

Housing Works Austin
presents

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Research supported
by a grant from the
JPMorgan Chase Foundation



**Employer
Assisted
Housing**

HousingWorks Austin

HousingWorks Austin is a nonprofit 501 (c) 3 organization that conducts research, educational initiatives and advocacy around housing affordability. It was formed by a group of housing advocates following the passage of the first dedicated housing bonds in 2006.

In 2018, the JPMorgan Chase Foundation funded HousingWorks to conduct research on identifying national programs focused on Employer Assisted Housing (EAH). HousingWorks formed a working group with members of the Austin Chamber of Commerce and Austin Urban Land Institute to identify EAH best practices, case studies, and strategies that would work in the local context. In addition the group identified companies/ organizations/ educational institutions interested in learning more about EAH.

In 2020, the Foundation continued the funding for Phase II allowing HousingWorks to communicate with entities to form pilot projects and partnerships.

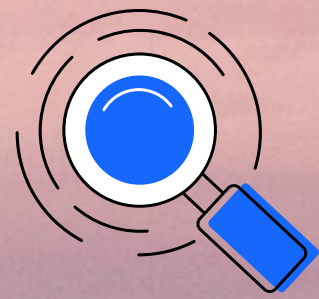


Example

Case

Studies

CASE STUDY



HomeStreet Bank

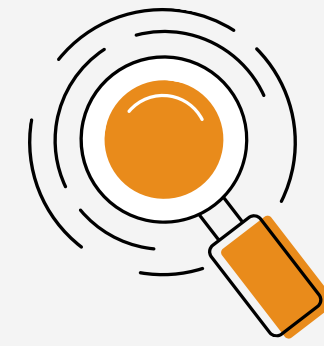
“Hometown Home Loan Program”

Seattle

HomeStreet Bank

“Hometown Home Loan Program”

Seattle



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- EAH Toolkit benefit types: **home purchase assistance** and **discounted realty services**
 - begun as a **pilot program** with the City of Seattle in 1994
 - partnered with nearly 200 employers in Washington, Oregon, California, and Idaho
 - loan officers are **salaried** rather than paid commission for mortgage originations
 - Home Loan Program is offered at no cost to participating employers
 - employers are **accountable to advertise** the Hometown program and its various benefits to its employees
 - primary program management is **outsourced** to HomeStreet

HomeStreet Bank

"Hometown Home Loan Program" Seattle

- A 50% discount on the loan origination fee (from 1% of the mortgage amount to 0.5%) to reduce closing costs
- Access to down payment assistance through loan originators
- Up to 1% of purchase price by choosing a realtor partnered with HomeStreet
- A curriculum of financial education courses available to employees offered through local nonprofit organizations on home purchasing process, credit counseling, etc.,



CASE STUDY



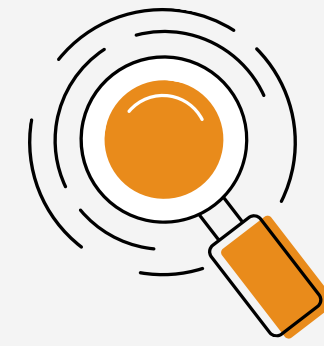
Buncombe County Schools

"Williams-Baldwin Teacher Campus"
Asheville, NC

Buncombe County Schools

"Williams-Baldwin Teacher Campus"

Asheville, NC



- EAH Toolkit benefit type: **construction of affordable employee housing and rental assistance**
- Over the last decade Asheville has experienced significant growth, causing **significant increases to the cost of living** for public school teachers
- Asheville and Buncombe County Schools noted a difficulty in their ability to retain **teachers who struggled to find affordable housing** close to their school districts.
- To develop teacher-specific housing complex, the school districts **coalesced a broad group** of public, private, and philanthropic institutions
- Partnered with a local philanthropic organization to **own and operate the development**, the school district was granted land adjacent to a middle school and owned by Buncombe County for the housing complex

Buncombe County Schools

"Williams-Baldwin Teacher Campus"

Asheville, NC



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- To fund the estimated \$2.5 million construction, the philanthropic organization acquired a **no-interest loan** from the State Employees' Credit Union Foundation
 - Private donations **completed funding gaps** for the project
 - The **24-unit** Williams-Baldwin complex opened in 2017
 - Focusing on **new full-time teachers**, the complex consists of 6 units dedicated to Asheville City Schools and 18 units dedicated to Buncombe County Schools.
 - Teachers can elect to have their **monthly rental payments deducted** directly from their paycheck.
 - Once the no-interest loan from the State Employee's Credit Union Foundation is paid off, the philanthropic organization will **use the rental income from the units to fund programs** that benefit area schools, teachers, and students.

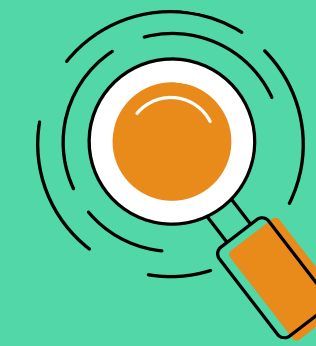
CASE STUDY



"Live Near Your Work"

**City of Baltimore
and Local Employers**

"Live Near Your Work" City of Baltimore and Local Employers



- Led by the City of Baltimore Department of Housing and Community Development
- Employees of participating employers are able to **receive a minimum \$2,000 grant** toward their home purchase within Baltimore.
- The **City of Baltimore matches any grant funds** from the employer up to \$2,500.
- To participate in the program, employees must contribute at least \$1,000 to the home purchase, be a **first-time homebuyer**, and live within the City of Baltimore.
- Since the program's initiation over **100 employers have enrolled** in the Live Near Your Work program including some of the city's largest employers such as John Hopkins University and Health Systems, Under Armour, and the University of Maryland-Baltimore.

CASE STUDY

“Employer-Assisted
Housing Program”

Washington, D.C. Government

"Employer-Assisted Housing Program"

Washington, D.C. Government



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- Washington D.C. has one of the most expansive housing programs in the country
 - **\$100 million budget commitment** to the Housing Trust Fund annually since 2015
 - The District's Employer Assisted Housing Program (EAHP) began in 2000 and was enhanced in 2017
 - Despite the global COVID-19 pandemic, the EAHP has **\$1 million dedicated for the 2021 Fiscal Year**
 - Home Purchase Assistance program **offers up to \$80,000 in gap financing** to qualified applicants
 - Eligible employees attend an orientation session, schedule an application appointment, and attend homeownership trainings.

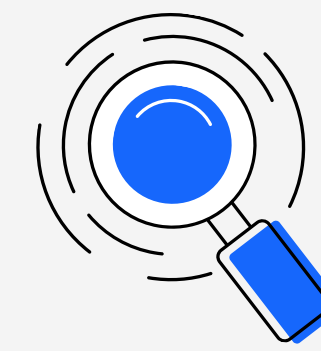
CASE STUDY

Housing Trust Silicon Valley



Housing Trust Silicon Valley

Bay Area



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- In 1998, a **coalition of large business organizations joined forces** with the Santa Clara County Board of Supervisors, local businesses, affordable housing advocates, and foundations to establish a nonprofit to address growing housing needs.
 - The trust was **funded by voluntary contributions** with an initial goal to raise \$20 million and leverage \$200 million, a goal which they succeeded within their two years.
 - Today, the trust—which has renamed itself the Housing Trust Silicon Valley (HTSV)—has **invested \$335 million in affordable housing within the region**, assisting almost 40,000 people, including employees, seniors, special needs individuals, and people facing homelessness.

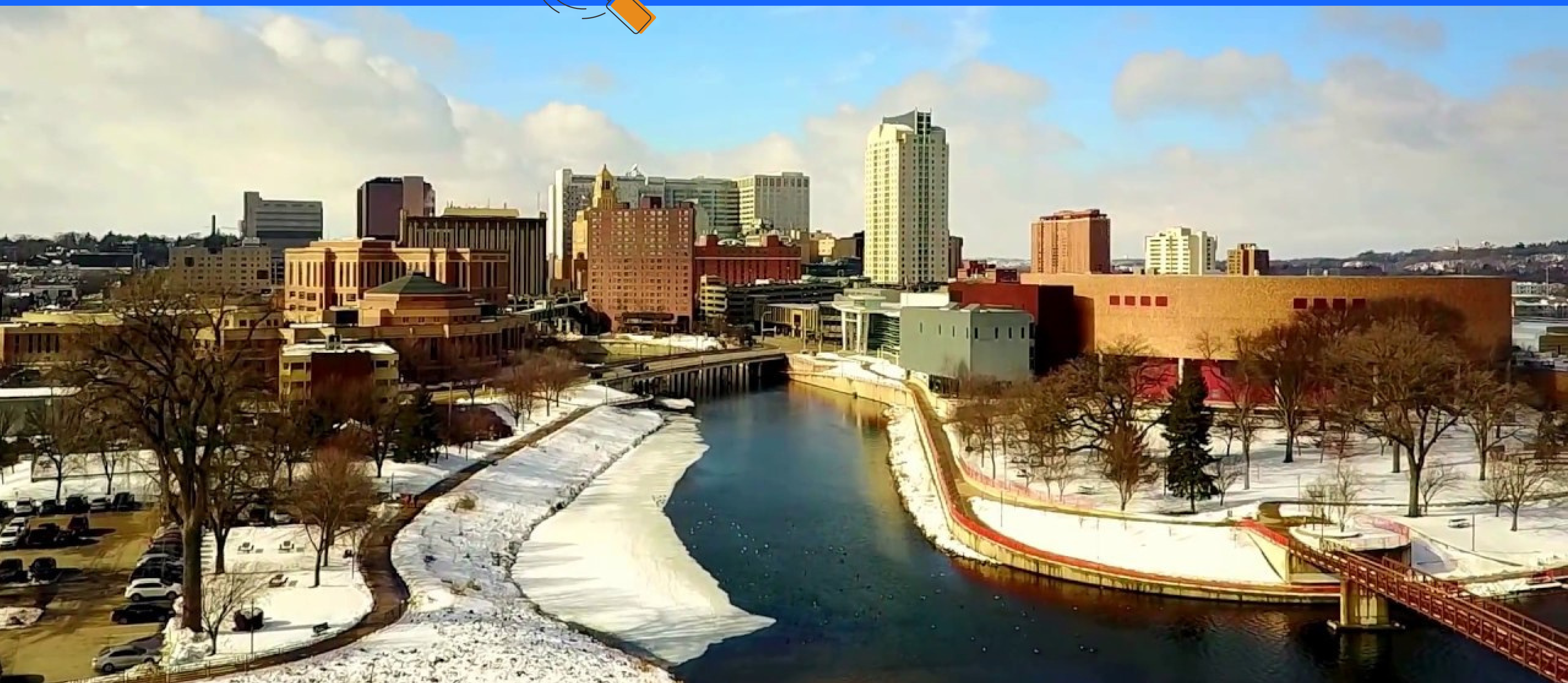
Housing Trust Silicon Valley

Bay Area



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- HTSVs offers a down payment assistance loan for first-time home buyers in Santa Clara County.
 - Eligible **homebuyers must be able to provide at least 3%** of their chosen home's purchase price.
 - The **program then provides 17% of the purchase price** in the form of a loan, enabling a 20% down payment on any home with a sale price up to \$1,100,000.
 - This loan has no monthly payments or interest
 - When either the loan matures, the homebuyer decides to sell, or refinances their mortgage, they are **responsible for paying the original amount of the home** as well as a share of the appreciation on the home in equal proportion to the amount borrowed.
(i.e. if the loan was 17% of the purchase price, the homeowner must share 17% of the appreciation)

CASE STUDY

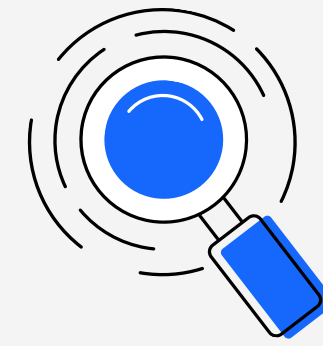


First Homes

*Rochester Area Foundation
Rochester, MN*

First Homes

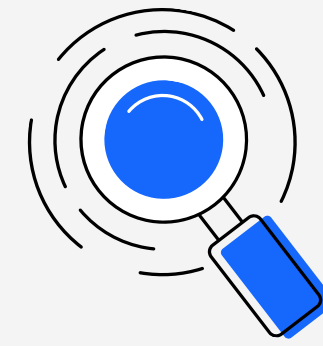
Rochester Area Foundation - Rochester, MN



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- Begun as a partnership between the Rochester Area Foundation and the Mayo Clinic - which is headquartered in Rochester, to create a region-wide affordable housing fund in 1999.
 - Rochester Area Foundation **aimed to build 500 single family homes and 375 rental units** by 2004.
 - The Mayo Clinic, local employers, and philanthropic institutions committed an initial funds
 - Low- to moderate-income families were eligible to **“gap loans” of up to \$30,000**
 - First Homes partnered with the city to provide development subsidies of up to \$10,000 through tax-increment financing to developers that would build affordable housing.
 - Development **subsidies were provided in full upfront** instead of over the period that the property's tax revenue accrued.
 - By 2013, the First Homes developer funding had financed 671 rental units.

First Homes

Rochester Area Foundation - Rochester, MN



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- By 2007, First Homes had reached its **goal of providing 875 affordable homes** in the Rochester Area.
 - To ensure the long-term affordability of these homes, they shifted to a community land trust – the **First Homes CLT**.
 - Homeowners can receive gap loans as well as land subsidies through purchase of a CLT home.
 - Homes in new developments funded through tax increment financing offered through First Homes via the City of Rochester are added to the Community Land Trust.
 - CLT limits the percentage of profit that the owner of a CLT home receives should they chose to sell their home, which **ensures that the home remains affordable to the next family** that purchases it.

CASE STUDY



Coastal Housing Partnership

*Santa Barbara &
Ventura Counties, CA*

Coastal Housing Partnership

Santa Barbara & Ventura Counties, CA



- Founded as a nonprofit in 1987, growing from a small organization to a regional nonprofit with 60 member employers—collectively employing more than 45,000 people—CHP has educated 14,000 employees about home purchase and **helped over 11,000 employees become homeowners.**
- Member companies pay an annual membership fee to CHP, and in return company employees **gain access to the services and discount opportunities** which CHP provides via their network of real estate professionals.
- Specifically, employees of member companies are eligible for **closing cost contributions** for home purchases, **lender contributions** on upfront fees, and **reductions in market rent** on new leases.

Coastal Housing Partnership

Santa Barbara & Ventura Counties, CA



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The annual membership fee companies pay is tiered based on their number of employees, in order to make membership affordable for companies of all sizes and means.

Number of Employees	Annual Fee
1-25	\$850
26-50	\$1,300
51-100	\$2,500
101-250	\$4,000
251-500	\$5,400
501-1000	\$7,000
1001-2500	\$8,700
Over 2500	\$14,000

CASE STUDY

BJC HealthCare

 **Washington**
University in St. Louis



"Live Near Your Work"

***Washington University &
Barnes Jewish Hospital***

"Live Near Your Work"

Washington University & Barnes Jewish Hospital



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- Purpose of the program is to provide additional housing **options for faculty and staff** and to make it easier to commute to work via public transit, walking, or biking.
 - Program is reserved for eligible employees from WU and BJC Healthcare who purchase a primary residence in one of the **eleven neighborhood areas**
 - Depending on where the home is located, the **forgivable loan** can range from \$8,500 to \$12,500
 - Loans are used to pay either part of the **down payment or closing costs.**
 - Eligible homes include 1-4 family buildings, including condominiums, which are used as a **primary residence** by the eligible employee.
 - The maximum amounts of forgivable loans which can be issued in a fiscal year are \$300,000 for WU employees and \$200,000 for BJC healthcare employees.

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