

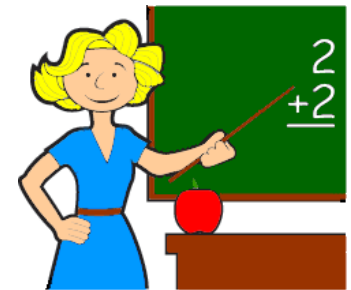
A Mixed-Income, Partnership-Driven Approach to Workforce Housing

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Community Scholars in Affordable Housing
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Workforce Housing – Definition

Housing that is affordable to families whose incomes are within 60% and 140% of Area Median Income

AMI Level	Salary	Sample Professions
80%	\$42,280	Teachers; Security Guards; Health Technicians
100%	\$52,850	Executive Secretaries; Guidance Counselors; Correctional Officers
120%	\$63,420	Firefighters; Police Officers; Librarians
140%	\$73,990	Registered Nurses; Accountants; Business Operations



Salary by Household Size

AMI Level	1	2	3	4
80%	\$42,280	\$48,320	\$54,360	\$60,400
100%	\$52,850	\$60,400	\$67,950	\$75,500
120%	\$63,420	\$72,480	\$81,540	\$90,600
140%	\$73,990	\$84,560	\$95,130	\$105,700



Workforce Housing – The Problem

Supply and Demand

Urban Workforce faced with poor choices

- Long commutes
- Expensive housing near centers of employment
- Substandard affordable housing

An Economic Development problem

- Employee retention / turnover
- Business expansion / relocation
- Productivity loss

Workforce Housing – The Challenge

Workforce Housing is difficult to build in Miami

- Lack of dedicated funding sources
- Scarce (and expensive) land
- High and rising construction costs
- Parking requirements
- Lender expectations

→ **Budgets are tight!**



Strategy A – In Progress

Mixed-Income, Public-Private Partnerships

- **Federal:** 80/20 tax credit structure with local subsidy
 - 80% workforce / 20% low-income
- **County:** Public land under long-term ground lease with cash flow sharing
- **Local:** Zoning Incentives
 - Density boost for provision of ELI units
 - Reduced parking requirements
 - Architectural relaxations (e.g. required setbacks)

Strategy B – Proposed Program #1

Transit Partnerships

- **Goal:** Allow Developer to reduce costs by providing fewer parking spaces while offering residents unique transportation solutions
 - Uber / Lyft: Discounted rides to and from nearest public transit hub (First Mile / Last Mile)
 - County / Municipal: Discounted monthly transit passes / expanded trolley routes
 - Dedicated spaces for ZipCar or other car sharing services onsite

Strategy C – Proposed Program #2

Employer Partnerships

- **Goal:** Facilitate lease-up for developer while helping employers attract and retain diverse workforce
 - Employers promote workforce developments to their employee base and Developer offers tenant concessions
 - Provide employee shuttle service
 - Ongoing partnership to enhance resident / employee experience and provide integrated services
- **Potential partner organizations:** Jackson Health Services; City of Miami; MDCPS; Beacon Council; Greater Miami Chamber of Commerce

Addressing the need for workforce housing requires a collaborative, cross-sector effort

I'm looking for connections to entities that could be willing to explore partnerships

THANKS!