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**Private/Non-Profit Partnership**

**Business Leader Education Project**

**February 19, 2016**

**Present:**  Liz DeLaLuz, Rick Mannes, David Gignac, Sonya Archer, Lyn Raymond, Patrick Moran

**Minutes**

1. Concept review

Patrick reviewed the process so far.

1. Parking Lot from 9/2015
* HR Survey
	+ Hypothesis: Does housing instability effect recruitment, retention, and attendance/productivity of employees?
		- **Questions:**
		- **Company demographics:**
			* What is your retention rate?
			* Is retention an issue?
		- What is your family size?
		- Does the distance from work present a problem in getting to work?
		- Have you ever experienced trouble finding appropriate housing near work?
		- Would you like to live closer to work?
		- What gets in the way of living near work?
		- How long is your commute?
		- How close to work do you live?
		- Is your housing affordable?
		- Are you happy with your housing?
		- How long have you worked at this company?
		- Was housing a consideration when accepting your current job?
		- Do any of these things get in the way of your work attendance?
			* Child care?
			* Transportation?
* Logistics
	+ Electronic and Paper Survey
	+ Endorsers will be important to encourage buy-in
		- Lakeshore Advantage
		- Chambers
		- LHRMA
	+ Finite study – what is the target number?
1. Housing Support as Employee Benefit
* What kinds of support? What will it pay for?
	+ Transportation assistance – company bus or individual trans. support
	+ Housing Voucher
	+ Housing Match
	+ Down Payment/Rent Assistance
	+ Walk to Work/Bike to Work (Rack of bikes)/Wellness Support
	+ Internal Social Supports
	+ Mentoring
	+ Increase capacity of Employee Assistance Program + resources
	+ Bonus package/housing Incentive package – “We’ll pay your December rent if you have perfect attendance.”
	+ “Shares” in a housing development
* Who pays for it? And how do we sell it? How is it a win – win?
	+ Possible partners
		- OHN Work Groups
		- Faith Community
		- Government
		- Non-Profits (realignment?)
* Who will be eligible?
* How would funding be disbursed?
1. Next Steps
	* Report to group on company visits
	* Finalize HR Survey language
		+ Distribute to committee