignment and integration into state data systems. The Career Pathways approach targets occupations with a lot of job openings and works with employers to grow a pipeline of skilled workers. It connects progressive levels of education, training, support services and credentials. Each career pathway has three essential features: 1) multiple entry points so that individuals can begin their career path at the most appropriate level, 2) multiple exit points so that individuals can also exit to continue their education when ready and 3) well connected and transparent education, training, credentialing and support service to facilitate progress. Career Pathways also integrate four key functions: a) education and training b) continuing assessments of assets and needs c) support services and career navigation assistance, and d) employment services and work experiences.

The Alliance for Quality Career Pathways is a group of ten states (**Arkansas, California, Illinois, Kentucky, Massachusetts, Minnesota, Oregon, Virginia, Washington and Wisconsin**) that is developing shared metrics for career pathway systems. Career pathways reorient existing education and workforce services into a structure that focuses on the workforce needs of employers and on the education and training needs of individuals as they pursue their career paths. The effort is led by the ten states and facilitated by the Center for Law and Social Policy (CLASP), a WDQC national partner. States are currently testing a set of metrics that include educational outcomes (e.g. credit accumulation, certificate attainment) and labor market outcomes (e.g. employment placement rates, initial earnings). These metrics would give multiple programs shared outcome measures and similar definitions, such as measuring "initial earnings" as the median earnings in the second and third quarters after career pathway exit. Several of the states are integrating the metrics testing into state data system development projects.

ADVANCED MANUFACTURING

CAREER PATHWAYS

Louisville Metropolitan Statistical Area

	PRODUCTION	PROCESS DEVELOPMENT	QUALITY ASSURANCE	MAINTENANCE
BA/BS (4 YRS)	Manufacturing Engineers 61 JOB POSTINGS IN THE LAST 3 MONTHS $30.06 to $44.86 HOURLY RATE	Estimators; Sales Engineers 36 JOB POSTINGS IN THE LAST 3 MONTHS $22.08 to $36.55 HOURLY RATE	Quality Engineers; Production Managers 144 JOB POSTINGS IN THE LAST 3 MONTHS $28.45 to $45.60 HOURLY RATE	Electrical and Mechanical Engineers 130 JOB POSTINGS IN THE LAST 3 MONTHS $32.56 to $46.49 HOURLY RATE
ASSOCIATE DEGREE (2 YRS)	No high-growth jobs at the associate degree level in this pathway	Mechanical Drafters (Computer-aided Designers) 16 JOB POSTINGS IN THE LAST 3 MONTHS $18.76 to $28.52 HOURLY RATE	Engineering and Manufacturing Technicians 34 JOB POSTINGS IN THE LAST 3 MONTHS $24.34 to $27.74 HOURLY RATE	No high-growth jobs at the associate degree level in this pathway
CERTIFICATE OR DIPLOMA (1-2 YRS)	Production Supervisors; Advanced Machinists 256 JOB POSTINGS IN THE LAST 3 MONTHS $17.58 to $27.95 HOURLY RATE	No high-growth jobs at the certificate level in this pathway	Quality Coordinators 34 JOB POSTINGS IN THE LAST 3 MONTHS $13.58 to $19.98 HOURLY RATE	Welders; Industrial Machinery Mechanics; Industrial Maintenance Technicians 71 JOB POSTINGS IN THE LAST 3 MONTHS $17.25 to $24.53 HOURLY RATE
HIGH SCHOOL OR GED	Assembly Technicians; Industrial Tool Operators 108 JOB POSTINGS IN THE LAST 3 MONTHS $12.41 to $22.38 HOURLY RATE	No high-growth jobs at the entry level in this pathway	Quality Assurance Specialists 24 JOB POSTINGS IN THE LAST 3 MONTHS $14.09 to $23.08 HOURLY RATE	Repair Technician 80 JOB POSTINGS IN THE LAST 3 MONTHS $12.91 to $22.25 HOURLY RATE

Strategies to Achieve Financial Security & Economic Opportunity

#3 – SAVE

To save, households need income left over after meeting basic needs and paying down debt. They also need the financial skills necessary to manage their finances. To convert disposable income into savings, households must also have knowledge and access to convenient low cost savings products and structures like direct deposit and automatic enrollment in savings plans. Savings can be further facilitated through affordable and accessible financial products such as individual development accounts and Children's savings accounts.

Where do Nevadans stand today?

Many Americans are financially insecure and worried about it. According the 2014 Consumer Financial Literacy Survey, about one in three U.S. adults (32%) still do not save any portion of their household's annual income for retirement. In fact, when asked what areas of personal finance are most worrisome, the top responses were: insufficient "rainy day" savings for an emergency (16%), and retiring without having enough money set aside (16%).

Fewer than 25 percent of Americans have six months or more of savings, an amount deemed adequate to prepare for all but the most severe emergencies. Another 50 percent have less than three months savings and 27 percent have no savings at all.

In Nevada, approximately **55.6%** of households statewide have less than three months worth of savings, which ranks Nevada 36^{th} in the country.

Unfortunately, the rate at which Americans are saving is falling. After rising briefly in the aftermath of the 2008 financial crisis when it reached a high of 5.5 percent, it declined to 4.2 percent in 2011 and to 3.9 percent in 2012. For the first quarter of 2013, the savings rate stood at just 2.6 percent.

A report by The Schwartz Center for Economic Policy published in 2012 found that in 2011, 75 percent of working Americans between the ages of 50 and 64 had less than $30,000 in their retirement accounts, an amount that is inadequate to provide any significant addition to monthly Social Security payments.

On the other end of the spectrum of course is the amount of money needed to provide for higher education for our children. According to the Guinn Center for Policy Priorities, tuition and fees in intermountain west states (NV, CA, NM, TX, UT, and AZ) have increased per student in every state in the region from 2008 to 2014. Nevada had the fourth highest tuition increase at 44 percent. NSHE tuition and fees increased from $4,434 in 2008 to $6,385 in 2014 in inflation adjusted dollars, making Nevada's tuition and fees the third lowest in the region.

While Nevada has a relatively low rate of tuition and fees compared to neighboring states, it also has fewer resources for those who can't afford college. Thus, while Nevada has the lowest rate of college graduates carrying debt (41 percent), Nevada has the ninth-highest student loan default rate in the country (16.3 percent), according to CFED.

Despite the increasing costs of higher education, there are compelling reasons for children to attend college. According to a report by the College Board entitled "Education Pays 2013":

- College graduates can expect to earn on average 65 percent more over 40 years than those with only a high school diploma;

- In 2012, among adults between the ages of 25 and 64, 67% of high school graduates, 71% of those with some college but no degree, 77% of those with associate degrees, and 82% of those with four-year college degrees were employed.

Beyond the economic benefits of a college degree, recent research indicates that those with more education are also likely to live longer, experience better health outcomes and have greater civic engagement, further proof of the importance of investing in higher education

The need for higher education has never been more important. In 2007, 59% of America's jobs required at least some college education, according to the Georgetown University's Center on Education & the Workforce. By 2018, that is in only three short years, it is anticipated that more than 63% of American jobs and 54% of jobs in Nevada will require some higher education. At the same time, the U.S. postsecondary education system will have produced 3 million fewer college graduates than demanded by the labor market and in Nevada, because of our low percentage of college graduates (21.8%), we will be among those states most caught short trying to meet the demands of our employers.

Unemployment is another critical issue. The Bureau of Labor Statistics currently reports a 6.6% unemployment rate in the United States, however, that number is significantly lower (3.3%) for those with a bachelor's degree or higher. Higher education is clearly important to not only the future of our children, but to our economy as well.

One part of the solution is to support Nevada families to save for their child's college education. A 529 college savings plan can be an option to help meet college costs. Unfortunately, this tool is used by less than 3 percent of American families. Even among those families who considered saving for education a priority, fewer than 1 in 10 had a 529 plan (or Coverdell). Those who do use them are disproportionately wealthy, with 25 times more assets than those who don't use the plans, according to the Government Accountability Office (GAO).

What is going on elsewhere?

Highlight: Illinois Secure Choice Savings Program

The Secure Choice Savings Program is a statewide automatic retirement savings plan. The program gives every worker in Illinois access to a portable retirement savings account (a Roth IRA) through his or her employer and the opportunity to build a financially secure future. The Secure Choice Savings Program is a safe, easy, and affordable way to help hardworking Illinoisans save for retirement. The Secure Choice Savings Program provides universal coverage and extremely simple enrollment procedures. It requires all employers who do not offer a retirement savings tools to automatically enroll their employees in the program. Studies show that automatic enrollment goes a long way toward closing the retirement security gap; employees also overwhelmingly endorse automatic enrollment procedures, particularly because they are so easy and make a daunting financial task extremely simple. With automatic enrollment, participation in 401(k)s increased from 75% to 90 or 95% of newly eligible employees.

Under the Secure Choice Savings Program, employees can choose to opt-out of the program at any time, as well as choose a contribution level (default is 3% post tax) and up to four investment options. By pooling all assets into a single fund, participants will benefit from low fees and competitive investment performance. The program allows workers to save competitively for retirement without having to make complex and time-consuming investment decisions.

What is going on in Nevada?

Highlight: College Kick Start

The Nevada College Kick Start Program automatically establishes a 529 college savings account, with an initial deposit of $50, in the name of all Nevada public school kindergarten students. Administered by the Board of Trustees of the

College Savings Plans of Nevada, the program's funding is generated through grants, private sponsorships, and program management fees. **No taxpayer dollars are utilized.** The program was established based on research from Washington University's Center for social development showing that the mere establishment of and a child's knowledge of the existence of a college savings account greatly impacts that child's likelihood of attending an institution of higher learning be it a trade school, a community college or a university. According to the study, "children with an established college savings account are up to seven times more likely to attend college than those without." Further, the findings applied regardless of family income, ethnicity or educational attainment of the parents. Further, the study found that it did no matter how much was in the account. Once the child knew of the existence of the account, the child realized that college was something to plan for. Additional research by the University of Kansas' School of Social Welfare found that "saving for college sent a strong message to children: You are a college saver; you are college bound." To date, approximately 64,000 accounts have been established.

Evidence Based Solutions

One strategy is to establish a committee to study the ability to create an automatic enrollment retirement savings plans that automatically enrolls Nevada workers who lack an employer retirement plan such as Illinois' Secure Choice Savers Program.

Beginning in 2017, Illinois businesses with 25 or more employees that do not offer a retirement savings plan, such as a 401(k) or pension, must automatically enroll workers in the state's Secure Choice Savings Program, which will enable them to invest in a Roth IRA. Workers can opt out but research suggests that inertia will keep most employees in the Plan.

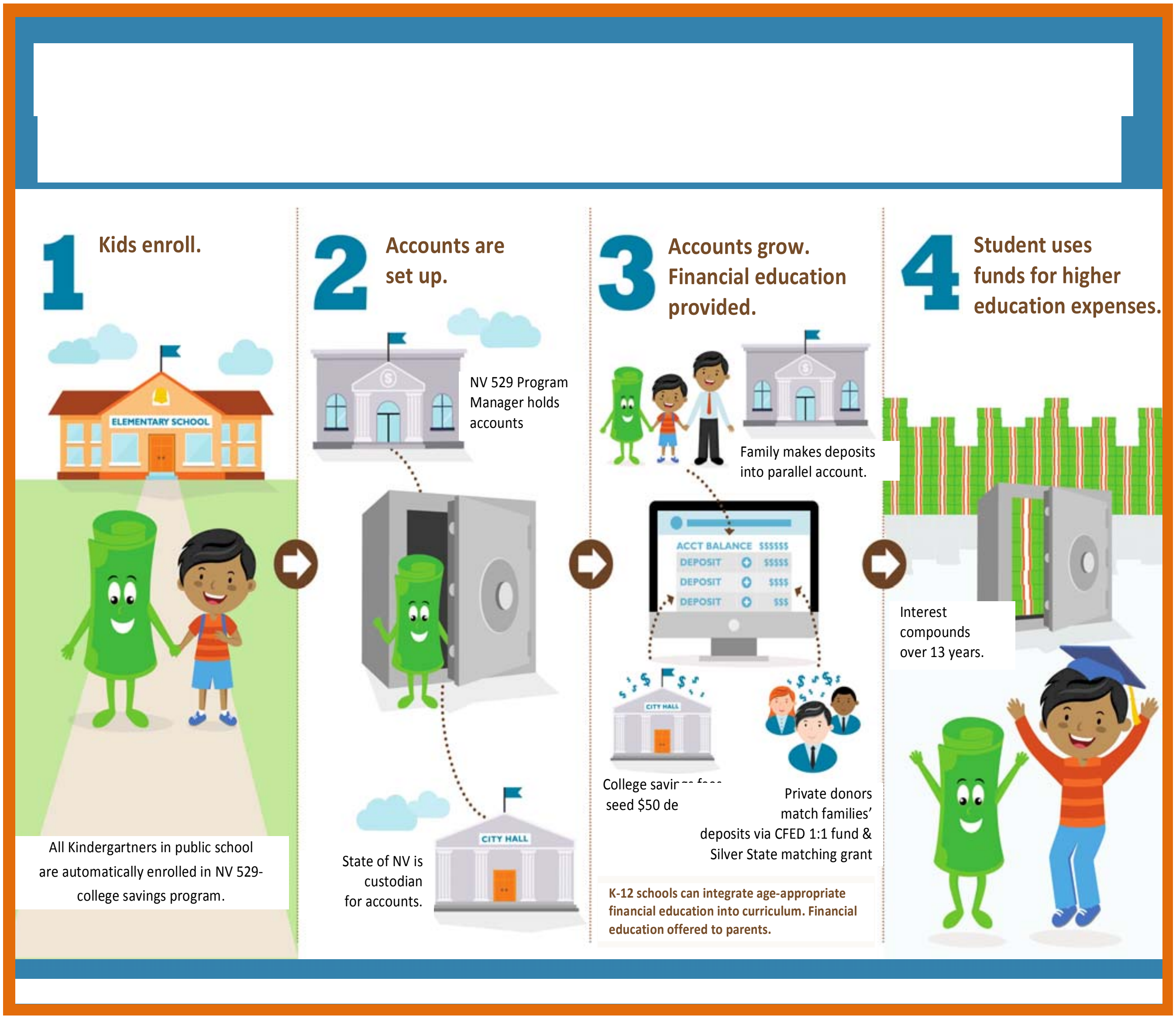
Once enrolled, workers can choose their pre-tax contribution rate and select from a small menu of investment options. Those who do nothing will have 3% of their paycheck automatically deducted and placed in a low-fee target-date investment fund managed by the state treasurer and a qualified board.

At least 17 states, including bellwethers like California, Connecticut, Massachusetts and Wisconsin, and other states such as Arizona, Nebraska, West Virginia and Indiana, are currently considering their own savings plans for private-sector employees. Many are taking steps to establish one. In Connecticut, lawmakers recently set aside $400,000 to set up an oversight board and begin feasibility studies. Wisconsin and others are moving the same direction. Oregon may approve a plan this year.

Illinois is the first set to go live with a plan, and for that reason the program will be closely watched. If more workers open and use the savings accounts, more states are almost certain to push ahead. The estimate in Illinois is that two million additional workers will end up with savings accounts.

The Illinois plan may serve as a model because there is ***little cost to the state***—that's crucial at a time when many states face budget problems. All contributions come from workers, and employers must administer the modest payroll deduction. Savers will be charged 0.75% of their balance each year to pay the costs of managing the funds and administering the program.

About half of private-sector employees in the U.S. have no access to retirement savings plans at work, which is one key reason for the nation's retirement savings crisis. Those least likely to have access are workers at small businesses. The Illinois program addresses this issue by mandating participation from all but the very smallest companies.



1 Kids enroll.
ELEMENTARY SCHOOL
All Kindergartners in public school are automatically enrolled in NV 529-college savings program.
2 Accounts are set up.
NV 529 Program Manager holds accounts
CITY HALL
State of NV is custodian for accounts.
3 Accounts grow. Financial education provided.
Family makes deposits into parallel account.
ACCT BALANCE $$$$$$
DEPOSIT $$$$$
DEPOSIT $$$$
DEPOSIT $$$
CITY HALL
College savir
seed $50 de
Private donors match families' deposits via CFED 1:1 fund & Silver State matching grant
K-12 schools can integrate age-appropriate financial education into curriculum. Financial education offered to parents.
4 Student uses funds for higher education expenses.
Interest compounds over 13 years.

Strategies to Achieve Financial Security & Economic Opportunity

#4 – INVEST

Ability to build assets: Households invest and grow wealth by leveraging savings through debt financing and public incentives that allow them to purchase a home, make financial investments, and grow or start a business. In addition to personal savings the ability to make asset purchases depends on the cost of the asset, ones credit score and ability to access affordable financing, access to public incentives (like tax benefits for homeowners and retirement savers) and financial coaching.

Where do Nevadans stand today?

Nevada has a high number of residents who do not access mainstream financial services. Nevada is 51st in the country in terms of the number of households that are under-banked.

An under-banked household has a mainstream account but uses alternative and often costly financial services for basic transaction and credit needs. Approximately 79% of under-banked households use non-bank money orders, while 31% use check-cashing services, meaning they spend a significant amount on services for which most Americans pay little to nothing. Under-banked households are also more prone to loss or theft and face challenges in building credit and achieving financial security compared to banked households.

In addition, Nevada ranks very low in terms of the percentage of small business owners. In the most recent national survey, Nevada ranked 50th in percentage of individuals in the state's labor force that operate their own small businesses, where a small business is defined as having fewer than 100 employees, but larger than a microenterprise (businesses run by self-employed individuals or with fewer than 5 employees).

Small businesses bring local communities to life. Small businesses drive the economy: they employ more than half the private sector workforce and serve as an engine for job creation. Since the Great Recession, credit has seized up, leaving even responsible borrowers with good credit and promising ideas without access to the capital needed to move those ideas to market. The higher the business ownership rates in a state, the higher the percentage of residents who have the opportunity to build wealth through business capital accumulation. Business ownership is second only to homeownership as a source of wealth for Americans.

What is going on elsewhere?

Highlight: Inversions – A project in 5 states

Between 2002 and 2007, the number of Latino-owned small businesses grew to 2.3 million, an increase of 43.7%; non-Latino small businesses grew in number by only 14.5% in the same period. More recent studies estimate that there are now 3.2 million Latino-owned firms in the U.S.

Yet, while Latino-owned businesses have increased in number, when compared to non-Latino small businesses, they brought in significantly less annual revenue, and grew at a much slower rate. In 2007, average gross receipts for Hispanic-owned firms had increased to $152,700 but were still far below average revenues of $490,000 for non-minority-owned firms.

Enter Inversiones. Inversiones is a Small Business Investment initiative by the National Association for Latino Community Asset Builders (NALCAB). Begun in 2012 with a $70 million private investment facilitated by the Clinton Global

Initiative and its partners, NALCAB committed to support the creation and expansion of 1,500 small businesses in predominately Latino communities, catalyzing the creation of 4,000 jobs over a three-year period. NALCAB partnered with the Valley Economic Development Center, Acción Texas, Inc., Chicanos Por La Causa, and a national network of non-profits to expand the availability of culturally and linguistically relevant services that open access to markets, strengthen competitiveness, and increase the flow of small business lending. On June 24, 2014 NALCAB reported its small business initiative progress at the Clinton Global Initiative - America (CGI -America) annual conference in Denver. In two years, the NALCAB network had invested more than $65 million in small business development through more than 2,000 businesses and had created more than 4,300 jobs. Although Nevada was originally selected as one of the states targeted for this initiative, to date no investors have stepped forward to fund the Nevada portion.

Highlight: Bank On Louisville - Louisville, KY

Bank On Louisville is a program that promotes access to mainstream financial services to strengthen its community's economic well-being. It connects people without bank accounts to affordable financial services including checking, savings, and financial education opportunities, which prevent people from paying excessive fees for check cashing or other services.

In 2009, the FDIC National Survey of Unbanked and Under-banked Households reported that Louisville had a combined 76,500 households that fell into those two categories. These households lacked or could not access traditional bank or credit union accounts, and/or relied on expensive alternative financial services such as check cashers and payday lenders. Without an account, these households could not build productive relationships with financial institutions that led to long-term financial security.

In 2010, Bank On Louisville was launched after nearly 18 months of collaboration from public, private and non-profit sectors. Now beginning its fourth year, Bank On Louisville has joined forces with over 100 financial and community partners who work together to welcome unbanked and under-banked residents into banking, and provide them with the tools and knowledge they need to be financially capable.

For fiscal 2014, 3,257 new checking accounts were opened, while 70% of accounts have remained open, with an average quarterly balance of $1,363, and 6,532 people have participated in financial education programs. Furthermore, participants in the program demonstrated the following changes from pre to post assessment: 27% opened a new checking or savings account, 42% showed a decrease in the use of fringe financial services, there was a 17% increase in the number of participants who had a budget (from 78% to 95%), and a 40% increase in participants sticking to a budget (from 47% to 87%). Finally, there was an 30% increase in investing or saving (from 43% to 73%).

What is going on in Nevada?

Highlight: Home Again Nevada

Home Again is a free, legitimate housing resource service that assists Nevada residents by informing them of the housing resources that may or may not be available to them. It is a state-wide program where Nevadans can call a hotline and speak to a representative about their housing situation. The Home Again program is designed for first time homebuyers, those seeking to improve their credit, and those looking to modify their home loan. Calls can be conducted in English or Spanish. Funding for the program comes from the National Mortgage Settlement agreement that Nevada participated in along with 48 other states. The Home Again program is a partnership between the Attorney General's office, the Financial Guidance Center, Nevada Legal Services and Legal Aid Center of Southern Nevada. Participating U.S. Department of Housing and Urban Development (HUD) approved agencies in the program include Financial Guidance Center, Nevada Legal Services, Housing for Nevada, Community Services of Nevada, Neighborhood Housing Services, Novadebt, Springboard, and Chicanos Por La Causa.

Evidence Based Solutions

Create a Bank On Program in Nevada

What is a Bank On program? Bank On programs negotiate with banks and credit unions in local communities to reduce barriers to banking and increase access to the financial mainstream. Typically led by local government or state public officials, Bank On programs are voluntary, public/private partnerships between local or state government, financial institutions, and community-based organizations that provide un- and under-banked people with free or low-cost starter or "second chance" bank accounts and access to financial education.

A checking account can be the first step in saving, planning for the future, building credit and climbing the economic ladder. When people are un-banked or under-banked they operate in a mainly cash-based system, missing out on the stabilizing benefits a checking account provides such as:

- **Cost savings** (The average unbanked person spends five percent of net income on unnecessary fees);
- **Public safety** (Without a safe place to keep their money, unbanked people are more likely to be victims of crime. Our senior citizens can be particularly vulnerable);
- **Asset building** (Without a bank account, a family lacks the ability to save for the future, establish credit and access asset-building instruments such as loans for a car, small business or home mortgage).

Six Core Components of a Successful Bank On Program

At the core, all Bank On programs share similar goals. However, every program works and operates differently; they are constantly evolving and developing innovative new ways to reach their goals. While acknowledging these differences, experts have identified six key factors to increase program success:

- **Include government leaders to add credibility to Bank On.**

A prominent elected official should serve as a champion of the initiative as they have the power to raise public awareness of the issues related to financial services and to bring local financial institutions and other partners to the table.

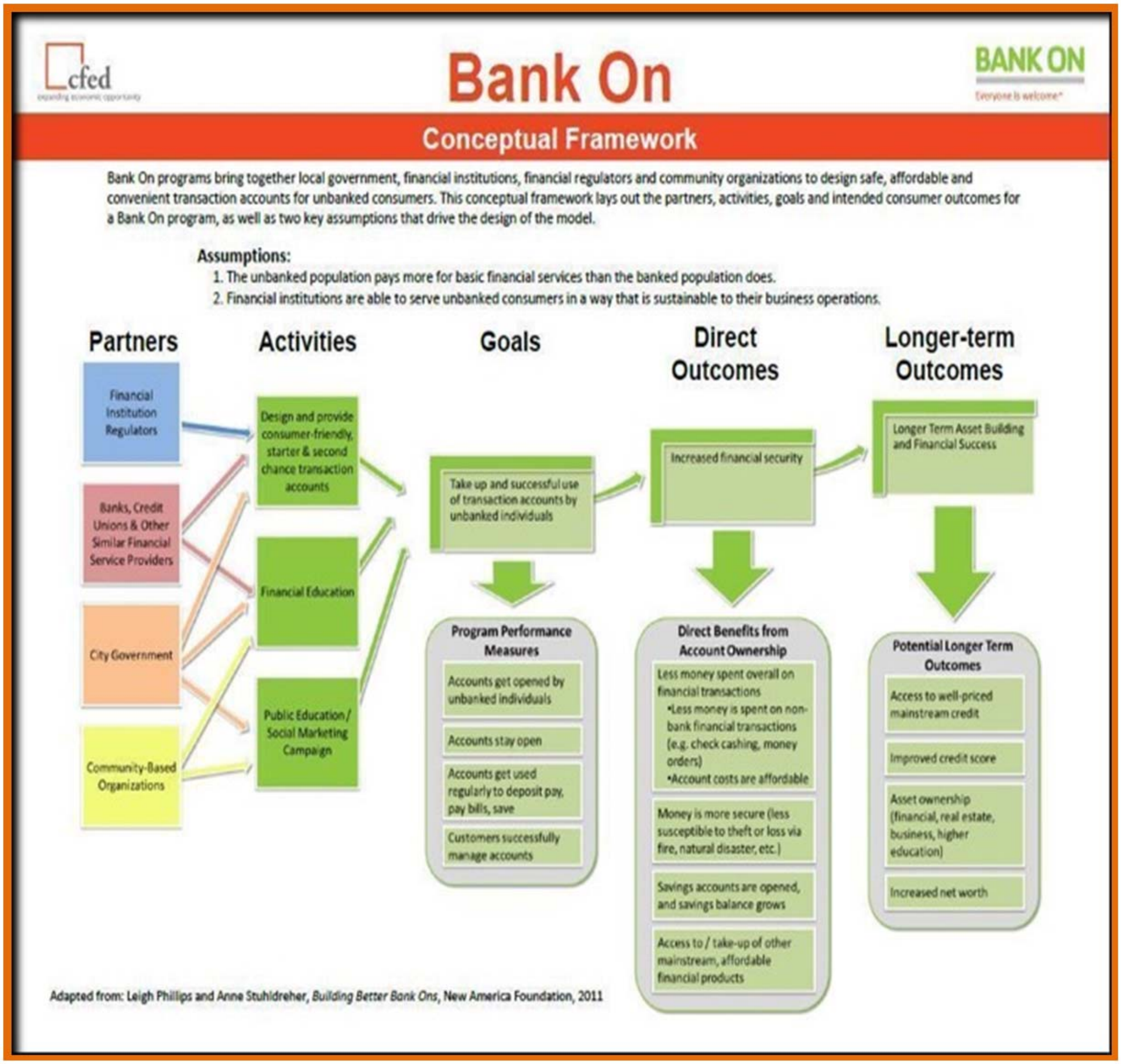
- **Engage strong partnerships as the backbone of an effective Bank On initiative.**
  No one entity can achieve success on its own. Community organizations have direct connections to the target populations. Financial institutions have the capacity to deliver low-cost financial products and services. Elected officials can serve as coordinators and conveners. Other community stakeholders can bring additional knowledge and resources to a Bank On program. Engage all of these to maximize the success of your program.

- **Involve all partners early and often to plan your program.**
  By bringing key partners together in the early planning stages, program leaders can draw on their expertise and facilitate buy-in, particularly among financial institutions.

- **Develop a data collection strategy in the early stages of the initiative.**
  Negotiate with financial institutions on how to report data on Bank On accounts and develop an evaluation component outside of the tracking conducted by financial institutions. The ability to measure the Bank On program's impact is vital to its sustainability, continued involvement of partners, political viability and funding.

- **Learn from programs across the country.**
  There is no need to reinvent the wheel. Local officials should use resources, expertise and technical support from other organizations and cities that already have programs in place.

- **Leverage your Bank On program into further financial security efforts.**
  By incorporating a Bank On initiative into a larger community asset-building agenda, communities not only help families open bank accounts, but also enable them to achieve long-term financial security.



cfed
Bank On
BANK ON
Everyone is welcome
Conceptual Framework
Bank On programs bring together local government, financial institutions, financial regulators and community organizations to design safe, affordable and convenient transaction accounts for unbanked consumers. This conceptual framework lays out the partners, activities, goals and intended consumer outcomes for a Bank On program, as well as two key assumptions that drive the design of the model.
Assumptions:
1. The unbanked population pays more for basic financial services than the banked population does.
2. Financial institutions are able to serve unbanked consumers in a way that is sustainable to their business operations.
Partners
Activities
Goals
Direct Outcomes
Longer-term Outcomes
Financial Institution Regulators
Banks, Credit Unions & Other Similar Financial Service Providers
City Government
Community-Based Organizations
Design and provide consumer-friendly, starter & second chance transaction accounts
Financial Education
Public Education / Social Marketing Campaign
Take up and successful use of transaction accounts by unbanked individuals
Increased financial security
Longer Term Asset Building and Financial Success
Program Performance Measures
Accounts get opened by unbanked individuals
Accounts stay open
Accounts get used regularly to deposit pay, pay bills, save
Customers successfully manage accounts
Direct Benefits from Account Ownership
Less money spent overall on financial transactions
•Less money is spent on non-bank financial transactions (e.g. check cashing, money orders)
•Account costs are affordable
Money is more secure (less susceptible to theft or loss via fire, natural disaster, etc.)
Savings accounts are opened, and savings balance grows
Access to / take-up of other mainstream, affordable financial products
Potential Longer Term Outcomes
Access to well-priced mainstream credit
Improved credit score
Asset ownership (financial, real estate, business, higher education)
Increased net worth
Adapted from: Leigh Phillips and Anne Stuhldreher, Building Better Bank Ons, New America Foundation, 2011

Strategies to Achieve Financial Security & Economic Opportunity

#5 - PROTECT

Financial security includes having access to products, services and policies that protect families against loss of income or assets and discriminatory or predatory practices. Access to insurance products such as property insurance, life insurance, disability insurance, as well as consumer protection against deceptive financial products and practices and the ability to preserve ones assets such as with foreclosure assistance programs can help families preserve wealth and protect against major setbacks due to loss of income.

Where do Nevadans stand today?

For many Americans protection against consumer fraud and abuse is becoming more and more of an everyday issue. While Nevadans face some unique challenges, by and large, the issues regarding consumer protection that we see across the country we also see in Nevada. Here are some examples of consumer protection issues facing Nevadans:

- While many states are digging out of the mortgage crisis, many of Nevada's homeowners are still underwater, owing more than their homes are now worth putting them at greater risk for mortgage fraud.

- The Nevada's Attorney General's office has seen the growth of fraud by Spanish speakers on Spanish-speaking consumers – something the FTC sees nationally.

- US Citizenship and Immigration Services has noted some scams offer to put people “front of the line” once immigration reform legislation passes. The issue here of course is that no one can put anyone at the front of any line.

- Like many states, Nevada has seen a substantial increase in the number of people who have multiple payday loans at one time. As one expert noted, “Payday loans are like potato chips. No one has just one.”

- Also in line with various scams going on across the country, Nevada is seeing an increase in cases where car dealers are supposed to unwind a deal – meaning that consumers get back their down payment and the car they traded in – but they actually convince consumers to get into a worse deal (or less expensive car) than they originally had.

What is going on elsewhere?

Highlight: Delaware SAFE (Stop Abuse and Financial Exploitation)

The Delaware legislature passed three bills last session. The first, HR 417, provides a mechanism for financial institutions to freeze transactions that they suspect are in financial exploitation of an elderly person. The law requires the financial institution to report the suspected financial exploitation to proper agencies. If the Delaware Dept. of Health and Human services discovers financial exploitation of an elderly person, the banks have clear authority to hold transactions upon receipt of that information. The law also updates the definition of exploitation and creates a definition of financial exploitation for any adult who is impaired. It amends the existing immunity provision to provide immunity for holding transactions and eliminates very open ended immunity language that could be claimed as a safe harbor by the person who engaged in any abuse because they cooperate with the investigation.

In addition, the Delaware legislature passed a resolution recognizing June 15, 2014, as “Delaware Elder Abuse Awareness Day” and used that day to highlight the issue of elderly abuse and to encourage all of Delaware’s citizens to learn about how to protect and nurture our elderly citizens.

Finally the Delaware legislature also passed a resolution establishing a study group to assess how the Delaware laws may be enhanced to provide for the protection of seniors in the context of financial exploitation.

What is going on in Nevada?

Protection Against Fraudulent Notarios

Fraudulent “notarios” or “immigration consultants” have become an increasing problem in immigrant communities. They are unlicensed individuals who often charge a lot of money for help they either do not or legally cannot provide, such as helping immigrants obtain lawful status or drafting legal documents like wills. Nevada passed a bill that created a centralized database of notaries who are registered with the State of Nevada, helping our immigrant communities verify if the person they are going to for assistance is legitimate.

The Nevada Assembly passed a law introduced by Assemblywoman Flores that regulates document preparers such as notaries public, paralegals and businesses known as "multi-servicios" (multiservices).

Under the law, the document preparers must have a business license, register with the state and put up a $50,000 bond.

Evidence Based Solutions

Support the passage of a military lending act for Nevada’s Military, Veterans and their Families

In 2006, the U.S. Department of Defense (DOD) issued a report documenting the increased numbers of lender locations around military bases, an online presence catering to military families, and company names implying official military affiliation. The report found that young service members with job security, a steady paycheck, and little financial literacy offered loan companies a low-risk, high-reward target for loans with interest rates as high as triple digits. Lenders reportedly offered referral rewards for military members as well as threw "loan parties." The DOD report concluded that “predatory lending was undermining military readiness, harming the morale of troops and their families, and adding to the cost of fielding an all-volunteer fighting force.” Indeed, the need to protect service members from cycles of debt caused by high interest loans gained recognition in part because a growing number of service members were being barred from serving overseas for financial reasons. The report led to the inclusion of the Military Lending Act (MLA) (H.R. 5122, Section 670) in the John Warner National Defense Authorization Act of 2007.

Since its enactment in 2006, the MLA has protected service members and their dependents from ultra high interest rates of over 36 percent on short-term, small dollar loans. When it originally drafted the MLA, the DOD narrowly defined the types of loans covered by the act and excluded credit cards, overdraft loans, military installment loans, and all forms of open-end credit from coverage. In practice this meant that the MLA covered traditional payday loans, car title loans, and refund anticipation loans but allowed companies to tailor loan characteristics to fall just outside the parameters and evade the restrictions.

Under continued pressure in the face of stories of damaging debt accumulated as a result of legal technicalities in the MLA, the DOD has now proposed to expand regulations to ensure military families more complete consumer protections. The DOD has moved to close these loopholes by expanding the types of loans covered by the 36 percent interest rate cap to these commonly used products and, in doing so, preventing or at least slowing down predatory financial institutions from literally taking money right out of the pockets of our servicemen and women and their families.

Additionally, the regulations would hold creditors responsible for providing military borrowers with additional disclosures, prohibit creditors from requiring service members to submit to arbitration, and put the burden of determining military status on the creditor instead of the borrower.

Nevada can honor its veterans and follow the lead of DOD by adopting the MLA and extending its protections to veterans. Such bills have been introduced this legislative cycle in OH and CA.

What are other states doing?

Texas

Taking a city-by-city approach

- Dallas, Austin, San Antonio, and El Paso regulate where payday lenders operate, how they issue loans and what they charge in interest and fees.

Washington State

- Capped the total number of payday loans that can be lent to any individual from any company at 8 per year which resulted in the number of annual payday loan transactions falling from $3.2 million to $856,000.

Arkansas

- State Supreme Court ruled that Payday Lending violates state usury laws resulting in the last payday lending shop leaving the state in 2009.

North Carolina

Regulates payday lending through legislative action:

- Families saved almost $100 million/year
- Former borrower reported a "positive effect" on their personal finances

Georgia

Regulates payday lending through legislative action:

- Capped at 16% annual percentage rate.

  The regulation decreased the number of individuals whose bank accounts were involuntarily closed due to repeated overdrafts by 11 – 16 percent.

Arizona

In 2010, passed a cap of 36% annual percentage rate, which specifically applies to payday loans.

Payday Lending To Veterans and Their Families

DID YOU KNOW:

Payday lending in Nevada carries annual percentage rate of

400% OR MORE

1 of every 5 Vets in Nevada have used a payday loan at some time.

1 of every 5 **active duty service members** have used a payday loan.

More than 50% of Nevada Vets have used a payday loan to pay

for MONTHLY LIVING EXPENSES.

84% of Nevada Vets can/do WALK or DRIVE to a payday loan storefront – payday storefronts *are DISPROPORTIONATELY located around armed services facilities.*

Source: "Nevada Veteran Study", UNLV School of Environmental and Public Affairs: January 2015.

Many thanks to

Nancy Brown, Melanie Hoenart, Jane Holeman, Kate Marshall and Jana Shuler for their many hours of work in putting this toolkit together.