

# Housing & Transportation Survey of Arizona Employers



## ACF's Support of Affordable Housing

Maricopa Association of Governments  
Human Services Coordinating Committee  
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## About the Arizona Community Foundation

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- Founded in 1978, the Arizona Community Foundation manages more than 900 component funds, including 30 supporting organizations, with endowment and trust assets exceeding \$500 million.
- Composed of local leaders with diverse backgrounds, ACF's dedicated 30-member Board of Directors guides the Foundation's community partnerships and its endowment.
- ACF directs its community investments through the Programs Department based on a variety of strategies including grant cycles, comprehensive initiatives, collaborations and strategic partnerships.



## The ACF Fund for Affordable Housing

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*A Collaborative Philanthropic Approach to Creating Livable Communities Statewide*

- A fund called a **recoverable grant pool** - for the predevelopment phase and support of affordable housing projects anywhere in Arizona.
- Provides zero-interest “loans” to nonprofit housing developers.
- Grants are underwritten by our partner, LISC, as if they were loans.
- Repaid within 24 to 36 months; repayment rates are high.
- A “recycling” of available dollars.





## How the Affordable Housing Fund Can Be Used

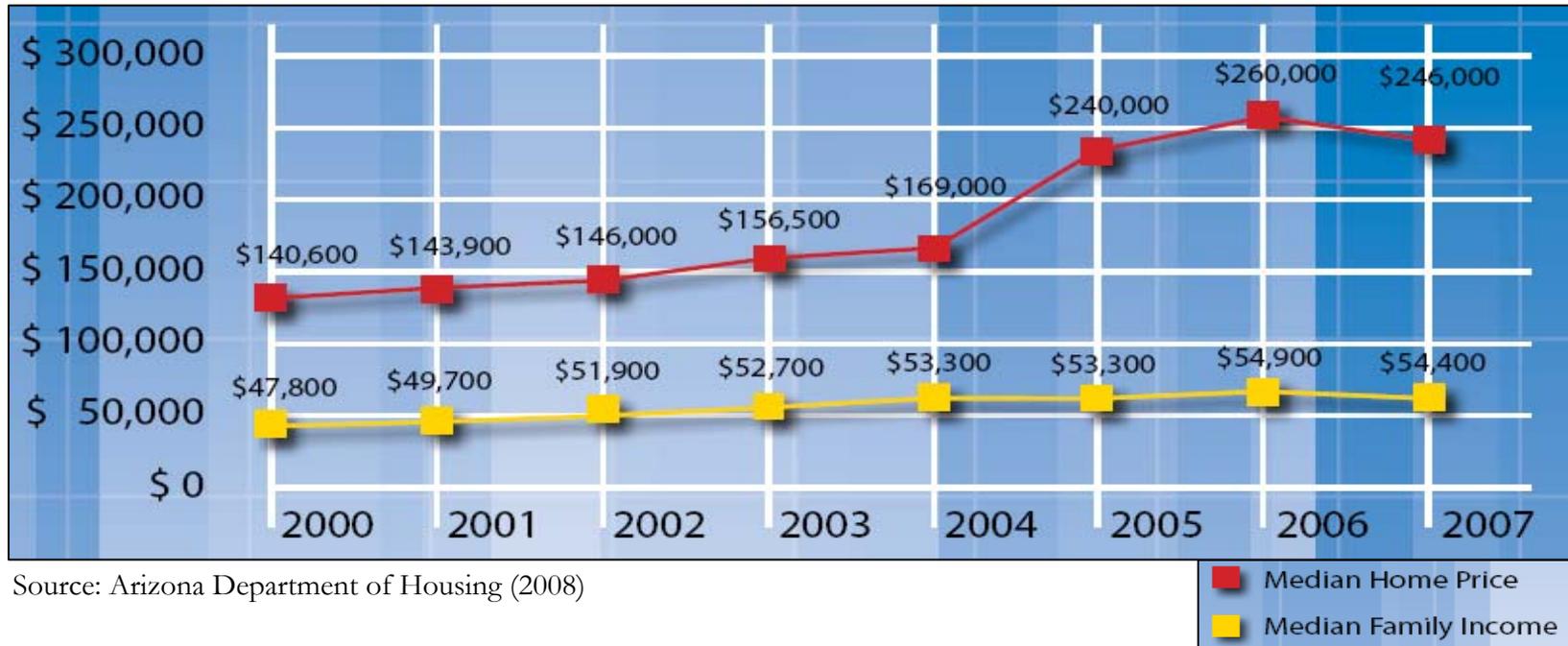
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- **To address requirements for which nonprofit housing developers lack up-front capital:**
  - Earnest money for land and home acquisition
  - Appraisals
  - Site planning
  - Conceptual drawings for project homes
  - Environmental, archeological and market studies
  - Initial engineering evaluation
  - Other professional services and consultants
- **The ACF Affordable Housing Fund supports almost every type of affordable housing, anywhere in Arizona:**
  - New developments and preservation of existing housing for affordable use
  - Shelters and transitional housing for the homeless
  - Special needs and supportive housing for the disabled and handicapped
  - Rental and home ownership opportunities for working families
  - Senior citizen housing



## The Need Continues Despite Declining Home Prices

A large gap still exists between home prices and family income:





## Current Economic Constraints Compound an Already Complex Issue.

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- On the surface, recent declines in home prices appear to create a more affordable climate to purchase a home
- On the contrary, these declines in are offset by:
  - Tightened Credit Markets
  - Economic Uncertainty
  - Volatile Fuel Prices
  - Longer Commute Times to and from work that accompany urban sprawl
- As a result, new segments of the workforce are quietly being shut out of the housing market



## **A Tool to Help Convey How Commute Times and Access to Affordable Housing Impact the Employer Sector**

## Survey Objectives

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1. To measure the impact that employee commute times and the lack of affordable housing have on Arizona employers.
2. To gauge the fiscal impact that increased commute times and the lack of affordable housing have on Arizona employers.
3. To understand what Arizona businesses are doing in response to commuting and housing issues.

## Methodology

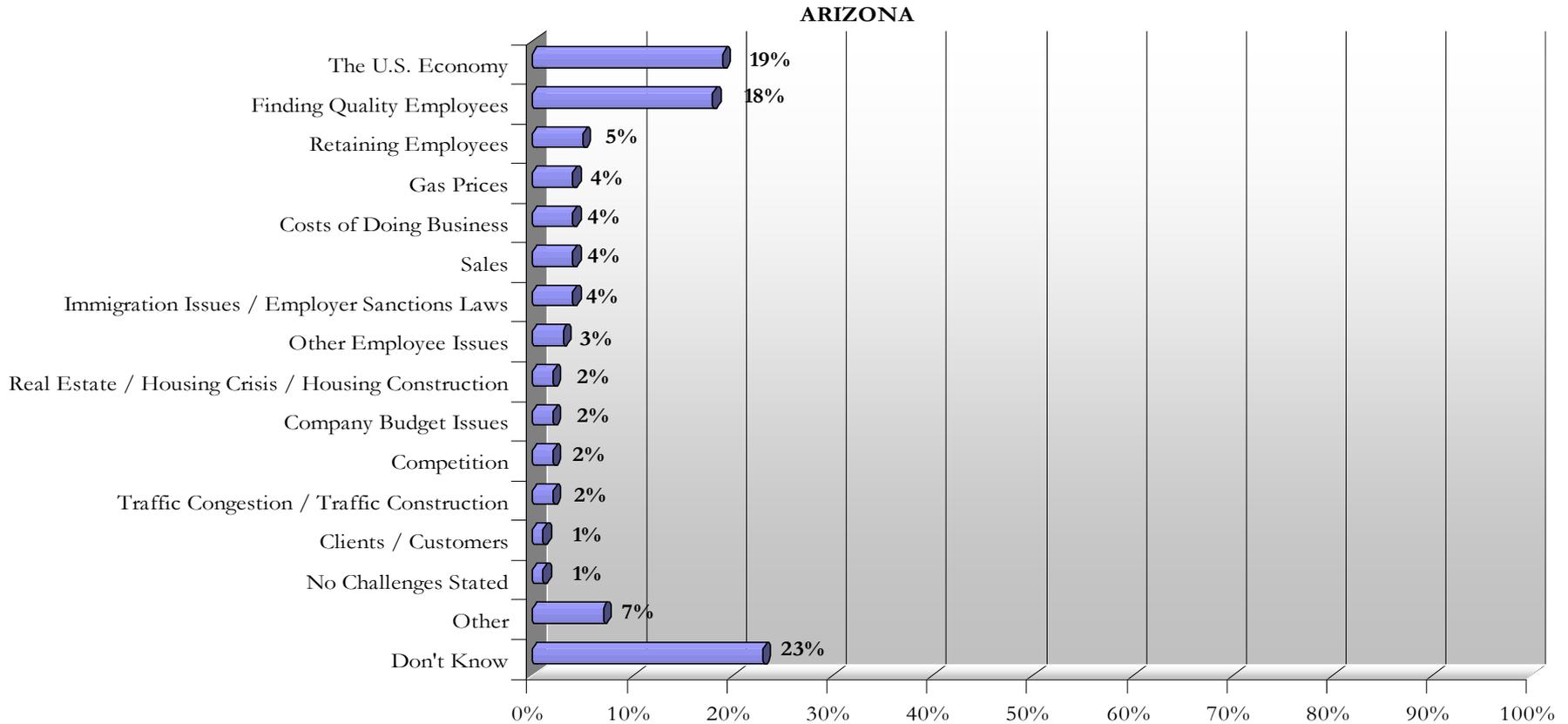
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- The survey was administered between April 15, 2008 and May 15, 2008.
- The survey results are based on 590 successful telephone interviews with a statewide random sample of Arizona businesses operating in **Maricopa**, **Pima** and **Coconino** counties. This represents a response rate of 40 percent.
- **42 Arizona communities** represented in the survey results
- **The sample generalizes to all businesses in Arizona** and is stratified by county to ensure that the sample was representative of all businesses operating in Arizona.
- The **sampling error** for the statewide sample is plus or minus **4.0 percent**, assuming a 95 percent level of confidence.

# Housing & Transportation Survey of Arizona Employers

## Primary Business Concerns Facing Arizona Employers

Q: Please identify one of the primary challenges currently impacting your business operations

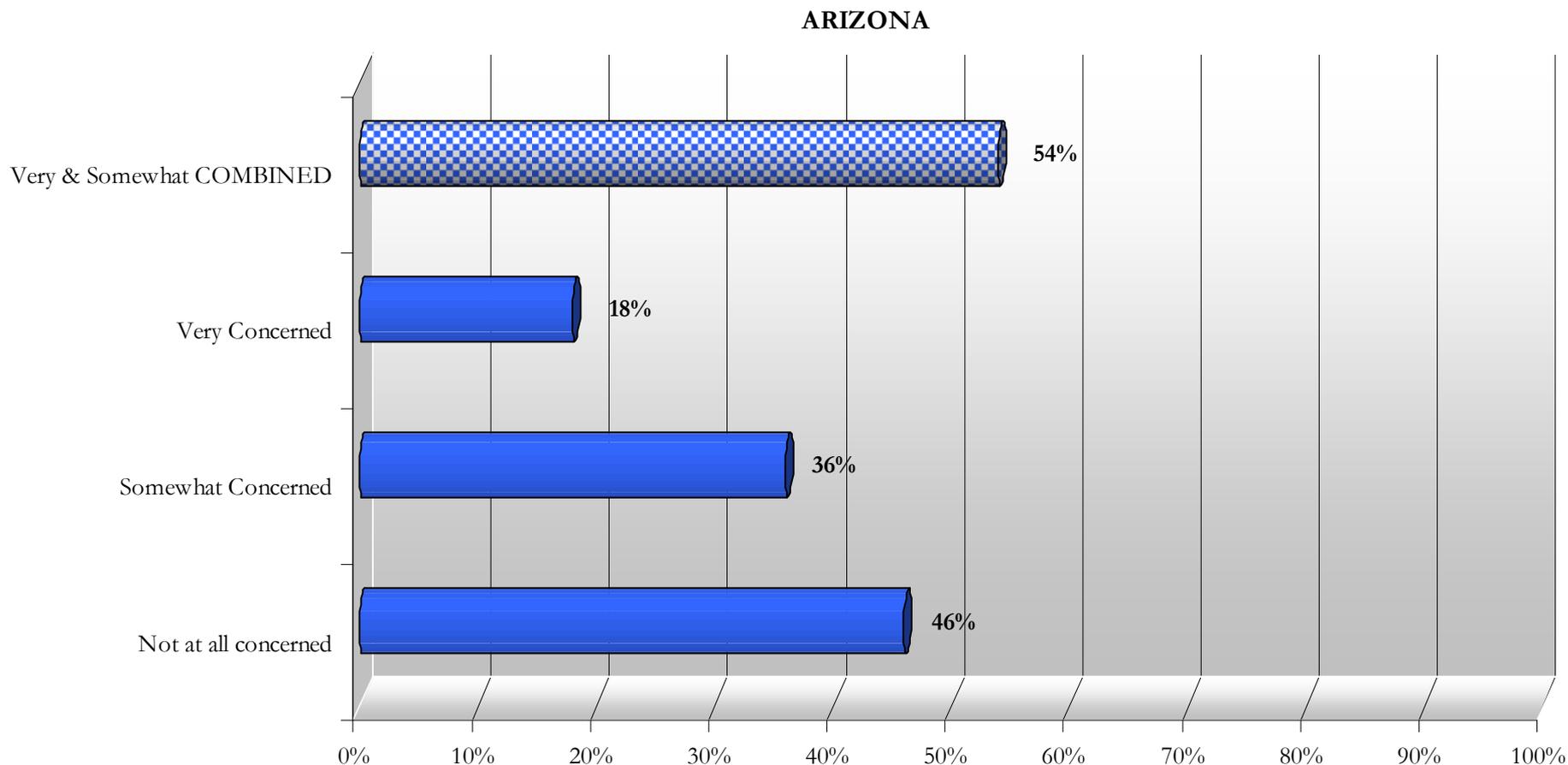


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# Housing & Transportation Survey of Arizona Employers

## Concern About the Availability of Affordable Housing

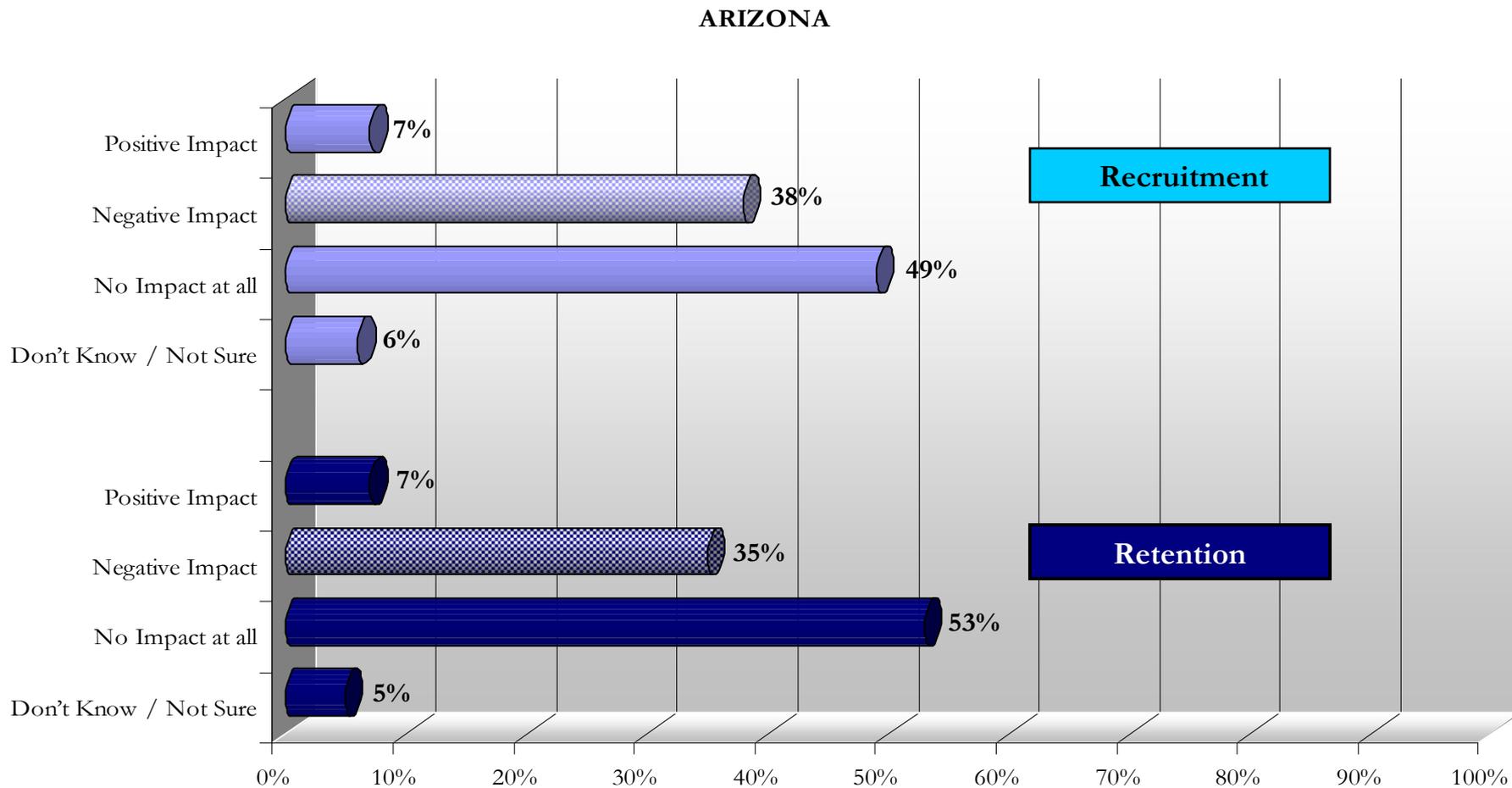
**Q:** How concerned are you about the availability of affordable housing for your employees near your place of business?



# Housing & Transportation Survey of Arizona Employers

## The Impact on Employee Recruitment & Retention

**Q:** What kind of impact does the lack of affordable housing have on your company's ability to recruit / retain quality staff?

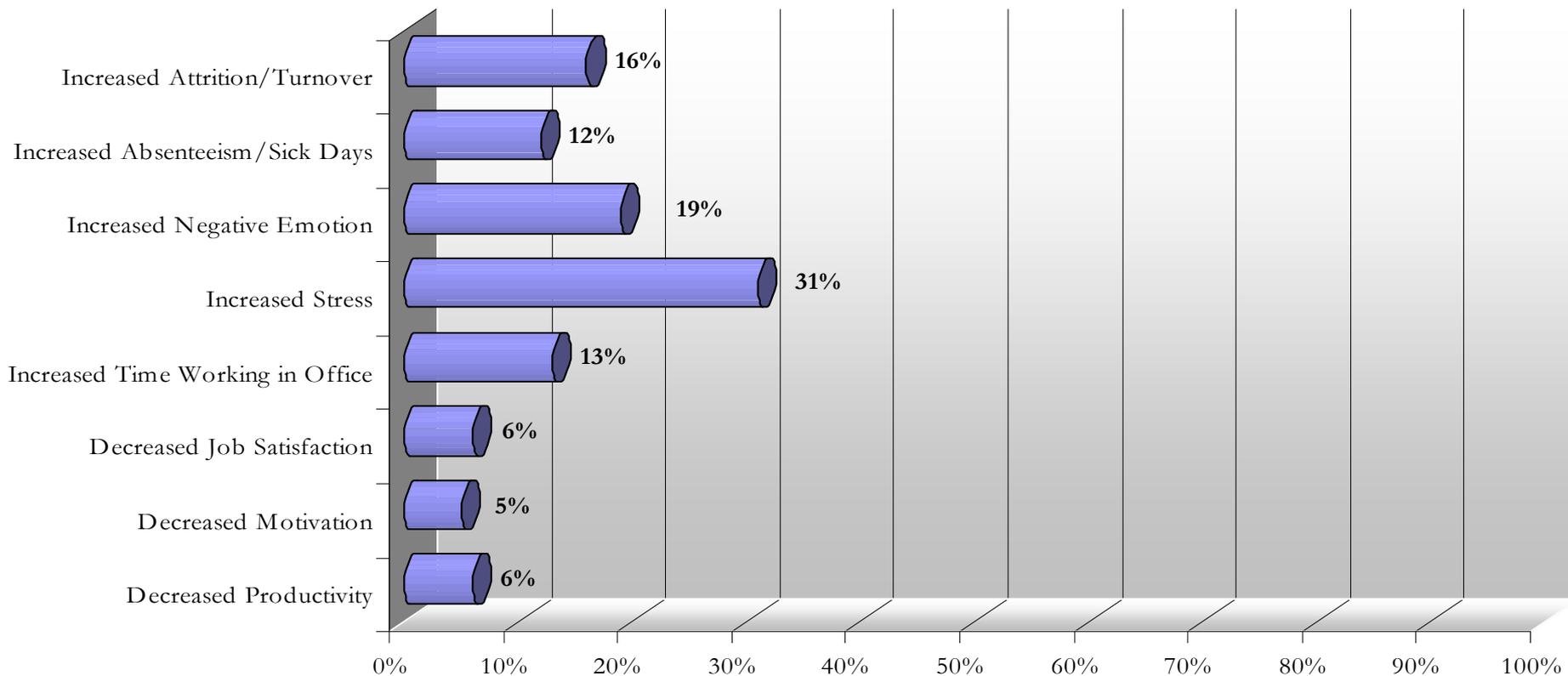


# Housing & Transportation Survey of Arizona Employers

## The Impact of Commute Times on Employers

**Q:** For each of the characteristics listed, please indicate if you feel your employees' daily commute to and from your place of work are increasing, decreasing or having no impact at all:

### ARIZONA

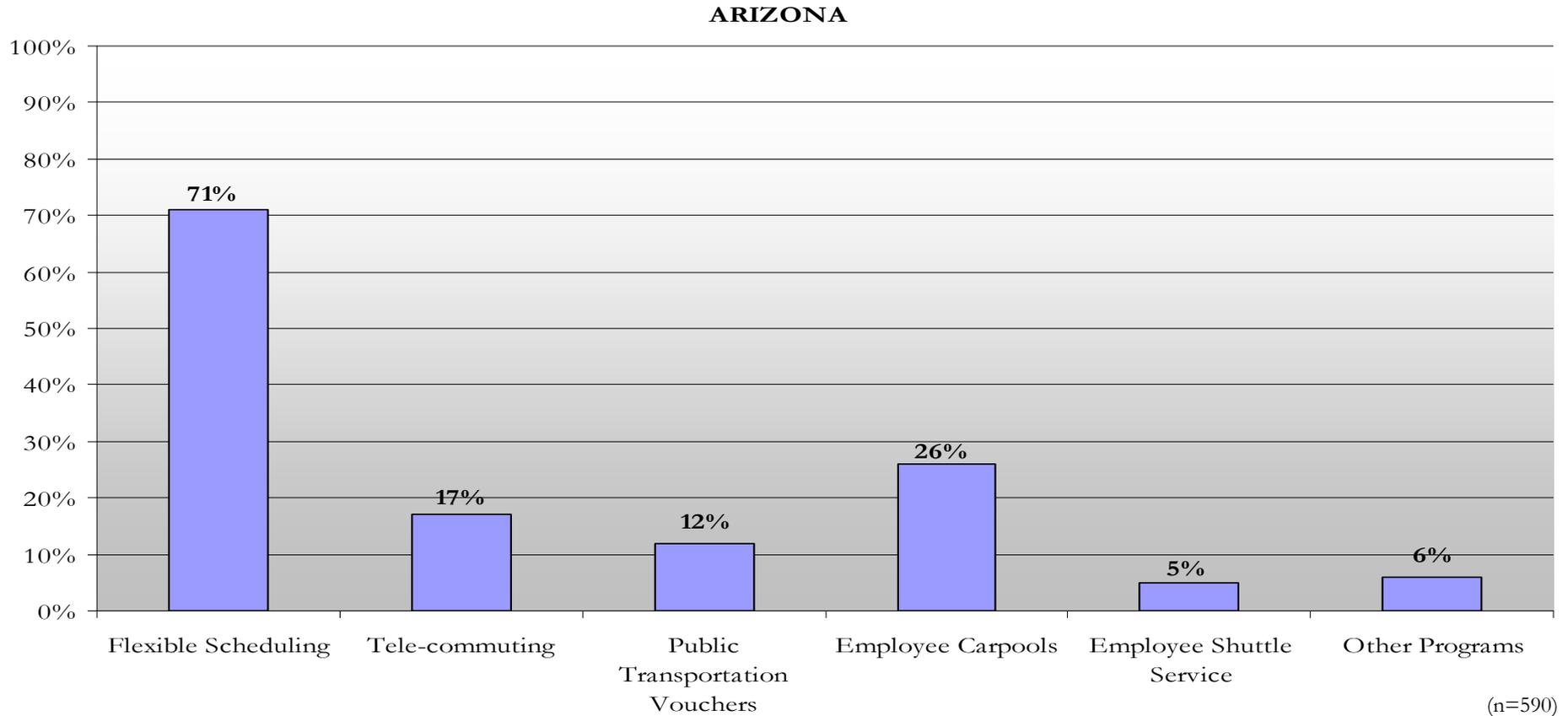


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# Housing & Transportation Survey of Arizona Employers

## What Employers Are Doing To Help with Commute Times

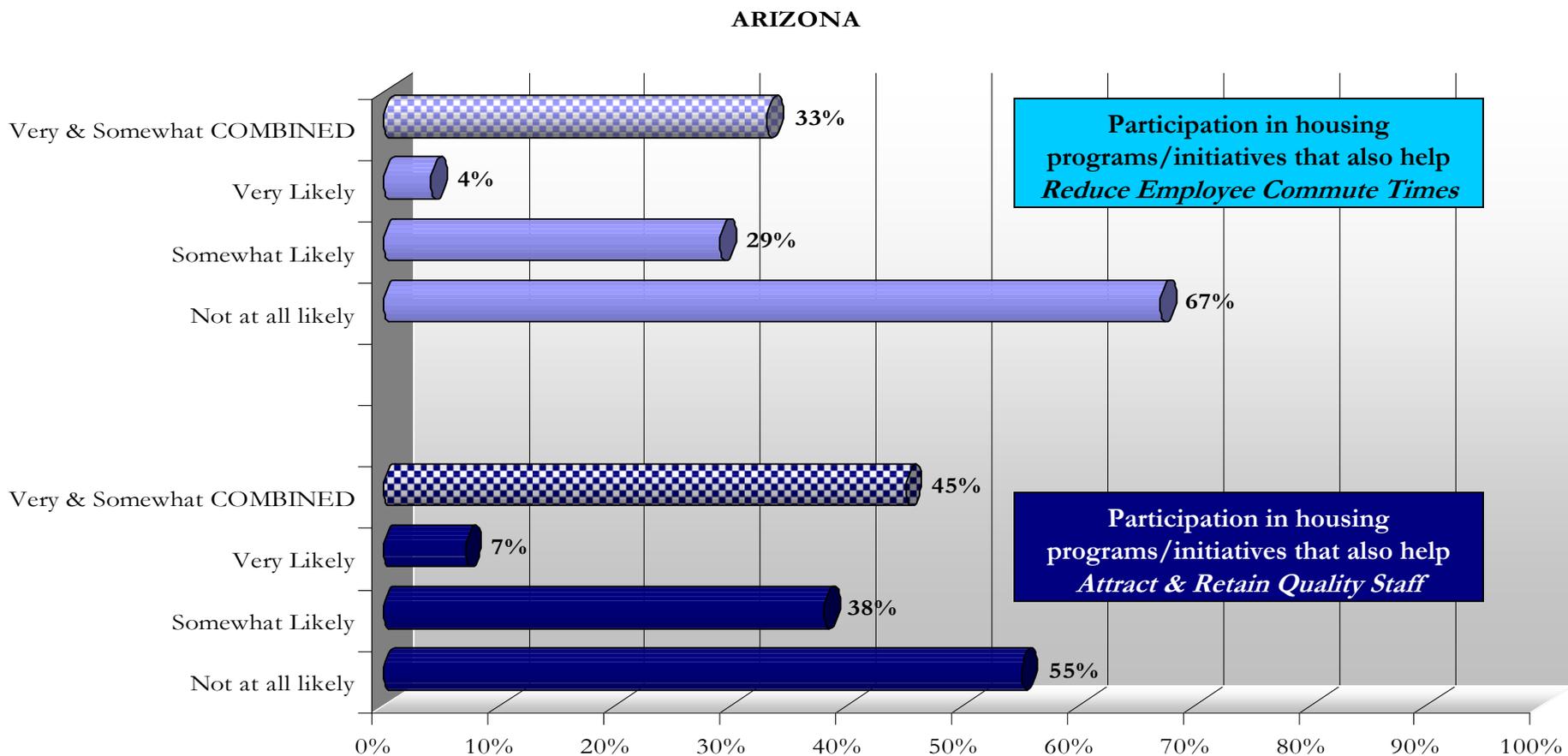
Q: Which of the following does your company offer to help employees cope with their commute time to and from work?



# Housing & Transportation Survey of Arizona Employers

## The Likelihood of Getting Involved

**Q:** How likely are you to participate in programs or initiatives that help provide access to affordable housing if they also help reduce employee commute times or help attract/retain quality staff?

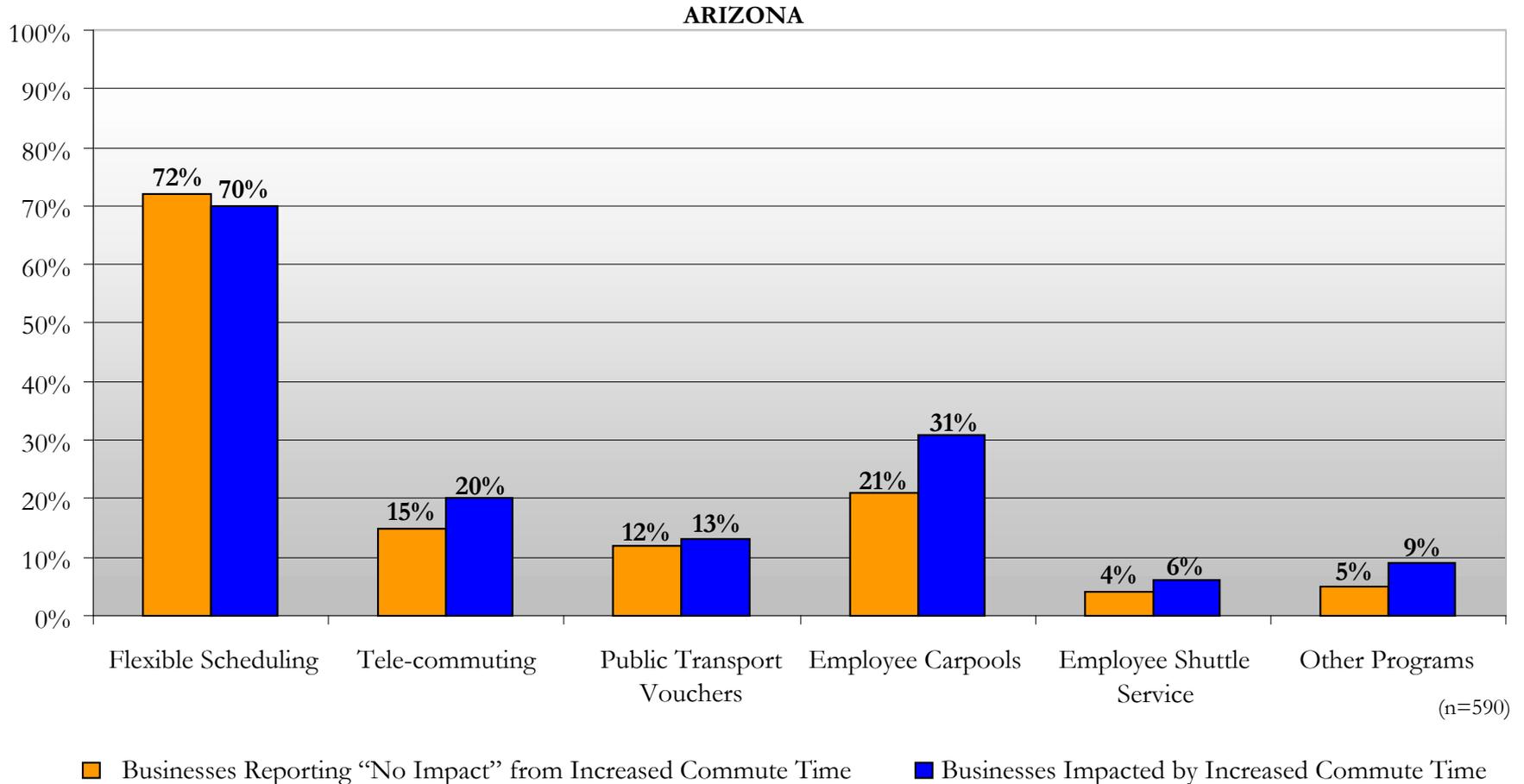


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# Housing & Transportation Survey of Arizona Employers

## A Noteworthy Group of Employers

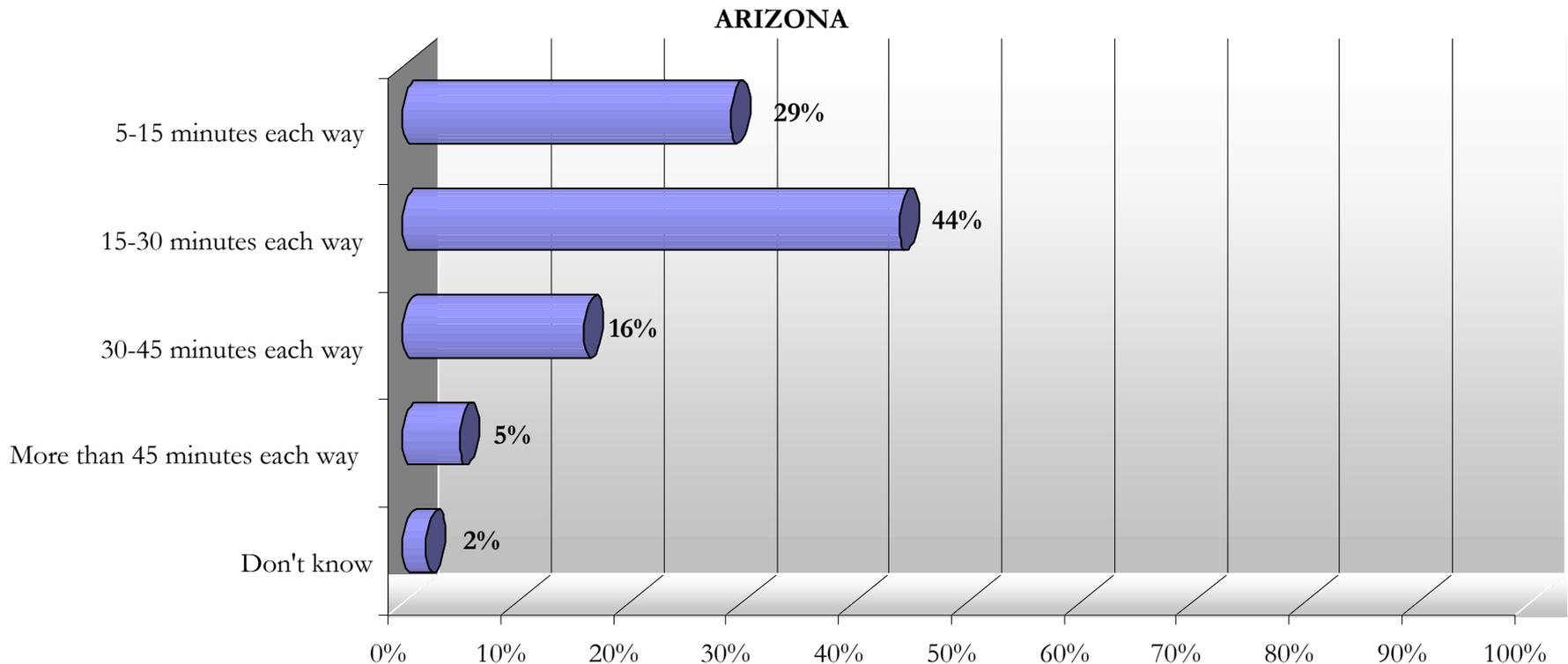
- Employers Indicating They Are Not Impacted By Increased Commute Times -



# Housing & Transportation Survey of Arizona Employers

## The Estimated Average Daily Commute Time

Q: In your estimation, what would you say the average commute time is for your employees?



## The Fiscal Impact on Employers

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- The survey also included questions to measure the fiscal impact that long commute times and the lack of affordable housing had on business operations in terms of lost productivity, annual recruiting costs, new employee training, annual turnover rates and additional programs or incentives beyond typical salary and benefits.
- Because so few employers indicated that they calculated such figures, provided results were not generalizable to employers statewide and were therefore not included in the final report.
- Employers should consider the benefits that collecting this information could have on their understanding of how commute times and the lack of affordable housing affect the real costs of recruiting, training and retaining employees.

## Conclusions

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- Recruiting and retaining a qualified workforce are the key concerns for businesses throughout Arizona.
- Employers expressed a need to have accessible, affordable housing for employees near their place of business.
- Employers also expressed a strong willingness to participate in affordable housing programs if they also reduce commute times and retain employees.
- Long employee commute times also have a direct impact on Arizona employers in several important areas.
- The accommodations offered to employees to help them cope with their daily commute are consistent across different groups of employers.
- Employers should consider the benefits of collecting fiscal data that can help inform how commute times and the lack of nearby affordable housing affect the real costs of recruiting, training and retaining employees.

## What's Next?

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- ACF is collaborating with key business and community leaders to establish a tenable agenda to address these issues that will allow for meaningful engagement in short-term and/or longer term strategies.
  - Protection of the State Housing Trust Fund
  - Propose state legislation that would require General Plan updates to include Affordable Housing component(s).
  - Encouraging employer programs that support employee home ownership and being proactive in helping connect employees and their employers with the purchase of foreclosed homes near their places of business

Thank You!

For more information, visit our website:

[www.azfoundation.org](http://www.azfoundation.org)

or contact

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# Housing & Transportation Survey of Arizona Employers

## The Composition of the Statewide Sample

Type of Business	Percent	Type of Business	Percent
<b>Food / Beverage / Restaurant</b>	<b>26</b>	Transportation	1
<b>Retail / Consumer Products</b>	<b>9</b>	Computer / Electronic equipment	1
<b>Travel / Hotel / Hospitality</b>	<b>6</b>	Machinery / Equipment	1
<b>Healthcare / Medical</b>	<b>6</b>	Research / Testing / Bio-tech	1
Construction / Contracting	4	Advertising	<1
Manufacturing / Industrial / Textiles	4	Financial	<1
Education	4	Personal Services	<1
Foundation / Nonprofit Organization	4	Publishing / Print / Media	<1
Automotive	4	Insurance	<1
Business Services	3	Telecommunications / Utilities	<1
Entertainment / Recreation	3	Computer Software / Internet	<1
Government (federal, state, local)	3	Consulting	<1
Real Estate	3	Legal Services	<1
Engineering	2	Petroleum / Petrochemicals	<1
Trucking / Distribution / Warehousing	2	Other	8

## The Composition of the Statewide Sample

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<b>Size of Business</b> (based on the reported number of full time employees)	<b>Percent</b>
Less than 10 employees	16
10 – 20	25
21 – 99	45
100 – 499	12
500 or more	1

Table excludes businesses that did not provide a response to this item. Total number of respondents equaled 527.

<b>Female / Minority Owned Businesses</b>	<b>Percent</b>
Minority-owned	8
Female-owned	10
Both	6

Table excludes businesses that did not provide a response to this item. Total number of respondents equaled 541.

# Housing & Transportation Survey of Arizona Employers

## The Impact on Employee Recruitment & Retention – MARICOPA COUNTY

Q: What kind of impact does the lack of affordable housing have on your company's ability to recruit / retain quality staff?

