



Money *Smarts*

Financial literacy workshop for Australian secondary students

Money habits that pay for the rest of your life

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HSBC

Meet your

facilitators

Your HSBC volunteer facilitators will introduce themselves on the day.

Why we're here

HSBC volunteers deliver this session in partnership with AIEF.

Our bank has been helping people manage money for over 150 years – today we're not providing advice, just sharing the basics every Australian school-leaver should know.

Ground rules



Ask anything There are no daft questions about money.



No personal numbers Don't share your real bank balance or PINs.



Be respectful Everyone's family situation is different.



Have a go Games and debriefs work better when you join in and have fun

Today's agenda

About 60 minutes · five parts · lots of chances to jump in

Timing aim:

- 1) Intro (5 minutes)
- 2) Foundations (10 minutes)
- 3) Earnings & tax (7 minutes)
- 4) Growing your money (7 minutes)
- 5) Spending smart (6 minutes)
- 6) Game and wrap up (25 minutes)

1



Foundations

Why money matters, needs vs wants, and the 50/30/20 budget

10 min

2



Earning & tax

Your first payslip, income tax, and superannuation – set up your TFN!

7 min

3



Growing your money

Compound interest and saving habits – Save early and automate savings

7 min

4



Spending smart

Buy Now Pay Later traps and spotting scams

6 min

5



Game & wrap-up

Play the Money Smarts Challenge, then key takeaways

25 min

Welcome — let's talk money



Earn & manage

How money flows in, where it goes, and tax basics



Save & grow

Compound interest — the most powerful idea in money



Spend & protect

Smart choices, scams to dodge, and asking for help



ICEBREAKER • TURN TO THE PERSON TO YOUR LEFT

If \$1,000 magically landed in your account right now — what's the first thing you'd do with it?



PART 01

Foundations

01

Why money matters — needs vs wants, and a budget you'll actually use.

Why this stuff actually matters

PART 01 • FOUNDATIONS

Three numbers to think about and take away from the session

64%

of young Australians say the cost of living is the #1 issue facing the country – a record high

\$27.6k

the average student (HECS-HELP) debt in Australia – money owed before your career even starts

\$1M

what about \$228 a month from age 18 (≈ \$7.50 a day) could grow to by age 65

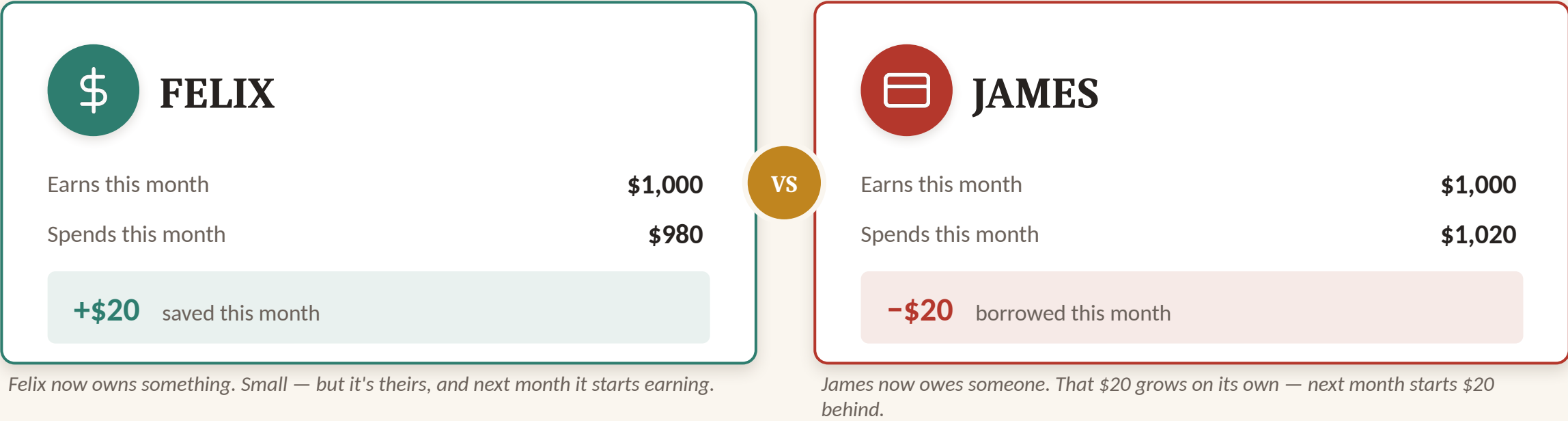


The takeaway: small money habits started in your teens compound into life-changing differences. The earlier you start, the easier it gets.

Sources: Mission Australia Youth Survey 2025 (cost of living); ATO, average HELP debt 2023–24; compound-interest illustration at 7% per annum.

The gap is the whole story

Same income. Two futures. Forty dollars apart.



Needs vs wants — call it out

PART 01 • FOUNDATIONS

Shout 'need' or 'want' for each item. Some are trickier than they look.

NEEDS

Things you must have to live and function



Rent / housing



Basic groceries



Transport to school / work



Textbooks for your course

WANTS

Nice to have — improve life, but not essential



Latest phone upgrade



New Sneakers



Uber Eats three nights a week



In-game purchases / streaming



TRICK QUESTION

A sugary drink on the way home from school — need or want? (A \$4 sugary drink per school day is about \$800 a year.)

The 50 / 30 / 20 rule

PART 01 • FOUNDATIONS

A simple way to split any income — pocket money, casual pay, or a salary later on



■ Needs ■ Wants ■ Save / invest

50%

NEEDS

Rent, food, transport, phone plan, school supplies — non-negotiable costs.

On \$400/wk → \$200 for needs

30%

WANTS

Going out, subscriptions, takeaway, gaming, new clothes — the fun stuff.

On \$400/wk → \$120 for wants

20%

SAVE

Future you. Emergency fund first, then bigger goals like a car or travel.

On \$400/wk → \$80 to save



HANDS UP

Which bucket would be hardest for YOU to stick to — needs, wants, or save?



PART 02

Earning & tax

02

Your first payslip, decoded — plus income tax and super, in plain English.

Your first payslip, decoded

Why doesn't \$25/hour actually mean \$25 lands in your account?

PAYSリップ • Before Tax & Super		PAYSリップ • After Tax & Super	
Hours worked	10 hrs		
Hourly rate	\$25.00		
Gross pay	\$250.00		
		Tax withheld (PAYG)	– \$25.00
		Net pay (in your bank)	\$225.00
		Super (paid by employer) +	\$30.00



Gross vs net

Gross = total earned. Net = what actually hits your account after tax. Always check both.



Tax (PAYG)

Earn under \$18,200 in a year and you pay no income tax — but you still need a Tax File Number.



Superannuation

Your employer must pay 12% of your wage into a super fund — and it compounds for decades. Free money for Future You.



ASK THE ROOM

Has anyone had their first payslip yet — what surprised you most?

How tax actually works in Australia

It's a sliding scale — not one flat percentage. Only the dollars inside each band are taxed at that band's rate.

INCOME BAND	TAX RATE	WHAT IT MEANS
\$0 – \$18,200	0%	Tax-free threshold — most school students sit here.
\$18,201 – \$45,000	16%	16 cents per \$1 over \$18,200. Typical for part-time work.
\$45,001 – \$135,000	30%	Most full-time entry-level salaries fall in this band.
\$135,001 – \$190,000	37%	Senior roles — engineers, doctors, managers.
\$190,001 +	45%	Top bracket — applies only to the dollars above \$190k.



Worth knowing: no TFN means being taxed at the top rate (47%) even on small earnings. Applying is free at [ato.gov.au](https://www.ato.gov.au).



TRUE OR FALSE?

Earning \$1 more can push ALL your pay into a higher bracket.

Source: ATO resident income tax rates, 2025–26 financial year. Medicare levy may apply separately.



PART 03

Growing your money

03

Compound interest — and why starting at 18 beats starting at 30.

Two friends, one massive difference

Both invest \$228/month at a 7% average return. Who ends up with more by age 65?

FELIX

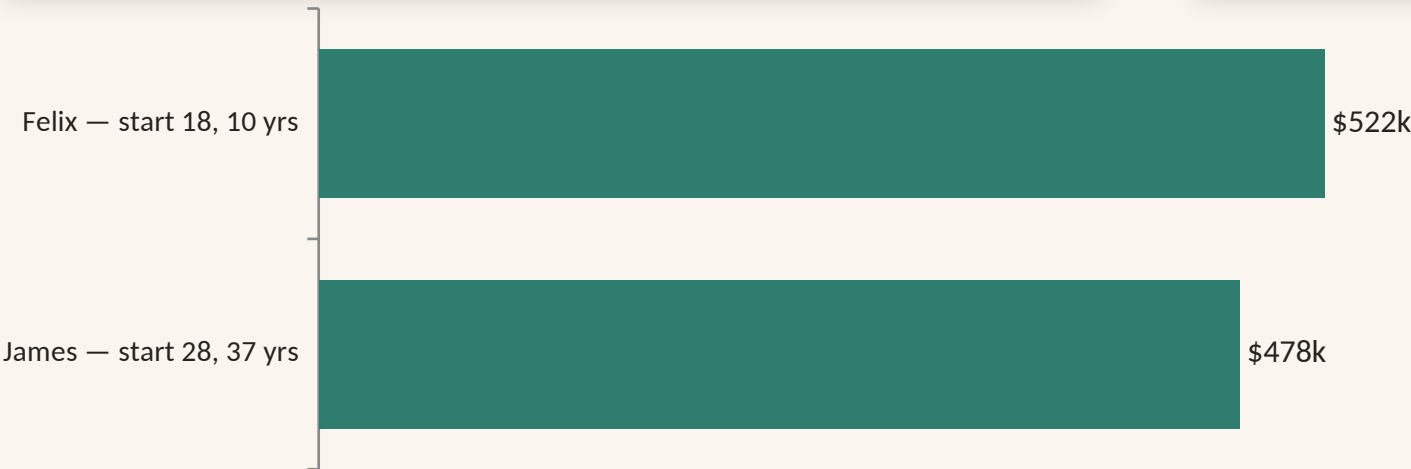
Starts at age 18

Invests for 10 years only (18–28), then stops adding money but leaves it invested.

JAMES

Starts at age 28

Invests for 37 straight years (28–65), never stopping, every single month.



Felix wins.

Despite investing only ~\$27k vs James's ~\$101k — a 10-year head start beats 27 extra years of paying in.



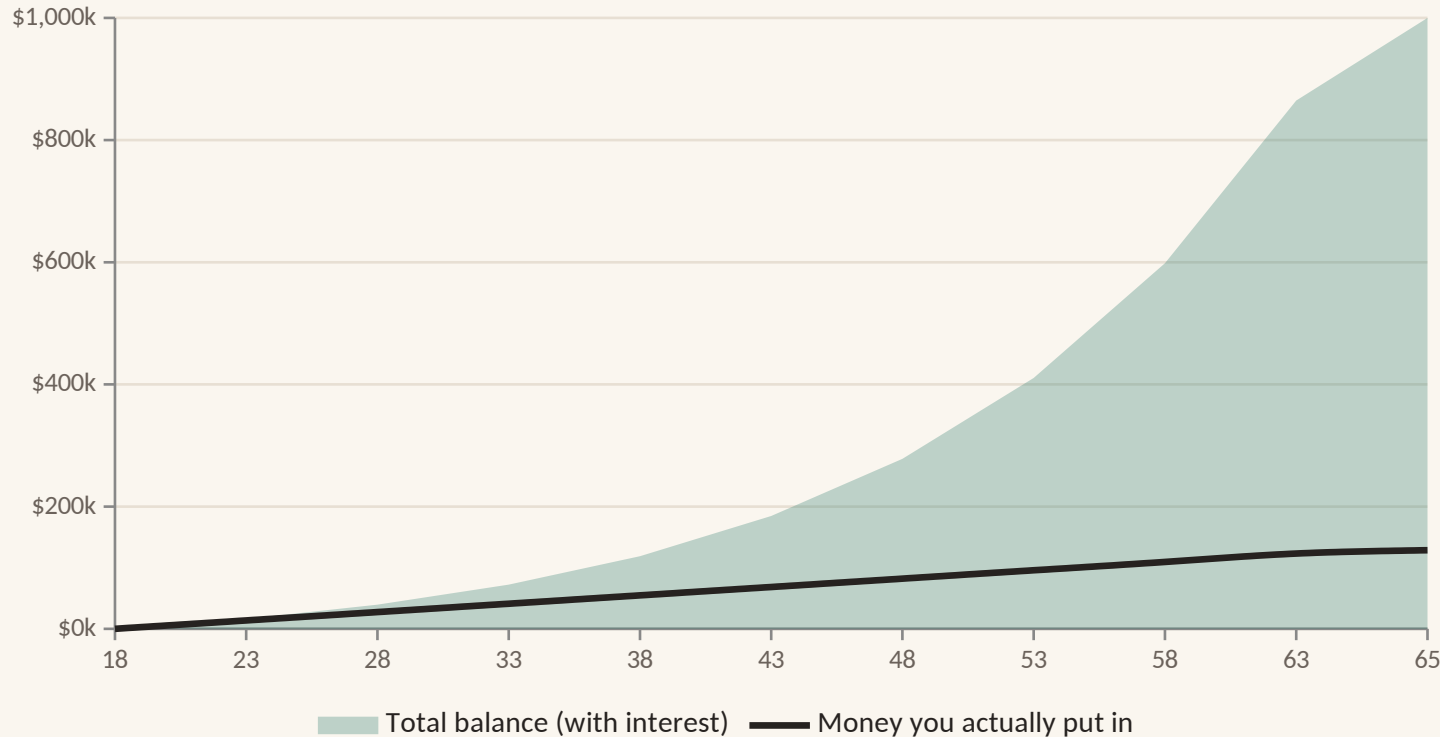
VOTE BEFORE THE REVEAL Who has more at 65 — Felix or James? Hands up.

Illustrative. 7% p.a. compounded monthly. Past returns don't guarantee future results.

Why the curve goes vertical

PART 03 • GROWING YOUR MONEY

About \$228 a month at 7% — roughly \$7.50 a day — and compounding does the heavy lifting.



BY AGE 65

\$1M

from about \$228 a month, starting at 18

YOU PUT IN

\$129k

Compound interest adds:

\$871k



Superannuation is this curve, automatic. Employers must pay 12% of your wage into a super fund that compounds for 40+ years — building your retirement before you even start saving yourself.

Illustrative — 7% p.a. compounded monthly. Returns vary; this is educational, not financial advice.



PART 04

Spend smart, stay safe online

Dodging bad deals, predatory 'buy now, pay later' traps, and scams aimed at young Australians.

04

Buy Now Pay Later — the catch

PART 04 • SPENDING SMART

Used carefully, fine. Here's what they don't say.



What works

- No interest if you pay on time
- Fixed instalments are predictable
- Useful for one-off, planned spends



Watch out for

- Easy to lose track of multiple apps
- \$10 late fees stack up fast
- Spending more than you would with cash



Red flags

- Using it for groceries or rent
- Defaults damaging your credit record
- Stacking it on top of credit cards



Rule of thumb: if you couldn't afford it in cash today, splitting it into four payments doesn't make it affordable next fortnight.

Spot the scam in 5 seconds

PART 04 • SPENDING SMART

Australians lost over \$2 billion to scams in 2024. Young people are the fastest-growing target.

Aussie Bank

(fictional bank — for illustration)

Today, 2:47 pm

Aussie Bank: We blocked a \$940 payment to a new payee on your account. If this wasn't you, verify your identity now to keep your account open: aussie-bank-secure.co/verify

VERIFY NOW

Four red flags in one text

1

Fear & urgency

'Blocked payment', 'verify now to keep your account open' — panic stops you thinking.

2

Look-alike link

'aussie-bank-secure.co' is NOT the bank's real address. Check the real domain, always.

3

Asks you to 'verify'

The page harvests your login and card details. **A real bank never texts you a link to log in.**

4

Unexpected & unsolicited

You didn't set up that payment. Genuine alerts live in the bank's own app — not a random text.



BEFORE THE REVEAL Call it out — what's wrong with this text?



PART 05

Game time, then wrap-up

Play the Money Smarts Challenge in teams — then the five things to take away.

05

The next 22 minutes

Learn the game, play your life from 15 to 55, then find out who won.



GET READY

4 min

A quick tour of the game. Then every table joins — and GO.



PLAY

15 min

Four rounds. Each round is ten years of your life. Round one is a warm-up — it still counts.



WRAP-UP

3 min

The winners, a few quick hands up, and the two big lessons.



One device per table · Room code 1234 · No logins, nothing to install

How the game works

30 SEC

One aim. One clock. Three things on your screen.

THE AIM

Finish at 55 with the most ★ points.

Happiness from what you buy and your life



Money left at 55 1 point for every \$1,000

Spend it all → no money points.
Spend nothing → no happiness.
The table that balances both wins.



THE CLOCK

4 rounds of 3 min 45 sec.
Each round = 10 years of your life.

Each round: a surprise bill, then payday, then your plan.



YOUR SCREEN

Our budget your table's plan.

Invest about doubles every round.

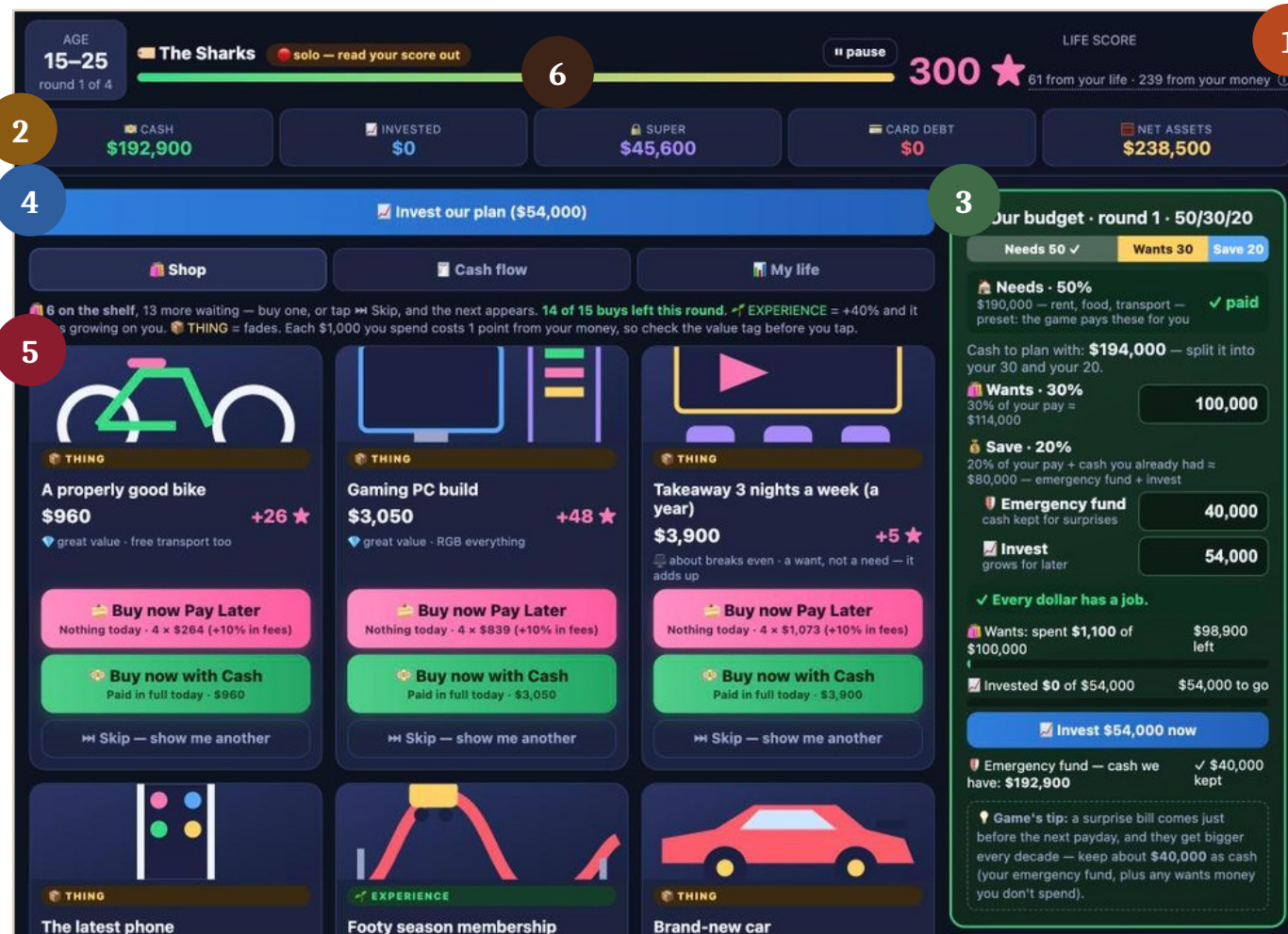
Cash • Pay Later • Skip how you buy.



CHECKPOINTS AT 25 • 35 • 45 a box shows your score so far.

Your screen — six things to know

Once we start, tap anything — you can't break it.



1 Life score

Your ★. Tap it to see how it works.

2 Your money

Net assets = what you own minus what you owe.

3 Our budget

50/30/20: needs paid · your table plans wants + save.

4 Invest

In this game: about double every round.

5 The shop

Cash, Pay Later or Skip.

6 The time bar

Each round = ten years.

Every round starts with a surprise

A surprise bill, then payday, then your plan.

20 SEC



ROUND 2 of 4 — Marriage & a mortgage
AGES 25–35 · ten years in 3 min 45 sec

In this game life, you get married and buy a home. The wedding costs \$30,000 — less than the NSW average of \$42,322. Your home loan (called a mortgage) is now the biggest cost in your budget for twenty years.

EMERGENCY — before payday: RECESSION — six months between jobs — \$35,000
✓ Your spare cash covered it. Only -5 ★.

+ \$800,000 paid to you THIS ROUND, after tax (ten years of pay — about \$105,000 a year before tax)
+ \$96,000 into super this round (employer 12%, on top of your pay) 🏠
- \$400,000 needs this round = 50% of your pay (\$37,000 a year + \$30,000 for the wedding)
= \$400,000 left from this round's pay — the other 50%: wants 30 + save 20
+ \$180,707 cash you already had (after the surprise bill)
= \$580,707 cash to plan with — the same as your 🏠 budget
+80 ★ happiness — you get married and buy a home

🏠 The shop has 14 new things. Only 6 fit on the shelf — buy one and another appears.

📌 **KEY IDEA — INVEST EARLY — THE EARLIER, THE BETTER**
“My wealth has come from a combination of living in America, some lucky genes, and compound interest.”
— Warren Buffett — Giving Pledge letter, 2010
Growth on top of growth, and time does the heavy lifting — which is why starting at 15 beats starting at 40. It runs the other way too: a 21% credit card compounds against you just as relentlessly. Watch your Invested and Super tiles at the end of every round.

1 The surprise bill

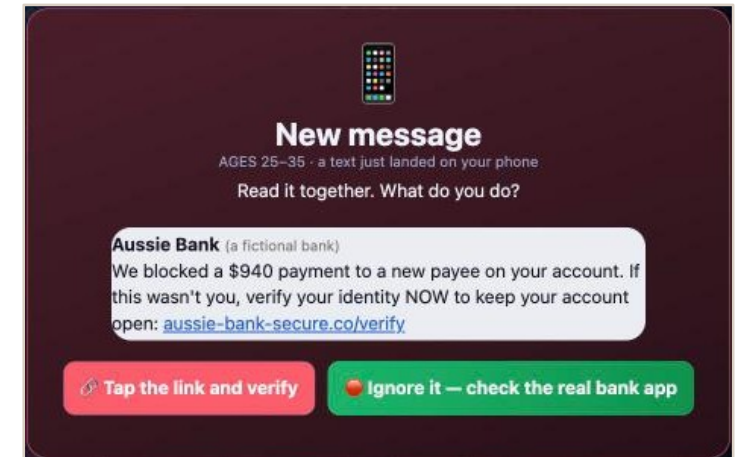
Lands BEFORE payday. Keep cash for it — or you lose stars, and investments or the card pay.

2 Payday

Ten years of pay arrives. Your boss adds 12% into super.

3 Needs: half your pay

Rent, food, transport, later the kids — paid first. The other half is yours to plan.



New message
AGES 25–35 · a text just landed on your phone
Read it together. What do you do?

Aussie Bank (a fictional bank)
We blocked a \$940 payment to a new payee on your account. If this wasn't you, verify your identity NOW to keep your account open: aussie-bank-secure.co/verify

👉 Tap the link and verify 🛑 Ignore it — check the real bank app

Watch for a text

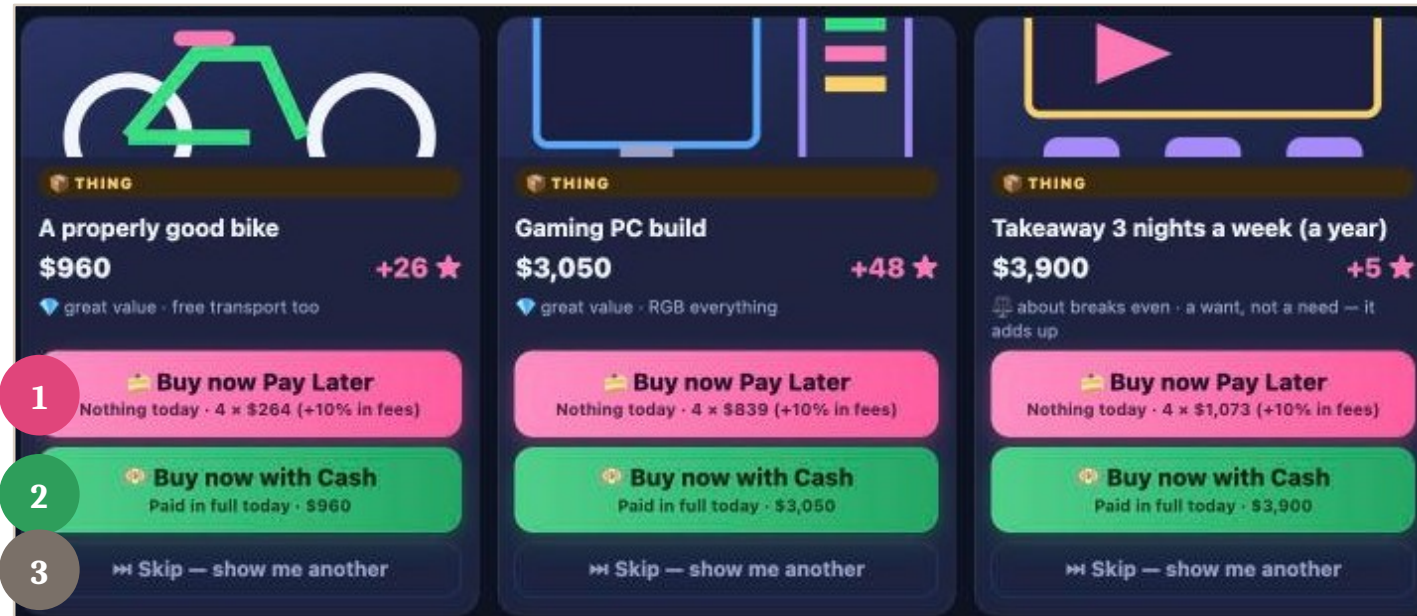
Every table gets this text once. Tap the link, or ignore it? Your table decides.

Tip: surprises grow every round: \$6,000 → \$35,000 → \$45,000 → \$55,000. Emergency fund first!

The shop: Cash, Pay Later or Skip

25 SEC

Each card shows the price and the ★ it gives you.



- 1 Buy now Pay Later**
Nothing today — but 10% more, and all due this round. Miss a payment: \$10 fee + the card.
- 2 Buy now with Cash**
Pay today. The cheapest way.
- 3 Skip**
See the next item.

IS IT WORTH IT? Every \$1,000 you spend costs 1 ★ from your money.

Bali with the crew · \$3,350

+73 ★ life -3 ★ money = +70

Worth it

Luxury watch · \$28,000

+16 ★ life -28 ★ money = -12

Not worth it

Experiences keep giving ★. Things fade.

Your budget: your plan, your call

25 SEC

50/30/20 — needs are 50% of your pay, preset and paid. Your table plans the 30 and the 20.

Our budget · round 1 · 50/30/20

Needs 50 ✓ Wants 30 Save 20

Needs · 50%
\$190,000 — rent, food, transport — **✓ paid**
preset: the game pays these for you

Cash to plan with: **\$194,000** — split it into your 30 and your 20.

Wants · 30%
30% of your pay = \$114,000

Save · 20%
20% of your pay + cash you already had = \$80,000 — emergency fund + invest

Emergency fund
cash kept for surprises

Invest
grows for later

✓ **Every dollar has a job.**

Wants: spent **\$1,100** of \$100,000 \$98,900 left

Invested **\$0** of \$54,000 \$54,000 to go

Invest \$54,000 now

Emergency fund — cash we have: **\$192,900** ✓ \$40,000 kept

Game's tip: a surprise bill comes just before the next payday, and they get bigger every decade — keep about **\$40,000** as cash (your emergency fund, plus any wants money you don't spend).

Needs · 50%

Half your pay — the game pays them ✓

Wants · 30%

30% of your pay — the shop, the fun things.

Save · 20%

20% of your pay — emergency fund, then invest.

It's your plan, not ours.

Go over and the bar turns red — but nobody stops you.



How your Life Score works

You have 516 right now

Your score is made of two things: the life you have lived, and the money you still have. You need both.

202 from your life

Happiness points from everything you have bought — plus life moments like getting married or a child arriving. 📈 Experiences give 40% more and keep growing on you. 🕒 Things fade over time. You lose some when a bill catches you without cash, or while you carry card debt.

314 from your money

Every **\$1,000** you have is worth **1 point**. You have \$313,989 right now, so that is 314 points. It counts your cash, your investments and your super, minus anything you owe — including Pay Later still to come. It goes up when you are paid or your investments grow — and **down the moment you spend or borrow**.

So is something worth buying?

Spending \$1,000 costs you 1 point from your money. So only buy it if it gives you more points than it costs.

✓ **Bali with the crew: \$3,350 for +73** ★ → +73 from your life, -3 from your money. Easily worth it.

Tap your ★ score any time to see exactly how it's worked out.

Join in three steps

1 MIN 15

Helpers load these before we start. Screen says “You're in — wait for GO”? You're done.

1

Open moneytrip.onehalf.au/game

tap “We're a table” · one laptop per table

2

Type a table name

room code 1234 is already filled in

3

Press START

the screen says “You're in — wait for GO”

Late? No problem — join any time and the game puts you in the right round.

ROOM CODE **1234**

moneytrip.onehalf.au/game



What every table sees before GO.

Give everyone a job: one taps, one keeps the budget — everyone gets a say.

Time! How did your table go?

1 MIN 15

First the winners — then a few quick hands up. There are no wrong answers.



The final leaderboard stays on the big screen. Winners — come up the front, or give us a wave from your table!

TO THE WINNING TABLE

“What was the key to your success?”

“When did you start investing?”

“What did you say no to?”

...then a round of applause and your prize.

EVERYONE — QUICK HANDS UP

“Who's happy with how their table went?”

“What's the best thing your table bought?”

“Anything you'd take back?”

“Who spotted the scam text?”

Every table learned something today — and the tables that struggled often learned the most.

1

WHAT THE GAME PROVED

1 MIN

Invest early — the earlier, the better

\$10,000 invested in the game, at 7% a year. What it was worth at 55:

Invested at 15



\$149,745

Invested at 25



\$76,123

Invested at 35



\$38,697

Invested at 45



\$19,672



Same money. Same rate.

The only difference was time. Money invested in round one doubled four times; money invested in round four doubled once.

And super did it for you — 12% of every pay, invested from your first job.



DO THIS NOW

Hands up — which tables invested in round one? Now look at the top of the leaderboard.

ON MONDAY Start small and start now. Time does more of the work than the amount does.

Make a budget, spend wisely — and keep cash back for surprises

Your budget was your table's own plan: wants, emergency fund, invest. Here is what happened to the tables that spent their emergency fund.

1

Spent the fund

They spent their emergency fund on wants — and the next surprise was waiting at the start of the next round.



2

Paid later

It cost nothing today, so it felt free. But it cost 10% more in fees, and all four payments still came out before the round ended.



3

Got caught

The emergency landed before payday. No cash meant selling investments in a hurry at a loss — or the credit card at 21%.



DO THIS NOW

Hands up if your table went over its own budget at least once. What were you buying when it happened?

ON MONDAY A budget is deciding the gap before you spend, not finding out afterwards. On payday, move your savings out first — then spend what is left, not the other way round.

Five things to walk out with

PART 05 • GAME & WRAP-UP

If you remember nothing else from today — remember these.

01

A budget puts you in the driver's seat before your money drives off without you.

50/30/20 is your starting template.

02

Get a Tax File Number before your first job.

It's free, takes 10 minutes at ato.gov.au, and stops you being overtaxed.

03

Compound interest rewards starters, not earners.

Time in the market is critical.

04

Automate savings when your money comes in.

\$5, \$10, \$25 a week — set it and forget it. Future You will say thanks.

05

If it feels urgent, it's probably a scam.

*Pause, check the source, ask someone. **Banks never text you a link to log in.***

Where to go next

PART 05 • GAME & WRAP-UP

Free, Australian, and none of them are trying to sell you anything.

MONEYSMART • ASIC

How to do a budget

moneysmart.gov.au/budgeting

Five steps and a free budget planner you can fill in.

MONEYSMART • ASIC

Compound interest calculator

moneysmart.gov.au/saving/compound-interest

Put your own numbers in and watch the curve bend.

MONEYSMART • ASIC

Save for an emergency fund

moneysmart.gov.au/saving

\$20 a week is over \$1,000 a year. The 3-month target, explained.

AUSTRALIAN TAXATION OFFICE

Apply for a TFN + what is super

ato.gov.au

The pages to come back to the day you start your first job.

SCAMWATCH • NASC

Check & report scams

scamwatch.gov.au

Current scam alerts, and how to report one if you're caught out.

AIEF • PATHWAYS

Career & study support

aief.com.au/pathways

Mentoring and career support for AIEF scholarship students.

Further study — five easy reads

PART 05 • GAME & WRAP-UP

Beginner-friendly and worth borrowing. Each one goes deeper on part of today.



The Barefoot Investor (Classic Edition)

Scott Pape • Wiley, 2022

The Australian one — a simple bucket system for splitting your pay before you spend it.

BUDGETING



I Want More Pizza

Steve Burkholder • ~100 pages

Written for teens, built around a pizza analogy: saving, compound interest and debt made simple.

SAVING



Money: A User's Guide

Laura Whateley • 2018

A modern, plain-English guide for young people — bank accounts, first pay, debt and renting.

EVERYDAY MONEY



The Psychology of Money

Morgan Housel • 2020

Short chapters, stories not spreadsheets: doing well with money is behaviour, not maths.

MINDSET



The Richest Man in Babylon

George S. Clason • 1926

Simple parables from a century ago — and the origin of 'pay yourself first'.

HABITS



Borrow, don't buy: every title is held by most school and public libraries, and a library card is free. If yours doesn't have one, ask the librarian to order it in.

AIEF

Thank
you.

Now go make Future You proud.

Free, trustworthy resources



moneysmart.gov.au

The government's financial education hub — calculators, guides, all free.



ato.gov.au

Apply for your TFN, check tax rates, and learn about super.



scamwatch.gov.au

Report scams and check current scam alerts.



aief.com.au

Scholarships, mentoring and career support for Indigenous students.



Lifeline 13 11 14

If money worries are affecting your mental health — please reach out.