



Housing influences outcomes across many sectors and the research shows it.

Students do better. Patients are healthier. People can more readily escape poverty and homelessness. The economy is healthier. And our region is more just and equal, when all residents have access to safe, stable, affordable homes. A strategic partnership between Fairfield County's Community Foundation, Partnership for Strong Communities, Regional Plan Association and Supportive Housing Works, FCCHO utilizes a collaborative, data-driven framework, aligning regional resources to deliver impactful systems change and equitable housing solutions.

Employment Advocates are Housing Advocates

Available, affordable housing that fits a range of household types and lifestyles is essential to attracting, retaining, and developing a diverse, productive workforce. Access to stable, affordable housing is particularly important for low-wage workers, who typically have inflexible work schedules and leave options.

High housing costs can **prevent workers from living near their jobs** and can put a strain on the local economy by **slowing employment growth**.

Housing costs affect where employers can locate their companies. Available and affordable housing allows employers to attract and retain diverse employees at all levels. Access to affordable and stable housing can make workers more productive and affordable housing options have been proven to improve job access.

What the Research Shows

- ▶ Providing decent, affordable, and stable housing is a human capital investment **analogous to education or job training**, one that could strengthen and steady the American workforce.
- ▶ The inability of working class and service class workers to afford housing in economically vibrant cities and metro regions **hurts workers and cities alike**.
- ▶ Nearly 75 percent of employers in Greater Boston **reported (PDF)** finding it "extremely or somewhat difficult" to recruit or retain employees, and two-thirds cite the cost of housing as a major barrier.
- ▶ Cost pressures on low-wage workers are especially fierce, leading to displacement. A recent **survey** in the Washington, DC, region found that 29 percent of respondents knew someone who moved involuntarily within the past two years, with high housing costs being the primary reason for those moves.
- ▶ Workers who face high housing and transportation costs are then more likely to experience economic instability if related emergencies, such as a sudden repair, an unpredictable and extreme commute, or a summons to court for an eviction hearing force them to miss work. In addition, their performance at work might **suffer** because of the extra stress of dealing with an eviction and finding a new place to live.
- ▶ Fifty-eight percent of larger companies that lack nearby affordable housing options report that employees cite **long commute times as a reason why (PDF)** they left the company.
- ▶ Employers across the country should educate themselves about how a lack of affordable housing affects their workforce. Employers should learn about policies that can **improve housing across the income spectrum** as a way to better attract and retain workers.
- ▶ Housing insecurity as an important source of employment insecurity among low-income workers.