

# When Is More Not Extra?

## Effective Strategies for Financial Security

### ▶ Executive Summary

Why should we integrate?

How can you do it?

What about roadblocks?

Is the impact worth it?

Integrating financial security services into workforce development programs can achieve more impact without requiring significantly extra cost and time. Corporation for a Skilled Workforce (CSW) and The Financial Clinic (the Clinic) have partnered to analyze the impacts of financial security services on workforce development programs, with results released in four upcoming issue briefs.

Corporation for a Skilled Workforce is a national nonprofit organization that partners with government, business, and community leaders nationwide to develop good jobs and the skilled workers to fill them.

The Financial Clinic builds working poor families' and individuals' financial security by addressing their immediate financial challenges and helping them set long-term goals to achieve financial mobility.

## MORE ISN'T EXTRA WHEN

Programs that have integrated financial security strategies into their core services have higher rates of achieving workforce outcomes than programs that did not offer financial services. In other words, *more* may not be *extra* when programs achieve greater impact:

<b>Workforce Outcomes</b>	<b>Financial literacy/counseling offered to most or all</b>	<b>Financial literacy/counseling not offered consistently</b>
<b>Program completers' job placement</b>	<b>76%</b>	<b>69%</b>
<b>Full-time employment</b>	<b>76%</b>	<b>58%</b>
<b>Jobs with health benefits</b>	<b>48%</b>	<b>23%</b>
<b>Job retention at 6 months</b>	<b>68%</b>	<b>56%</b>

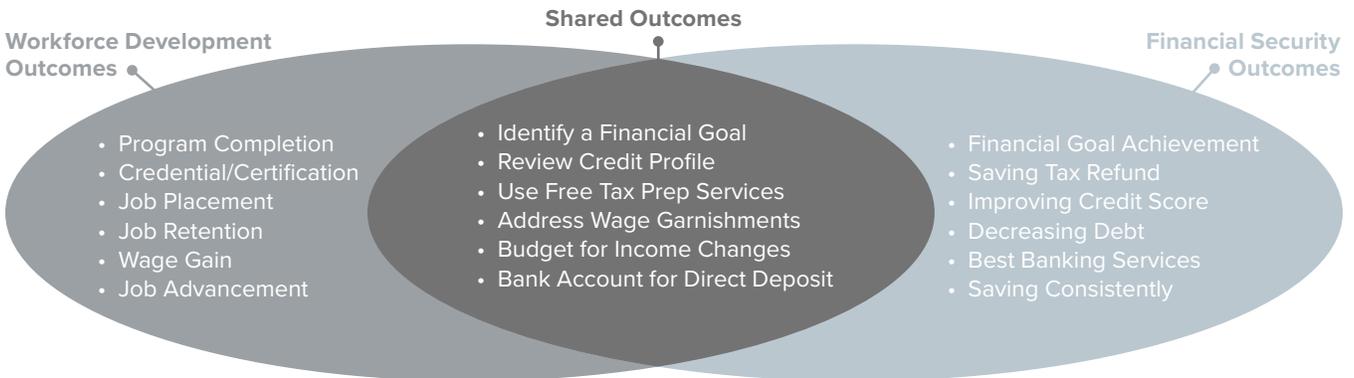
*This research is tied to the national Workforce Benchmarking Network.*

*The partnership between The Financial Clinic and Corporation for a Skilled Workforce that led to the creation of this report series was made possible by a generous grant from MetLife Foundation.*

## SOLUTION

Embedding financial security building strategies into workforce development programs can help reduce the frequency and degree of these hardships.

### Shared Outcomes That Boost Financial Security and Improve Career Mobility



## PROBLEM

Workforce development program participants typically face significant financial challenges. For example:

**7%**

of all U.S. employees suffer from “wage garnishments”

Cynthia had just started to get comfortable at her new job, but all of a sudden she was getting a lot of calls from creditors for old credit cards she hadn't used in a long time.

**ONLY 11 STATES**

have laws banning the use of credit scores to screen applicants

Marco's skills and experience were a perfect fit for several jobs he applied for, but the process never moved past his credit report.

**82%**

of U.S workers received paychecks through direct deposit

On her first day, Linda's new employer wanted to set her up with direct deposit, but she didn't have a bank account.

**WorkBOOST NYC, The Financial Clinic's first financial security ecosystem, is a holistic partnership approach that embeds financial security strategies into workforce development organizations to significantly improve both financial security and workforce outcomes. WorkBOOST NYC's eight workforce development partners have improved workforce outcomes for participants receiving financial coaching:**

- Placement rates increased 9%
- Weekly income increased \$34.43
- The percentage of individuals who achieved outcomes after two meetings doubled
- Eighty percent of jobseekers set financial goals—a proven driver in future financial success

*“WorkBOOST NYC created a new staff culture at [Phipps]. All of our staff are much more comfortable providing light-touch coaching to young people. Everyone has financial goals, I have my own goal of saving for a house...”*

—**Monique De La Oz**, Senior Director of Learning and Career Development of Phipps Neighborhoods

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