

# WORKFORCE HOUSING 101

Funded by a grant from the Idaho Workforce Development Council

**A COLLABORATION BETWEEN**



*Workforce Housing: The Place Local Workers Call Home.*

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# **The Housing Affordability Problem**

# THE NUMBERS

Informing the work ahead for communities across the state.

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**48%**

The total percentage of Idaho households that experience housing cost burden (households that pay more than 30-35% of their income on housing costs, including utilities.)

(National Low Income Housing Coalition - NLIHC)

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**24,468**

The total amount of affordable rental units that are needed in order to combat the housing shortage across Idaho.

(National Low Income Housing Coalition - NLIHC)

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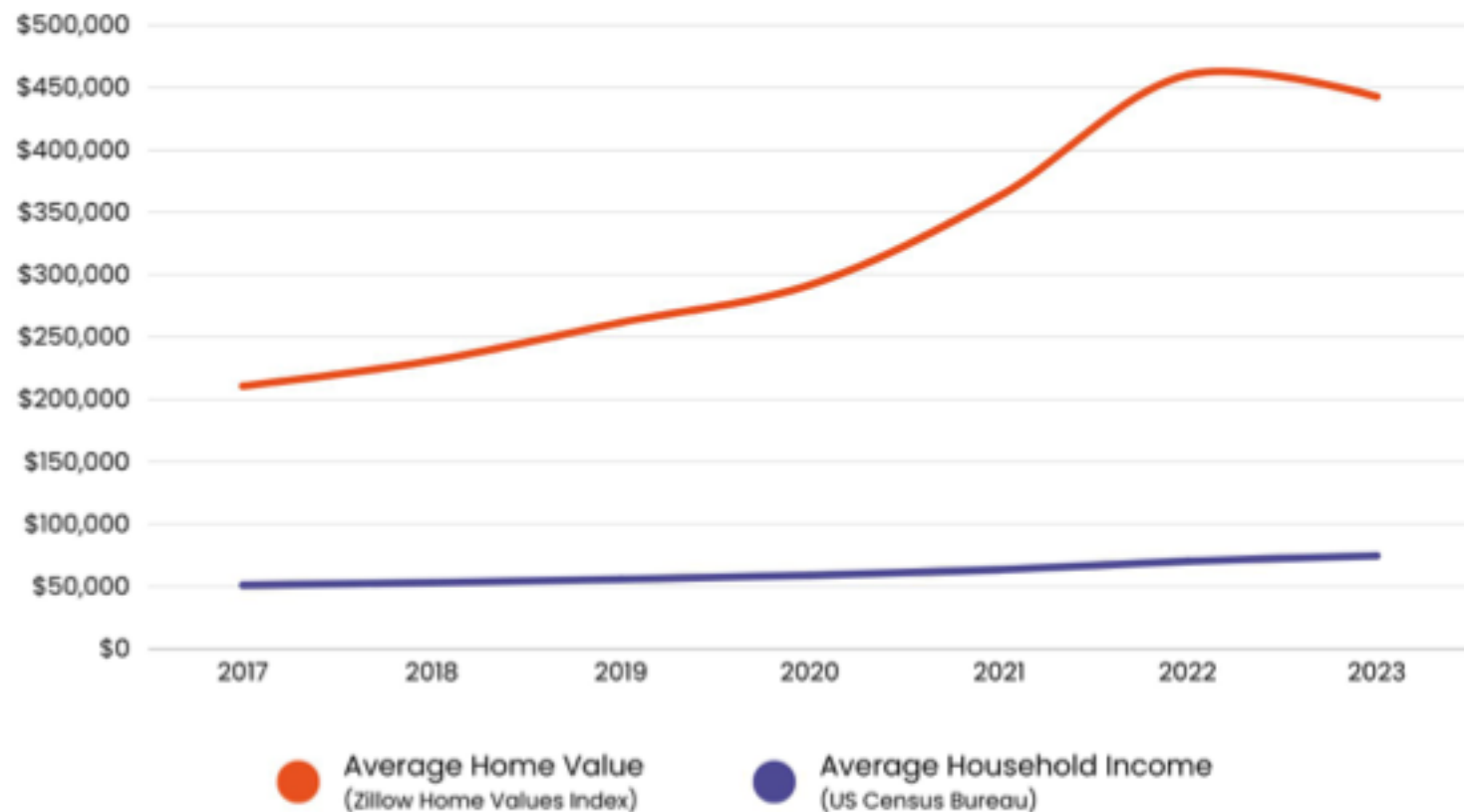
**98%**

43 of 44 Idaho counties saw a change in typical home values from 2020 - 2023 rise more than 30%.

(Harvard University Joint Housing Center Study)

# WAGES v. HOUSING COSTS

At the state level, housing costs have outpaced wages 238% since 2017.



# IDAHO FAMILIES LEFT BEHIND

Over the last 10 years, 30-year mortgages became unaffordable to 40% of Idahoans.



In 2013, a family earning below 80% AMI was making \$48,000 a year. The average home sales price was \$198,000 and had a 4.42% 30-year fixed interest rate.

**This family spent 25% of their income on housing in 2013.**



In 2018, a family earning below 80% AMI was making \$56,250 a year. The average home sales price was \$325,000 and had a 4.55% 30-year fixed interest rate.

**This family spent 35% of their income on housing in 2018.**



In 2023, a family earning below 80% AMI was making \$71,300 a year. The average home sales price was \$516,745 and had a 6.95% 30-year fixed interest rate.

**This family spent 55% of their income on housing in 2023.**

# DATA: 'LEAST' AND 'MOST' AFFORDABLE CITIES

A comprehensive ranking system for housing affordability in Idaho communities.



City	Median HH Income	Median Home Value (Jan 2025)	Median HHI/ Median Home Value	Rent-Cost Burdened HH's	HUD FMR (2 Bed)
Ketchum	\$87,700	\$1,388,200	0.06	31.3%	\$1,352
Sun Valley	\$82,000	\$1,090,700	0.08	47.5%	\$1,352
McCall	\$60,200	\$731,900	0.08	51.1%	\$1,081
Worley	\$46,600	\$778,300	0.06	22.9%	\$1,460
Tetonia	\$63,100	\$850,700	0.07	80.0%	\$1,188
Albion	\$73,400	\$281,800	0.26	40.0%	\$933
Sugar City	\$71,900	\$369,100	0.19	28.1%	\$1,004
Juliaetta	\$54,800	\$303,900	0.18	28.8%	\$942
Oakley	\$93,300	\$317,200	0.29	0.0%	\$933
Georgetown	\$68,400	\$242,100	0.28	26.7%	\$933



# THE NUMBERS

A comprehensive ranking system for housing affordability in Idaho communities.

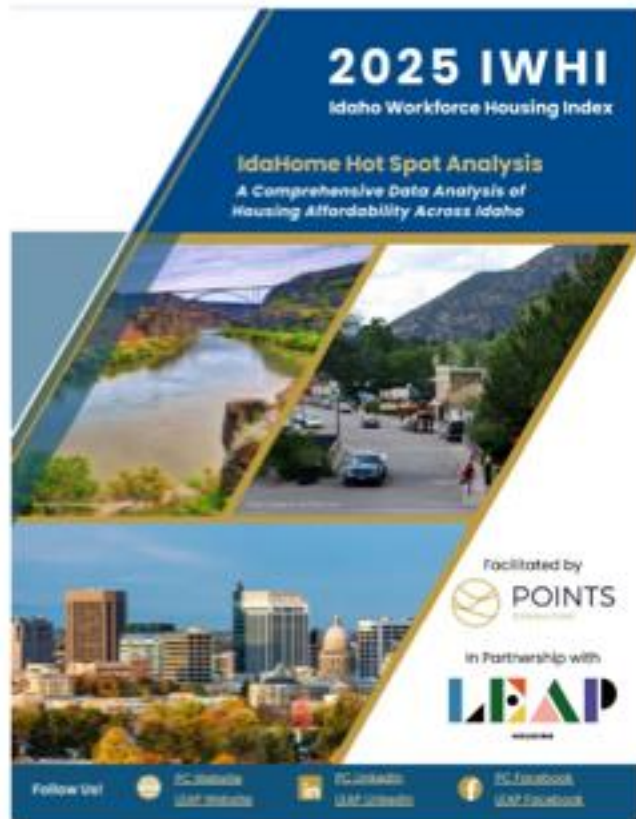
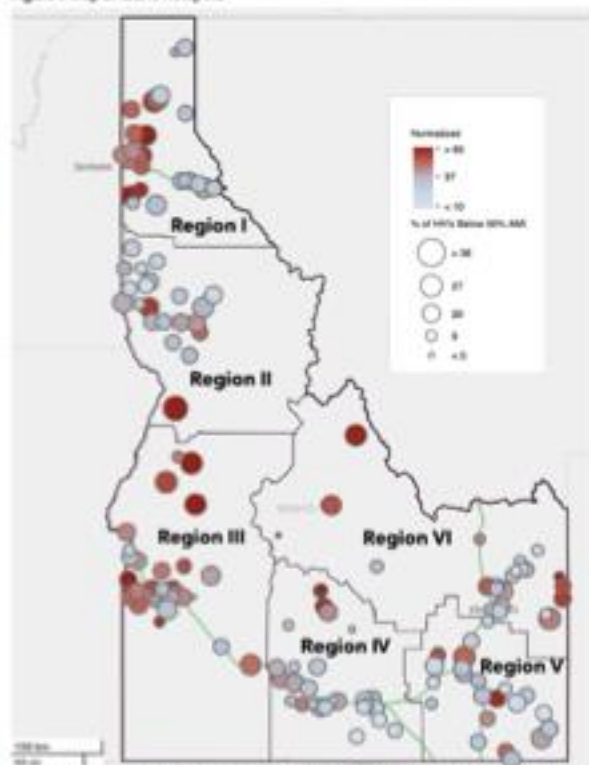


Figure 7: Map of Idaho Hotspots



Source: Points Consulting Using Esri Business Analyst, ACS 2020 5 Year Estimates, Zillow Home Value Index (2020, HED-CHAS 2021-2025, HED-FAIR 2025)



# IDAHO'S HOUSING RESOURCES

State and federal funding available per state resident, FY2024.

## WASHINGTON

7.7M People | 236.6K Unit Deficit  
\$87.2M Federal | \$312.6M State

**No** State LIHTC  
Property Tax Exemption  
State Housing Trust Fund

## OREGON

4.2M People | 135.1K Unit Deficit  
\$60.9M Federal | \$390.0M State

Proposed State LIHTC  
Property Tax Exemption  
State Housing Trust Fund

## NEVADA

3.1M People | 113.5K Unit Deficit  
\$43.9M Federal | \$30.0M State

State LIHTC  
Property Tax Exemption  
State Housing Trust



## IDAHO

1.9M People | 24.5K Unit Deficit  
\$22.9M Federal | **\$0** State

**No** State LIHTC  
**No** Property Tax Exemption  
**No** State Housing Trust (\$)

## MONTANA

1.1M People | 14.5K Unit Deficit  
\$16.3M Federal | \$225.0M State

**No** State LIHTC  
Property Tax Exemption  
**No** State Housing Trust

## WYOMING

581K People | 3.3K Unit Deficit  
\$10.95M Federal | **\$0** State

**No** State LIHTC  
**No** Property Tax Exemption  
**No** State Housing Trust

## UTAH

3.4M People | 51.0K Unit Deficit  
\$35.0M Federal | \$233.8M State

State LIHTC  
Property Tax Exemption  
**No** State Housing Trust



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## **A Housing Affordability Solution**

# ORIGIN + MISSION

Creating and preserving affordable and workforce housing in Idaho.



**Origin:** Founded in 2008 by Bart Cochran, we began our affordable housing focus in 2016 after seeing a growing number of Idahoans falling behind the housing market.

**Mission:** Develop and preserve affordable housing while providing empowering services that lead to greater housing stability.

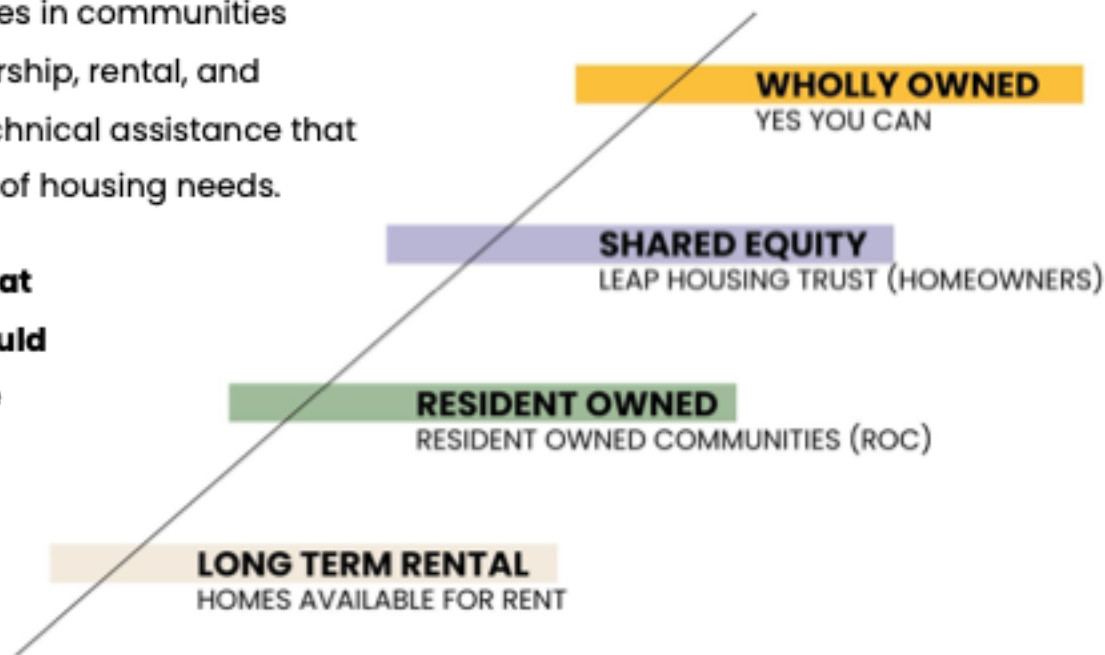
# ABOUT US: LEAP HOUSING

Providing housing solutions that match Idaho wages since 2016.

LEAP works to solve housing challenges in communities across Idaho by bringing homeownership, rental, and preservation strategies alongside technical assistance that meets each community's unique set of housing needs.

**We are an Idaho-based nonprofit that believes hardworking Idahoans should be able to afford to buy or rent in the community they call home.**

Homeownership is the crown jewel of poverty alleviation. Here's LEAP's steps along the way:



# PATHS TO WORKFORCE HOUSING INVENTORY

Idaho's need is far greater than one solution. We need solutions across the spectrum.



## HOMEOWNERSHIP

Caritas Commons (2021)  
Whitney Commons (2023)  
Falcons Landing (2024)  
Nampa YIGBY (2024)



## RENTAL

Windy Court (2019)  
Aries Duplex (2021)  
Taft Homes (2022)  
Falcons Landing (2024)

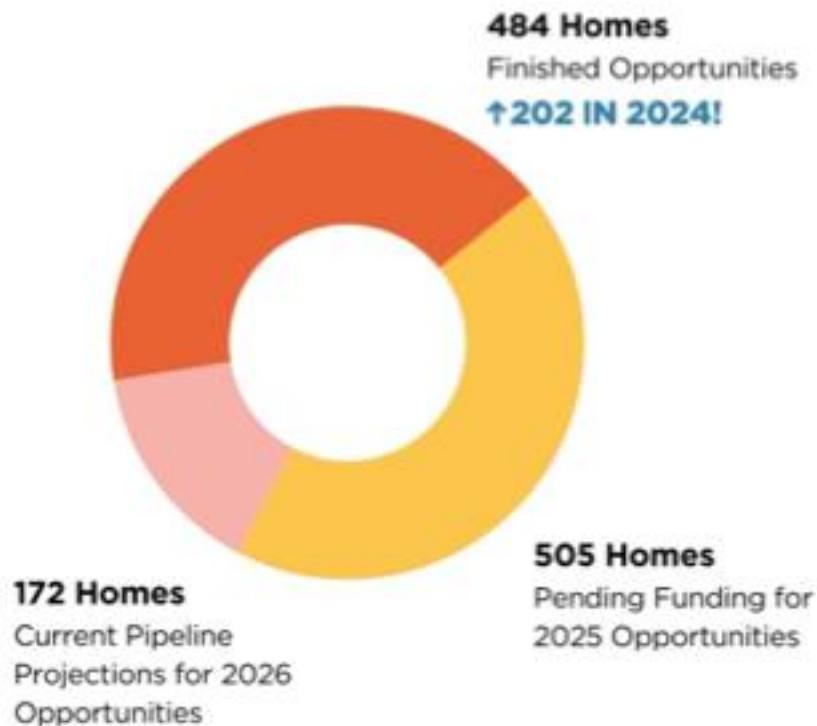


## PRESERVATION

Pleasant View (2019)  
Buddy Dancer (2020)  
Golden Glow Tower (2023)  
Hamilton Place (2024)

# OUR PROGRESS: GOING STATEWIDE

Working towards bringing 1,000 affordable housing opportunities to Idaho by 2026.





# WELCOME INSIDE A LEAP HOME

The first step to a house being a home is a design that centers on dignity.





# WHY ARE WE HERE TODAY?

To work toward housing solutions in our communities that local families can afford.



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# **Workforce Housing 101**

## **Increasing technical capabilities**

# WHY LOCAL LEADERSHIP MATTERS

**“We must remember that one determined person can make a significant difference, and that a small group of determined people can change the course of history.” – John Quincy Adams**

## LEADERSHIP

- Brings all stakeholders such as officials, staff, individuals, organizations, (including the the intended user) together at one table
- Advocates for policy, funding, and community support.
- Aligns public, private, and nonprofit partners toward common goals.
- Overcomes obstacles such as community opposition (NIMBYism–Not In My Backyard) and regulatory hurdles.
- Sustains momentum through political cycles and market changes.



# VISION

Few, if any, forces in human affairs are as powerful as a shared vision. –Peter Senge



## VISION:

- Define the desired future state of housing affordability in the community 5, 10, or 50 years into the future.
- **Drives initiatives** to assess the housing needs of the community
- Forms a foundation for the creation of a **Comprehensive Plan**
- Ultimately serves as a “**north star**” for strategic planning and implementation.

# WHAT LOCAL GOVERNMENTS CAN DO

Local governments can impact housing initiatives in many ways.

## PROGRAMMATIC:

- Rental Assistance
- Incentives for Deed restricted programs
- Incentives for affordable rents
- Short Term Rental(STR) regulation or oversight

## FUNDING THE GAP:

- Donating land or leasing at a mission-minded rate
- Identifying local funding sources
- Tax abatements
- Public fee waivers or reductions
- Expedited permitting
- Other Sources of Equity, grants, or subsidies.
- Value Engineering (optimizing construction costs without compromising quality)

## POLICY:

- Expedite review and permitting processes for workforce/affordable housing developments
- Update development and zoning codes
- Increase housing types allowed on multiple zones
- Increase density limits
- Or allow density waivers for workforce housing



# STEP 1: WORKFORCE HOUSING 101 TRAINING

Today is just the start—enjoy LEAP's FREE Workforce Housing resource for Idaho leaders.



SCAN TO  
ACCESS THE  
TRAINING



"Too few people who **understand how they can be involved...**

"**Knowledge of roles** and processes..."

"Overcoming bias. The lack of **awareness on the spectrum of people that benefit** from affordable housing options."

"Everything is a gap - how to **get cheap or free land**, how to legally **create a Housing Authority...**"

"...how to **change building codes** to be more reasonable...how to **better do Planning and Zoning...**"

"Funding and **financial knowledge** gaps..."

"...policy and **regulatory knowledge** gaps..."



## STEP 2: STATEWIDE COLLABORATIVE NETWORK:

LEAP is creating statewide venues to call in and enjoy recurring peer learning opportunities.



Step Three will launch with the **creation of a statewide network** of public and private entity decision makers and stakeholders with a purpose of collaborating to share workforce housing success stories, case studies, trends, and to build partnerships in a peer learning format.

## STEP 3: SYNCING UP LOCAL GROUPS

Cohort meetings to align communities close in proximity who are working toward solutions.

Step 4 will entail creating cohorts in three hubs in regions throughout Idaho: **Northern Idaho, North Central Idaho, and Eastern Idaho.**

These groups will participate in further training and consulting to uncover potential development opportunities in their areas. Please reach out to LEAP Housing if your community is interested in participation in this training and technical assistance program.



# COURSE OBJECTIVES

## Areas of focus:

### **The Housing Affordability Problem:**

- Housing Affordability Problem
- Housing Types & Missing Middle Housing
- Barriers to Workforce Housing

### **Core Areas of Knowledge:**

- Leadership and Vision
- Assessing Needs
- Partnership Building
- Identifying Resources
- Technical Knowledge





# LEADERSHIP & VISION

Workforce housing doesn't come out of thin air, it's led by leaders with a housing vision.



*Mayor Sykes of Mountain Home at the Falcons Landing Grand Opening.*

"We recognize that **one of the keys to our community's economic prosperity** is to make sure every Mountain Home resident has access to quality housing options.

*Mayor Sykes at the 2021 State of the City address.*

# THE END RESULT: FALCONS LANDING

A workforce housing community that will bring 136 total units to Mountain Home.



1.

Consider this: all 68 units are now the home for a local job in Elmore County, with each household paying no more than 35% of gross income on housing.

2.

LEAP is now underway with the second LIHTC award to build out phase two of Falcons Landing: 30 more rental units tied to local Mountain Home wages.



**SIGN UP FOR THE FULL ONLINE TRAINING!**  
[LEAPHOUSING.ORG/HOUSING-101](https://leaphousing.org/housing-101)







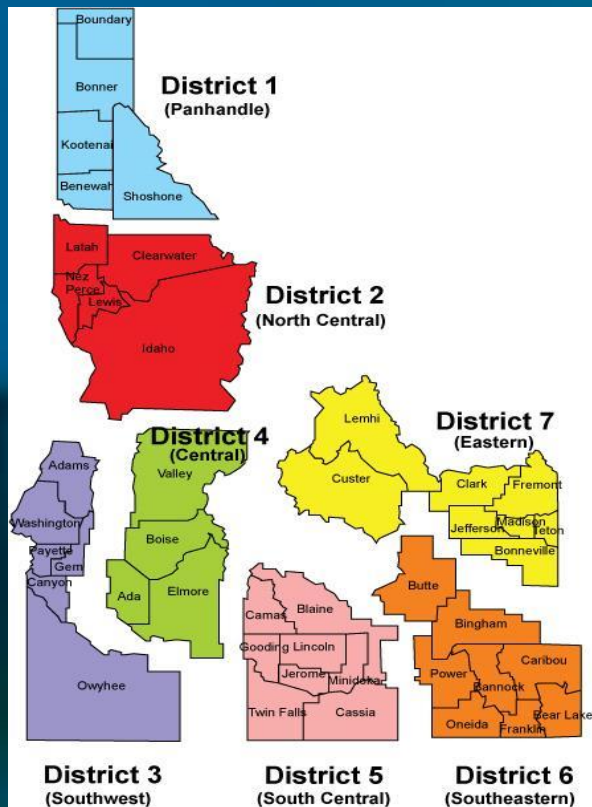
**Workforce Housing  
Low Income Housing Tax Credits  
HOME Investment Partnerships  
Program**

# Idaho Workforce Housing Fund - 2022

**Idaho Legislature Allocated - \$50 million from the State and Local Fiscal Recovery Funds (SLFRF)**

- **\$48.8 million – multi-family development gap financing**
- **\$1.2 million – single family down payment assistance**
- **At least 20% must be used for Rural Idaho**
- **Preference to projects receiving local government resources**
- **Equitably distribute the funds**

# Idaho Workforce Housing Fund - 2022



Region	Rural (5.1)	Regional (5.2)	Most Populous (5.3)	Total
Region 1	\$2,000,000 (4%) MF: \$1,000,000 *SF: \$1,000,000	\$4,000,000 (8%)		\$6,000,000 (12%)
Region 2	\$2,000,000 (4%) MF: \$1,000,000 *SF: \$1,000,000	\$4,000,000 (8%)		\$6,000,000 (12%)
Region 3*	\$2,000,000 (4%) MF: \$1,000,000 *SF: \$1,000,000	\$4,000,000 (8%)	\$2,000,000 (4%)	\$8,000,000 (16%)
Region 4*	\$2,000,000 (4%) MF: \$1,000,000 *SF: \$1,000,000	\$4,000,000 (8%)	\$6,000,000 (12%)	\$12,000,000 (24%)
Region 5	\$2,000,000 (4%) MF: \$1,000,000 *SF: \$1,000,000	\$4,000,000 (8%)		\$6,000,000 (12%)
Region 6	\$2,000,000 (4%) MF: \$1,000,000 *SF: \$1,000,000	\$4,000,000 (8%)		\$6,000,000 (12%)
Region 7	\$2,000,000 (4%) MF: \$1,000,000 *SF: \$1,000,000	\$4,000,000 (8%)		\$6,000,000 (12%)
<b>Total</b>	<b>\$14,000,000 (28%)</b>	<b>\$28,000,000 (56%)</b>	<b>\$8,000,000 (16%)</b>	<b>\$50,000,000 (100%)</b>

# Low Income Housing Tax Credits

Established in 1986 & became permanent in 1993 (Internal Revenue Code Section 42)

- Dollar-for-Dollar federal tax liability reduction for owners of newly constructed or substantially rehabilitated rental housing
- 21 projects submitted on August 15, 2025
  - \$23.7 million in application requests; \$6.3 in available funding
  - Idaho Falls – 4 projects
  - Moscow – 2 projects
  - Boise – 7 projects
  - Pocatello – 1 project
  - Twin Falls – 1 project
  - Caldwell – 3 projects
  - Emmett – 1 project
  - Nampa – 1 project
  - Challis – 1 project

# Wilson Station

- 9% LIHTC: 8.4 Million
- Perm Financing: 3.5 Million
- \$1.2 Million in HOME
- City Donated LT ground lease on land (1.5 acres with 75-year term)
- Total Sources for 40 units = \$13.1 Million



- 4% LIHTC: 7.3 Million
- Perm Financing: 10.1 Million
- HTF: 1.4 Million
- City of Boise: 1 Million
- Developer contribution = 2.3 Million
- Total Sources for 62 units = \$22.3 Million

# HOME Investment Partnerships Program

**Established in 1992 – under the Cranston-Gonzalez National Affordable Housing Act (through the Department of Housing and Urban Development)**

- **Outcome – people in housing**
- **Must earn less than 80% Area Median Income**
- **Gap Financing**
- **Down Payment Assistance**