

# **Ohio Financial Services and Risk Management**

## **Technical Competency Profile (TCP)**



**Revised  
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**2003**

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Gayl M. Ray  
Project Manager  
College Tech Prep Curriculum Services  
Center on Education and Training for Employment  
The Ohio State University

Nick Wilson  
Assistant Director  
K-16 Tech Prep Initiatives  
Ohio Board of Regents

Rick Mangini  
Assistant Director  
Business, Marketing, and Information Technology Education  
Office of Career-Technical and Adult Education  
Ohio Department of Education

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This project is a collaborative effort of the Ohio Department of Education, Ohio Board of Regents, and The Ohio State University, Center on Education and Training for Employment

# **Stark County College Tech Prep Consortium**

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The Stark County College Tech Prep consortium is comprised of representatives from local business and industry and the following educational institutions:

<i>Alliance City Schools</i>	<i>Minerva Local Schools</i>
<i>Brown Local Schools</i>	<i>North Canton City Schools</i>
<i>Canton City Schools</i>	<i>Northwest Local Schools</i>
<i>Canton Local Schools</i>	<i>Osnaburg Local Schools</i>
<i>Fairless Local Schools</i>	<i>Perry Local Schools</i>
<i>Jackson Local Schools</i>	<i>Plain Local Schools</i>
<i>Lake Local Schools</i>	<i>Sandy Valley Local Schools</i>
<i>Louisville City Schools</i>	<i>Stark County JVSD</i>
<i>Marlington Local Schools</i>	<i>Stark State College of Technology</i>
<i>Massillon City Schools</i>	<i>Tuslaw Local Schools</i>

## **Stark County College Tech Prep Consortium Staff**

Jennie Royer – Director  
Shelly McCombs – Associate  
Cheryl Robinson – Transition Coordinator  
Susanne Clark – Administrative Assistant

**Stark County College Tech Prep Consortium  
Financial Services/Risk Management  
TCP & Program Review Panel  
December 7, 2006**

**Business/Industry/Labor Representatives**

David Schrade  
Mestel Long & Schrade Inc.

Amie Jones  
CSE Federal Credit Union

**Secondary Educators**

Rebecca Labowitz  
Canton City Schools

Gail Martino  
Louisville City Schools

Teresa Miller  
Louisville City Schools

**Associate Degree Educators**

Jonathan Mitchell  
Stark State College of Technology

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<b>Project Manager:</b>	Gayl M. Ray, Research Specialist College Tech Prep Curriculum Services The Ohio State University
<b>Project Liaison:</b>	Ruth Ann Falconer-Tallman, Business Education Consultant Career-Technical and Adult Education Ohio Department of Education
<b>Project Director:</b>	Dee Allenspach, Educational Consultant Center on Education and Training for Employment The Ohio State University
<b>Project Consultant:</b>	Joyce Leimbach, Educational Consultant Center on Education and Training for Employment The Ohio State University
<b>Information Services:</b>	Damian Brown, Systems Specialist College Tech Prep Curriculum Services The Ohio State University
<b>Administrative Support:</b>	Janet I. Ray, Office Production Associate College Tech Prep Curriculum Services The Ohio State University

# Introduction

Technical Competency Profiles (TCP) are collaboratively developed by the Ohio Board of Regents and the Ohio Department of Education, Career-Technical and Adult Education, and the Center on Education and Training for Employment at The Ohio State University. The profile provides a framework for a broad-based secondary and post-secondary curriculum.

The profile includes essential competencies for programs from secondary through post-secondary associate degree programs. Each area contains competencies common to each of the occupations within a career cluster and competencies specific to an occupation. This profile design reflects programming flexibility that represents many options for educational studies and career planning.

Representatives from a broad spectrum of Ohio professionals played a critical role in defining the vision and scope of the TCP and in defining the essential and recommended skills for current and future employees. Secondary and post-secondary educators representing Ohio schools and colleges leveled the competencies to create career pathways from secondary to associate degree programs. A list of business and industry representatives and educators participating in the development of the profile appears in Appendix A.

Technical Competency Profiles (TCP) are used as the basis for the development of an integrated delivery system that provides opportunities for new and challenging programs and courses. Career-Technical Education, College Tech Prep, and post-secondary degree programs will be enhanced and expanded through the use of the Technical Competency Profile (TCP).

The profiles are available on the Internet at [www.ohtpcs.org](http://www.ohtpcs.org). At this location users can download copies of the entire profile or conduct searches on a number of key variables.

For additional information contact:

College Tech Prep Curriculum Services  
Center on Education & Training for Employment  
The Ohio State University  
1900 Kenny Road  
Columbus, OH 43210  
614/688-8501

Business, Marketing, & Information  
Technology Education  
Ohio Department of Education  
25 South Front Street, Sixth Floor  
Columbus, OH 43215  
614/466-3891

# College Tech Prep Program Standards

College Tech Prep programs are rigorous programs of study starting at the secondary school level and continuing through the associate degree and beyond. In accordance with the Carl D. Perkins Vocational Technical Education Enhancement Act of 1998, College Tech Prep programs are seamless, non-duplicative programs of study combining high-level academic and technical preparation in a variety of career fields.

The Carl D. Perkins Vocational and Technical Education Act of 1998 defines College Tech Prep as:

*A program that provides technical preparation in a career field such as engineering, applied science, a mechanical, industrial or practical arts or trade, agriculture, health occupations, business or applied economics and must do the following:*

- *Combines at least two years of secondary and two years of post-secondary education in a sequential course of study without duplication of coursework*
- *Integrates academic, vocational and technical education, and if appropriate and available, work-based learning*
- *Provides technical preparation for careers*
- *Leads to an associate or a baccalaureate degree or post-secondary certificate in a specific career field*
- *Leads to placement in appropriate employment or further education.*

**The Ohio College Tech Prep Advisory Council recommended to the Ohio Board of Regents and the Ohio Department of Education the following standards for all College Tech Prep programs:**

1. Academics are taught at a college-preparatory level and are aligned with state models and academic content standards.
2. In addition to Ohio graduation requirements specified in SB 55, required academic components for College Tech Prep programs include:
  - a. Mathematics taught at a minimum level of Algebra II by the completion of high school.
  - b. An integrated or stand alone senior-year math component
  - c. Three units of science including at least two lab-based science courses
3. College Tech Prep programs will use a state-developed Technical Competency Profile (TCP) as the basis for pathway development. The pathway document should reflect secondary and post-secondary course work and should be made available for stakeholders. All secondary and post-secondary TCP competencies must be clearly identified and addressed. The TCP is the framework used to develop all associated curricular documents; however, components from other competency profiles such as OCAP's (*Occupational Competency Analysis Profile*), ITAC's (*Integrated Technical and Academic Competencies*) and SCANS (*The Secretary's Commission on Achieving Necessary Skills—America 2000*) may be included and are not mutually excluded from a TCP.
4. Articulated pathways will be reviewed every two-years at the consortia level.
5. Pathways operate under an articulation agreement between/among partners in a consortium.
6. College Tech Prep programs at the secondary level will operate as state-approved, career-technical education programs.
7. Academic and technical instruction is integrated and delivered in a contextual approach where possible.
8. Programs have common representation from secondary education, higher education, business, and labor members.
9. Post-secondary programs contain advanced skills in the TCP document.
10. Programs must operate under either regionally accredited post-secondary institutions/degrees or approved apprenticeship programs meeting U.S. Department of Labor standards.
11. College Tech Prep programs, secondary and post-secondary, must comply with the state College Tech Prep Advisory Council's performance measures.

State College Tech Prep Advisory Council  
Revised and Approved: May 1, 2002

# College Tech Prep

College Tech Prep is a high school and college career path linked to business, industry, and labor that insures a specified seamless pathway from high school to college to careers, meeting Ohio's technological employment needs.

A College Tech Prep student is enrolled in a state-approved College Tech Prep education program. A College Tech Prep Program means a program of study that:

- Combines, at a minimum, two years of secondary education (as determined by Ohio definitions) with a minimum of two years of post-secondary education in a non-duplicative, sequential course of study.
- Integrates academic and technical instruction and utilizes work-based and work-site learning, where appropriate and available.
- Provides technical preparation in a career field such as engineering technology; applied science; mechanical; industrial or practical arts or trades; agriculture; health occupations; business; or applied economics.
- Builds student competencies in mathematics, science, reading, writing, communications, economics, and workplace skills through applied, contextual academics, and integrated instruction, in a coherent sequence of courses.
- Leads to an associate or baccalaureate degree, or a BAT (Bureau of Apprenticeship Training) apprenticeship requiring a minimum of two years in a specific career field.
- Leads to placement in related employment, or to further education.

# Key to Profile Codes

## Importance of Competencies

All of the competencies in this document represent the minimum requirements for a College Tech Prep program. It is the responsibility of the local consortia to further define and/or expand, as needed, the key indicators for each competency. Each competency must be taught at the Proficient level (P) by the completion of the College Tech Prep program, which is an Associate Degree (AD). A minimal number of competencies have been identified as Introduce (I) at the Associate Degree level. These may require further higher education.

**This document integrates college prep level academics with technical skill. Technical skills are a required component.**

**I = Introduce** (Learner will demonstrate knowledge and comprehension of the competency.)

**P = Proficient** (Learner will demonstrate ability to apply knowledge of and/or perform the competency.)

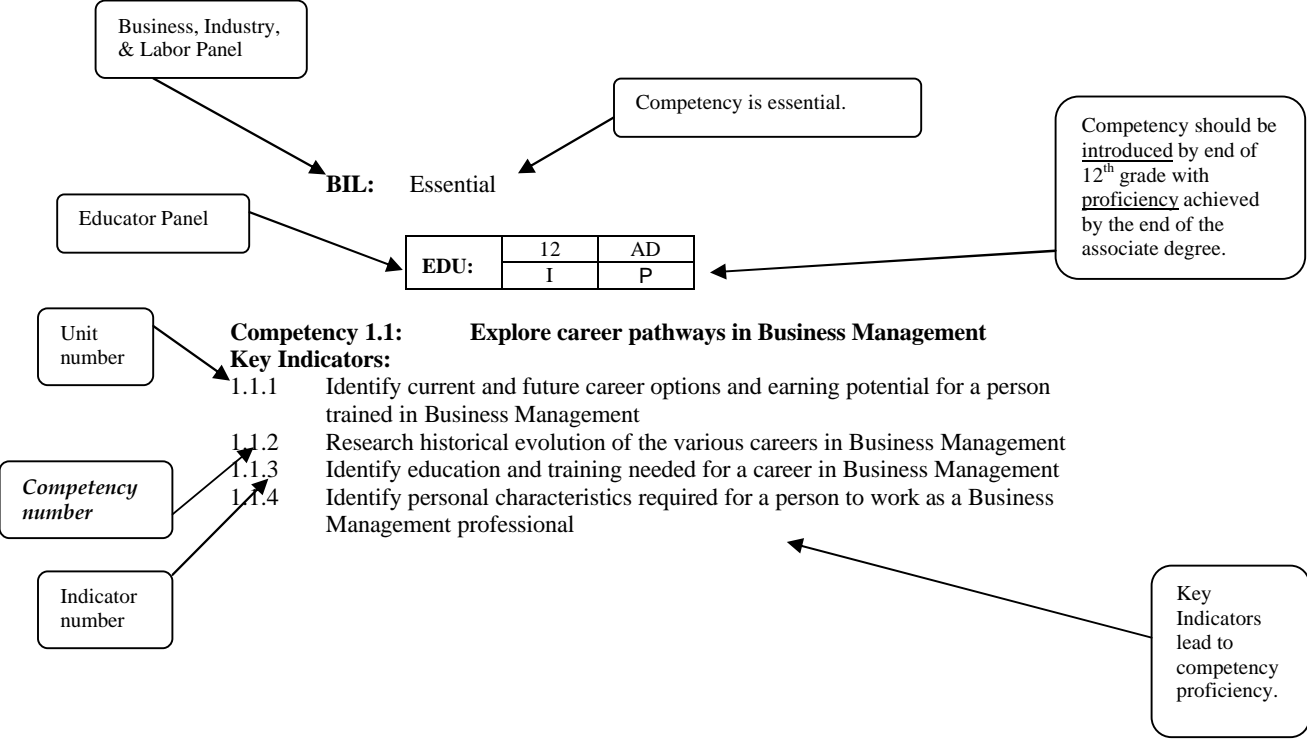
**R = Reinforced** (Competencies marked proficient at the secondary level are to be reinforced at the associate degree level.)

**Grade Level:** 12 = by the end of grade 12  
AD = by the end of the Associate Degree

### ACADEMIC CONNECTION

All College Tech Prep programs are responsible for meeting the academic content standards.

# EXAMPLE:



# Financial Services and Risk Management

Whether the ultimate goal of business under capitalism is the making of profit or not, it is certain that unless a commercial enterprise makes a profit it will cease to exist. Therefore, all managers must be aware of the financial health of an organization. The financial health of an organization is also a major guide to management's actions. Managers are sometimes caught unaware of financial difficulties resulting in panic management. All managers owe it to their company, their staff, their customers, and themselves to understand, evaluate, and monitor their financial situation. Changes in bank rates, inflation, and the stock market have significant impact upon operating decisions. What may be a good investment under one set of conditions can be a bad one when/if conditions change.

Students preparing for careers in financial services will function in a knowledge services profession. They will acquire the necessary skills to analyze data, turn information into knowledge, and share forecasting with management. Financial services areas of concentration include accounting, commercial banking, corporate finance, financial planning, insurance, investment banking, money management, real estate, and risk management.

## Sample Occupations

### Accounting

Financial Accountant

Forensic Accountant

Budget Analyst

Controller

Auditor

Credit Analyst

Management Analyst

Management Accountant

Treasurer

Tax Accountant

Chief Financial Officer

Chief Executive Officer

Cost Accountant

### Banking and Related Services

Loan Counselor

Development Officer

Teller

Customer Service Representative

**Business Financial Management**

**Financial Analyst  
Economist  
Tax Examiner  
Collector  
Revenue Agent  
Financial Manager  
Sourcing Agent**

**Financial and Investment Planning**

**Investment Specialist  
Portfolio Manager  
Securities Agent  
Stockbroker  
Sales Agent  
Investment Advisor  
Compliance Officer**

**Real Estate**

**Property Manager  
Real Estate Agent/Broker**

**Insurance**

**Underwriter  
Agent Broker  
Claims Adjuster  
Examiners/Investigators  
Insurance Adjuster/Appraiser  
Insurance Service Representative  
Loss Control Specialist  
Risk Manager**

## 2003 FINANCIAL SERVICES AND RISK MANAGEMENT COMPETENCY CHART

NOTE: Instruction in the Financial Services and Risk Management competency profile should be preceded by instruction in the Business Core Competencies. Each competency is coded: I = Introductory; P = Proficient; R = Reinforce.

INSTRUCTIONAL UNIT	CORE COMPETENCY	BUSINESS CORE All P at level 12	PROFICIENT HS	PROFICIENT AD
<b>1</b>	<b>Career Development in Business</b>			
	1.1 Demonstrate knowledge of the history of business operations	P		
	1.2 Identify desirable personality traits important to businesses	P		
	1.3 Assess personal interests and skills needed for success in business	P		
	1.4 Set personal goals	P		
	1.5 Explain the need for employee development	P		
	1.6 Explain potential career advancement patterns for jobs	P		
	1.7 Describe skills and factors that enhance career progression	P		
	1.8 Use networking techniques for professional growth	P		
	1.9 Use resources that can contribute to professional development (e.g., trade journals/periodicals, professional/trade associations, classes/seminars, trade shows, mentors)	P		
	1.10 Manage professional development	P		
<b>2</b>	<b>Professional Effectiveness</b>			
	2.1 Explain professional responsibilities	P		
	2.2 Describe work ethic standards	P		
	2.3 Identify legal and ethical behavior	P		
	2.4 Apply appropriate work ethic	P		
	2.5 Demonstrate ethical work habits	P		
	2.6 Recognize personal biases and stereotypes	P		
	2.7 Apply time-management principles	P		

<b>INSTRUCTIONAL UNIT</b>	<b>CORE COMPETENCY</b>	<b>BUSINESS CORE All P at level 12</b>	<b>PROFICIENT HS</b>	<b>PROFICIENT AD</b>
	2.8 Explain the rights of workers	P		
	2.9 Function as a self-managed employee	P		
	2.10 Follow intellectual property rights and copyright laws	P		
	2.11 Apply decision-making techniques	P		
	2.12 Apply problem-solving techniques	P		
	2.13 Explain the nature of stress management	P		
	2.14 Manage stressful situations	P		
	2.15 Achieve organizational goals	P		
	2.16 Maintain a safe working environment	P		
	2.17 Maintain company security	P		
	2.18 Participate in the organization's community outreach involvement	P		
<b>3</b>	<b>Business Economics</b>			
	3.1 Compare basic types of economic systems	P		
	3.2 Compare basic features of different economic systems	P		
	3.3 Distinguish between economic goods and services	P		
	3.4 Explain importance of resources to the economy	P		
	3.5 Describe the nature of economics and economic activities	P		
	3.6 Explain the principles of supply and demand	P		
	3.7 Describe the concept of price	P		
	3.8 Examine characteristics of business	P		
	3.9 Demonstrate knowledge of business operation	P		
	3.10 Explain concept of organized labor and business	P		
	3.11 Apply business economic concepts	P		
	3.12 Examine issues related to managing economic resources	P		
	3.13 Analyze economic indicators and trends	P		
	3.14 Explain measures used to analyze economic conditions	P		

<b>INSTRUCTIONAL UNIT</b>	<b>CORE COMPETENCY</b>	<b>BUSINESS CORE All P at level 12</b>	<b>PROFICIENT HS</b>	<b>PROFICIENT AD</b>
	3.15 Explain the role of the Consumer Price Index (CPI) in business	P		
	3.16 Explain the concept of Gross Domestic Product (GDP)	P		
	3.17 Describe the nature of current economic problems	P		
	3.18 Explain the nature of international trade	P		
	3.19 Identify the impact of cultural and social environments on world trade	P		
	3.20 Evaluate influences on a nation's ability to trade	P		
<b>4</b>	<b>Business Communications</b>			
	4.1 Explain nature of effective communication	P		
	4.2 Apply effective listening skills	P		
	4.3 Use proper grammar and vocabulary	P		
	4.4 Explain the nature of effective verbal communication	P		
	4.5 Address people properly	P		
	4.6 Handle telephone calls in a businesslike manner	P		
	4.7 Make oral presentations	P		
	4.8 Utilize written communication	P		
	4.9 Use communication technologies/systems (e.g., e-mail, facsimile transaction [FAX], voice mail, cell phones, conference calling, answering systems, teleconferencing)	P		
	4.10 Communicate using telecommunications tools	P		
	4.11 Communicate effectively following company guidelines in the business environment	P		
	4.12 Demonstrate ethical behavior in workplace communication	P		
	4.13 Foster positive working relationships	P		
	4.14 Demonstrate teamwork	P		
	4.15 Explain nature of positive customer/client relations	P		
	4.16 Explain the nature of organizational change	P		
	4.17 Describe the nature of organizational conflict	P		

INSTRUCTIONAL UNIT	CORE COMPETENCY	BUSINESS CORE All P at level 12	PROFICIENT HS	PROFICIENT AD
	4.18 Build customer and coworker relations	P		
	4.19 Build customer service	P		
	4.20 Deliver business presentations	P		
	4.21 Prepare written business documents	P		
<b>5</b>	<b>Accounting</b>			
	5.1 Complete the accounting cycle	P		
	5.2 Apply generally accepted accounting principles to determine the value of assets, liabilities, and owner's equity	P		
	5.3 Maintain cash control	P		
<b>6</b>	<b>Computation</b>			
	6.1 Apply mathematics skills in business operations	P		
	6.2 Determine mathematical procedures to solve business problems	P		
	6.3 Use mathematical procedures to calculate wages and benefits	P		
	6.4 Interpret data using common statistical procedures	P		
	6.5 Use mathematical procedures to solve business problems	P		
<b>7</b>	<b>Business Law</b>			
	7.1 Examine foundation of business law	P		
	7.2 Explore the American legal system	P		
	7.3 Describe the difference between ethics and the law	P		
	7.4 Discuss the relationships between contract law, law of sales, and consumer law	P		
	7.5 Describe legal aspects of business formation	P		
	7.6 Describe functions of commercial paper, insurance, secured transactions, and business bankruptcy	P		
<b>8</b>	<b>Technology</b>			
	8.1 Utilize computer hardware	P		
	8.2 Discuss various types of computer software	P		

<b>INSTRUCTIONAL UNIT</b>	<b>CORE COMPETENCY</b>	<b>BUSINESS CORE All P at level 12</b>	<b>PROFICIENT HS</b>	<b>PROFICIENT AD</b>
	8.3 Use computer operating systems	P		
	8.4 Use applications	P		
	8.5 Utilize on-line functions	P		
	8.6 Utilize electronic mail	P		
	8.7 Utilize the Internet	P		
	8.8 Assess impact of technology on the workplace	P		
	8.9 Use references and data from technological sources (e.g., gather, evaluate, use, cite)	P		
	8.10 Adhere to laws governing technology	P		
	8.11 Develop skills and knowledge needed to obtain technical support services	P		
	8.12 Abide by risk-management policies and procedures for technology	P		
	8.13 Follow policies for managing privacy and ethical issues in organizations	P		
	8.14 Apply technology to business applications	P		
	8.15 Use Internet as a business tool	P		
<b>9</b>	<b>International Business</b>			
	9.1 Explain impact of international business	P		
	9.2 Apply communication strategies necessary for effective and profitable international business relations	P		
<b>10</b>	<b>Management</b>			
	10.1 Identify business management practices	P		
	10.2 Discuss management functions and their integration within the business functions	P		
	10.3 Explain management theories and their application with the business environment	P		
	10.4 Describe human resource functions and their importance to an organization's successful operation	P		

<b>INSTRUCTIONAL UNIT</b>	<b>CORE COMPETENCY</b>	<b>BUSINESS CORE All P at level 12</b>	<b>PROFICIENT HS</b>	<b>PROFICIENT AD</b>
<b>11</b>	<b>Marketing</b>			
	11.1 Explain impact of marketing activities on the individual, business, and society	P		
	11.2 Describe characteristics, motivations, and behaviors of consumers	P		
	11.3 Describe influence of external factors on marketing	P		
	11.4 Discuss elements of the marketing mix and how they are used in the marketing process	P		
	11.5 Describe elements, design, and purposes of the marketing plan	P		
	11.6 Evaluate marketing concepts	P		
	11.7 Examine the role of the selling process	P		
<b>12</b>	<b>Entrepreneurship</b>			
	12.1 Identify factors to be considered by a potential entrepreneur	P		
	12.2 Apply economic concepts when making decisions for an entrepreneurial venture	P		
	12.3 Discuss how forms of business ownership, government regulations, and business ethics affect entrepreneurial ventures	P		
	12.4 Analyze financial data	P		
	12.5 Analyze credit issues	P		
	12.6 Develop a financial plan	P		
	12.7 Perform banking functions	P		
	12.8 Apply analytical skills in business operations	P		
	12.9 Identify key elements of business organizations	P		
	12.10 Identify business management practices	P		
	12.11 Perform scheduling functions	P		
	12.12 Conduct meetings and other group functions	P		
	12.13 Maintain a records management system	P		
	12.14 Manage inventory	P		

INSTRUCTIONAL UNIT	CORE COMPETENCY	BUSINESS CORE All P at level 12	PROFICIENT HS	PROFICIENT AD
	12.15 Examine personnel management concepts	P		
	12.16 Perform shipping and mailing functions	P		

INSTRUCTIONAL UNIT	FINANCIAL SERVICES AND RISK MANAGEMENT COMPETENCY	BUSINESS CORE All P at level 12	PROFICIENT HS	PROFICIENT AD
<b>1</b>	<b>Professional Development and Networking</b>			
	1.1 Explore career pathways in financial services and risk management		P	R
	1.2 Explore professional development opportunities for a financial services and risk management professional		P	R
	1.3 Utilize professional resource materials		P	R
	1.4 Apply ethical standards to decision making		P	R
<b>2</b>	<b>Accounting</b>			
	2.1 Apply basic procedures in the accounting cycle		P	R
	2.2 Complete accounting cycle		P	R
	2.3 Maintain internal accounting controls		P	R
	2.4 Complete accounts payable and accrued liability procedures		P	R
	2.5 Perform accounts and notes receivable procedures		P	R
	2.6 Complete payroll records		P	R
	2.7 Apply basic procedures in the accounting cycle		P	R
	2.8 Prepare accounting adjustments		P	R
	2.9 Analyze financial statements		I	P
	2.10 Perform accounting functions specific to a partnership		I	P
	2.11 Perform accounting functions specific to a corporation		I	P
	2.12 Perform accounting functions specific to not-for-profit and governmental organizations		I	P
<b>3</b>	<b>Accounting Specialties</b>			
	3.1 Perform managerial accounting functions			P
	3.2 Perform cost accounting functions			P

<b>INSTRUCTIONAL UNIT</b>	<b>FINANCIAL SERVICES AND RISK MANAGEMENT COMPETENCY</b>	<b>BUSINESS CORE All P at level 12</b>	<b>PROFICIENT HS</b>	<b>PROFICIENT AD</b>
	3.3 Describe tax accounting principles		I	P
	3.4 Describe forensic accounting		I	P
	3.5 Describe activity-based costing			P
	3.6 Identify impact of a potential merger/acquisition on company value			I
<b>4</b>	<b>Accounting Research and Technology</b>			
	4.1 Use strategic and critical approach to decision-making		I	P
	4.2 Describe how business risk impacts business strategy and implementation		I	P
	4.3 Prepare various reports		I	P
	4.4 Assess relevant guidance		I	P
	4.5 Maintain computerized accounting system		P	R
	4.6 Manage computerized accounting system		I	P
	4.7 Use technology to enhance accounting functions		I	P
<b>5</b>	<b>Banking Systems</b>			
	5.1 Describe banking systems		P	R
	5.2 Describe bank operating procedures		P	R
	5.3 Evaluate services provided by financial deposit institutions		P	R
	5.4 Examine negotiable instruments and the deposit function of a bank		P	R
	5.5 Analyze factors that affect the choice of credit, the cost of credit, and the legal aspects of using credit		I	P
	5.6 Analyze credit function of a bank		P	R
	5.7 Measure financial performance of banks			I
	5.8 Identify specialized products, current issues, and future trends in banking		P	R
	5.9 Identify financial forces that influence international business		I	P

<b>INSTRUCTIONAL UNIT</b>	<b>FINANCIAL SERVICES AND RISK MANAGEMENT COMPETENCY</b>	<b>BUSINESS CORE All P at level 12</b>	<b>PROFICIENT HS</b>	<b>PROFICIENT AD</b>
<b>6</b>	<b>Finance</b>			
	6.1 Demonstrate knowledge of finance concepts		P	R
	6.2 Demonstrate knowledge of business finance		P	R
	6.3 Demonstrate knowledge of business credit		I	P
<b>7</b>	<b>Financial Management</b>			
	7.1 Describe risk and rates of return		I	P
	7.2 Evaluate cost of capital			P
	7.3 Describe use of current assets		I	P
	7.4 Describe financing of current assets			P
	7.5 Describe the legal aspects of financial management		I	P
	7.6 Examine impact and relationship of government regulations and community involvement to international business management decisions		I	P
<b>8</b>	<b>Money and the Market</b>			
	8.1 Identify the symbols on the U. S. dollar		P	R
	8.2 Describe the money cycle		I	P
	8.3 Explain other payment methods		P	R
	8.4 Explore the roles played by the Federal Reserve System		I	P
	8.5 Explore ways the U. S. Federal Reserve implements monetary policy		I	P
	8.6 Discuss how economists measure economic health		I	P
	8.6 Explain factors that affect consumer confidence and why it is important to the health of the economy		I	P
	8.8 Explain economic cycles		I	P
	8.9 Investigate how currencies are floated against each other to measure their worth in the global marketplace		I	P
	8.10 Explain foreign exchange rates		I	P
	8.11 Explain how stocks are shared ownership in a corporation		I	P

<b>INSTRUCTIONAL UNIT</b>	<b>FINANCIAL SERVICES AND RISK MANAGEMENT COMPETENCY</b>	<b>BUSINESS CORE All P at level 12</b>	<b>PROFICIENT HS</b>	<b>PROFICIENT AD</b>
	8.12 Explain how stockholders have the right to vote on policy decisions (e.g., change the Board of Directors, sell the company to outside buyers)		I	P
	8.13 Explain factors that influence the value of stock		I	P
	8.14 Explain what it means for a company to go public			P
	8.15 Explain stock purchasing		I	P
	8.16 Explain how to buy and sell stock		I	P
	8.17 Explain how selling short works		I	P
	8.18 Explain buying on margin			P
	8.19 Describe how investors get stock quotations		I	P
	8.20 Identify sources of information that investors can use to evaluate stock		I	P
	8.21 Describe the U. S. stock exchanges		I	P
	8.22 Describe the steps of trading on the New York Stock Exchange			P
	8.23 Describe electronic stock market			P
	8.24 Describe how U. S. investors can buy international stocks			P
	8.25 Explain how stock market activity is reported daily in averages and indexed to assess the state of the economy		I	P
	8.26 Describe stock market cycles		I	P
	8.27 Explain how bonds finance the future			P
	8.28 Explain what information is on a bond certificate			I
	8.29 Describe bond investing			P
	8.30 Explain how mutual funds work		I	P
	8.31 Explain how to read the prospectus			P
	8.32 Explain how futures work			I
	8.33 Explain how options works			I

<b>INSTRUCTIONAL UNIT</b>	<b>FINANCIAL SERVICES AND RISK MANAGEMENT COMPETENCY</b>	<b>BUSINESS CORE All P at level 12</b>	<b>PROFICIENT HS</b>	<b>PROFICIENT AD</b>
<b>9</b>	<b>Investments</b>			
	9.1 Evaluate savings and investment options to meet short- and long-term goals		I	P
	9.2 Evaluate market factors		I	P
	9.3 Utilize investment principles		I	P
	9.4 Analyze factors affecting risk and return		I	P
	9.5 Perform quantitative and fixed income analysis			P
	9.6 Apply market risk management and capital markets			P
	9.7 Establish projections		I	P
<b>10</b>	<b>Financial Planning</b>			
	10.1 Analyze savings and investment options		I	P
	10.2 Plan investment planning methods		I	P
	10.3 Describe estates, trusts, and wills		I	P
	10.4 Prepare an estate plan			P
	10.5 Plan an investment strategy for mutual funds			P
	10.6 Describe employee annuities/IRAs (Individual Retirement Account) in a benefits package			P
	10.7 Calculate IRA distributions			P
<b>11</b>	<b>Real Estate</b>			
	11.1 Describe real estate as an investment			P
	11.2 Interpret/prepare real estate documents			P
	11.3 Explain local real estate regulations			P
	11.4 Appraise real estate			P
	11.5 Demonstrate knowledge of real estate finance			P
	11.6 Perform advanced real estate appraisals			P
	11.7 Explain real estate law			P
<b>12</b>	<b>Risk Management</b>			
	12.1 Explain types of business risk		I	P
	12.2 Identify speculative business risks			I
	12.3 Demonstrate knowledge of risk management			P

<b>INSTRUCTIONAL UNIT</b>	<b>FINANCIAL SERVICES AND RISK MANAGEMENT COMPETENCY</b>	<b>BUSINESS CORE All P at level 12</b>	<b>PROFICIENT HS</b>	<b>PROFICIENT AD</b>
	12.4 Describe methods of managing risk			P
	12.5 Perform credit risk management			P
	12.6 Explain operational and integrated risk management procedures			P
	12.7 Describe legal, accounting, and task risk management			P
	12.8 Explain regulation and compliance			I
<b>13</b>	<b>Insurance</b>			
	13.1 Describe the concept of insurance		P	R
	13.2 Analyze choices available to consumers for protection against risk and financial loss		I	P
	13.3 Investigate key factors of product liability		I	P
	13.4 Identify key components of automobile insurance		I	P
	13.5 Demonstrate knowledge of property insurance		I	P
	13.6 Identify key components of health/medical insurance		I	P
	13.7 Identify key components of life insurance		I	P
	13.8 Identify key components of disability insurance		I	P
	13.9 Analyze long-term care insurance		I	P
	13.10 Explain unemployment insurance		I	P
	13.11 Describe insurance ethics and insurance fraud		I	P
	13.12 Describe insurance claims		I	P
	13.13 Identify emerging insurance issues		I	P

# **Financial Services and Risk Management TCP**

## **Business Core Instructional Units**

- 1. Career Development for Business**
- 2. Professional Effectiveness**
- 3. Business Economics**
- 4. Business Communications**
- 5. Accounting**
- 6. Computation**
- 7. Business Law**
- 8. Technology**
- 9. International Business**
- 10. Management**
- 11. Marketing**
- 12. Entrepreneurship**

## **Financial Services and Risk Management Instructional Units**

- 1. Professional Development and Networking**
- 2. Accounting**
- 3. Accounting Specialties**
- 4. Accounting Research and Technology**
- 5. Banking Systems**
- 6. Finance**
- 7. Financial Management**
- 8. Money and the Market**
- 9. Investments**
- 10. Financial Planning**
- 11. Real Estate**
- 12. Risk Management**
- 13. Insurance**

## Core for Business TCP

### Instructional Unit 1: Career Development in Business

#### Competency 1.1: Demonstrate knowledge of the history of business operations

##### Key Indicators:

##### 1.1.1 Describe history of business

1.1.2 Compare/contrast current business practices with those of the twentieth century

1.1.3 Explore careers within the field of business and management

#### Competency 1.2: Identify desirable personality traits important to businesses

##### Key Indicators:

1.2.1 Describe personality trait terms (e.g., trait, physical traits, mental traits, emotional traits, dependability, industriousness, honesty and integrity, loyalty, positive attitude, interest and enthusiasm, adaptability, initiative, creativity, self-control, self-confidence, empathy, assertiveness, leadership, cooperativeness, orderliness)

1.2.2 Identify categories of personal traits

1.2.3 Describe interdependence of personal traits

1.2.4 Describe types of desirable personal traits in business

1.2.5 Describe steps that can be taken to change undesirable personal traits

1.2.6 Maintain appropriate personal appearance

1.2.7 Maintain positive attitude

1.2.8 Show empathy for others

1.2.9 Demonstrate interest and enthusiasm, responsible behavior, honesty and integrity, initiative, and self-control

#### Competency 1.3: Assess personal interests and skills needed for success in business

##### Key Indicators:

1.3.1 Describe personal characteristics (e.g., realistic, investigative, artistic, social, enterprising, creative)

1.3.2 Assess strengths and weaknesses

1.3.3 Explain reasons for assessing personal interests and skills

1.3.4 Discuss the importance of objectivity in personal assessment

#### Competency 1.4: Set personal goals

##### Key Indicators:

1.4.1 Describe goal-setting terms (e.g., goals and short- and long-term goals)

1.4.2 Describe benefits of setting goals

1.4.3 Demonstrate steps for setting goals

**Competency 1.5: Explain the need for employee development****Key Indicators:**

- 1.5.1 Explain benefits associated with the continuing education for employees
- 1.5.2 Identify types of training provided by companies for their employees
- 1.5.3 Identify external sources of employee training
- 1.5.4 Explain types of external training available to employees
- 1.5.5 Describe occasions when employees need training

**Competency 1.6: Explain potential career advancement patterns for jobs****Key Indicators:**

- 1.6.1 Describe occupational terms (e.g., job, career, occupation, job promotion, seniority)
- 1.6.2 Explain value of entry-level job positions
- 1.6.3 Identify reasons promotion opportunities arise
- 1.6.4 Explain why change may be necessary for workers to advance
- 1.6.5 Compare/contrast promotion opportunities among occupations and various business career pathways

**Competency 1.7: Describe skills and factors that enhance career progression****Key Indicators:**

- 1.7.1 Describe factors employers consider when making promotion decisions (e.g., skills, personal characteristics, education, seniority, job performance)
- 1.7.2 Explain techniques employees can use to enhance career progression
- 1.7.3 Explain ways of maintaining positive working relationships with other workers

**Competency 1.8: Use networking techniques for professional growth****Key Indicators:**

- 1.8.1 Describe benefits of networking
- 1.8.2 Discuss occasions and techniques for networking
- 1.8.3 Demonstrate procedures for using networking techniques for professional growth

**Competency 1.9: Use resources that can contribute to professional development (e.g., trade journals/periodicals, professional/trade associations, classes/seminars, trade shows, mentors)****Key Indicators:**

- 1.9.1 Describe benefits obtained from reading professional trade journals/periodicals
- 1.9.2 Describe benefits of membership in a professional organization
- 1.9.3 Explain ways that classes/seminars can contribute to professional development
- 1.9.4 Identify types and benefits of various trade shows

**Competency 1.10: Manage professional development****Key Indicators:**

- 1.10.1 Practice lifelong learning
- 1.10.2 Participate in professional organizations/associations
- 1.10.3 Read professional publications
- 1.10.4 Build internal/external mentor relationships
- 1.10.5 Build internal/external professional system
- 1.10.6 Build professional network
- 1.10.7 Strengthen management, communication, and leadership skills
- 1.10.8 Determine the benefits to business of employees' belonging to professional organizations (e.g., membership, networking)

## **Instructional Unit 2: Professional Effectiveness**

### **Competency 2.1: Explain professional responsibilities**

#### **Key Indicators:**

- 2.1.1 Explain need for professional and ethical standards
- 2.1.2 Explain responsibility of the individual to apply ethical standards
- 2.1.3 Identify responsibility to clients and employers
- 2.1.4 Explain consequences of unprofessional and/or unethical behavior
- 2.1.5 Explain importance of conflict resolution in the work environment

### **Competency 2.2: Describe work ethic standards**

#### **Key Indicators:**

- 2.2.1 Define work ethic
- 2.2.2 Identify factors that influence one's work ethic
- 2.2.3 Differentiate between law and ethics
- 2.2.4 Describe how personal values are reflected in work ethic
- 2.2.5 Describe how interactions in the workplace affect personal work ethic
- 2.2.6 Describe how life changes affect personal work ethic

### **Competency 2.3: Identify legal and ethical behavior**

#### **Key Indicators:**

- 2.3.1 Differentiate between legal and ethical behavior
- 2.3.2 Explain terms, principles, and characteristics of legal and ethical behavior (e.g., loyalty, discretion, competitor, supplier)
- 2.3.3 Explain legal ramifications of breaching rules and regulations
- 2.3.4 Explain effects of unethical and/or unlawful behavior

### **Competency 2.4: Apply appropriate work ethic**

#### **Key Indicators:**

- 2.4.1 Adhere to company and/or governmental policies, procedures, rules, and regulations
- 2.4.2 Exercise confidentiality
- 2.4.3 Adhere to rules of conduct
- 2.4.4 Accept constructive criticism
- 2.4.5 Offer constructive criticism
- 2.4.6 Exhibit pride in work
- 2.4.7 Resolve conflict
- 2.4.8 Mentor fellow workers
- 2.4.9 Avoid sexual connotations and harassment
- 2.4.10 Adjust to changes in the work environment
- 2.4.11 Exhibit punctuality
- 2.4.12 Assume responsibility for decisions and actions
- 2.4.13 Take responsibility for assignments
- 2.4.14 Follow chain-of-command

**Competency 2.5: Demonstrate ethical work habits****Key Indicators:**

- 2.5.1 Describe ethic terms (e.g., ethics, personal code of ethics)
- 2.5.2 Identify examples of unethical behavior at work
- 2.5.3 Describe ways to demonstrate a basic work ethic

**Competency 2.6: Recognize personal biases and stereotypes****Key Indicators:**

- 2.6.1 Describe personality terms (e.g., discrimination, prejudice, bias, stereotype)
- 2.6.2 Recognize factors that are important to consider when evaluating others in the workplace
- 2.6.3 Identify situations in which discrimination exists
- 2.6.4 Describe consequences of discrimination
- 2.6.5 Explain how federal laws protect against discrimination
- 2.6.6 Describe steps for identifying personal biases and stereotypes
- 2.6.7 Explain why diversity is an asset to an organization

**Competency 2.7: Apply time-management principles****Key Indicators:**

- 2.7.1 Describe time-management terms (e.g., time management, stress, procrastination, free time, weekly master list, technology, prioritize, delegate, to-do list)
- 2.7.2 Explain time-management process
- 2.7.3 List benefits of time management
- 2.7.4 Utilize current technology as a tool for time management

**Competency 2.8: Explain the rights of workers****Key Indicators:**

- 2.8.1 Describe employee's right to safe working environment (e.g., safe ergonomic practices, clean air)
- 2.8.2 Discuss employee's right to form unions
- 2.8.3 Explain employee's right to equitable treatment

**Competency 2.9: Function as a self-managed employee****Key Indicators:**

- 2.9.1 Propose projects
- 2.9.2 Organize tasks
- 2.9.3 Manage time
- 2.9.4 Meet deadlines
- 2.9.5 Maintain business records
- 2.9.6 Make long-term and short-term plans
- 2.9.7 Evaluate progress
- 2.9.8 Report progress

2.9.9 Delegate projects

2.9.10 Acquire appropriate licenses/registrations/credentials

**Competency 2.10: Follow intellectual property rights and copyright laws**

**Key Indicators:**

2.10.1 Explain purpose of patent

2.10.2 Explain purpose of copyright

2.10.3 Explain purpose of licenses

2.10.4 Explain purposes of trademarks

2.10.5 Explain rights of the originator

2.10.6 Explain rights of the public

2.10.7 Define confidentiality

2.10.8 Define proprietary

2.10.9 Explain legal ownership of proprietary material

2.10.10 Describe stock image/text usage rights

2.10.11 Explain negotiation of contracts

2.10.12 Explain reproduction licensing and residual usage

2.10.13 Apply concepts of intellectual property rights and copyright laws

**Competency 2.11: Apply decision-making techniques**

**Key Indicators:**

2.11.1 Identify decision to be made

2.11.1 Identify appropriate alternatives and consequences

2.11.2 Make decisions based on facts, legality, ethics, goals, and culture

2.11.3 Apply time factors

2.11.4 Present decision to be implemented

2.11.5 Evaluate decision

2.11.6 Accept responsibility for decision

2.11.7 Identify ownership of decision made

**Competency 2.12: Apply problem-solving techniques**

**Key Indicators:**

2.12.1 Identify problem

2.12.2 Select appropriate problem solving tools/techniques

2.12.3 Identify underlying causes of problem

2.12.4 Identify appropriate solutions and consequences (e.g., long-term, short-term, crisis)

2.12.5 Use resources to explore possible solutions to problem

2.12.6 Contrast advantages and disadvantages of each solution

2.12.7 Identify appropriate action

2.12.8 Evaluate results

2.12.9 Identify post-preventive action

**Competency 2.13: Explain the nature of stress management****Key Indicators:**

- 2.13.1 Describe signs of employee stress
- 2.13.2 Discuss causes of employee stress
- 2.13.3 Explain consequences of stress
- 2.13.4 Explain wellness programs that can identify, alleviate, and prevent employee stress

**Competency 2.14: Manage stressful situations****Key Indicators:**

- 2.14.1 Accept stress as integral part of life
- 2.14.2 Identify factors contributing to stress
- 2.14.3 Describe physical and emotional responses to stress
- 2.14.4 Evaluate positive and negative effects of stress on productivity
- 2.14.5 Identify strategies and/or methods to reduce/channel stress
- 2.14.6 Implement strategies to manage stress
- 2.14.7 Create strategies for developing and maintaining support systems

**Competency 2.15: Achieve organizational goals****Key Indicators:**

- 2.15.1 Evaluate personal goals in relation to organizational goals
- 2.15.2 Monitor progress by evaluating feedback
- 2.15.3 List responsibilities in relation to organizational goals
- 2.15.4 Accomplish assigned tasks
- 2.15.5 Exercise responsibility in relation to organizational goals
- 2.15.6 Set appropriate performance standards
- 2.15.7 Communicate goals with supervisor/peers
- 2.15.8 Exhibit knowledge of organization's products and services
- 2.15.9 Promote organizational image and mission

**Competency 2.16: Maintain a safe working environment****Key Indicators:**

- 2.16.1 Discuss the relationship between safety, productivity, and health
- 2.16.2 Identify health and safety standards established by government agencies
- 2.16.3 Ensure compliance with government and/or company rules and regulations related to health and safety
- 2.16.4 Access needed safety information using company and manufacturer's references
- 2.16.5 Establish preventive measures for dealing with the main causes of accidents in the work environment
- 2.16.6 Establish preventive measures for dealing with the main causes of health problems in the work environment
- 2.16.7 Establish preventive measures for dealing with violations of personnel security
- 2.16.8 Ensure maintenance of a clean work area

- 2.16.9 Perform safety inspections and audits
- 2.16.10 Solve safety problems using problem-solving, decision-making, and critical-thinking strategies

**Competency 2.17: Maintain company security**

**Key Indicators:**

- 2.17.1 Access needed information using company references
- 2.17.2 Plan security procedures in accordance with business ethics
- 2.17.3 Document security procedures
- 2.17.4 Communicate security procedures internally
- 2.17.5 Ensure compliance with security procedures
- 2.17.6 Perform security checks
- 2.17.7 Correct security problems

**Competency 2.18: Participate in the organization's community outreach involvement**

**Key Indicators:**

- 2.18.1 Propose educational, environmental, and community needs and social issues for which to focus organizational involvement
- 2.18.2 Select issues on which to focus organizational support
- 2.18.3 Participate in social and/or outreach activities
- 2.18.4 Encourage staff involvement
- 2.18.5 Recognize the importance of the organization's social and community relationships and their effects on the organization

## **Instructional Unit 3: Business Economics**

### **Competency 3.1: Compare basic types of economic systems**

#### **Key Indicators:**

- 3.1.1 Describe economic terms (e.g., economic system, traditional economic system command economic system, communism, socialism, market economic system)
- 3.1.2 Explain why economic systems are needed
- 3.1.3 Describe characteristics of economic systems
- 3.1.4 Describe characteristics of a market economic system
- 3.1.5 Describe strengths and weaknesses of various economies
- 3.1.6 Describe strengths and weaknesses of market economies

### **Competency 3.2: Compare basic features of different economic systems**

#### **Key Indicators:**

- 3.2.1 Explore existing economies by comparing command, mixed, and market economies based on the criteria of freedom, efficiency, equity, security, employment, stability, and growth
- 3.2.2 Explain how change in one component of the circular flow of economic activity affects other components
- 3.2.3 Explain how economic systems, resources, and culture affect each other
- 3.2.4 Discuss how wages and prices are determined in command and market economies
- 3.2.5 Compare command, mixed, and market economies based on the criteria of freedom, efficiency, equity, security, employment, stability, and growth

### **Competency 3.3: Distinguish between economic goods and services**

#### **Key Indicators:**

- 3.3.1 Describe economic terms (e.g., want, economic want, non-economic want, goods, services, consumer goods, industrial goods)
- 3.3.2 Distinguish between economic and non-economic wants
- 3.3.3 Distinguish between consumer and industrial goods and services
- 3.3.4 Explain how consumers affect the decision of what goods and services will be produced

### **Competency 3.4: Explain importance of resources to the economy**

#### **Key Indicators:**

- 3.4.1 Describe economic resource terms (e.g., economic resources, natural resources, capital goods, human resources, factors of production)
- 3.4.2 List reasons that economic resources are important for business
- 3.4.3 Explain why natural resources, capital resources, and human resources are limited
- 3.4.4 Describe ways that businesses respond to limited resources

**Competency 3.5: Describe the nature of economics and economic activities****Key Indicators:**

- 3.5.1 Describe economic terms (e.g., economics, scarcity, economizing, opportunity cost, trade-offs, consumption, consumer, production, producer, exchange, distribution)
- 3.5.2 Discuss why scarcity exists
- 3.5.3 Describe economic questions that all societies must answer, (e.g., what to produce, how to produce, when to produce)
- 3.5.4 Explain importance of decision-making in economics
- 3.5.5 Describe economic activities

**Competency 3.6: Explain the principles of supply and demand****Key Indicators:**

- 3.6.1 Describe supply and demand terms (e.g., demand, law of demand, supply, law of supply, law of supply and demand, buyer's market, seller's market, elasticity, elastic demand, inelastic demand)
- 3.6.2 List the conditions required for demand to exist
- 3.6.3 Describe how the laws of supply and demand effect business
- 3.6.4 Identify factors that affect elasticity
- 3.6.5 Describe factors that affect demand/supply

**Competency 3.7: Describe the concept of price****Key Indicators:**

- 3.7.1 Describe pricing terms (e.g., price, relative prices, incentives, rationing, equilibrium price, excess supply, excess demand, market price)
- 3.7.2 Describe relative prices
- 3.7.3 Explain significance of relative prices to businesses and to consumers
- 3.7.4 Discuss relationship of relative prices to the economy
- 3.7.5 Explain how prices are determined
- 3.7.6 Explain how producers respond to excess supply/demand

**Competency 3.8: Examine characteristics of business****Key Indicators:**

- 3.8.1 Discuss current trends and changing nature of business (e.g., population, social issues)
- 3.8.2 Describe how competition effects business operations (e.g., local, national, global)
- 3.8.3 Explore characteristics of a free enterprise system

**Competency 3.9: Demonstrate knowledge of business operation****Key Indicators:**

- 3.9.1 Determine factors affecting business risk and profit
- 3.9.2 Explain concepts of competition and productivity
- 3.9.3 Analyze impact of specialization/division of labor on productivity

**Competency 3.10: Explain concept of organized labor and business****Key Indicators:**

- 3.10.1 Describe labor terms (e.g., labor union, local, national, federation, collective bargaining, strikes, picketing, boycotts, featherbedding, lockouts, injunctions, strikebreakers)
- 3.10.2 Identify types of labor issues
- 3.10.3 Classify types of unions and levels of union organization

**Competency 3.11: Apply business economic concepts****Key Indicators**

- 3.11.1 Identify economic resources
- 3.11.2 Analyze the functions of money
- 3.11.3 Identify the difference between economics and economic activities
- 3.11.4 Identify the relationship between business, society, and government
- 3.11.5 Apply the concept of economic goods and services to given business situations
- 3.11.6 Apply the concept of utility to given business situations
- 3.11.7 Apply the concept of supply and demand to given business situations
- 3.11.8 Apply the concepts of competition to given business situations
- 3.11.9 Apply the concept of price to given business situations
- 3.11.10 Apply the concept of opportunity cost to given business situations

**Competency 3.12: Examine issues related to managing economic resources****Key Indicators:**

- 3.12.1 Identify the types of economic systems
- 3.12.2 Analyze the interdependence between government and business
- 3.12.3 Identify the factors that influence management decisions
- 3.12.4 Track work flow using flow charts

**Competency 3.13: Analyze economic indicators and trends****Key Indicators:**

- 3.13.1 Identify business cycles
- 3.13.2 Investigate the nature of current and past economic problems
- 3.13.3 Identify leading indicators
- 3.13.4 Identify lagging indicators

**Competency 3.14: Explain measures used to analyze economic conditions****Key Indicators:**

- 3.14.1 Describe: unemployment rate, frictional unemployment, structural unemployment, cyclical unemployment, seasonal unemployment, technological unemployment, full employment, inflation rate, price level, interest rate
- 3.14.2 Describe cost of unemployment for a nation
- 3.14.3 Describe causes of inflation and recession

- 3.14.4 Explain how inflation impacts the economy
- 3.14.5 Explain the impact of interest rate fluctuations on an economy

**Competency 3.15: Explain the role of the Consumer Price Index (CPI) in business**

**Key Indicators:**

- 3.15.1 Describe Consumer Price Index
- 3.15.2 Describe how the Consumer Price Index is determined and how it changes
- 3.15.3 Identify major kinds of consumer spending that make up the Consumer Price Index
- 3.15.4 Explain how the Consumer Price Index is used to find the rate of inflation
- 3.15.5 Describe limitations on the use of the Consumer Price Index
- 3.15.6 Explain how price instability affects economic performance

**Competency 3.16: Explain the concept of Gross Domestic Product (GDP)**

**Key Indicators:**

- 3.16.1 Describe: gross domestic product (GDP), personal consumption expenditures, gross private domestic investment, government purchases of goods and services, net exports of goods and services, trade deficit, trade surplus, uncounted production, underground economy, double counting
- 3.16.2 Identify categories of goods and services that make up GDP
- 3.16.3 Describe problems encountered in calculating GDP
- 3.16.4 Explain importance of a country's GDP
- 3.16.5 Describe ways to increase GDP

**Competency 3.17: Describe the nature of current economic problems**

**Key Indicators:**

- 3.17.1 Describe: balanced budget, budget deficit, federal budget, comparable worth, deregulation, equal employment, global competition, national debt, pollution, poverty, suburban flight, urban blight
- 3.17.2 Identify examples of current economic problems that affect a community
- 3.17.3 Explain causes of current economic problems
- 3.17.4 Draw conclusions about prices by interpreting the Consumer Price Index over a 10-year period
- 3.17.5 Determine inflation rates
- 3.17.6 Calculate unemployment rates
- 3.17.7 Identify possible solutions to current economic problems

**Competency 3.18: Explain the nature of international trade**

**Key Indicators:**

- 3.18.1 Describe: imports, exports, international trade, absolute advantage, and comparative advantage
- 3.18.2 Describe reasons that international trade takes place
- 3.18.3 List gains from international trade
- 3.18.4 Identify ways in which the U.S. economy is affected by international trade

3.18.5 Describe types of trade barriers

3.18.6 Explain techniques used by governments to improve international trade relations

**Competency 3.19: Identify the impact of cultural and social environments on world trade**

**Key Indicators:**

3.19.1 Describe: culture, beliefs, values, assumptions, cultural baggage, business subculture, family unit, gender roles, family-work relationships, mobility, class system, language, customs, social relationships

3.19.2 Explain why business subcultures shape the behaviors of business people

3.19.3 Describe how culture influences the components of social organization

3.19.4 Explain how culture influences communication

3.19.5 Describe the impact of values on culture

3.19.6 Explain the importance of understanding the culture of international trading partners

**Competency 3.20: Evaluate influences on a nation's ability to trade**

**Key Indicators:**

3.20.1 Describe: trade sanctions, expropriation, economic nationalism, civil unrest, exchange rates, literacy level, agricultural dependency, industrialized countries, less-developed countries, developing countries, and infrastructure

3.20.2 Describe the impact of political risk on a nation's ability to trade

3.20.3 Explain the impact of economic risks on a nation's ability to trade

3.20.4 Describe factors that affect a nation's ability to trade, (e.g., government policies, geographic location, fluctuating interest rates)

3.20.5 Describe factors that influence a nation's level of economic development

3.20.6 Compare/contrast the economic development of less-developed, developing, and industrialized countries

3.20.7 Explain the impact of a country's infrastructure on its ability to trade

## **Instructional Unit 4: Business Communications**

### **Competency 4.1: Explain nature of effective communication**

#### **Key Indicators:**

- 4.1.1 Explain importance of effective communication in business
- 4.1.2 Identify characteristics of effective communication
- 4.1.3 Identify barriers to effective communication
- 4.1.4 Describe techniques for overcoming barriers to effective communication
- 4.1.5 Differentiate between fact, judgment, and inference
- 4.1.6 Discuss issues with electronic communications (e.g., no reflection of voice tone, potential for forwarding information)

### **Competency 4.2: Apply effective listening skills**

#### **Key Indicators:**

- 4.2.1 Describe importance of listening to others
- 4.2.2 Discuss barriers to effective listening
- 4.2.3 Explain elements of effective listening
- 4.2.4 Practice active listening

### **Competency 4.3: Use proper grammar and vocabulary**

#### **Key Indicators:**

- 4.3.1 Use correct subject/verb agreement in sentences
- 4.3.2 Use correct noun/pronoun agreement in sentences
- 4.3.3 Use correct use of adverbs and adjectives in sentences
- 4.3.4 Use correct word usage in sentences
- 4.3.5 Explain importance of a technical vocabulary
- 4.3.6 Explain the consequences of excessive use of jargon
- 4.3.7 Explain relationship of business success to proper grammar
- 4.3.8 Demonstrate proper use of grammar and vocabulary

### **Competency 4.4: Explain the nature of effective verbal communication**

#### **Key Indicators:**

- 4.4.1 Explain importance of effective verbal communication in business
- 4.4.2 Describe how nonverbal communication affects verbal messages
- 4.4.3 Explain importance of voice in communicating with others

### **Competency 4.5: Address people properly**

#### **Key Indicators:**

- 4.5.1 Identify situations in which business employees need to address others in a businesslike manner
- 4.5.2 Explain importance of addressing others in a businesslike manner

**Competency 4.6: Handle telephone calls in a businesslike manner****Key Indicators:**

- 4.6.1 Describe proper verbal skills needed to handle telephone calls
- 4.6.2 Explain standard procedures for taking phone messages
- 4.6.3 Describe procedures for handling telephone calls in a businesslike manner (e.g., professionalism, consider inflection in voice, attitude conveyed)

**Competency 4.7: Make oral presentations****Key Indicators:**

- 4.7.1 Identify occasions when oral presentations are required
- 4.7.2 Explain the importance of communication skills in oral presentations (e.g., speaking clearly, using correct grammar, using appropriate gestures with audience contact)
- 4.7.3 Describe characteristics of effective oral presentations
- 4.7.4 Discuss role of visual support in making oral presentations
- 4.7.5 Demonstrate procedures for making oral presentations
- 4.7.6 Use technology to enhance oral presentations

**Competency 4.8: Utilize written communication****Key Indicators:**

- 4.8.1 Explain importance of effective written communication
- 4.8.2 Prepare written communication
- 4.8.3 Identify types of written communication used in business
- 4.8.4 Identify characteristics of effective written communication (e.g., brevity neatness/accuracy when using written communication in business)

**Competency 4.9: Use communication technologies/systems (e.g., e-mail, facsimile transaction [FAX], voice mail, cell phones, conference calling, answering systems, teleconferencing)****Key Indicators:**

- 4.9.1 Identify communication technologies/systems often used in businesses
- 4.9.2 Describe benefits of communications technologies/systems
- 4.9.3 Explain procedures for using communications technologies/systems
- 4.9.4 Demonstrate use of communications technologies/systems
- 4.9.5 Discuss legal implications of using electronic equipment

**Competency 4.10: Communicate using telecommunications tools****Key Indicators**

- 4.10.1 Identify company policies regarding use of telecommunications tools (telephones, answering machine, voice mail, e-mail, teleconferencing systems)
- 4.10.2 Operate telecommunications equipment in accordance with company policy
- 4.10.3 Communicate via telephones, voice mail, e-mail, teleconferencing systems

- 4.10.4 Keep up-to-date concerning new and emerging communications technologies
- 4.10.5 Take complete and accurate telephone messages
- 4.10.6 Deliver phone messages according to criticality of message
- 4.10.7 Follow established telephone etiquette

**Competency 4.11: Communicate effectively following company guidelines in the business environment**

**Key Indicators:**

- 4.11.1 Follow directions
- 4.11.2 Describe guidelines for communicating with other employees (e.g., protocol of communications, types of information transmitted via different channels of staff communications, importance of effective state communications to business)
- 4.11.3 Explain use of interdepartmental/company communication
- 4.11.4 Give directions for completing job tasks
- 4.11.5 Conduct meetings

**Competency 4.12: Demonstrate ethical behavior in workplace communication**

**Key Indicators:**

- 4.12.1 Respect the privacy of others
- 4.12.2 Describe ethical considerations in providing information
- 4.12.3 Demonstrate procedures for treating others fairly in the workplace (e.g., with gender, sexual orientation, physical condition, ethnic heritage, lifestyle, harassment)
- 4.12.4 Demonstrate guidelines for developing cultural sensitivity

**Competency 4.13: Foster positive working relationships**

**Key Indicators:**

- 4.13.1 Describe work related terms (e.g., human relations, interdependence, defeatist attitude, inferior attitude, superiors attitude, mature attitude, authoritarian leaders, democratic leaders, laissez-faire leaders)
- 4.13.2 Describe importance of effective human relations at work
- 4.13.3 Identify skills needed to develop effective relationships
- 4.13.4 Discuss significance of interdependence among workers
- 4.13.5 Describe leadership styles
- 4.13.6 Explain actions employees should take to establish effective working relationships with each leadership style

**Competency 4.14: Demonstrate teamwork**

**Key Indicators:**

- 4.14.1 Distinguish between teams and groups
- 4.14.2 Identify types of teams used by businesses (e.g., standing committee, short-term committee, quality circles, project teams, work teams)
- 4.14.3 Explain importance of teams
- 4.14.4 Participate as a contributing team member

**Competency 4.15: Explain nature of positive customer/client relations****Key Indicators:**

- 4.15.1 Discuss importance of positive customer/client relations
- 4.15.2 Describe techniques for building positive customer/client relations
- 4.15.3 Explain nature of customer inquiries
- 4.15.4 Describe guidelines for handling customer inquiries
- 4.15.5 Demonstrate use of proper procedure for solving a customer inquiry

**Competency 4.16: Explain the nature of organizational change****Key Indicators:**

- 4.16.1 Describe types of organizational change (e.g., term organizational change, reactive change, planned change)
- 4.16.2 Identify forces that create the need for organizational change
- 4.16.3 Explain barriers to organizational change
- 4.16.4 Describe management techniques for overcoming the barriers to organizational change
- 4.16.5 Explain guidelines for implementing planned organizational change

**Competency 4.17: Describe the nature of organizational conflict****Key Indicators:**

- 4.17.1 Explain types of conflict within organizations
- 4.17.2 Explain causes of organizational conflict
- 4.17.3 Explain consequences of conflict on organizations
- 4.17.4 Describe steps for conflict resolution

**Competency 4.18: Build customer and coworker relations****Key Indicators:**

- 4.18.1 Provide needed information to customers and coworkers in a considerate and respectful manner
- 4.18.2 Project a professional business image (e.g., appearance, voice, grammar, word usage, enunciation, nonverbal communication)
- 4.18.3 Gather information needed for international business communication
- 4.18.4 Demonstrate business professionalism through the use of appropriate manners in accordance with established protocols and company policies

**Competency 4.19: Build customer service****Key Indicators:**

- 4.19.1 Identify organization's products and services including own strengths as a sales agent
- 4.19.2 Recognize the importance of all customers to the business
- 4.19.3 Determine customers' individual needs
- 4.19.4 Interact with customers in a professional manner (e.g., prompt, friendly, courteous, helpful, knowledgeable, understandable)

- 4.19.5 Follow through on commitments made to customers (e.g., special orders, delivery specifications, new items)
- 4.19.6 Communicate business policies to customers
- 4.19.7 Handle merchandise returns in accordance with customer service policy
- 4.19.8 Handle merchandise complaints in accordance with customer service policy
- 4.19.9 Facilitate customer service through the maintenance of key information systems
- 4.19.10 Maintain customer base

**Competency 4.20: Deliver business presentations****Key Indicators:**

- 4.20.1 Identify types of presentations for business use
- 4.20.2 Outline presentations
- 4.20.3 Enhance presentation delivery using various types of technology
- 4.20.4 Project a professional business image (e.g., appearance, voice, grammar, word usage, enunciation, nonverbal communication)

**Competency 4.21: Prepare written business documents****Key Indicators:**

- 4.21.1 Prepare written business documents using various formats (e.g., letters, thank-you notes, acknowledgments, transcripts, memorandums)
- 4.21.2 Prepare complex written reports (e.g., research, analysis, legal)

## **Instructional Unit 5: Accounting**

### **Competency 5.1: Complete the accounting cycle**

#### **Key Indicators:**

- 5.1.1 Describe terminology in the accounting cycle
- 5.1.2 Analyze transactions using source documents
- 5.1.3 Explain double-entry system of accounting
- 5.1.4 Apply debit and credit rules when analyzing business transactions
- 5.1.5 Prepare a chart of accounts
- 5.1.6 Apply debit and credit rules when recording business transactions
- 5.1.7 Analyze differences in the uses of credit cards, debit cards, installment loans, term loans, and commercial loans
- 5.1.8 Journalize transactions using various journal formats
- 5.1.9 Post transactions to general ledger
- 5.1.10 Post adjustments (e.g., accruals, deferrals)
- 5.1.11 Post closing entries
- 5.1.12 Prepare a trial balance
- 5.1.13 Post transactions to subsidiary ledgers
- 5.1.14 Prepare accounting reports (e.g., balance sheets, income statements, worksheets)
- 5.1.15 Use spreadsheets and accounting software to maintain accounting records

### **Competency 5.2: Apply generally accepted accounting principles to determine the value of assets, liabilities, and owner's equity**

#### **Key Indicators:**

- 5.2.1 Create/maintain accounts receivable subsidiary ledger
- 5.2.2 Apply appropriate accounting concepts and techniques for acquisition, depreciation, and disposal of property
- 5.2.3 Create/maintain accounts payable subsidiary ledger
- 5.2.4 Record mortgage and lease obligations and subsequent principal and interest payments
- 5.2.5 Apply appropriate accounting techniques to account for investments and withdrawals by owners
- 5.2.6 Determine inventory valuation according to different plans including LIFO (last in; first out), FIFO (first in; first out), specific identification, and weighted average

### **Competency 5.3: Maintain cash control**

#### **Key Indicators:**

- 5.3.1 Identify cash control procedures (e.g., signature cards, deposit slips, internal/external controls, check clearing)
- 5.3.2 Process checks
- 5.3.3 Reconcile a bank statement
- 5.3.4 Journalize/post entries to establish and replenish petty cash

- 5.3.5 Journalize/post entries related to banking activities
- 5.3.6 Explain the benefits of electronic funds transfer (e.g., automated teller machine [ATM] transactions, debit cards, direct deposits)

## **Instructional Unit 6: Computation**

### **Competency 6.1: Apply mathematics skills in business operations**

#### **Key Indicators:**

- 6.1.1 Solve for unknowns using algebraic equations
- 6.1.2 Apply number relations (e.g., greater than, less than, equal)
- 6.1.3 Interpret measurements (e.g., weight, capacity, length, area, volume)
- 6.1.4 Calculate break-even sales
- 6.1.5 Calculate discounts and due dates
- 6.1.6 Calculate percentages
- 6.1.7 Make estimates based on given data (e.g., time, financial, inventory)
- 6.1.8 Prove financial data (e.g., checkbooks, cash drawers, accounting forms)

### **Competency 6.2: Determine mathematical procedures to solve business problems**

#### **Key Indicators:**

- 6.2.1 Determine correct mathematical processes to use for various problem situations using correct formula when appropriate
- 6.2.2 Select/utilize appropriate tools, programs, and/or procedures when solving problems (e.g., calculators, spreadsheets)

### **Competency 6.3: Use mathematical procedures to calculate wages and benefits**

#### **Key Indicators:**

- 6.3.1 Describe math terms/concepts related to the workplace (e.g., gross pay, net pay, Federal Insurance Commission Act [FICA], commissions)
- 6.3.2 Maintain payroll register and individual earnings records and tax information
- 6.3.3 Complete employer's quarterly federal tax return/data for employee and employer tax
- 6.3.4 Calculate fringe benefits
- 6.3.5 Calculate wage and salary increase plans (e.g., Cost-of-Living Allowance [COLA], merit increases, profit sharing)

### **Competency 6.4: Interpret data using common statistical procedures**

#### **Key Indicators:**

- 6.4.1 Use tables, charts, and graphs (e.g., construct, read, interpret)
- 6.4.2 Infer data from tables, charts, and graphs
- 6.4.3 Calculate measures of central tendency (i.e., mean, median, mode)
- 6.4.4 Construct frequency distribution
- 6.4.5 Use probability concepts to solve problems involving uncertainty

**Competency 6.5: Use mathematical procedures to solve business problems****Key Indicators:**

- 6.5.1 Compute compound interest and the resulting compound amount at the maturity date for savings and investments
- 6.5.2 Calculate present value of an investment with compound interest
- 6.5.3 Determine outstanding amount for installment purchases
- 6.5.4 Determine finance/additional charges, periodic payment, total costs, and APR (annual percentage rate) on an installment contract
- 6.5.5 Calculate effects of early payoff of an installment plan
- 6.5.6 Calculate net business purchases with discounts and purchase returns and allowances
- 6.5.7 Determine dollar amount of markdown, regular selling price, or reduced price when one of the three variables are unknown

## Instructional Unit 7: Business Law

### Competency 7.1: Examine foundation of business law

#### Key Indicators:

- 7.1.1 Explain why laws exist
- 7.1.2 Compare/contrast ethics, morals, and law
- 7.1.3 Describe relationship between historical law and current law
- 7.1.4 Explain use of the *Constitution* and *Bill of Rights* as sources of law
- 7.1.5 Compare/contrast the United States Constitution with state and local law
- 7.1.6 Match regulatory agencies with their responsibilities
- 7.1.7 Describe rights and responsibilities of customers/clients
- 7.1.8 Compare/contrast the American business law system with systems in other developed countries

### Competency 7.2: Explore the American legal system

#### Key Indicators:

- 7.2.1 Compare/contrast federal, state, and local court systems
- 7.2.2 Describe concept of jurisdiction
- 7.2.3 Explain how jurisdiction applies to the court system
- 7.2.4 Identify various categories of law (e.g., civil, criminal, corporate)
- 7.2.5 Compare/contrast the sources of international law
- 7.2.6 Distinguish between the roles of legal professionals (e.g., judges, lawyers, paralegals)
- 7.2.7 Explain role of the appellate and supreme courts
- 7.2.8 Describe how the litigation process works
- 7.2.9 Explain the advantages and disadvantages of arbitration, mediation, and conciliation
- 7.2.10 Describe statute of limitations
- 7.2.11 Identify different areas of civil law that impact businesses (e.g., tort, contract, property law)
- 7.2.12 Describe different types of business crime (e.g., arson, forgery, embezzlement, insurance fraud, trademark/copyright)

### Competency 7.3: Describe the difference between ethics and the law

#### Key Indicators:

- 7.3.1 Explain relationship between the law and ethics
- 7.3.2 Identify consequences of unethical and illegal conduct
- 7.3.3 Describe effects of ethics in business

### Competency 7.4: Discuss the relationships between contract law, law of sales, and consumer law

#### Key Indicators:

- 7.4.1 List elements required to create a contract
- 7.4.2 Determine whether the characteristics of enforceable contract exists
- 7.4.3 List the ways a contract can be discharged

- 7.4.4 Describe breach of contract
- 7.4.5 Differentiate between goods, service, and real property contracts
- 7.4.6 Identify various types of warranties and how each of the warranties may be excluded or modified
- 7.4.7 Explain remedies when a breach of contract occurs
- 7.4.8 Identify rights and responsibilities of consumers
- 7.4.9 Identify reasons for bankruptcy laws
- 7.4.10 Explain representation
- 7.4.11 Describe the different types of bankruptcy (e.g., chapter 7, 11, 13)

**Competency 7.5: Describe legal aspects of business formation**

**Key Indicators:**

- 7.5.1 Identify types of business ownership
- 7.5.2 Describe powers and duties of partners
- 7.5.3 Distinguish between the different types of partners (e.g., silent, dormant, secret)
- 7.5.4 Outline legal procedures for forming and running a sole proprietorship, limited liability company, and general partnership
- 7.5.5 Describe legislation that affects partnerships (e.g., Uniform Partnership Act Revised Uniform Partnership Act)
- 7.5.6 Identify how a partnership may be dissolved by the acts of the partners, operation of the law, and order of the court
- 7.5.7 Explain the difference between a foreign and domestic corporation
- 7.5.8 Differentiate between types of corporations (e.g., profit, nonprofit, domestic, foreign, alien corporations)
- 7.5.9 Describe functions of the board of directors/trustees and officers of a corporation with regard to control of corporate affairs
- 7.5.10 Differentiate between common and preferred stock
- 7.5.11 Differentiate between types of corporate expansion (e.g., mergers, consolidations, conglomerates)
- 7.5.12 Describe ways corporate existence may be dissolved
- 7.5.13 Describe characteristics of a franchise and how it is formed
- 7.5.14 Describe legal documents necessary to operate a company (e.g., by-laws, code of regulations)

**Competency 7.6: Describe functions of commercial paper, insurance, secured transactions, and business bankruptcy**

**Key Indicators:**

- 7.6.1 Explain essential elements of a negotiable instrument
- 7.6.2 Describe different types of endorsements
- 7.6.3 Explain contractual relationship between a bank and its customers
- 7.6.4 Describe legal effect of forgeries and material alterations
- 7.6.5 Explain difference between negotiation of order paper and negotiation of bearer paper
- 7.6.6 Compare different types of life insurance (e.g., ordinary, limited payment, endowment, term)

- 7.6.7 Compare different types of property insurance (e.g., automobile, homeowner's, marine)
- 7.6.8 Explain differences in health insurance coverage
- 7.6.9 Describe a secured transaction
- 7.6.10 Describe collateral (e.g., secured and unsecured)
- 7.6.11 Discuss various aspects of business bankruptcy (e.g., Chapter 7—Liquidation, Chapter 11—Reorganization, and Chapter 13—Reorganization of Debts)
- 7.6.12 Describe the Uniform Commercial Code
- 7.6.13 Describe how secured transactions must be recorded to make them enforceable (e.g., State Secretary of State, County Recorder's Office)
- 7.6.14 Explain trademark and copyright law
- 7.6.15 Describe federal agencies which monitor corporate transactions
- 7.6.16 Explain a security
- 7.6.17 Explain the primary function of the United States Securities Exchange Commission and the National Association of Securities Dealers
- 7.6.18 Name/describe the federal acts with which companies and individuals must comply in order to sell securities
- 7.6.19 Describe the due diligence process

## **Instructional Unit 8: Technology**

### **Competency 8.1: Utilize computer hardware**

#### **Key Indicators:**

- 8.1.1 Identify different types of computers
- 8.1.2 Describe how computers work and process information
- 8.1.3 Explain how individual computers fit into large systems
- 8.1.4 Identify the function of computer hardware components
- 8.1.5 Identify common problems associated with individual components
- 8.1.6 Identify issues related to computer performance and how it is affected by different components of the computer
- 8.1.7 Identify the factors that go into a decision on how to purchase a computer

### **Competency 8.2: Discuss various types of computer software**

#### **Key Indicators:**

- 8.2.1 Identify how software works and how software and hardware work together to perform computing tasks
- 8.2.2 Identify different types of software (e.g., presentation software, accounting software, database software, scheduling software, instant messaging, video conferencing, virus protection software, image manipulation software, document management software)
- 8.2.3 Describe the tasks for which each type of software is most suited

### **Competency 8.3: Use computer operating systems**

#### **Key Indicators:**

- 8.3.1 Identify types of operating systems
- 8.3.2 Describe how an operating system works
- 8.3.3 Manipulate the vendor-specific desktop, files, and disks
- 8.3.4 Be able to change system settings
- 8.3.5 Install/uninstall software

### **Competency 8.4: Use applications**

#### **Key Indicators:**

#### **Common Program Functions**

- 8.4.1 Start/exit a vendor-specific application
- 8.4.2 Utilize sources of online help
- 8.4.3 Identify common on-screen elements of vendor-specific applications
- 8.4.4 Change applications settings
- 8.4.5 Manage files within an application
- 8.4.6 Perform common editing (e.g., cut, copy, paste, spellcheck)
- 8.4.7 Perform common printing functions

**Word Processing Functions**

- 8.4.8 Format text and documents
- 8.4.9 Utilize automatic formatting or override automatic formatting
- 8.4.10 Add tables and graphics to documents

**Spreadsheet Functions**

- 8.4.11 Modify worksheet data and structure
- 8.4.12 Sort data and manipulate data using formulas and functions
- 8.4.13 Format a worksheet
- 8.4.14 Add pictures and charts to a worksheet

**Competency 8.5: Utilize on-line functions****Key Indicators:**

- 8.5.1 Access networks and the Internet
- 8.5.2 Identify network fundamentals and the benefits and risks of network computing
- 8.5.3 Identify the relationship between computer networks, other communication networks (telephone), and the Internet

**Competency 8.6: Utilize electronic mail****Key Indicators:**

- 8.6.1 Identify how electronic mail works
- 8.6.2 Identify how to use an electronics mail application
- 8.6.3 Identify the appropriate use of e-mail
- 8.6.4 Discuss e-mail related etiquette
- 8.6.5 Send/receive/store e-mail messages

**Competency 8.7: Utilize the Internet****Key Indicators:**

- 8.7.1 Identify different types of information sources on the Internet
- 8.7.2 Use a Web browsing application
- 8.7.3 Search the Internet for information

**Competency 8.8: Assess impact of technology on the workplace****Key Indicators:**

- 8.8.1 Explain the benefits and drawbacks of technological advancements
- 8.8.2 Describe how new developments in technology affect the supply/demand characteristics of the job market
- 8.8.3 Describe how technology has changed organization structures
- 8.8.4 Describe how technology has transformed business processes and relationships
- 8.8.5 Describe how technology has changed the manner in which training is offered and implemented
- 8.8.6 Evaluate technological developments that have changed the way people perform their tasks and assignments

- 8.8.7 Research future trends in technology
- 8.8.8 Determine current technology needs for various types of businesses

**Competency 8.9: Use references and data from technological sources (e.g., gather, evaluate, use, cite)**

**Key Indicators:**

- 8.9.1 Use technology resources to retrieve information, (e.g., compact discs, Internet, DVDs [Digital Video Disc])
- 8.9.2 Use search procedures appropriate to type of information, nature of source, and nature of query
- 8.9.3 Evaluate credibility and bias of information sources
- 8.9.4 Use information in decision making
- 8.9.5 Cite sources of all types of data

**Competency 8.10: Adhere to laws governing technology**

**Key Indicators:**

- 8.10.1 Determine when a software program can be protected by labeling it a trade secret
- 8.10.2 Determine when a software program can be protected by a patent or copyright
- 8.10.3 Identify the circumstances that constitute the violation of a software program copyright
- 8.10.4 Determine when computer-related contracts are service contracts and when they are sale-of-goods contracts
- 8.10.5 Explain how the law can be used to prevent the use of computers to invade privacy
- 8.10.6 Discuss impact of the laws of different countries on computer law

**Competency 8.11: Develop skills and knowledge needed to obtain technical support services**

**Key Indicators**

- 8.11.1 Use a logical and structured approach to isolate and identify problem sources and resolve problems
- 8.11.2 Use resources for problem identification and resolution (e.g., hardware, software, online)
- 8.11.3 Use technical computer language to communicate with support technicians
- 8.11.4 Recognize need to maintain technical currency and the need to grow professionally

**Competency 8.12: Abide by risk-management policies and procedures for technology**

**Key Indicators:**

- 8.12.1 Adhere to safety and security policies (e.g., acceptable use policy, Web page policies)
- 8.12.2 Apply ergonomic techniques to technology tasks
- 8.12.3 Adhere to federal and state laws that apply to safety and security including laws pertaining to computer crime, fraud, and abuse

- 8.12.4 Follow procedures used to restart and recover from situations (e.g., system failure, virus infection)
- 8.12.5 Follow policies regarding controls to prevent loss of integrity of data and other information resources

**Competency 8.13: Follow policies for managing privacy and ethical issues in organizations**

**Key Indicators:**

- 8.13.1 Adhere to organization policies for privacy and intellectual property
- 8.13.2 Demonstrate legal and ethical behaviors when using technology
- 8.13.3 Explain consequences of illegal and unethical use of technology
- 8.13.4 Explain property, privacy, access, and accuracy issues pertaining to technology, including the impact of these issues on individuals and organizations

**Competency 8.14: Apply technology to business applications**

**Key Indicators:**

- 8.14.1 Determine the appropriate software application for task
- 8.14.2 Apply advanced word processing skills to design work place documents (e.g., mail merge, tables, macros, envelopes, labels)
- 8.14.3 Design and manage database for workplace applications (e.g., query, filter, sort, merge, reports)
- 8.14.4 Design spreadsheets for workplace applications (e.g., templates, macros, formulas, functions, graphs, charts, links)
- 8.14.5 Produce multimedia presentation for the workplace (e.g., sound bytes, animation, transition, image download or import, video)
- 8.14.6 Produce workplace documents using desktop publishing software
- 8.14.7 Manipulate image files
- 8.14.8 Create a webpage for business applications
- 8.14.9 Maintain electronic files (e.g., server, workstation, shared files)
- 8.14.10 Capture text using OCR (optical character reader) software
- 8.14.11 Produce documents using voice recognition technology
- 8.14.12 Maintain and troubleshoot computer workstation (e.g., install software, download plugins, defrag hard drive, run scan disk, delete temporary and other unnecessary files, change ink cartridges and toner, scan for viruses, troubleshoot common problems)
- 8.14.13 Complete workplace applications that integrate word processing (e.g., spreadsheets, database, multimedia software)

**Competency 8.15: Use Internet as a business tool**

**Key Indicators:**

- 8.15.1 Distinguish between Internet and Intranet
- 8.15.2 Use e-mail to send and receive messages and attachments
- 8.15.3 Demonstrate appropriate Internet uses for business (e.g., copyright, netiquette, privacy issues, ethics)

- 8.15.4 Analyze basic components of an electronic business website
- 8.15.5 Identify advantages and disadvantages of electronic business procedures (e.g., e-commerce)

## **Instructional Unit 9: International Business**

### **Competency 9.1: Explain impact of international business**

#### **Key Indicators:**

- 9.1.1 Describe impact of international business activities on the local, state, national, and international economics
- 9.1.2 Discuss impact of emerging economies and political changes on international operations
- 9.1.3 Determine impact of geography on international business (e.g., climate; time zones, distance; topography; and social, economic, religion, natural resources)
- 9.1.4 Explain relationships of major trade alliances with each other

### **Competency 9.2: Apply communication strategies necessary for effective and profitable international business relations**

#### **Key Indicators:**

- 9.2.1 Identify basic words and phrases in languages used in business throughout the world
- 9.2.2 Identify business challenges related to people speaking various languages
- 9.2.3 Explain conversation modifications for communicating with a person who speaks English as a second language
- 9.2.4 Explain the usage of names, titles, and ranks in different cultures and countries
- 9.2.5 Discuss international business blunders resulting from ineffective or incorrect communication patterns
- 9.2.6 Identify cultural differences in food, dress, and social behaviors throughout the world
- 9.2.7 Identify major holidays of various cultures and the impact on doing business internationally
- 9.2.8 Identify appropriate use of gift giving in business relationships in various cultures
- 9.2.9 Compare business protocol in various countries
- 9.2.10 Identify cultural attitudes about time, silence, space, and body and eye contact in relation to successful international business relationships
- 9.2.11 Describe how process of negotiating may be affected by cultural differences
- 9.2.12 Describe role and use of electronic communication tools (e.g., Internet, video-and computer-conferencing, webcasts, email) in international business activities

## **Instructional Unit 10: Management**

### **Competency 10.1: Identify business management practices**

#### **Key Indicators:**

- 10.1.1 Identify functions of management
- 10.1.2 Identify management levels and their role in the organization
- 10.1.3 Identify areas of management and their relationship to business functions (e.g., human resources, financial, facility inventory, information systems, logistics, accounting)

### **Competency 10.2: Discuss management functions and their integration within the business functions**

#### **Key Indicators:**

- 10.2.1 Identify key management functions (e.g., planning, organizing, leading/directing, evaluating/controlling)
- 10.2.2 Discuss importance of vision, mission, and goal setting within the context of the business environment
- 10.2.3 Describe role of the strategic planning process
- 10.2.4 Identify business plan components
- 10.2.5 Explain how management uses various resources in the organizing process to accomplish goals
- 10.2.6 Describe how organizations provide accountability by delegating authority and assigning responsibility
- 10.2.7 Differentiate between leading and managing
- 10.2.8 Discuss various leadership styles
- 10.2.9 Discuss management skills necessary for leading/directing at various management levels
- 10.2.10 Discuss importance of the evaluating/controlling function in the business environment
- 10.2.11 Discuss alternative actions when goals are not being met for a specific situation (e.g., changing goals and strategies)
- 10.2.12 Discuss measurements of performance
- 10.2.13 Identify the impact that various employment and social laws may have on leading and managing business

### **Competency 10.3: Explain management theories and their application with the business environment**

#### **Key Indicators:**

- 10.3.1 Discuss management theories
- 10.3.2 Identify motivation theories that impact management (e.g., Maslow and Herzberg)
- 10.3.3 Describe interaction between management levels
- 10.3.4 Discuss interrelationships of a variety of organizational models (e.g., line, line and staff, functional)
- 10.3.5 Describe line versus staff departments and the authority relationship between them
- 10.3.6 Describe effects of group dynamics on group decision making and consensus building

**Competency 10.4: Describe human resource functions and their importance to an organization's successful operation****Key Indicators:**

- 10.4.1 Identify activities of the human resource unit
- 10.4.2 Describe how workplace legislation has changed the workplace (e.g., Affirmative Action, Right-to-privacy, Americans with Disabilities Act [ADA])
- 10.4.3 Identify tools used in the recruitment and selection of employees
- 10.4.4 Identify legislation affecting the recruitment and selection process
- 10.4.5 Explain why orientation and training are needed for successful employee performance
- 10.4.6 Discuss why professional development is a shared responsibility between a business and an employee
- 10.4.7 Identify value of cross-training
- 10.4.8 Explain employee evaluation process
- 10.4.9 Identify impact of performance appraisals on employees
- 10.4.10 Identify compensation plans, benefit packages, and incentive programs available to employees
- 10.4.11 Identify advancement opportunities within an organization
- 10.4.12 Discuss concept of rightsizing
- 10.4.13 Discuss how internal and external factors affect rightsizing (e.g., economy, compensation, government regulations)
- 10.4.14 Describe collective-bargaining process
- 10.4.15 Explain the changing roles of labor unions
- 10.4.16 Describe legal strategies used by labor and management (e.g., strikes, boycotts, layoffs, lockouts)

## **Instructional Unit 11: Marketing**

### **Competency 11.1: Explain impact of marketing activities on the individual, business, and society**

#### **Key Indicators:**

- 11.1.1 Describe how a successful marketing strategy is built on positive customer relations
- 11.1.2 Identify elements of the marketing mix (e.g., product, price, place, promotion)
- 11.1.3 Describe the wide scope of marketing (e.g., business-to-consumer, business-to-business, industrial, nonprofit, personal, government, electronic)
- 11.1.4 Describe importance of marketing in a global society

### **Competency 11.2: Describe characteristics, motivations, and behaviors of consumers**

#### **Key Indicators:**

- 11.2.1 Describe impact of consumer differences (e.g., life stages and socioeconomic characteristics) on buying decisions
- 11.2.2 Differentiate among types of consumers and other types of consumers (e.g., government, business, industry, nonprofit)
- 11.2.3 Describe characteristics of the changing domestic and global population (e.g., demographics, ethnographics, geographic, psychographics)
- 11.2.4 Differentiate between rational (cognitive) and emotional (affective) buying motives
- 11.2.5 Identify ways that appearance of business (to include professional offices, online businesses, and in-store businesses) impact a customer's perceptions and expectations
- 11.2.6 Identify the tools of market segmentation (e.g., demographics, ethnographics, psychographics, geographics)
- 11.2.7 Explain ways that segmentation can be used to identify target markets

### **Competency 11.3: Describe influence of external factors on marketing**

#### **Key Indicators:**

- 11.3.1 Discuss impact of changing economic conditions on marketing strategies
- 11.3.2 Describe ways competition affects marketing decisions
- 11.3.3 Explain competitive situations and impact they have on marketing decisions (e.g., monopolistic, oligopolistic, pure competition)
- 11.3.4 Identify special interest groups concerned with marketing policy (e.g., stockholders, consumer groups, labor groups, environmental groups)
- 11.3.5 Discuss ways in which marketers may respond to the concerns of special interest groups

### **Competency 11.4: Discuss elements of the marketing mix and how they are used in the marketing process**

#### **Key Indicators:**

- 11.4.1 Identify elements of the marketing mix (e.g., products, price, place, promotion)
- 11.4.2 Discuss each element and how it is interrelated with other elements of the marketing mix

**Competency 11.5: Describe elements, design, and purposes of the marketing plan****Key Indicators:**

- 11.5.1 Explain why a marketing plan is essential
- 11.5.2 Identify the components of a marketing plan
- 11.5.3 Discuss why a marketing plan is not a static document

**Competency 11.6: Evaluate marketing concepts****Key Indicators:**

- 11.6.1 Identify marketing functions and related activities
- 11.6.2 Analyze market segmentation and its role in the marketing plan
- 11.6.3 Identify the purposes and functions of the marketing plan
- 11.6.4 Analyze the effects of marketing
- 11.6.5 Identify current trends in marketing and their effects on business operations
- 11.6.6 Analyze promotional planning strategies

**Competency 11.7: Examine the role of the selling process****Key Indicators:**

- 11.7.1 Identify the elements necessary to convey a professional appearance and businesslike image
- 11.7.2 Determine strategies for identifying your audience/clients and their needs and motives
- 11.7.3 Determine strategies for analyzing competitors' offerings
- 11.7.4 Identify sales support services and the benefits for customers
- 11.7.5 Interpret business policies so they can be understood by customers/clients
- 11.7.6 Demonstrate knowledge of products/services
- 11.7.7 Determine strategies for feature-benefit selling
- 11.7.8 Identify the important of each person's role in the selling process

## **Instructional Unit 12: Entrepreneurship**

### **Competency 12.1: Identify factors to be considered by a potential entrepreneur**

#### **Key Indicators:**

- 12.1.1 Identify characteristics of a successful entrepreneur
- 12.1.2 Examine rewards and risks of owning a business
- 12.1.3 Discuss trade-offs between the roles of a manager and an entrepreneur
- 12.1.4 Identify unique contributions of entrepreneurs to the economy of a country
- 12.1.5 Explain feasibility of starting a home-based or Internet-based business
- 12.1.6 Describe the different styles of hierarchy
- 12.1.7 Review roles of each level of the hierarchy
- 12.1.8 Explain how each level of the hierarchy impacts the business

### **Competency 12.2: Apply economic concepts when making decisions for an entrepreneurial venture**

#### **Key Indicators:**

- 12.2.1 Compare/contrast the different types of market structures (e.g., competition, monopoly)
- 12.2.2 Assess how market prices ration goods and services among those who want them
- 12.2.3 Assess how market prices provide an incentive to produce goods and services
- 12.2.4 Discuss how prices are determined for products/services

### **Competency 12.3: Discuss how forms of business ownership, government regulations, and business ethics affect entrepreneurial ventures**

#### **Key Indicators:**

- 12.3.1 Compare rewards and risks of buying an existing business, starting an entirely new business, or purchasing a franchise
- 12.3.2 Compare rewards and risks of the various forms of business ownership
- 12.3.3 Identify impact of government regulations on business
- 12.3.4 Identify strategies that facilitate ethical behavior in a small business
- 12.3.5 Identify potential consequences of unethical business practices

### **Competency 12.4: Analyze financial data**

#### **Key Indicators:**

- 12.4.1 Analyze financial reports both electronically and manually (e.g., profit/loss statements, balance sheets)
- 12.4.2 Evaluate cost-profit relationships
- 12.4.3 Predict financial outcomes relative to business decisions and financial data

**Competency 12.5: Analyze credit issues****Key Indicators:**

- 12.5.1 Analyze differences in the uses of credit cards, debit cards, installment loans, term loans, and commercial loans
- 12.5.2 Determine factors involved in issuing credit
- 12.5.3 Identify the components of credit reports

**Competency 12.6: Develop a financial plan****Key Indicators:**

- 12.6.1 Identify components of a financial plan
- 12.6.2 Compare various sources of capital and types of loans
- 12.6.3 Compare methods of financing given business and personal endeavors
- 12.6.4 Set long-term financial goals and objectives (e.g., business, personal)

**Competency 12.7: Perform banking functions****Key Indicators:**

- 12.7.1 Maintain a checkbook using proper reconciliation methods
- 12.7.2 Complete bank deposits/records
- 12.7.3 Inspect currency for counterfeit bills, check authenticity, credit card fraud, smart card fraud, check card fraud, and electronic currency fraud
- 12.7.4 Calculate the cost of accepting credit cards

**Competency 12.8: Apply analytical skills in business operations****Key Indicators:**

- 12.8.1 Determine information needed to solve problems and make decisions
- 12.8.2 Determine whether information is sufficient, insufficient, or extraneous when solving business problems
- 12.8.3 Interpret data to solve problems and make decisions
- 12.8.4 Apply information from tables, charts, and graphs to problem solving and decision-making
- 12.8.5 Interpret work-flow and organizational charts
- 12.8.6 Apply logic skills to business decisions

**Competency 12.9: Identify key elements of business organizations****Key Indicators:**

- 12.9.1 Identify the parts of a business plan
- 12.9.2 Identify the relationship between the business plan and the business organization
- 12.9.3 Identify current trends in various industries
- 12.9.4 Identify types of business ownership and the characteristics of each
- 12.9.5 Identify advantages and disadvantages of various types of business ownership
- 12.9.6 Identify forms of international business activities
- 12.9.7 Identify barriers of international trade

**Competency 12.10: Identify business management practices****Key indicators:**

- 12.10.1 Identify functions of management
- 12.10.2 Identify management levels and their role in the organization
- 12.10.3 Identify areas of management (e.g., human resources, financial, facility, inventory, information systems, logistics)

**Competency 12.11: Perform scheduling functions****Key Indicators:**

- 12.11.1 Maintain appointment calendars (e.g., written and electronic)
- 12.11.2 Maintain schedules
- 12.11.3 Manage scheduling conflicts
- 12.11.4 Create calendar/schedule of activities (itineraries)
- 12.11.5 Identify the need for management across projects

**Competency 12.12: Conduct meetings and other group functions****Key Indicators:**

- 12.12.1 Plan meetings
- 12.12.2 Apply parliamentary procedure
- 12.12.3 Schedule meetings
- 12.12.4 Prepare agendas
- 12.12.5 Make necessary meeting room arrangements
- 12.12.6 Make arrangements for participants' special needs (e.g., dietary, hearing, vision, handicap access, foreign language needs)
- 12.12.7 Facilitate meetings
- 12.12.8 Participate in group discussions and meetings
- 12.12.9 Communicate roles and responsibilities of committee members and officers

**Competency 12.13: Maintain a records management system****Key Indicators:**

- 12.13.1 Develop a system for maintaining necessary company records
- 12.13.2 Maintain secured and protected filing systems
- 12.13.3 Store materials within appropriate filing systems
- 12.13.4 Retrieve requested materials from established filing systems
- 12.13.5 Archive materials according to company policy
- 12.13.6 Purge filing systems in accordance with company policy

**Competency 12.14: Manage inventory****Key Indicators:**

- 12.14.1 Select inventory control systems(s) (e.g., periodic, perpetual, LIFO [last in, first out], FIFO [first in, first out]) appropriate for inventory needs
- 12.14.2 Maintain inventory control records and systems

- 12.14.3 Identify reasons for inventory shrinkage
- 12.14.4 Prepare inventory records and reports

**Competency 12.15: Examine personnel management concepts**

**Key Indicators:**

- 12.15.1 Identify effective skills and strategies for working with organization and groups of people
- 12.15.2 Identify the kinds of rewards, incentives, and motivators people seek at work
- 12.15.3 Identify the roles of formal and informal groups within organizations
- 12.15.4 Identify the role of performance evaluations

**Competency 12.16: Perform shipping and mailing functions**

**Key Indicators:**

- 12.16.1 Identify various classes of mail and shipments
- 12.16.2 Identify various shipping services (e.g., priority, insured, certified, registered, overnight)
- 12.16.3 Identify types of shipping and mailing services (e.g., United Parcel Service [UPS], US Postal Services, private carriers)
- 12.16.4 Sort/distribute mail or shipments
- 12.16.5 Identify delivery requirements (e.g., package, domestic, international)
- 12.16.6 Select delivery method and services appropriate for needs

Ohio College Tech Prep Curriculum Services

# Financial Services and Risk Management TCP

## Instructional Unit 1: Professional Development and Networking

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

**Competency 1.1: Explore career pathways in financial services and risk management**

**Key Indicators:**

- 1.1.1 Identify current and future career options for a person trained in Financial Services and Risk Management
- 1.1.2 Research the historical evolution of the various careers in Financial Services and Risk Management
- 1.1.3 Identify education and training needed for a career in Financial Services and Risk Management
- 1.1.4 Identify personal characteristics required for a person to work as a Financial Services or Risk Management professional

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

**Competency 1.2: Explore professional development opportunities for a financial services and risk management professional**

**Key Indicators:**

- 1.2.1 Research continuing education courses or programs available to enhance skills, to remain current in the profession, and for career advancement
- 1.2.2 Describe various certifications for financial services and risk management professionals
- 1.2.3 Identify professional associations opportunities for financial services and risk management professionals
- 1.2.5 Build internal/external mentor relationships
- 1.2.7 Identify networking opportunities internally and externally
- 1.2.8 Interact with other professionals
- 1.2.9 Establish professional relationships

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

**Competency 1.3: Utilize professional resource materials**

**Key Indicators:**

- 1.2.4 Determine resources to maintain professional skills (e.g., websites, networking, colleagues, professional associations)
- 1.3.1 Identify financial services and risk management publications (e.g., books, periodicals, newsletters)
- 1.3.2 Discriminate among types of information (e.g., essential, important, critical, nice to know)
- 1.3.3 Determine validity and reliability of resources
- 1.3.4 Utilize reading skills according to information needs (e.g., skim, comprehend, analyze)
- 1.3.5 Maintain resource files

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

**Competency 1.4: Apply ethical standards to decision making**

**Key Indicators:**

- 1.4.1 Discuss social and ethical responsibilities of workers in the financial services profession
- 1.4.2 Research various professional codes of conduct
- 1.4.3 Research company ethical standards
- 1.4.4 Describe consequences of unethical behavior
- 1.4.5 Discuss implications when dealing with conflicts of interest

## Instructional Unit 2: Accounting

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

### Competency 2.1: Apply basic procedures in the accounting cycle

#### Key Indicators:

- 2.1.1 Describe the purpose and functions of accounting systems
- 2.1.2 Classify items as assets, liabilities, or owner's equity
- 2.1.3 Describe effects of revenue, expense, and drawing accounts on owner's equity
- 2.1.4 Journalize business transactions using the double-entry system

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

### Competency 2.2: Complete accounting cycle

#### Key Indicators:

- 2.2.1 Analyze transactions
- 2.2.2 Prepare/maintain a chart of accounts
- 2.2.3 Journalize transactions using various journal formats
- 2.2.4 Post transactions to general ledger
- 2.2.5 Prepare worksheet
- 2.2.6 Prepare financial statements (balance sheet, income statements)
- 2.2.7 Journalize/post adjusting entries
- 2.2.8 Close temporary accounts
- 2.2.9 Prepare a post-closing trial balance
- 2.2.10 Analyze financial statements

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

### Competency 2.3: Maintain internal accounting controls

#### Key Indicators:

- 2.3.1 Describe qualities of an adequate system of internal accounting control
- 2.3.2 Describe risks of inadequate internal accounting controls

- 2.3.3 Determine components for internal control procedures based on characteristics and risks of a business (e.g., segregation of duties, physical custody, pre-numbering documents)

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

**Competency 2.4: Complete accounts payable and accrued liability procedures**

**Key Indicators:**

- 2.4.1 Accrue expense invoices in proper accounting period  
 2.4.2 Calculate accrual for other liabilities (e.g., accrued payroll, accrued vacation, contingent liabilities)  
 2.4.3 Maintain accounts payable detail records

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

**Competency 2.5: Perform accounts and notes receivable procedures**

**Key Indicators:**

- 2.5.1 Determine point of sale and record all revenue transaction in the proper accounting period  
 2.5.2 Maintain the accounts receivable subsidiary ledger  
 2.5.3 Apply cash payments as appropriate  
 2.5.4 Calculate the reserve for uncollectable accounts receivable  
 2.5.5 Maintain notes receivable records  
 2.5.6 Calculate interest for notes receivable  
 2.5.7 Calculate/interpret accounts receivable turnover ratio  
 2.5.8 Compare/contrast the effects of the direct write-off and allowance methods  
 2.5.9 Maintain aging of accounts receivable

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

**Competency 2.6: Complete payroll records****Key Indicators:**

- 2.6.1 Prepare/maintain payroll records using manual and computerized systems
- 2.6.2 Calculate earnings at an hourly, piece rate, salary, piece rate on a salary, commission, or salary/commission basis
- 2.6.3 Compute employee gross earnings, deductions, and withholdings to determine net pay
- 2.6.4 Calculate employer's payroll taxes (e.g., Social Security; Medicare; federal unemployment; state unemployment; other local, state, and federal taxes; employee benefits paid by the employer)
- 2.6.5 Apply other pre-tax and post-tax deductions (e.g., child support, 401K, IRS Levies, charitable contributions, court ordered deductions)
- 2.6.6 Determine methods of dissemination of payroll funds (e.g., direct deposit, mail)
- 2.6.7 Prepare payroll checks
- 2.6.8 Prepare federal, state, and local payroll reports
- 2.6.9 Journalize/post entries related to payroll
- 2.6.10 Prepare commercial bank deposits

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

**Competency 2.7: Apply basic procedures in the accounting cycle****Key Indicators:**

- 2.7.1 Maintain cash controls
- 2.7.2 Identify cash control procedures (e.g., signature cards, deposit slips, internal/external controls, check clearing, credit cards)
- 2.7.3 Write checks
- 2.7.4 Maintain a check register
- 2.7.5 Endorse checks
- 2.7.6 Reconcile a bank statement
- 2.7.7 Journalize/post entries to establish/replenish petty cash
- 2.7.8 Journalize/post entries related to banking activities
- 2.7.9 Explain the benefits of electronic funds transfer (ETF) (e.g., ATM transactions, debit cards, direct deposit, wire transfers, automated clearinghouse)
- 2.7.10 Prepare bank deposits

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

**Competency 2.8: Prepare accounting adjustments****Key Indicators:**

- 2.8.1 Calculate depreciation of assets (e.g., straight line, declining balance, units of production)
- 2.8.2 Prepare a plant asset register
- 2.8.3 Journalize disposal of assets (e.g., sale, disposal, trade-in)
- 2.8.4 Calculate bad debts (e.g., uncollectible accounts, direct write-offs)
- 2.8.5 Journalize adjustments of prepaid (deferred) expenses as assets or expenses
- 2.8.6 Journalize adjustments of prepaid (deferred) revenue as liabilities or income
- 2.8.7 Calculate interest on notes and discounted notes
- 2.8.8 Perform adjustments for inventory costing and analysis (e.g., periodic, perpetual, last in/first out (LIFO), first in/first out (FIFO))

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 2.9: Analyze financial statements****Key Indicators:**

- 2.9.1 Analyze income statement and balance sheet of a business using vertical analysis
- 2.9.2 Evaluate impact of changes in operating procedures, accounting methods, and estimates on the financial statements and ratios
- 2.9.3 Analyze charts and graphs to present the financial condition of the business
- 2.9.4 Determine cost of goods sold and gross profit
- 2.9.5 Analyze corporate financial data using a variety of sources

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 2.10: Perform accounting functions specific to a partnership****Key Indicators:**

- 2.10.1 Record entries for forming a partnership, admitting a new partner, and reporting financial transactions for a partnership
- 2.10.2 Analyze a partnership agreement and the legal right of mutual agency

- 2.10.3 Record entries to distribute earnings according to fixed percentage, percentage of equity, interest on equity, or salaries
- 2.10.4 Record entries to liquidate a partnership

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 2.11: Perform accounting functions specific to a corporation**

**Key Indicators:**

- 2.11.1 Analyze the articles of incorporation required to start a corporation
- 2.11.2 Differentiate between common and preferred stocks and par-and no par-value stock
- 2.11.3 Record issuance of common and preferred stock at par, more or less at par, or for assets other than cash
- 2.11.4 Differentiate between stocks and bonds
- 2.11.5 Journalize the issuance of bonds a means of acquiring additional capital
- 2.11.6 Calculate/journalize the interest payment on bonds
- 2.11.7 Record transactions for dividend declaration and payment to stockholders
- 2.11.8 Calculate/journalize federal income tax expense and complete the corporate worksheet

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 2.12: Perform accounting functions specific to not-for-profit and governmental organizations**

**Key Indicators:**

- 2.12.1 Differentiate between the types, purposes, and characteristics of not-for-profit and governmental organizations
- 2.12.2 Prepare annual operating budget for not-for-profit and government organizations
- 2.12.3 Record property tax revenues, collection of property taxes, delinquent taxes, expenditures and encumbrances, liabilities and investments of government organizations

## Instructional Unit 3: Accounting Specialties

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

### Competency 3.1: Perform managerial accounting functions

#### Key Indicators:

- 3.1.1 Prepare budgets for sales and purchases, selling and administrative expenses, revenue and expenses, cash receipts and payments, and cash budget
- 3.1.2 Analyze budget income statement
- 3.1.3 Compare the projected budget amounts with actual amounts through preparation of a performance report
- 3.1.4 Prepare cash flow statement
- 3.1.5 Calculate financial strength analysis by determining current ratio of assets to liabilities, acid-test ratio, debt ratio, working capital, equity ratio, and equity per share
- 3.1.6 Prepare comparative financial statements with component percentages for horizontal and vertical trend analysis
- 3.1.7 Determine acceptable levels of financial performance to be used as a basis for management decisions

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

### Competency 3.2: Perform cost accounting functions

#### Key Indicators:

- 3.2.1 Distinguish between direct and indirect expenses
- 3.2.2 Record cost entries for a merchandising and manufacturing business
- 3.2.3 Describe a materials ledger
- 3.2.4 Describe a finished goods ledger for a manufacturing business
- 3.2.5 Describe a cost sheet for a manufacturing business
- 3.2.6 Describe the flow of the manufacturing process from raw materials to finished product
- 3.2.7 Describe entries that summarize cost records at the end of the fiscal year

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 3.3: Describe tax accounting principles****Key Indicators:**

- 3.3.1 Describe basic tax accounting practices
- 3.3.2 Explain minimum record-keeping procedures
- 3.3.3 Describe personal and corporate taxation structure

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 3.4: Describe forensic accounting****Key Indicators:**

- 3.4.1 Describe the purpose of forensic accounting
- 3.4.2 Develop investigative skills necessary to uncover financial fraud
- 3.4.3 Determine the measure of resulting damages from financial fraud
- 3.4.4 Provide litigation support to corporate and outside counsel

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

**Competency 3.5: Describe activity-based costing****Key Indicators:**

- 3.5.1 Describe activity-based costing
- 3.5.2 Describe how activity-based cost accounting is used to increase profitability
- 3.5.3 Describe how to use activity drives, profitability maps, continuous improvement, and cost behavior to increase profitability

**BIL:** Essential

<b>EDU:</b>	12	AD
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**Competency 3.6: Identify impact of a potential merger/acquisition on company value**

**Key Indicators:**

- 3.6.1 Describe mergers and acquisitions
- 3.6.2 Perform a financial analysis to identify synergies
- 3.6.3 Examine securities markets and acquisition candidates
- 3.6.4 Screen acquisition candidates
- 3.6.5 Determine impact of a merger on financial statement
- 3.6.6 Perform post-acquisition analysis

## Instructional Unit 4: Accounting Research and Technology

### Research

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

### **Competency 4.1: Use strategic and critical approach to decision-making**

#### **Key Indicators:**

- 4.1.1 Identify problems and potential approaches for solutions
- 4.1.2 Use quantitative techniques to determine relative importance and likelihood of alternative scenarios
- 4.1.3 Employ model building to quantify problems or test solutions
- 4.1.4 Evaluate the cost/benefit of alternative solutions
- 4.1.5 Organize/evaluate information, alternatives, cost/benefits, and risks/rewards
- 4.1.6 Link data, knowledge, and insights together for decision-making purposes
- 4.1.7 Identify strengths, weaknesses, opportunities and threats associated with specific scenario, cases, or business activities

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

### **Competency 4.2: Describe how business risk impacts business strategy and implementation**

#### **Key Indicators:**

- 4.2.1 Identify risks of negative outcomes (e.g., fraud)
- 4.2.2 Evaluate controls that mitigate risk of negative outcomes through prevention or detection and correction
- 4.2.3 Assess/control unmitigated risks through designing and applying tests
- 4.2.4 Communicate impact of identified risks
- 4.2.5 Recommend corrective action

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 4.3: Prepare various reports****Key Indicators:**

- 4.3.1 Describe work performed and conclusions in a manner that enhances the report's usefulness
- 4.3.2 Utilize appropriate media in report preparation and presentation

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 4.4: Assess relevant guidance****Key Indicators:**

- 4.4.1 Use relevant research skills
- 4.4.2 Access relevant standards, rules, and other information
- 4.4.3 Evaluate different sources of information
- 4.4.4 Reconcile conflicting or ambiguous data
- 4.4.5 Apply existing rules to problems not explicitly described
- 4.4.6 Identify relevant information such as industry trends, internal performance history, benchmarks, and best practices

**Technology****BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

**Competency 4.5: Maintain computerized accounting systems****Key Indicators:**

- 4.5.1 Differentiate between manual and computerized accounting systems
- 4.5.2 Use accounting software to complete the accounting cycle
- 4.5.3 Use accounting software to maintain cash control
- 4.5.4 Use accounting software to prepare payroll
- 4.5.5 Describe how accounting transactions are reflected in electronic environments

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 4.6: Manage computerized accounting system**

**Key Indicators:**

- 4.6.1 Access electronic databases to obtain decision-supporting information
- 4.6.2 Assess the risk of technology and automated business processes
- 4.6.3 Use technology assisted tools to assess
- 4.6.4 Control risks and document work performed
- 4.6.5 Build models and simulations
- 4.6.6 Mine electronic data sources

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 4.7: Use technology to enhance accounting functions**

**Key Indicators:**

- 4.7.1 Prepare graphs/charts to electronically support accounting records
- 4.7.2 Manage departmentalized records electronically
- 4.7.3 Maintain voucher records electronically
- 4.7.4 Record accounting entries electronically
- 4.7.5 Maintain corporate accounting records electronically
- 4.7.6 Maintain cost accounting records electronically
- 4.7.7 Maintain managerial accounting records electronically

## Instructional Unit 5: Banking Systems

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

### Competency 5.1: Describe banking systems

#### Key Indicators:

- 5.1.1 Research history of banking
- 5.1.2 Identify the difference between banks, credit unions, and savings and loans
- 5.1.3 Explain the importance of insured deposits for banks, credit unions, and savings and loans
- 5.1.4 Describe how a financial institution makes their money, and the role of savers and borrowers
- 5.1.5 Discuss reasons for the creation of the Federal Reserve System
- 5.1.6 Examine various types of financial institutions
- 5.1.7 Examine role of credit unions
- 5.1.8 Describe role of the Federal Deposit Insurance Corporation (FDIC) and Office of Controller of Currency (OCC)
- 5.1.9 Examine state and federal laws that impact the banking industry
- 5.1.10 Describe impact of government regulations on the banking industry
- 5.1.11 Describe how financial institutions use deposited funds
- 5.1.12 Explain role of banks in the investment of financial resources
- 5.1.13 Explain role of banks in the accumulation of financial resource

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

### Competency 5.2: Describe bank operating procedures

#### Key Indicators:

- 5.2.1 Use financial terminology in banking communications
- 5.2.2 Examine major functions of banks and bank employees
- 5.2.3 Explain consequences of borrowing money
- 5.2.4 Describe method by which interest is spread over the life of the loan
- 5.2.5 Discuss ways to establish and maintain a good credit rating
- 5.2.6 Describe process of getting a loan
- 5.2.7 Explain requirements of most lending institutions granting loan approval
- 5.2.8 Explain what collateral is and the importance of using it when getting a loan
- 5.2.9 Describe debt/income ratios

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

**Competency 5.3: Evaluate services provided by financial deposit institutions****Key Indicators:**

- 5.3.1 Identify various types of financial deposit institutions
- 5.3.2 List the basic services provided by financial deposit institutions
- 5.3.3 Identify the rights and responsibilities associated with using a checking account
- 5.3.4 Describe the steps involved in opening and using a checking account
- 5.3.5 Compare/contrast the different types of checking accounts offered by various financial deposit institutions
- 5.3.6 Compare electronic means of transfer (e.g., debit cards, automated teller machines [ATM], and automatic deposits/payments) offered by various financial deposit institutions
- 5.3.7 Describe why there are various means of transferring funds
- 5.3.8 Identify other means of transferring funds (e.g., money orders, certified checks)
- 5.3.9 Recognize the costs associated with services offered by financial deposit institutions (e.g., overdrafts, stop-payment orders)
- 5.3.10 Describe and use the steps involved in the bank reconciliation process
- 5.3.11 Compare/contrast the various forms of endorsement
- 5.3.12 Discuss advantages and disadvantages of e-banking/on-line banking
- 5.3.13 Analyze private and security issues associated with financial transactions

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

**Competency 5.4: Examine negotiable instruments and the deposit function of a bank****Key Indicators:**

- 5.4.1 Contrast features of various types of deposit accounts
- 5.4.2 Evaluate examples of negotiable instruments
- 5.4.3 Discuss use of float from the perspective of the consumer or the bank

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 5.5: Analyze factors that affect the choice of credit, the cost of credit, and the legal aspects of using credit**

**Key Indicators:**

- 5.5.1 Explain when and why borrowing is used for the purchase of goods and services
- 5.5.2 Describe risks and responsibilities associated with using credit
- 5.5.3 Evaluate costs and benefits of credit
- 5.5.4 Identify methods of establishing and maintaining a good credit rating
- 5.5.5 Determine advantages and disadvantages of credit
- 5.5.6 Define interest as a cost of credit and explain why it is charged
- 5.5.7 Identify various types of credit including the different types of credit cards
- 5.5.8 Explain why amount of principal, the period of the loan, and the interest rate affect the amount of interest charged
- 5.5.9 Explain credit ratings and credit reports and describe why they are important to consumers
- 5.5.10 Explain why interest rates varies with the amount of risk assumed by the lender
- 5.5.11 Analyze various sources and types of credit (e.g., short- and long-term) and related costs
- 5.5.12 Select appropriate form of credit for a particular buying decision
- 5.5.13 Compare/contrast the various aspects of credit cards (e.g., annual percentage rate [APR], grace period, incentive buying, methods of calculating interest, fees, minimum payments)
- 5.5.14 Explain the importance of credit reports and factors that influence them
- 5.5.15 Identify components listed on a credit report
- 5.5.16 Explain how credit report information is used
- 5.5.17 Describe relationship between a credit rating and the cost of credit
- 5.5.18 Recognize signals of credit problems
- 5.5.19 Analyze advantages and disadvantages of various alternatives for resolving credit problems
- 5.5.20 Research rights and responsibilities of consumers according to credit legislation (e.g., truth-in-lending, fair credit reporting, equal credit opportunity, fair debt collection)
- 5.5.21 Compare and contrast the legal aspects of different forms of credit (e.g., title transfer, responsibility limits, collateral requirements, co-signing)
- 5.5.22 Describe legal and illegal types of credit that carry high interest rates (e.g., payday loans, rent-to-buy agreements, loan sharking)
- 5.5.23 Analyze Fair Credit Reporting Act and its effect on credit reporting
- 5.5.24 Explain role of consumer reporting agencies
- 5.5.25 Calculate the outstanding amount for installment purchases and the effects of early payoff

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

**Competency 5.6: Analyze credit function of a bank**

**Key Indicators:**

- 5.6.1 Analyze a credit application
- 5.6.2 Compare/contrast different types of loan products
- 5.6.3 Calculate bank interest rate spread charts
- 5.6.4 Describe functions of a bank trustee
- 5.6.5 Examine impact of economic cycle on the financial needs of business

**BIL:** Essential

<b>EDU:</b>	12	AD
		I

**Competency 5.7: Measure financial performance of banks**

**Key Indicators:**

- 5.7.1 Interpret basic reports that reflect financial data
- 5.7.2 Compare primary performance ratios (e.g., efficiency ratios, earning ratios, return on assets)

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

**Competency 5.8: Identify specialized products, current issues, and future trends in banking**

**Key Indicators:**

- 5.8.1 Identify specialized products offered by banks
- 5.8.2 Explain impact of technology on banking
- 5.8.3 Discuss current issues/trends in the banking industry

**BIL:**            **Essential**

<b>EDU:</b>	12	AD
	I	P

**Competency 5.9:    Identify financial forces that influence international business**

**Key Indicators:**

- 5.9.1 Interpret foreign exchange quotations
- 5.9.2 Describe factors that impact foreign exchange rates
- 5.9.3 Describe types of payment methods on international transactions

## Instructional Unit 6: Finance

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

### Competency 6.1: Demonstrate knowledge of finance concepts

#### Key Indicators:

- 6.1.1 Evaluate factors that influence individual income
- 6.1.2 Determine financial goals for a given time period
- 6.1.3 Calculate financial resources needed to meet goals
- 6.1.4 Create a financial plan
- 6.1.5 Examine importance of reevaluating financial plans as income and financial needs change throughout the life cycle
- 6.1.6 Determine factors that influence credit scores
- 6.1.7 Discuss compound interest

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

### Competency 6.2: Demonstrate knowledge of business finance

#### Key Indicators:

- 6.2.1 Describe how accounting, economics, and finance are interrelated
- 6.2.2 Compare advantages and disadvantages of all major forms of business ownership
- 6.2.3 Examine financial needs of various types of businesses
- 6.2.4 Identify financial needs of a business at the different stages of its development
- 6.2.5 Analyze consequences of making economic choices
- 6.2.6 Describe function of money as an accepted medium of exchange, a standard of value, and a store of value
- 6.2.7 Describe functions of the U.S. Treasury Department
- 6.2.8 Investigate foreign exchange rates and the effect of the global economy on U.S. financial markets
- 6.2.9 Evaluate the impact of local, state, and federal taxes on financial decisions

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 6.3: Demonstrate knowledge of business credit**

**Key Indicators:**

- 6.3.1 Research various sources of business credit
- 6.3.2 Analyze appropriate use of business credit
- 6.3.3 Investigate credit ratings
- 6.3.4 Describe the importance of business credit ratings
- 6.3.5 Evaluate the true cost of business credit for various purchases
- 6.3.6 Perform calculations using the simple interest equation
- 6.3.7 Calculate bank discount and proceeds on a discounted note
- 6.3.8 Calculate finance/additional charges, periodic payment, total cost, and APR (annual percentage rate) on an installment contract
- 6.3.9 Apply various technological tools to assist in making credit decisions (e.g., Automated Credit Analysis Profile System [ACAPS])

## Instructional Unit 7: Financial Management

### Corporate Financial Management

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

#### **Competency 7.1: Describe risk and rates of return**

##### **Key Indicators:**

- 7.1.1 Explain different types of risk
- 7.1.2 Identify relationship between risk and return
- 7.1.3 Define portfolio
- 7.1.4 Distinguish between individual security risk and portfolio risk
- 7.1.5 Explain portfolio diversification
- 7.1.6 Differentiate between systematic and unsystematic risk
- 7.1.7 Explain how individual securities affect portfolio risk
- 7.1.8 Define meaning of a stock's beta

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

#### **Competency 7.2: Evaluate cost of capital**

##### **Key Indicators:**

- 7.2.1 Define cost of capital
- 7.2.2 Demonstrate an understanding of cost of capital applications in capital structure decisions
- 7.2.3 Determine weighted average cost of capital and the cost of its individual components
- 7.2.4 Calculate marginal cost of capital
- 7.2.5 Demonstrate an understanding of the significance of using the marginal cost as opposed to the historical cost
- 7.2.6 Explain use of the cost of capital in capital investment decisions (e.g., net present value [NPV], internal rate of return [IRR], payback period)
- 7.2.7 Recognize how income taxes impact capital structure and capital investment decisions

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 7.3: Describe use of current assets****Key Indicators:**

- 7.3.1 Define working capital identifying its components
- 7.3.2 Identify factors influencing the levels of cash on hand
- 7.3.3 List motives for holding cash
- 7.3.4 Recognize the importance of synchronizing cash inflows and outflows
- 7.3.5 Identify methods of speeding up cash collections
- 7.3.6 Describe net benefit of a lockbox system
- 7.3.7 Define concentration banking and compensating balance
- 7.3.8 Identify methods of slowing down payments
- 7.3.9 Define payable through draft and zero balance account
- 7.3.10 Explain disbursement float and overdraft systems
- 7.3.11 Describe electronic commerce
- 7.3.12 Identify reasons for carrying accounts receivable and the factors influencing the level
- 7.3.13 Define default risk
- 7.3.14 Demonstrate an understanding of the factors involved in determining an optimal credit policy
- 7.3.15 Calculate average collection period
- 7.3.16 Identify reasons for carrying inventory and the factors influencing its level
- 7.3.17 Compare various inventory concepts and applications

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

**Competency 7.4: Describe financing of current assets****Key Indicators:**

- 7.4.1 Describe different types of short-term credit (e.g., accrued wages and taxes, trade credit, lines of credit, and bankers' acceptances)
- 7.4.2 Estimate annualized cost of not taking a cash discount
- 7.4.3 Calculate effective annual interest rate of a bank loan with a compensating balance requirement and/or commitment fee
- 7.4.4 Describe different types of secured short-term credit (e.g., accounts receivable financing, inventory financing)
- 7.4.5 Demonstrate an understanding of factoring accounts receivable

**Legal Aspects of Financial Management****BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 7.5: Describe the legal aspects of financial management****Key Indicators:**

- 7.5.1 Identify roles of federal agencies that regulate business activities
- 7.5.2 Describe purpose of Robinson-Patman Act of 1936
- 7.5.3 Describe how laws impact competition (e.g., Sherman Act)
- 7.5.4 Compare the regulating responsibilities of various governmental agencies (e.g., Federal Trade Commission [FTC], U.S. Department of Agriculture [USDA], Security Exchange Commission [SEC])

**International Financial Management****BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 7.6: Examine impact and relationship of government regulations and community involvement to international business management decisions****Key Indicators:**

- 7.6.1 Examine how regulations differ among countries and their effects on business
- 7.6.2 Compare/contrast government regulations and their impact on doing business both domestically and internationally
- 7.6.3 Explain differences among functional, divisional, matrix, and international organizational structures

## Instructional Unit 8: Money and the Market

### Money

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

#### **Competency 8.1: Identify the symbols on the U.S. dollar**

##### **Key Indicators:**

- 8.1.1 Explain symbols on the Great Seal (e.g., front of the seal, back of the seal)
- 8.1.2 Explore how bills are marked (e.g., eight digit serial number, series identification number)
- 8.1.3 Define legal tender
- 8.1.4 Explain the reasons for changing symbols and markings on recent currency issues

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

#### **Competency 8.2: Describe the money cycle**

##### **Key Indicators:**

- 8.2.1 Discuss functions of the U.S. Mint
- 8.2.2 Explain how U.S. Treasury distributes money
- 8.2.3 Explain how Federal Reserve Branches distribute money
- 8.2.4 Discuss how banks distribute money

**BIL:** Essential

<b>EDU:</b>	12	AD
	P	R

#### **Competency 8.3: Explain other payment methods**

##### **Key Indicators:**

- 8.3.1 Explain how checks move money (e.g., MICR Codes [Magnetic Image Character Recognition], bank account number, check routing number, check number)
- 8.3.2 Explain how ATM Cards and debit cards work (e.g., PIN [Personal Identification Code], magnetic strip)
- 8.3.3 Discuss how credit cards work

- 8.3.4 Explore how a program on an electronic system moves money (e.g., electronic transfers, move money among accounts, transfer money out of accounts to pay bill, direct deposits of paychecks or Social Security checks)
- 8.3.5 Explain a Smart Card (plastic coin card)

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 8.4: Explore the roles played by the Federal Reserve System**

**Key Indicators:**

- 8.4.1 Discuss how the Federal Reserve System is a regulator, a banker, and a lender
- 8.4.2 Explain how the Federal Reserve System is an auditor and a controller
- 8.4.3 Discuss how the Federal Reserve System acts as a guardian and an administrator

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 8.5: Explore ways the U.S Federal Reserve implements monetary policy**

**Key Indicators:**

- 8.5.1 Explain the role of the United States Federal Reserve's Open Market Committee
- 8.5.2 Explore how the Federal Reserve creates money
- 8.5.3 Explore ways the Federal Reserve's actions can affect the economy
- 8.5.4 Discuss how the Federal Reserve controls the money supply

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 8.6: Discuss how economists measure economic health**

**Key Indicators:**

- 8.6.1 Discuss how economists use unemployment figures to predict the health of the economy
- 8.6.2 Explain how economists use the Index of Leading Indicators
- 8.6.3 Identify the Leading Indicators (e.g., durable goods, housing starts, new factory orders, Consumer Confidence Index)
- 8.6.4 Define the Consumer Price Index
- 8.6.5 Investigate how economists use the Consumer Price Index (CPI)
- 8.6.6 Explain how the Bureau of Labor Statistics gains data for CPI every month

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 8.7: Explain factors that affect consumer confidence and why it is important to the health of the economy**

**Key Indicators:**

- 8.7.1 Explain how personal income affects the economy
- 8.7.2 Discuss how unemployment rates and savings rates affect the economy
- 8.7.3 Explain how the Producer Price Index (PPI) is a good indicator of what will happen to prices
- 8.7.4 Discuss how the Gross Domestic Product (GDP) is a key measure of economic activity

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 8.8: Explain economic cycles**

**Key Indicators:**

- 8.8.1 Define economic cycles, recession, and inflation
- 8.8.2 Explain how experts work hard to predict the timing and control the effects of inflation and recession
- 8.8.3 Discuss how inflation benefits debtors
- 8.8.4 Explain how inflation hurts people on fixed incomes
- 8.8.5 Describe how politicians try to control inflation or recession

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 8.9: Investigate how currencies are floated against each other to measure their worth in the global marketplace**

**Key Indicators:**

- 8.9.1 Define currency value
- 8.9.2 Explain how economic conditions affect the value of currency
- 8.9.3 Explain how governments stabilize or devalue their currency
- 8.9.4 Explain the currency cross rates published daily in the *Wall Street Journal*

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 8.10: Explain foreign exchange rates****Key Indicators:**

- 8.10.1 Explain currency exchange (e.g., dollars for francs, marks for yen, rupees for rubles)
- 8.10.2 Describe how traders working for big banks and other financial institutions buy and sell currencies
- 8.10.3 Explain how the rate of exchange for the U.S. dollar is determined
- 8.10.4 Describe foreign currency exchange gains and losses
- 8.10.5 Explain the impact of foreign exchange rates on accounts payable and notes payable with suppliers
- 8.10.6 Describe the gains or losses on accounts payable and notes payable resulting from changes in foreign exchange rates

**Stocks****BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 8.11: Explain how stocks are shared ownership in a corporation****Key Indicators:**

- 8.11.1 Define stockholders/shareholders
- 8.11.2 Explain owning equity in a company
- 8.11.3 Explain stock and cash dividends
- 8.11.4 Define preferred and common stock
- 8.11.5 Discuss classes of stock
- 8.11.6 Explore stock splits
- 8.11.7 Discuss reverse stock splits
- 8.11.8 Discuss stock options
- 8.11.9 Identify the information recorded on a stock certificate

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 8.12: Explain how stockholders have the right to vote on policy decisions (e.g., change the Board of Directors, sell the company to outside buyers)**

**Key Indicators:**

- 8.12.1 Define a proxy vote and a proxy statement
- 8.12.2 Explain how institutional investors with large blocks of stock influence policy decisions
- 8.12.3 Discuss fiduciary responsibilities of directors and managers

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 8.13: Explain factors that influence the value of stock**

**Key Indicators:**

- 8.13.1 Discuss how the performance of a company influences the value of its stock
- 8.13.2 Explain why investors buy stock in a particular company
- 8.13.3 Define capital gains and dividends
- 8.13.4 Explore the relationship of cyclical stocks to the health of the economy

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

**Competency 8.14: Explain what it means for a company to go public**

**Key Indicators:**

- 8.14.1 Explain an Initial Public Offering (IPO)
- 8.14.2 Explain how an entrepreneur gets money for expansion in the private equity market
- 8.14.3 Explain venture capital
- 8.14.4 List the steps a company takes to go public
- 8.14.5 Explain a secondary offering
- 8.14.6 Explain the pros and cons of going public

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 8.15: Explain stock purchasing****Key Indicators:**

- 8.15.1 Explain how an individual investor buys stock
- 8.15.2 Explain institutional investors
- 8.15.3 Explain program trading
- 8.15.4 Describe role of investment club
- 8.15.5 Describe investor stock choices (e.g., blue chips, mid-caps, small caps)
- 8.15.6 Identify the differences in certificated stocks and shares held in a street name

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 8.16: Explain how to buy and sell stock****Key Indicators:**

- 8.16.1 Explain how a customer places orders to buy and sell (e.g., market order, limit order, limit order to sell, stop loss order)
- 8.16.2 Explain role of a brokerage firm (e.g., full-service brokers, commission, discount brokers, deep discount brokers)
- 8.16.3 Explain how the stock exchange completes a stock transaction (e.g., broker's role, floor broker, specialist)
- 8.16.4 Explain on-line trading

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 8.17: Explain how selling short works****Key Indicators:**

- 8.17.1 Explain what traders are doing when they sell short
- 8.17.2 Explain the risks of selling short
- 8.17.3 Explain covering the short position

**BIL:**           **Essential**

<b>EDU:</b>	12	AD
		P

**Competency 8.18: Explain buying on margin****Key Indicators:**

- 8.18.1 Explain how investors can leverage their purchase by buying on margin
- 8.18.2 Explain how to open a margin account
- 8.18.3 Explain the risk of buying on margin

**BIL:**           Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 8.19: Describe how investors get stock quotations****Key Indicators:**

- 8.19.1 Describe how the tape distributes stock quotes
- 8.19.2 Describe other information available to stockbrokers via the computer terminal
- 8.19.3 Explain how to read the stock tables

**BIL:**           Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 8.20: Identify sources of information that investors can use to evaluate stock****Key Indicators:**

- 8.20.1 Describe stock information (e.g., book value, earnings per share, return on equity, payout ratio)
- 8.20.2 Describe the information found in a company's annual or quarterly reports
- 8.20.3 Explain how reports of a company earnings and dividends payments serve as a guide to investors
- 8.20.4 Describe professional evaluation services (e.g., Morningstar, Value Line, Standard and Poor's)

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 8.21: Describe the U.S. stock exchanges****Key Indicators:**

- 8.21.1 Describe role of security associations (e.g., New York Stock Exchange [NYSE], National Association of Securities Dealers Automated Quotations [NASDAQ])
- 8.21.2 List other U. S. market and regional stock exchanges
- 8.21.3 Describe role of the Securities and Exchange Commission (SEC)
- 8.21.4 Describe insider trading
- 8.21.5 Describe how to get a seat on the NYSE (New York Stock Exchange) or AMEX (American Stock Exchange) stock exchange

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

**Competency 8.22: Describe the steps of trading on the New York Stock Exchange****Key Indicators:**

- 8.22.1 Describe the activities on the trading floor
- 8.22.2 Explain how a brokerage house places orders to buy or sell on the trading floor
- 8.22.3 Explain role of specialist on the trading floor
- 8.22.4 Explain trading floor activities (e.g., trading posts, post display units, optical scanner card, audit trail, confirmation)

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

**Competency 8.23: Describe electronic stock market****Key Indicators:**

- 8.23.1 Explain electronic network run by the National Association of Securities Dealers (NASDAQ)
- 8.23.2 Explain how to read the NASDAQ National Market Issues
- 8.23.3 Discuss how stock trading goes on around the world in an electronic global marketplace
- 8.23.4 Explain how investors can gather information on global stocks

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

**Competency 8.24: Describe how U.S. investors can buy international stocks****Key Indicators:**

- 8.24.1 Explain how to use U.S broker with branch offices abroad
- 8.24.2 Discuss how some international companies list their stocks directly on the U.S. exchange
- 8.24.3 Explain how stocks are sold as American Depository Receipts on U.S. exchanges

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 8.25: Explain how stock market activity is reported daily in averages and indexed to assess the state of the economy****Key Indicators:**

- 8.25.1 Identify indexes (e.g., Dow Jones Industrial Average [DJIA], New York Stock Exchange Composite Indices, Standard & Poor's 500 Stock Index)
- 8.25.2 Explain how indices can serve as benchmarks against which investors can measure the performance of their portfolio assets
- 8.25.3 Name the major components of the Dow Jones Averages
- 8.25.4 Recognize information on each of the other market indices (e.g., NASDAQ Composite Index, AMEX Market Value Index, Value-Line, Russell 2000, Wilshire 5000)
- 8.25.5 Demonstrate ability to read the various indices

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 8.26: Describe stock market cycles****Key Indicators:**

- 8.26.1 Describe what causes the stock markets ups and downs
- 8.26.2 Define a bull market and a bear market
- 8.26.3 Describe a stock market crash

**Bonds****BIL:** Essential

<b>EDU:</b>	12	AD
		P

**Competency 8.27: Explain how bonds finance the future****Key Indicators:**

- 8.27.1 Describe how a bond works
- 8.27.2 Explain types of bonds (e.g., corporate bonds, U.S. treasury bonds, municipal bonds)
- 8.27.3 Explain how investors make money with bonds

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

**Competency 8.29: Describe bond investing****Key Indicators:**

- 8.29.1 Define meanings of bond vocabulary (e.g., asset-backed bonds, debentures, pre-funded bonds, mortgage backed bonds, collateralized mortgage obligations, subordinated bonds, floating-rate bonds, convertible bonds, sinking fund, callable bonds, zero-coupon bonds, Ginnie Mae, Freddie Mae, Fannie Mae, U.S. Savings Bonds)
- 8.29.2 Calculate a bond's worth
- 8.29.3 Follow bond ratings
- 8.29.4 Track bond performance
- 8.29.5 Explain tax-exempt status of municipal bonds
- 8.29.6 Explain U.S. treasury bonds, notes, and bills
- 8.29.7 Explain how to buy and trade bonds
- 8.29.8 Explain how bonds are priced (e.g., premiums, discounts)
- 8.29.9 Explain how to trade and/or buy bonds

**Mutual Funds****BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 8.30: Explain how mutual funds work****Key Indicators:**

- 8.30.1 Define mutual funds
- 8.30.2 Identify fund types (e.g., stock or equity funds, bond funds, money market funds, international funds)
- 8.30.3 Explain how mutual funds achieve investment objectives by making certain types of investments
- 8.30.4 Describe special purpose mutual funds (e.g., index funds, tax-free funds, sector funds, precious metal funds, green and other conscience funds, exchange traded funds, hedge funds)
- 8.30.5 Explain how a mutual fund is managed and how it provides services to the investors
- 8.30.6 Describe the advantages and disadvantages of investing via mutual funds as opposed to investing in individual stocks and bonds
- 8.30.7 Explain what is meant by a Family of Funds
- 8.30.8 Explain the concept of Dollar-Cost-Averaging and its use to minimize risk
- 8.30.9 Provide an investor with information about a mutual fund
- 8.30.10 Read mutual fund quotations
- 8.30.11 Describe how to learn about the fund's investment objectives
- 8.30.12 Use formulas for measuring mutual fund performance (e.g., net asset value [NAV] change, yield, return)

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

**Competency 8.31: Explain how to read the prospectus****Key Indicators:**

- 8.31.1 Explain what is contained in a prospectus and why it is important to the investor
- 8.31.2 Explain difference between a no load fund, a back-end load fund or a front end load fund
- 8.31.3 Explain fees and expenses information in the prospectus (e.g., management fees, distribution fees, redemption fees, deferred sales load, reinvestment fees, exchange fees, taxes)
- 8.31.4 Describe the role of the management fee in determining the profitability of mutual funds

- 8.31.5 Explain how a prospectus helps to buy and sell mutual funds (e.g., minimum investments, investment options, reinvestment options, exchange services, redemption options, check writing privileges)

**BIL:**            **Essential**

<b>EDU:</b>	12	AD
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**Competency 8.33: Explain how options work**

**Key Indicators:**

- 8.33.1 Explain options  
 8.33.2 Explain how to buy and sell options  
 8.33.3 Read options tables  
 8.33.4 Explain options terms (e.g., leveraged, premium, price premium, straddle, covered straddle)  
 8.33.5 Describe Long-term Equity Anticipation Securities (LEAPS)  
 8.33.6 Explain the differences between compensatory options and purchased options

## Instructional Unit 9: Investments

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 9.1: Evaluate savings and investment options to meet short- and long-term goals**

**Key Indicators:**

- 9.1.1 Describe why and how people save
- 9.1.2 Identify opportunity cost of saving
- 9.1.3 Differentiate between saving and investing
- 9.1.4 Distinguish between simple and compound interest
- 9.1.5 Describe advantages and disadvantages of different savings and investing plans
- 9.1.6 Identify risk/return trade-offs for saving and investing
- 9.1.7 Analyze power of compounding and the importance of starting early in implementing a plan of saving and investing
- 9.1.8 Apply criteria for choosing a savings or investment instrument (e.g., market risk, inflation risk, interest rate risk, liquidity, minimum amount needed for investment)
- 9.1.9 Distinguish between the rights and responsibilities of owners of debt and equity investments
- 9.1.10 Explain why a savings and investing plan changes as one proceeds through the life cycle
- 9.1.11 Differentiate between interest, dividends, capital gains, and rent from property
- 9.1.12 Describe how saving and investing influence economic growth (e.g., capital information)
- 9.1.13 Evaluate tax incentives available for certain investments

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 9.2: Evaluate market factors**

**Key Indicators:**

- 9.2.1 Predict how inflation/deflation will affect businesses and individuals
- 9.2.2 Evaluate impact of employment/unemployment on savings
- 9.2.3 Define role of profit-making and not-for-profit companies in the economy
- 9.2.4 Describe budget process (e.g., personal, business, government)
- 9.2.5 Compare/contrast the national debt and the national deficit
- 9.2.6 Discuss major barriers to new firms entering a competitive market
- 9.2.7 Define different types of marketable securities (e.g., money market instruments, T-bills, Treasury notes and bonds, repurchase agreements, Federal agency securities, commercial paper, negotiable CDs [certificate of deposit], Eurodollars)

- 9.2.8 Demonstrate an understanding of the variables in marketable security selections (e.g., safety, marketability, yield, maturity, taxability)
- 9.2.9 Demonstrate an understanding of the risk and return trade-off in the selection of marketable securities
- 9.2.10 List reasons for holding marketable securities

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

### **Competency 9.3: Utilize investment principles**

#### **Key Indicators:**

- 9.3.1 Illustrate importance of investing on a regular basis and reinvesting all earnings
- 9.3.2 Illustrate concept of diversification
- 9.3.3 Analyze characteristics of large and small market capitalization firms
- 9.3.4 Analyze financial statements of a corporation
- 9.3.5 Analyze trends and movements of historical stock prices for a variety of firms
- 9.3.6 Develop trend lines from charts
- 9.3.7 Explain principle of time value of money
- 9.3.8 Analyze power of compounding money over a long-term period
- 9.3.9 Compare contrast the investment quality of cash, stocks, bonds, and mutual funds
- 9.3.10 Analyze sources of investment information
- 9.3.11 Analyze information provided in a newspaper stock table
- 9.3.12 Compare types of investments available in domestic, international, and emerging markets
- 9.3.13 Analyze types of bonds offered by corporate and government agencies
- 9.3.14 Select a broker based on reputation and service
- 9.3.15 Recognize various forms of loan covenants, restrictions, and indentures
- 9.3.16 Recognize how income taxes impact investment decisions
- 9.3.17 Differentiate among interest, dividends, capital gains, and rent from property

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

### **Competency 9.4: Analyze factors affecting risk and return**

#### **Key Indicators:**

- 9.4.1 Analyze financial statements for the purpose of comparing risk and return
- 9.4.2 Assess the effect of safety, risk, income, growth, and potential to liquidate upon investment decisions
- 9.4.3 Interpret effect of the holding period on investment choices

**BIL:** Essential

<b>EDU:</b>	12	AD
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**Competency 9.5: Perform quantitative and fixed income analysis****Key Indicators:**

- 9.5.1 Explain time value of money
- 9.5.2 Explain probability distributions and their properties
- 9.5.3 Perform correlation and regression analysis
- 9.5.4 Perform correlation and regression forecasting
- 9.5.5 Perform bond pricing, yield analysis, price volatility of bonds
- 9.5.6 Perform yield curve and duration
- 9.5.7 Perform mortgage-backed securities analysis

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

**Competency 9.6: Analyze market risk management and capital markets****Key Indicators:**

- 9.6.1 Analyze fixed income derivatives
- 9.6.2 Analyze foreign exchange derivatives
- 9.6.3 Compare/contrast futures, forwards, swaps, and options
- 9.6.4 Analyze equity derivatives
- 9.6.5 Analyze commodity derivatives
- 9.6.6 Compare/contrast interest rate, foreign exchange, equity, and commodity risks
- 9.6.7 Analyze emerging market risk
- 9.6.8 Analyze liquidity risk
- 9.6.9 Analyze derivatives risk
- 9.6.10 Analyze portfolio risk

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 9.7: Establish projections****Key Indicators:**

- 9.7.1 Estimate future growth rates of selected equities using industry indicators
- 9.7.2 Predict investment returns
- 9.7.3 Formulate investment decisions

- 9.7.4 Evaluate individual investment and financial needs
- 9.7.5 Devise asset allocation mixes that fit needs
- 9.7.6 Explain modern portfolio theory

## Instructional Unit 10: Financial Planning

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

### Competency 10.1: Analyze savings and investment options

#### Key Indicators:

- 10.1.1 Determine benefits of various types of financial institutions
- 10.1.2 Identify investment risks
- 10.1.3 Compare/contrast major types of investment alternatives
- 10.1.4 Examine benefits of diversification

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

### Competency 10.2: Plan investment planning methods

#### Key Indicators:

- 10.2.1 Explain process of planning
- 10.2.2 Identify value of planning in making buying and investing decisions
- 10.2.3 Analyze spending and savings habits and their effect on asset accumulation
- 10.2.4 Evaluate cost of credit versus cash payment and its impact on asset accumulation
- 10.2.5 Analyze various tax impacts of investment decisions
- 10.2.6 Explain market timing
- 10.2.7 Plan an investment strategy plan

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

### Competency 10.4: Prepare an estate plan

#### Key Indicators:

- 10.4.1 Assess the legal aspects of estate planning
- 10.4.2 Describe various types of trusts and estates
- 10.4.3 Evaluate the effects of federal and state taxes on estate planning (e.g., income, estate taxes)
- 10.4.4 Abide by laws governing the management and disposition of an estate
- 10.4.5 Develop an estate plan

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

**Competency 10.5: Plan an investment strategy for mutual funds****Key Indicators:**

- 10.5.1 Analyze advantages of investing in mutual funds
- 10.5.2 Research, evaluate, and select mutual funds
- 10.5.3 Analyze difference between investing in index funds versus actively managed funds
- 10.5.4 Analyze tax impact of investing in mutual funds

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

**Competency 10.6: Describe Employee Annuities/IRAs (Individual Retirement Account) in a benefits package****Key Indicators:**

- 10.6.1 Identify basic components of an employee benefits package
- 10.6.2 Describe issues to be considered when planning for retirement
- 10.6.3 Describe role of IRAs in retirement planning
- 10.6.4 Distinguish between the different types and contribution levels of Individual Retirement Accounts (IRAs)
- 10.6.5 Describe the taxation concerns for different types of annuities, IRAs (e.g., traditional, Roth, 401, 403 b, 457, sheltered annuities)
- 10.6.6 Analyze tax benefits of purchasing insurance annuities as an investment alternative

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

**Competency 10.7: Calculate IRA distributions****Key Indicators:**

- 10.7.1 Describe the various types of IRAs (e.g., traditional, Roth, education)
- 10.7.2 Analyze the distribution regulations, methods and consequences of each type of IRA
- 10.7.3 Calculate minimum IRA distributions

## Instructional Unit 11: Real Estate

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

### Competency 11.1: Describe real estate as an investment

#### Key Indicators:

- 11.1.1 Describe Ohio Real Estate Commissioners Rules, the law of agency, and the requirement for disclosures
- 11.1.2 Explain relationship of the Real Estate Industry and the professional responsibilities to clients and industry associations
- 11.1.3 Calculate professional real estate cost
- 11.1.4 Describe the different types of property ownership
- 11.1.5 Define estates in realty
- 11.1.6 Describe land and its elements
- 11.1.7 Describe legal descriptions of real property
- 11.1.8 Explain federal, state, and city/county Fair Housing requirements
- 11.1.9 Generate and construct real estate contracts
- 11.1.10 Interpret types of real estate financing, payment structures, assumptions, novations, and due on sale clauses
- 11.1.11 Analyze/calculate/compare real estate financing plans

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

### Competency 11.2: Interpret/prepare real estate documents

#### Key Indicators:

- 11.2.1 Describe deeds
- 11.2.2 Describe/judge acknowledgments
- 11.2.3 Prepare/validate/record constructive notice
- 11.2.4 Evaluate/interpret evidence of real property title
- 11.2.5 Explain/advise potential clients about tenants in common, dower, curtesy, community property, homestead, wills and descent, joint tenants with right of survivorship, severalty, trusts, partnerships, syndications, condominiums, cooperatives, time shares, the "straw man", and tenancy by the entireties
- 11.2.6 Describe escrow procedures
- 11.2.7 Define/interpret/present liens and encumbrances to clients
- 11.2.8 Explain/describe/calculate property taxes and assessments
- 11.2.9 Explain/interpret home-owners association rules and regulations and a prospective client's rights and responsibilities

- 11.2.10 Compute measurements required in real estate (e.g., square footage, volume)
- 11.2.11 Computing percentages as they relate to real estate
- 11.2.12 Describe appraisal principles, practices, and various techniques used to evaluate real property
- 11.2.13 Construct/devise real estate listings and purchase contracts
- 11.2.14 Discuss foreclosure proceedings
- 11.2.15 Perform various tasks of a real estate property manager

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

### **Competency 11.3: Explain local real estate regulations**

#### **Key Indicators:**

- 11.3.1 Describe/discuss toxic wastes and environmental hazards; and the laws that govern disposal and treatment thereof
- 11.3.2 Explain warranties and disclosures
- 11.3.3 Define and explain state statutes relating to real estate subdivisions
- 11.3.4 Find and explain city and/or county zoning ordinances and regulations
- 11.3.5 Explain the rules and regulations governing real estate advertising

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

### **Competency 11.4: Appraise real estate**

#### **Key Indicators:**

- 11.4.1 Define real property, value and the valuation process for real property
- 11.4.2 Define fee simple and partial interests in real estate property and the impact on valuation
- 11.4.3 Collect real estate data and analyze the data
- 11.4.4 Explain how neighborhoods and districts impact property value
- 11.4.5 Describe buildings, building styles and functions using standard appraisal terminology
- 11.4.6 Apply highest and best use analysis
- 11.4.7 Apply cost approach to real estate valuation
- 11.4.8 Apply sales comparison approach to real estate valuation
- 11.4.9 Apply income capitalization approach to real estate valuation
- 11.4.10 Reconcile various valuation approaches for real estate
- 11.4.11 Prepare an appraisal report

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

**Competency 11.5: Demonstrate knowledge of real estate finance****Key Indicators:**

- 11.5.1 Define terms and vocabulary common to real estate finance
- 11.5.2 Explain factors affecting the supply and cost of mortgage funds
- 11.5.3 Describe importance of security of investment
- 11.5.4 Explain concept of investor's yield
- 11.5.5 Discuss role of the of the Federal Reserve in the economy and prime lending rate
- 11.5.6 Explain and compare policies and characteristics of various sources of mortgage funds including savings and loans, banks, credit unions, pension funds, real estate investment trusts, and mortgage bankers
- 11.5.7 Define/compare mortgage loan brokers and mortgage bankers
- 11.5.8 Provide clients with information on financing options for real estate transactions
- 11.5.9 Interpret/discuss the priority of liens
- 11.5.10 Define/interpret clauses common to real estate loans such as acceleration, prepayment, late charge, and subordination
- 11.5.11 Define/compare various types of loan programs such as fixed rate, adjustable rate, buydown, zero points, and reverse annuity mortgages
- 11.5.12 Explain the features and effects on investor's yield of wrap around mortgages as compared to common second mortgages
- 11.5.13 Discuss usury and interpret its application to specific situations
- 11.5.14 Define/compare land contracts, mortgages, and deeds of trust
- 11.5.15 Explain loan program characteristics of FHA (Federal Housing Authority), HUD (Housing & Urban Development, and VA (Veterans Administration)
- 11.5.16 Describe private mortgage insurance, its cost and underwriting criteria
- 11.5.17 Discuss the features and effect of the secondary mortgage market including FNMA (Federal National Mortgage Association) and FHLMC (Federal Home Lenders Mortgage Corporation)
- 11.5.18 Apply concept of Annual Percentage Rate (APR) and the effect of points on effective interest rate in comparing the costs of various loans
- 11.5.19 Explain principles of loan underwriting including credit and income evaluation and appraisal of the subject property
- 11.5.20 Review the details of loan processing and closing including documentation of the credit file, preliminary title reports, working with appraisers and preparing the required legal documents
- 11.5.21 Compare/contrast judicial and non-judicial foreclosure and explain deficiency judgments and the right of redemption
- 11.5.22 Explain use of seller financing as well as third party private investors and evaluate the risk of default to the investor and the danger of balloon payments to the borrower

**BIL:** Recommended

<b>EDU:</b>	12	AD
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**Competency 11.6: Perform advanced real estate appraisals****Key Indicators:**

- 11.6.1 Define relationship between income and value for property
- 11.6.2 Estimate gross income of an income-producing property
- 11.6.3 Estimate expenses associated with income-producing property
- 11.6.4 Calculate gross rent multipliers
- 11.6.5 Relate different interest rates used in financial analysis and property appraisal
- 11.6.6 Analyze market evidence of comparable properties
- 11.6.7 Derive multipliers and capitalization rates
- 11.6.8 Use direct capitalization technique to appraise property
- 11.6.9 Use yield capitalization technique to appraise property
- 11.6.10 Demonstrate discounted cash flow analysis
- 11.6.11 Practice mathematics of finance by the use of such items as compound interest tables, electronic calculators, conversion tables, and level annuity formulas
- 11.6.12 Value leasehold interests
- 11.6.13 Apply discounting techniques to a variety of annuities
- 11.6.14 Evaluate equity contribution to the value of a property
- 11.6.15 Estimate value of a property based on mortgage-equity capitalization
- 11.6.16 Estimate impact of depreciation or appreciation on the value of a property
- 11.6.17 Determine internal rate of return using discounted cash flow analysis
- 11.6.18 Evaluate internal rate of return as a measure of performance

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

**Competency 11.7: Explain real estate law****Key Indicators:**

- 11.7.1 Distinguish between real and personal property
- 11.7.2 Describe legal documents relating to residential transactions
- 11.7.3 Explain a residential real estate settlement procedure
- 11.7.4 Describe title insurance and financing documents
- 11.7.5 Identify various documents relating to the sale of commercial property
- 11.7.6 Explain a commercial real estate settlement

## Instructional Unit 12: Risk Management

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

### Competency 12.1: Explain types of business risk

**Key Indicators:**

- 12.1.1 Identify types of business risks
- 12.1.2 Explain how risk affects business
- 12.1.3 Describe nature risk (e.g., pure risk, speculative risk)
- 12.1.4 Identify examples of pure risks and speculative risk

**BIL:** Essential

<b>EDU:</b>	12	AD
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### Competency 12.2: Identify speculative business risks

**Key Indicators:**

- 12.2.1 Explain why businesses should evaluate speculative risks
- 12.2.2 Explain costs/benefits of speculative business risks
- 12.2.3 Describe guidelines for evaluating speculative business risks

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

### Competency 12.3: Demonstrate knowledge of risk management

**Key Indicators:**

- 12.3.1 Examine concepts of risk and probability
- 12.3.2 Explain how risk is determined
- 12.3.3 Analyze risk management techniques
- 12.3.4 Distinguish between insurable and noninsurable risks and the concept of economic loss

**BIL:** Essential

<b>EDU:</b>	12	AD
		P

**Competency 12.4: Describe methods of managing risk**

**Key Indicators:**

- 12.4.1 Describe risk faced by business owners
- 12.4.2 Explain ways business owners can protect themselves from risk
- 12.4.3 Describe ways that risk can be reduced through careful planning
- 12.4.4 Explain role of management in reducing business risk
- 12.4.5 Identify types of business insurance
- 12.4.6 Identify types of insurance needed for a business
- 12.4.7 Explain principles of a sound risk management program
- 12.4.8 Evaluate appropriate levels of insurance for a business

**BIL:** Essential

<b>EDU:</b>	12	AD
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**Competency 12.5: Perform credit risk management**

**Key Indicators:**

- 12.5.1 Compare/contrast credit exposure and credit risk
- 12.5.2 Compare/contrast counter-party exposure and counter-party risk
- 12.5.3 Compare/contrast default probability and recovery rate
- 12.5.4 Describe credit rating migration
- 12.5.5 Describe netting
- 12.5.6 Compare/contrast margin and collateral requirements
- 12.5.7 Compare/contrast pre-settlement vs. settlement risk
- 12.5.8 Describe counter-party risk
- 12.5.9 Describe portfolio credit risk
- 12.5.10 Compare/contrast measuring and managing credit risk
- 12.5.11 Describe credit derivatives
- 12.5.12 Complete counter-party agreements

**BIL:** Essential

<b>EDU:</b>	12	AD
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**Competency 12.7: Describe legal, accounting, and task risk management**

**Key Indicators:**

- 12.7.1 Describe legal risk
- 12.7.2 Describe accounting risk
- 12.7.3 Describe task risk

**BIL:** Essential

<b>EDU:</b>	12	AD
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**Competency 12.8: Explain regulation and compliance**

**Key Indicators:**

- 12.8.1 Describe BIS Capital Accord (1988)
- 12.8.2 Describe the New Basel Capital Accord (2001)
- 12.8.3 Describe BIS Market Risk Amendment (1996)
- 12.8.4 Describe European Union (EU) Capital Adequacy Directive
- 12.8.5 Describe Federal Accounting Standards (FAS) 133

## Instructional Unit 13: Insurance

**BIL:** Essential

<b>EDU:</b>	12	AD
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### Competency 13.1: Describe the concept of insurance

#### Key Indicators:

- 13.1.1 Define insurance vocabulary (e.g., insurance, insurance rate, premium, policy, policyholder, deductible, copayments/coinsurance, property insurance, liability insurance, life insurance, health insurance)
- 13.1.2 Describe historical development of insurance
- 13.1.3 Explain how insurance companies use policyholders' premiums
- 13.1.4 Identify types of insurance needed by businesses
- 13.1.5 Describe relationship between insurance rates and the amount of risk
- 13.1.6 Assess effectiveness of insurance products in relation to cost
- 13.1.7 Analyze different types of insuring organizations and insurance products
- 13.1.8 Explain items to be considered when selecting an insurance company (e.g., product, price, company stability)
- 13.1.9 Examine role of the insurance commissioner

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

### Competency 13.2: Analyze choices available to consumers for protection against risk and financial loss

#### Key Indicators:

- 13.2.1 Identify risks in life and how to gain protection against the consequences of risk
- 13.2.2 Explain how all types of insurance are based on the concept of risk sharing and statistical probability (e.g., self-insured, co-insured)
- 13.2.3 Identify types of insurance associated with different types of risk (e.g., automobile, personal and professional liability, home and apartment, health, life, long-term care, disability)
- 13.2.4 Explain why insurance needs change throughout the life cycle
- 13.2.5 Identify various suppliers of insurance (e.g., public, private)
- 13.2.6 Develop recommended insurance coverage for individuals/families for various risks and different income levels
- 13.2.7 Define direct writers and independent agents
- 13.2.8 Compare the advantages and disadvantages of dealing with direct writers versus independent agents

- 13.2.9 Explain benefits of purchasing a package of insurance policies versus individual policies
- 13.2.10 Describe requirements needed to obtain insurance coverage
- 13.2.11 Identify factors to evaluate in obtaining insurance coverage
- 13.2.12 Demonstrate steps for obtaining insurance coverage
- 13.2.13 Introduce concept of residual markets

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 13.3: Investigate key factors of product liability**

**Key Indicators:**

- 13.3.1 Investigate product liability and punitive damages cases in the business environment
- 13.3.2 Determine business insurance needs and ways to limit losses stemming from product liability
- 13.3.3 Evaluate effect of lawsuits involving product liability and punitive damages

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 13.4: Identify key components of automobile insurance**

**Key Indicators:**

- 13.4.1 Evaluate different types of automobile insurance coverage, including riders and endorsements
- 13.4.2 Determine effect of various factors on insurance rates
- 13.4.3 Examine ways to reduce the cost of insurance
- 13.4.4 Examine an automobile insurance application
- 13.4.5 Review claim procedures
- 13.4.6 Identify reasons for policy cancellation
- 13.4.7 Select an automobile insurance plan

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 13.5: Demonstrate knowledge of property insurance****Key Indicators:**

- 13.5.1 Describe coverage common to most property policies (e.g., homeowners, business, renters)
- 13.5.2 Explain how the amount needed for coverage is determined
- 13.5.3 Describe special coverage available
- 13.5.4 Explain variances in homeowner/renter/business property rates and determine how to obtain the best rates
- 13.5.5 Compare difference between replacement and value coverage
- 13.5.6 Examine types of business and personal property coverage
- 13.5.7 Explain why business and personal property rates vary
- 13.5.8 Discuss how to obtain the best rates
- 13.5.9 Explain how to inventory and document all business and personal property
- 13.5.10 Discuss how to use riders and endorsements to cover specific needs
- 13.5.11 Assess need for umbrella and excess liability coverage
- 13.5.12 Examine property insurance applications
- 13.5.13 Identify reasons for policy cancellation
- 13.5.14 Select a property insurance plan

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 13.6: Identify key components of health/medical insurance****Key Indicators:**

- 13.6.1 Identify basic types of coverage offered by health insurance companies (e.g., Health Maintenance Organization [HMO], Preferred Provider Organization [PPO], Point of Service [POS])
- 13.6.2 Define responsibility of the insured for co-pay, deductible, and noncovered medical expenses
- 13.6.3 Determine insurability
- 13.6.4 Identify reasons for policy cancellation
- 13.6.5 Explain why health/medical insurance rates vary
- 13.6.6 Investigate how to obtain best rates
- 13.6.7 Examine a health insurance claim form
- 13.6.8 Compare/contrast the services and cost of employee health/medical insurance plans available for businesses
- 13.6.9 Select a health/medical plan

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 13.7: Identify key components of life insurance****Key Indicators:**

- 13.7.1 Compare different types of life insurance programs
- 13.7.2 Determine the best coverage
- 13.7.3 Explain why life insurance rates vary
- 13.7.4 Explain how to obtain the best rates and enumerate common exclusions
- 13.7.5 Determine variables to consider when naming beneficiaries
- 13.7.6 Evaluate tax consequences for beneficiaries
- 13.7.7 Identify different life insurance settlement options
- 13.7.8 Identify reasons for policy cancellation
- 13.7.9 Describe mortgage protection insurance
- 13.7.10 Examine a life insurance application
- 13.7.11 Select a life insurance plan

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 13.8: Identify key components of disability insurance****Key Indicators:**

- 13.8.1 Explain benefits of disability coverage
- 13.8.2 Describe disabling conditions that qualify for benefits
- 13.8.3 Explain why disability rates vary
- 13.8.4 Determine how to obtain the best rates for disability insurance
- 13.8.5 Explain role of workers compensation insurance and its benefits to policy holders
- 13.8.6 Evaluate role of Social Security in providing disability benefits
- 13.8.7 Select a disability insurance plan

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 13.9: Analyze long-term care insurance****Key Indicators:**

- 13.9.1 Evaluate need for long-term care insurance
- 13.9.2 Explain why long-term care insurance rates vary

- 13.9.3 Examine a long-term care insurance application  
 13.9.4 Develop a long-term insurance plan

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 13.10: Explain unemployment insurance**

**Key Indicators:**

- 13.10.1 Define unemployment compensation  
 13.10.2 Explain how state and federal legislation affects unemployment compensation  
 13.10.3 Explain financial obligation of the employer as it pertains to unemployment compensation  
 13.10.4 Select an unemployment insurance plan

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 13.11: Describe insurance ethics and insurance fraud**

**Key Indicators:**

- 13.11.1 Examine state insurance laws  
 13.11.2 Describe ethical issues facing the insurance industry  
 13.11.3 Evaluate financial responsibility laws  
 13.11.4 List different types of insurance fraud  
 13.11.5 Explain how fraud affects policyholders

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 13.12: Describe insurance claims**

**Key Indicators:**

- 13.12.1 Describe overlapping coverage, noncurrency, and spread-out coverage  
 13.12.2 Describe problems in settling insurance claims  
 13.12.3 Identify information needed to settle insurance losses  
 13.12.4 Describe steps to take to settle insurance losses

**BIL:** Essential

<b>EDU:</b>	12	AD
	I	P

**Competency 13.13: Identify emerging insurance issues**

**Key Indicators:**

- 13.13.1 Describe key person insurance
- 13.13.2 Explain insurance fraud
- 13.13.3 Explain catastrophic loss insurance
- 13.13.4 Explain reinsurance
- 13.13.5 Describe current issues in health insurance

# **Appendix A**

## **Review Panels**

## **Ohio Business TCP Futuring Panel Participants**

**Nichole Nares**, Human Resource Consultant, Nationwide Mutual Insurance Company, Columbus

**Roger Campbell**, Training Manager, Worthington Industries, Columbus

**Jane Cape**, Dean, Business Technologies, Clark State Community College, Springfield

**Julie Danner**, Manager, Training and Development, Ross Products Division, Columbus

**Chris Hamm**, Financial Consultant, First Merit Securities, Medina

**Christina Hutchings**, Manager, Financial Reporting, Lane Bryant, Reynoldsburg

**Jeff Hutchins**, Founder, VITAC (retired), Canonsburg, PA

**John Martin**, President, Optimum System Products, Inc., Columbus

**James Nemcek**, CEO, Alearna, Columbus

**Karen Nemcek**, E-Learning Consultant, Alearna, Columbus

**Linda Shimp**, Human Resources Manager, YSK Corporation, Chillicothe

**Roy Smoot**, President & CEO, Columbus Speech and Hearing, Columbus

**Cheryl Sparks**, Human Resources Director; Vorys, Sater, Seymour and Pease LLP; Columbus

**Julie Talks**, Accounting/Office Manager, Optimum Systems, Columbus

**Robert Thomas**, Case Manager, Supervisor, Franklin County Board of MR/DD—Case Management, Columbus

**Judith Wright**, Corporate Secretary, Karlsberger Companies, Columbus

**Kym Yahn**, Workforce Development Manager, Dayton Area Chamber of Commerce, Dayton

**Joseph Zielinski**, Certified Business Consultant, EISC, Inc., Toledo

## **Ohio Business Core TCP Focus Panel Participants**

**Dotti Falkenstein**, Coordinator, Cooperative Business Education, Centerville High School,  
Centerville

**Dennis Folkerth**, Business and Marketing Instructor, Upper Valley Joint Vocational School,  
Piqua

**Virginia Groff**, Business Information Technology Instructor, Mansfield Senior High School,  
Mansfield

**Sue Lake**, Business Instructor, Muskingum-Perry Career Center, Zanesville

**Stephanie Mendelson**, Business Administration and Management Instructor, Swiss Hills Career  
Center, Woodsfield

**Sue Rossi**, Dean; Business, Computer, & Office Information Technology; Jefferson Community  
College; Steubenville

**Larry Zachrich**, Dean of Business, Northwest State Community College, Archbold

## **Ohio Financial Services and Risk Management TCP Business and Professional Panel Participants**

**Patricia Azallion**, CPA, Managing Director, American Express Tax & Business Services,  
Columbus

**Jeffrey Catri**, ESQ, Senior Loan Officer, Columbus Mortgage Brokers, Columbus

**Keith Cawrse**, Financial Manager, Mass Mutual Financial Group, Mansfield

**Mike Clark**, President; Andrew Insurance Association, Inc.; Powell

**Joyce Ann Davies**, CPA, Partner, Gill & Davies CPAs, Delaware

**David Eyestone**, Vice President, Columbus Collections, The Huntington National Bank,  
Columbus

**Chris Hamm**, RIA, Financial Consultant, FirstMerit Securities, Medina

**Lori Kaiser**, CPA, Honda Operations Office, Honda of America, Marysville

**Dean McDaniel**, CMA, CPA, CLU, ChFC, Assistant Finance Manager, State Farm Insurance,  
Newark

**Mike O'Brien**, CFP, Financial Planner, Steinhaus Financial Group, Columbus

**Robin Y. Retzler**, CPA; Shareholder; Sheridan, Barton, Vesko & Company; Columbus

**Steve Saylor**, SHRP, Associate, Donald A. Reisenberg Ltd. CPA, West Chester

**Robert Vajda**, Chairman/CEO; Varo Engineers, Limited; Columbus

## Ohio Financial Services and Risk Management TCP Educators Panel Participants

**Linda Bricker**, Professor of Finance, University of Cincinnati – Raymond Walters College,  
Cincinnati

**Teresa Carman**, Instructor, Licking County Joint Vocational School, Newark

**Susan Clark**, Lecturer, The Ohio State University, Columbus

**Noula Contakis**, Instructor, Banking & Accounting Program, Northwest Career Center,  
Columbus Public Schools, Columbus

**Larry J. Dragosavac**, Assistant Professor of Accounting, Edison Community College, Piqua

**Dotti Falkenstein**, Cooperative Business Education Coordinator, Centerville High School,  
Centerville

**Virginia Groff**, Business Information Technologies Instructor, Mansfield City Schools,  
Mansfield

**Gary Lape**, MBA, ChFC, Assistant Professor, Business Management/Cooperative Education  
Coordinator, University of Cincinnati - Clermont College, Batavia

**Pamela Shelley**, Instructor, Butler Technology and Career Development Schools, Hamilton

**John Stalcup**, Accounting Instructor, W. E. Stebbins High School, Riverside

**Robert Strayer**, Professor of Business, Edison Community College, Piqua

## **Ohio Financial Services and Risk Management TCP Stakeholders Panel Participants**

**Teresa Carman**, Instructor, Licking County Joint Vocational School, Newark

**Virginia Groff**, Business Information Technologies Instructor, Mansfield City Schools,  
Mansfield

**Gary Lape**, MBA, ChFC, Assistant Professor, University of Cincinnati, Cincinnati

**Dean McDaniel**, Assistant Finance Manager, State Farm Insurance, Newark

**Steve Saylor**, Associate, Donald A. Reisenberg LTD CPA, West Chester

# **Appendix B**

## **College Tech Prep Pathway Template**

(High School)

(Career Center)

(Community College)

### College Tech Prep Program

(School Year)

9 <sup>th</sup> GRADE	CREDIT	10 <sup>th</sup> GRADE	CREDIT	11 <sup>th</sup> GRADE	CREDIT	12 <sup>th</sup> GRADE	CREDIT
<b>Recommended Prerequisites for Grade 11 of Tech Prep</b>				<b>Recommended for College Portion of Tech Prep</b>			
<b>Junior Year Tech Center/College Technical Courses</b>				<b>Senior Year Tech Center/College Technical Courses</b>			
<b>*Technical Subjects</b>		<b>On-transcript _____ College Credits</b>		<b>*Technical Subjects</b>		<b>_____ College Credits</b>	
<b>Articulated Credits: - _____ Community College</b>							

This template is used to facilitate Ohio College Tech Prep Pathways and is submitted by the Ohio College Tech Prep Consortium with the application.  
Revised 6/20/03

DEGREE: ASSOCIATE OF \_\_\_\_\_

- College Tech Prep -

(Career Center)

(Name of College Tech Prep Program)

<b>Term Taken</b>	<b>First Term</b>	<b>Pre-requisite</b>	<b>Co-requisite</b>	<b>Quarter Credit Hours</b>	<b>University Pathway Equivalent</b>	<b>Completed as Tech Prep Component</b>
<b>Term Taken</b>	<b>Second Term</b>	<b>Pre-requisite</b>	<b>Co-requisite</b>			
<b>Term Taken</b>	<b>Third Term</b>	<b>Pre-requisite</b>	<b>Co-requisite</b>			

DEGREE: ASSOCIATE OF \_\_\_\_\_

\_\_\_\_\_ - College Tech Prep \_\_\_\_\_

(Career Center)

(Name of College Tech Prep Program)

<b>Term Taken</b>	<b>Fourth Term</b>	<b>Pre-requisite</b>	<b>Co-requisite</b>	<b>Quarter Credit Hours</b>	<b>University Pathway Equivalent</b>	<b>Completed as Tech Prep Component</b>
<b>Term Taken</b>	<b>Fifth Term</b>	<b>Pre-requisite</b>	<b>Co-requisite</b>			
<b>Term Taken</b>	<b>Sixth Term</b>	<b>Pre-requisite</b>	<b>Co-requisite</b>	<b>Quarter Credit Hours</b>	<b>University Pathway Equivalent</b>	<b>Completed as Tech Prep Component</b>

# **Appendix C**

**Professional Associations, Certifications, and Licensure**

# **Financial Services and Risk Management**

## **Professional Associations, Certifications, and Licensure**

### **Associations**

- American Accounting Association
- American Association of Individual Investors
- American Association of Insurance Services
- American Bankers Association
- American Community Bankers
- American Council of Life Insurance
- American Financial Services Association
- American Institute of Certified Public Accountants
- American Insurance Association
- American Management Association
- American Payroll Association
- American Risk and Insurance Association
- American Society of Women Accountants
- American Women's Society of Certified Public Accountants
- Association for Investment Management & Research
- Association for Total Cost Management
- Association of Chartered Accountants in the United States
- Association of Government Accounts
- Business Professional Women
- Financial Accounting Foundation
- Financial Management Association International
- Financial Planning Association
- Futures and Options Association
- Futures Industry Association
- Global Association of Risk Professionals
- Healthcare Financial Management Association
- Hedge Fund Association
- Institute of International Finance
- Institute of Management Accountants, Inc.
- Insurance Accounting and Systems Association, Inc.
- National Association of Credit Management
- National Association of Insurance and Financial Advisors
- National Association of Mortgage Brokers
- National Association of Personal Financial Advisors
- National Association of Realtors
- National Association of Securities Dealers (NASD)
- National Society of Accountants

- Risk Management Association
- Society of Actuaries
- Society of Chartered Property and Underwriters

### **Certifications**

- Certified Financial Analyst (CFA)
- Certified Financial Management (CFM)
- Certified Financial Planner (CFP)
- Certified Management Accountant (CMA)
- Certified Payroll Professional (CPP)
- Certified Public Accountant (CPA)
- Chartered Financial Consultant (CHFC)
- Chartered Life Underwriter (CLU)
- Society of Chartered Property & Casualty Underwriters (CPCU)
- Financial Risk Manager (FRM)
- Fundamental Payroll Certification (FPC)

### **Licensure**

- Mortgage Broker via Ohio Department of Real Estate

# Financial Services & Risk Management

## Professional Associations

American Accounting Association  
5717 Bessie Drive  
Sarasota, FL 34233  
(941) 921-7747  
<http://accounting.rutgers.edu/raw/aaa/>

American Association of Individual Investors  
Chicago, IL  
(800) 428-2244  
<http://www.investware.com/aaii.stm>

American Association of Insurance Services  
1745 South Naperville Road  
Wheaton, IL 60187  
(800) 564-AAIS  
<http://www.aais.org/>

American Bankers Association  
1120 Connecticut Avenue, NW  
Washington, DC 20036  
(800) BANKERS  
<http://www.aba.com/default.htm>

America's Community Bankers  
900 Nineteenth Street, NW, Suite 400  
Washington, DC 20006  
(202) 857-3100  
<http://www.acbankers.org/>

American Council of Life Insurance  
101 Constitution Avenue, NW  
Washington, DC 20001  
(202) 624-2000  
<http://www.acli.com/>

American Financial Services Association  
919 Eighteenth Street, NW  
Washington, DC 20006  
(202) 296-5544  
<http://www.americanfinsvcs.com/memberindex.cfm>

American Institute of Certified Public Accountants  
1211 Avenue of the Americas  
New York, NY 10036  
(212) 596-6200  
<http://www.aicpa.org/index.htm>

American Institute of Chartered Property and Casualty  
Underwriters  
P.O. Box 3016, 720 Providence Road  
Malvern, PA 19355  
(800) 644-2101  
<http://www.aicpcu.org/>

American Insurance Association  
1130 Connecticut Avenue, NW, Suite 1000  
Washington, DC 20036  
(202) 828-7100  
<http://www.aiadc.org/>

American Management Association  
1601 Broadway  
New York, NY 10019  
(212) 586-8100  
<http://www.amanet.org/index.htm>

American Payroll Association  
660 North Main Avenue, Suite 100  
San Antonio, TX 78205  
(210) 226-4600  
<http://www.americanpayroll.org/>

American Risk and Insurance Association  
716 Providence Road  
Malvern, PA 19355  
(610) 640-1997  
<http://www.aria.org/>

American Women's Society of Certified Public  
Accountants  
136 South Keowee Street  
Dayton, OH 45402  
(937) 222-1872  
<http://www.awscpa.org/>

Association for Investment Management and Research  
P.O. Box 3668, 560 Ray C. Hunt Drive  
Charlottesville, VA 22903  
(800) 247-8132  
<http://www.aimr.com/>

Association of Chartered Accountants in the United States

341 Lafayette Street, Suite 4246  
New York, NY 10012  
(212) 334-2078  
<http://www.acaus.org/>

Association of Government Accountants  
2208 Mount Vernon Avenue  
Alexandria, VA 22301  
(703) 864-6931  
<http://www.agacgfm.org/>

Financial Accounting Foundation  
P.O. Box 5116, 401 Merritt 7  
Norwalk, CT 06856  
(203) 847-0700

Financial Management Association International  
University of South Florida, College of Business  
Administration  
Tampa, FL 33620  
(813) 974-2084  
<http://www.fma.org/>

Financial Planning Association  
1615 L Street, NW, Suite 650  
Washington, DC 20036  
(800) 322-4237  
<http://www.fpanet.org/>

Futures and Options Association  
150 Minories, Fourth Floor  
London, UK EC3N 1LS  
44 (0)20 7426 7250  
<http://www.foa.co.uk/>

Futures Industry Association  
2001 Pennsylvania Avenue, NW, Suite 600  
Washington D.C. 20006  
(202) 466-5460  
<http://www.fiafii.org/>

Global Association of Risk Professionals  
Newport Financial Center 1  
111 Pavonia Avenue, Suite 430  
Jersey City, NJ 07310  
(201) 222-0054  
<http://www.garp.com/index.asp>

Healthcare Financial Management Association  
1301 Connecticut Avenue, NW, Suite 300  
Washington, DC 20036  
(202) 296-2920  
<http://www.hfma.org/>

Hedge Fund Association  
Washington, DC  
(202) 478-2000  
<http://www.thehfa.org/>

Institute of International Finance  
2000 Pennsylvania Avenue, NW, Suite 8500  
Washington, DC 20006  
(202) 857-3600  
<http://www.iif.com/>

Institute of Management Accountants  
10 Paragon Drive  
Montvale, NJ 07645  
(800) 638-4427  
<http://www.imanet.org/>

Insurance Accounting and Systems Association  
P.O. Box 51340, 4705 University Drive, Suite 280  
Durham, NC 27717  
(919) 489-0991  
<http://www.iasa.org/About.asp>

National Association of Credit Management  
8840 Columbia 100 Parkway  
Columbia, MD 21045  
(410) 740-5560  
<http://www.nacm.org/>

National Association of Insurance and Financial  
Advisors  
P.O. Box 12012, 2901 Telestar Court  
Falls Church, VA 22042  
(877) TO-NAIFA  
[http://www.naifa.org/sh\\_index.html](http://www.naifa.org/sh_index.html)

National Association of Mortgage Brokers  
8201 Greensboro Dr., Suite 300  
McLean, VA 22102  
(703) 610-9009  
<http://www.namb.org/>

National Association of Realtors  
30700 Russell Ranch Road  
Westlake Village, CA 91362  
(805) 557-2300  
<http://www.realtor.com/>

National Association of Securities Dealers  
1350 Euclid Ave., Suite 650  
Cleveland, OH 44115  
(216) 592-2950  
<http://www.nasd.com/>

National Society of Accountants  
1010 North Fairfax Street  
Alexandria, VA 22314  
(703) 549-6400  
<http://www.nsaacct.org/>

Securities Industry Association  
120 Broadway, 35th Floor  
New York, NY 10271  
(212) 608-1500  
<http://www.sia.com/>

Risk and Insurance Management Society  
655 Third Avenue  
New York, NY 10017  
(212) 286-9292  
<http://www.rims.org/>

Society of Actuaries  
475 North Martingale, Suite 800  
Schaumburg, IL 60173  
(847) 706-3500  
<http://www.soa.org/>

Risk Management Association  
*One Liberty Place*  
*1650 Market Street, Suite 2300*  
*Philadelphia, PA 19103*  
*(800) 677-7621*  
<http://www.rmahq.org/>

## Professional Certifications

Certified Financial Management Analyst (CFMA) (1)  
Issued by the American Academy of Financial  
Management  
[http://www.financialcertified.com/chartered\\_financial\\_management\\_analyst.html](http://www.financialcertified.com/chartered_financial_management_analyst.html)

Certified Public Accountant (CPA) (5)  
Exam administered by the American Institute of  
Certified Public Accountants  
1211 Avenue of the Americas  
New York, NY 10036  
(212) 596-6200  
<http://www.aicpa.org/index.htm>  
<http://www.cpa-exam.org/>

Certified in Financial Management (CFM) (2)  
Issued by the Institute of Management Accountants  
10 Paragon Drive  
Montvale, NJ 07645  
(800) 638-4427  
<http://www.imanet.org/>

Certification issued by Accountancy Board of Ohio  
77 South High Street, 18<sup>th</sup> Floor  
Columbus, OH 43215  
(614) 466-4135  
<http://www.state.oh.us/acc/>

Certified Financial Planner (CFP) (3)  
Issued by the Certified Financial Planner Board of  
Standards  
1700 Broadway, Suite 2100  
Denver, CO 80290  
(800) 487-1497  
<http://www.cfp.net/>

Chartered Financial Consultant (ChFC) (4)  
Issued by the American College  
270 South Bryn Mawr Avenue  
Bryn Mawr, PA 19010  
(888) 263-7265  
<http://www.amercoll.edu/default.asp>

Certified Management Accountant (CMA) (2)  
Issued by the Institute of Management Accountants  
10 Paragon Drive  
Montvale, NJ 07645  
(800) 638-4427  
<http://www.imanet.org/>

Chartered Life Underwriter (CLU) (4)  
Issued by the American College  
270 South Bryn Mawr Avenue  
Bryn Mawr, PA 19010  
(888) 263-7265  
<http://www.amercoll.edu/default.asp>

Certified Payroll Professional (CPP) (4)  
Issued by the American Payroll Association  
660 North Main Avenue, Suite 100  
San Antonio, TX 78205  
(210) 226-4600  
<http://www.americanpayroll.org/>

Chartered Property and Casualty Underwriter (CPCU)  
(4)  
Issued by the American Institute of Chartered Property  
and Casualty Underwriters  
P.O. Box 3016, 720 Providence Road  
Malvern, PA 19355  
(800) 644-2101  
<http://www.aicpcu.org/>

Fundamental Payroll Certification (FPC) (4)  
Issued by the American Payroll Association  
660 North Main Avenue, Suite 100  
San Antonio, TX 78205  
(210) 226-4600  
<http://www.americanpayroll.org/>

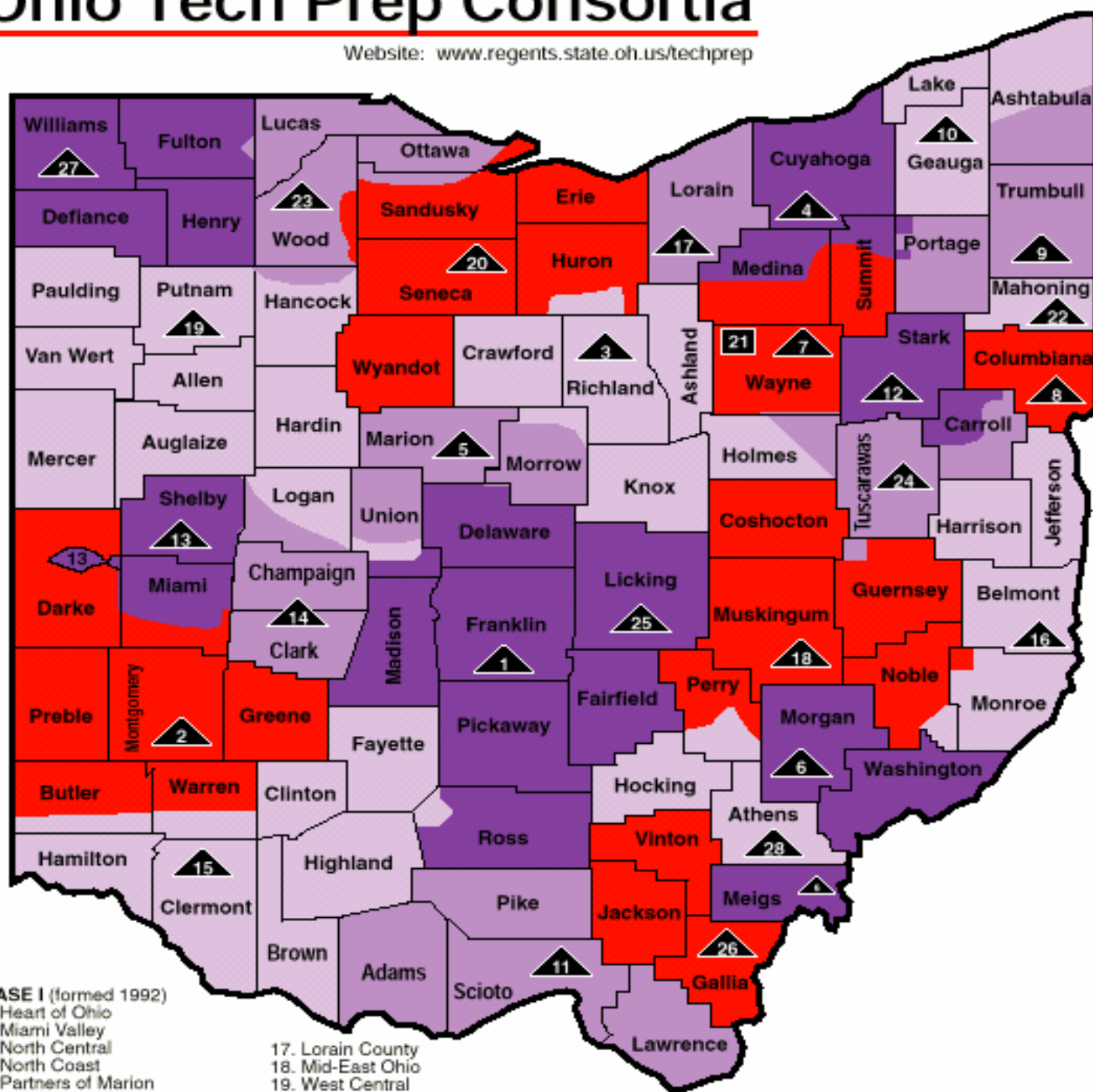
- (1) No certification examination required. Candidates must meet experience requirements or have a bachelor's or advanced degree.
- (2) Certification examination required. Candidates must satisfy experience requirements and have either a comparable professional designation, a bachelor's degree, or score at or above the 50<sup>th</sup> percentile on the Graduate Management Admissions Test (GMAT).
- (3) Certification examination required. Candidates must satisfy experience requirements. A bachelor's degree will be required beginning in 2007.
- (4) Certification examination required. Candidates must satisfy experience requirements.
- (5) Certification examination required. Candidates must hold a bachelors degree and satisfy experience requirements.

# **Appendix D**

**Ohio Tech Prep Consortia**

# Ohio Tech Prep Consortia

Website: [www.regents.state.oh.us/techprep](http://www.regents.state.oh.us/techprep)



**PHASE I (formed 1992)**

- 1. Heart of Ohio
- 2. Miami Valley
- 3. North Central
- 4. North Coast
- 5. Partners of Marion
- 6. Washington-Morgan-Meigs

**PHASE II (formed 1993)**

- 7. Akron Area
- 8. Columbiana County
- 9. Kent
- 10. Lakeland
- 11. Ohio South
- 12. Stark County
- 13. Upper Miami Valley

**PHASE III (formed 1994)**

- 14. Clark State
- 15. Greater Cincinnati
- 16. Eastern Ohio Valley

- 17. Lorain County
- 18. Mid-East Ohio
- 19. West Central
- 20. Workforce Development Council

**PHASE IV (formed 1995)**

- 21. Ohio State - Agricultural Technical Institute (with programs at locations throughout Ohio)
- 22. Mahoning Area
- 23. Northwest Ohio
- 24. Tuscarawas Valley

**PHASE V (formed 1996)**

- 25. East Central Ohio
- 26. Ohio Valley
- 27. Maumee Valley
- 28. Southeast

*Note: Consortia 8, 9 and 24 merged with headquarters at #9*