



CHRA ACHRU

49<sup>th</sup> National Congress on  
**HOUSING AND  
HOMELESSNESS**

49<sup>e</sup> Congrès national sur  
**LE LOGEMENT  
ET L'ITINÉRANCE**

Housing  
NOVA SCOTIA  
**HALIFAX**

# CANADIAN HOUSING AND RENEWAL ASSOCIATION

## INDIGENOUS HOUSING ADVISORY CAUCUS

### INDIGENOUS HOUSING EMPLOYMENT BENCHMARKING STUDY

Jamey Burr, Consultant



**@CHRA\_ACHRU**  
#HOUSING4ALL  
#UNTOITUNDROIT



CHRA ACHRU

49<sup>th</sup> National Congress on

**HOUSING AND  
HOMELESSNESS**

49<sup>e</sup> Congrès national sur

**LE LOGEMENT  
ET L'ITINÉRANCE**

**Housing**  
NOVA SCOTIA

**HALIFAX**

## ABOUT THE BENCHMARKING STUDY

- February 2017 - CHRA Indigenous Housing Advisory Caucus invited 135 Indigenous urban and rural housing providers to participate in a survey of employment and training, and how organizations are faring as subsidy agreements expire.
- Funding for this research was provided by the Government of Canada through Indigenous and Northern Affairs Canada's Urban Aboriginal Strategy.
- Full report available on CHRA web site



**@CHRA\_ACHRU**

**#HOUSING4ALL**

**#UNTOITUNDROIT**



CHRA ACHRU

49<sup>th</sup> National Congress on  
**HOUSING AND  
HOMELESSNESS**

49<sup>e</sup> Congrès national sur  
**LE LOGEMENT  
ET L'ITINÉRANCE**

Housing  
NOVA SCOTIA

HALIFAX

# ABOUT THE RESPONDENTS

51 organizations responded

- Own and/or manage almost 9,400 housing units
- Employ 861 staff, majority of whom identify as Indigenous
- Hired 242 staff in last five years (mixture of turnover and new positions)
- 11 case studies prepared with more detailed information and recommendations



**@CHRA\_ACHRU**  
#HOUSING4ALL  
#UNTOITUNDROIT



CHRA ACHRU

49<sup>th</sup> National Congress on  
**HOUSING AND  
HOMELESSNESS**

49<sup>e</sup> Congrès national sur  
**LE LOGEMENT  
ET L'ITINÉRANCE**

Housing  
NOVA SCOTIA  
**HALIFAX**

# KEY OBSERVATIONS

- The Indigenous housing sector is a major employer of Indigenous people
- There is significant interest and capacity to employ more Indigenous people
- Possibilities for employment growth through training and staff development, and by building and renovating more housing



**@CHRA\_ACHRU**  
#HOUSING4ALL  
#UNTOITUNDROIT





CHRA ACHRU

49<sup>th</sup> National Congress on

**HOUSING AND  
HOMELESSNESS**

49<sup>e</sup> Congrès national sur

**LE LOGEMENT  
ET L'ITINÉRANCE**

Housing  
NOVA SCOTIA

HALIFAX

# CHANGES IN PORTFOLIO

28 organizations have expanded their housing portfolios in recent years

- 2,555 new units and 623 units taken on under management contracts

Small number of providers have lost units due to high costs of repair and insufficient funding

- Impact on these providers and their low-income tenants is significant



**@CHRA\_ACHRU**

**#HOUSING4ALL**

**#UNTOITUNDROIT**



CHRA ACHRU

49<sup>th</sup> National Congress on  
**HOUSING AND  
HOMELESSNESS**

49<sup>e</sup> Congrès national sur  
**LE LOGEMENT  
ET L'ITINÉRANCE**

Housing  
NOVA SCOTIA  
**HALIFAX**

# MAJOR DIFFERENCES BETWEEN SMALL AND LARGE PROVIDERS

## Smaller Providers:

- Hiring and retaining qualified maintenance staff is difficult, especially Indigenous people
- More contracting out
- Lack of time/money for training
- Sense of isolation
- Reliant on regular provincial meetings for training and updates



**@CHRA\_ACHRU**  
#HOUSING4ALL  
#UNTOITUNDROIT



CHRA ACHRU

49<sup>th</sup> National Congress on  
**HOUSING AND  
HOMELESSNESS**

49<sup>e</sup> Congrès national sur  
**LE LOGEMENT  
ET L'ITINÉRANCE**



Housing  
NOVA SCOTIA

HALIFAX

# MAJOR DIFFERENCES BETWEEN SMALL AND LARGE PROVIDERS

## Some Larger Providers:

- More able to recruit and retain Indigenous people with maintenance skills and experience, and to use mentoring and training approaches to help younger staff to develop
- Training topics include cultural awareness, tenant relations, technical and building management skills, information technology, property management, managerial skills, accounting and administration
- Extending beyond housing-based training into strategic planning, commercial activities, and health and support services



**@CHRA\_ACHRU**

**#HOUSING4ALL**

**#UNTOITUNDROIT**



CHRA ACHRU

49<sup>th</sup> National Congress on  
**HOUSING AND  
HOMELESSNESS**

49<sup>e</sup> Congrès national sur  
**LE LOGEMENT  
ET L'ITINÉRANCE**

Housing  
NOVA SCOTIA  
**HALIFAX**

# FUNDING FOR TRAINING AND DEVELOPMENT

Few organizations mentioned receiving financial support for training and employment from the Indigenous agreement holders involved in the Government of Canada's Aboriginal Skills and Employment Training Strategy (ASETS).

- Those that did said that it was highly valuable for training and targeted wage subsidies.



**@CHRA\_ACHRU**  
#HOUSING4ALL  
#UNTOITUNDROIT





CHRA ACHRU

49<sup>th</sup> National Congress on  
**HOUSING AND  
HOMELESSNESS**

49<sup>e</sup> Congrès national sur  
**LE LOGEMENT  
ET L'ITINÉRANCE**



Housing  
NOVA SCOTIA  
**HALIFAX**

# EXPIRATION OF FEDERAL OPERATING AGREEMENTS

- 24 providers have experienced the expiration of federal operating agreements
- 12 cited negative impact – loss of ability to serve lowest income tenants, forced sale of units in poor repair
- 9 cited positive impact – more flexibility, new relationship with funders



**@CHRA\_ACHRU**  
#HOUSING4ALL  
#UNTOITUNDROIT



CHRA ACHRU

49<sup>th</sup> National Congress on  
**HOUSING AND  
HOMELESSNESS**

49<sup>e</sup> Congrès national sur  
**LE LOGEMENT  
ET L'ITINÉRANCE**



Housing  
NOVA SCOTIA

HALIFAX

# EXPIRATION OF FEDERAL OPERATING AGREEMENTS

- Providers are having to establish new minimum rents beyond the reach of households that are not able to obtain shelter allowances to cover the increases, especially single people
- Over the next five years almost all organizations will experience the expiration of operating agreements impacting another 1,350 units
- Preparations for this are mixed: 15 organizations have a plan, but 22 do not



**@CHRA\_ACHRU**

**#HOUSING4ALL**

**#UNTOITUNDROIT**



CHRA ACHRU

49<sup>th</sup> National Congress on  
**HOUSING AND  
HOMELESSNESS**

49<sup>e</sup> Congrès national sur  
**LE LOGEMENT  
ET L'ITINÉRANCE**

Housing  
NOVA SCOTIA

HALIFAX

# RECOMMENDATIONS FROM PARTICIPANTS

- Employment and training could be helped through a mentoring program, the provision of dedicated training funds and access to wage supports.
  - Note – CHRA is working with others to create a pilot mentorship program for early career professionals
- CHRA can help with information sharing, networking and advocacy with funders, especially concerning Federal Budget 2017



**@CHRA\_ACHRU**  
#HOUSING4ALL  
#UNTOITUNDROIT



CHRA ACHRU

49<sup>th</sup> National Congress on  
**HOUSING AND  
HOMELESSNESS**

49<sup>e</sup> Congrès national sur  
**LE LOGEMENT  
ET L'ITINÉRANCE**



Housing  
NOVA SCOTIA  
**HALIFAX**

# RECOMMENDATIONS FROM PARTICIPANTS

Explore partnerships with:

- Other Indigenous partners such as Aboriginal Financial Officers Association (AFOA Canada) for training curriculum, events and opportunities
- ASETS agreement holders
- Colleges, universities, unions, the construction sector and others



**@CHRA\_ACHRU**  
#HOUSING4ALL  
#UNTOITUNDROIT





CHRA ACHRU

49<sup>th</sup> National Congress on  
**HOUSING AND  
HOMELESSNESS**

49<sup>e</sup> Congrès national sur  
**LE LOGEMENT  
ET L'ITINÉRANCE**

Housing  
NOVA SCOTIA

HALIFAX

# RECOMMENDATIONS FROM PARTICIPANTS

Ensure that the measures stated in the 2017 Federal Budget offer the maximum benefit to providers and their residents:

- New affordable housing
- Stabilizing existing portfolios
- Continued ability to provide rent-g geared-to-income housing
- Improve data collection



**@CHRA\_ACHRU**

**#HOUSING4ALL**

**#UNTOITUNDROIT**



CHRA ACHRU

49<sup>th</sup> National Congress on  
**HOUSING AND  
HOMELESSNESS**

49<sup>e</sup> Congrès national sur  
**LE LOGEMENT  
ET L'ITINÉRANCE**



Housing  
NOVA SCOTIA  
**HALIFAX**

# HOUSING SUSTAINABILITY AND EMPLOYMENT IN ORGANIZATIONS

- Increasing the number of Indigenous employees and improving their skills makes organizations stronger
- Stronger organizations are better able to sustain existing operations and find ways to create new housing
- New housing serves more Indigenous people and creates more jobs



**@CHRA\_ACHRU**  
#HOUSING4ALL  
#UNTOITUNDROIT