



# Workforce Housing

People and Places for Growth – An Economic  
Development Webinar Series



Funded by EDA's Partnership Planning Program

# Today's Presentation

- Purpose/Importance
- Case Studies 1-3
- Tips & Tools
- Implementation Strategies
- Final Takeaways
- Questions/Acknowledgements



# What is Workforce Housing?

- "Permanent housing, intended as a primary year-round residence that is available to households regardless of age and is best provided near places of employment." NH Housing Finance Authority
- Workforce housing is built to suit working individuals and families that have middle to low incomes.
- People who need workforce housing don't always qualify as low-income in which affordable housing is available to.
- This housing can support teachers, police officers, health care workers, and many others who serve our communities.



# Purpose/Importance



SUPPORTS LOCAL EMPLOYEES AND  
FOCUSES ON AFFORDABILITY

Median Price for a Single-  
Family Home as of April  
2024: \$515,000

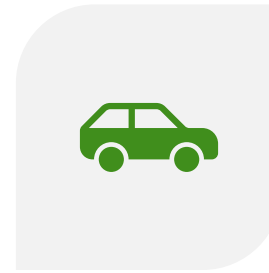
# Purpose/Importance



FILLS GAPS IN THE  
MIDDLE-INCOME  
HOUSING MARKET



DOESN'T ALWAYS RELY  
ON GOVERNMENT  
SUBSIDIES



SHORTENS COMMUTE  
TIMES



CREATES MORE  
RELIABLE EMPLOYEES





# Case Study #1



# Gile Hill – Hanover, New Hampshire



DEVELOPMENT  
SPECS



COST



TIMELINE

# Development Specs

76 units

61 affordable housing units, 15 market-rate

1 bed/1 bath, 2 bed/2 bath, 2 bed/1 bath, and 3 bed/2 bath

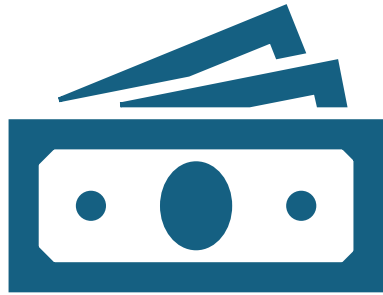
250 parking spaces

Meets LEED and Energy Star Standards

Within walking distance of downtown and recreational trails



# Cost



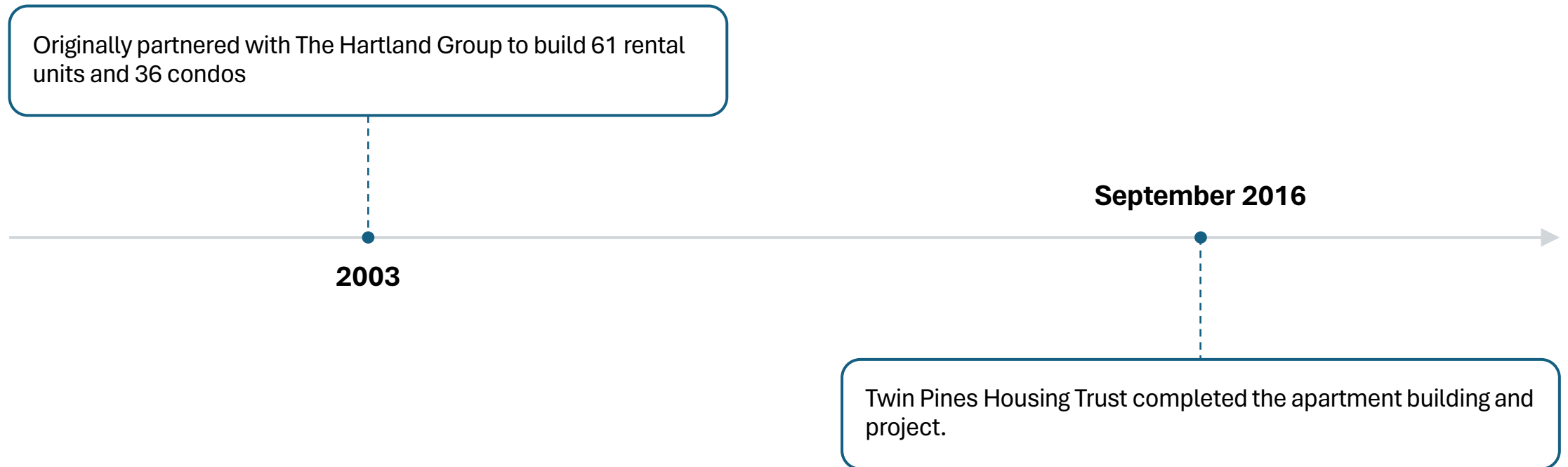
Apartment Building: \$2.5 million



Affordable Unit Monthly Rent

1 bed: \$605  
2 bed: \$727-\$887  
3 bed: \$839-\$1,023

# Timeline





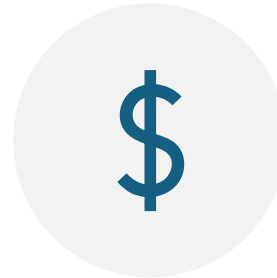
# Case Study #2



# The Lofts at Bates Mill - Lewiston, Maine



DEVELOPMENT  
SPECS



COST



TIMELINE

# Development Specs

Pre-civil war textile mill with modern storage on the first floor and affordable housing on the upper three floors

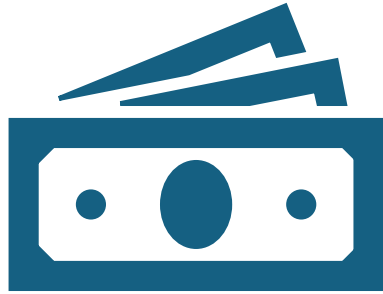
1, 2, and 3 bedroom units

48 housing units, 33 of which are affordable housing

Within walking distance of offices, shops, restaurants, public library, and a theater



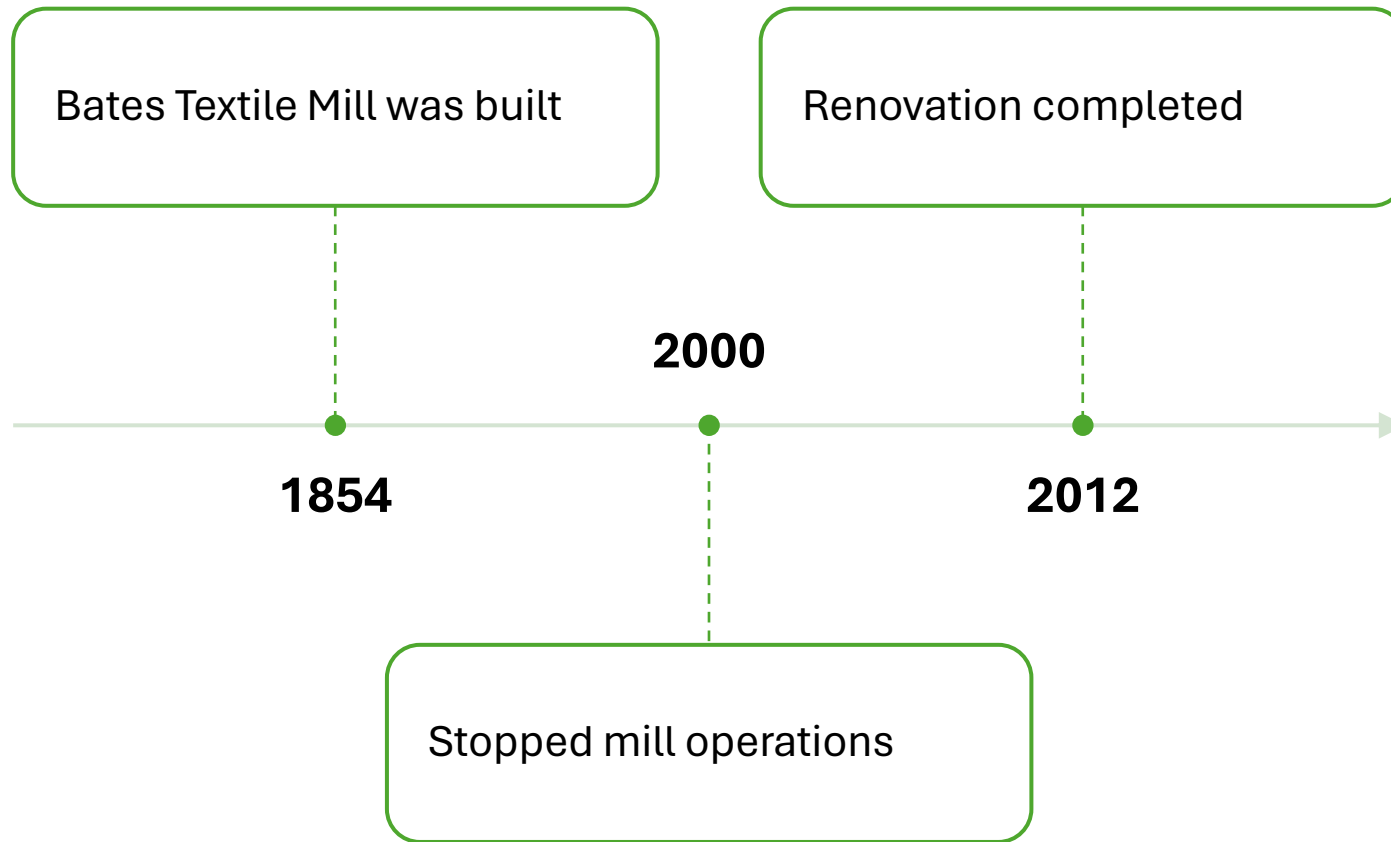
# Cost



Total cost: \$9 million



Rent: \$596-\$921 /month



# Timeline



# Case Study #3

# Pepperidge Woods Cooperative - Barrington, NH



Development  
Specs



Cost



Timeline



# Development Specs

Resident-owned community (ROC)

Buy and sell, homebuyers must be members of the ROC and pay fees upfront

44 site community

UNH: 15-minute drive

Warren Farm provides fresh fruits and veggies <2 miles away

Near outdoor recreation: swimming, skiing, and boating



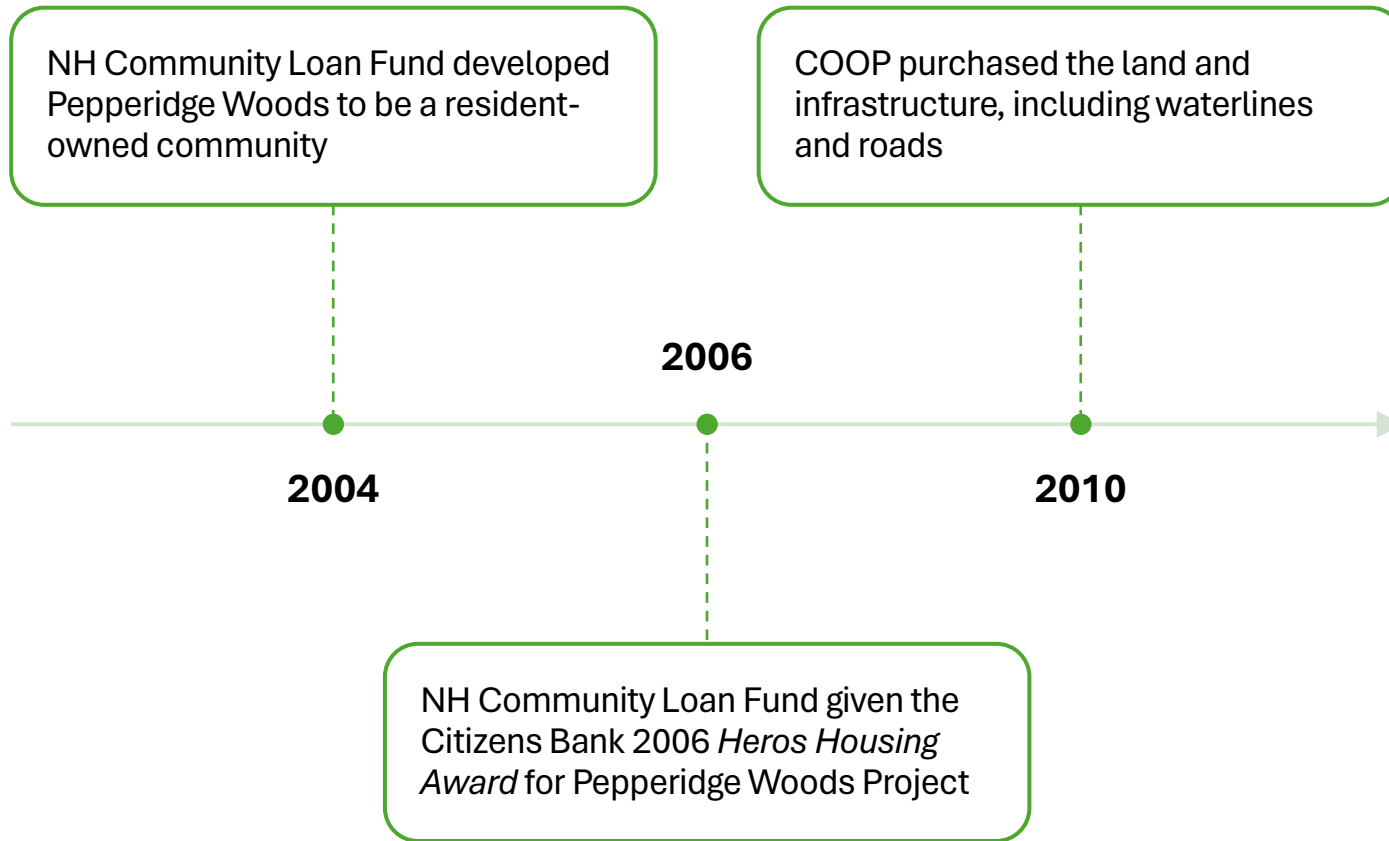
# Cost



Sold in DEC 2019, 3 bed 2 bath,  
1,344 sq.ft, \$145,500



Sold in MAR 2023, 3 bed 2  
bath, 1,421 sq.ft, \$205,000



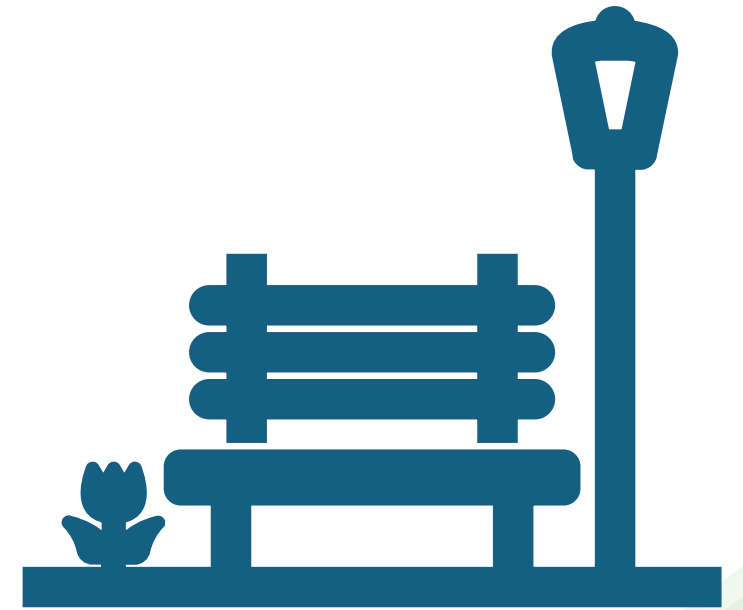
# Timeline



## Tips & Tools

# Next Steps...

- Work with developers
- Look at zoning/explore zoning changes
- Consult with peers on best practices
- Raise awareness
- Always consider the "why"
- Look for grants and funding opportunities
- Contact local affordable housing programs



# Implementation Strategy 1: Raise Awareness

Raise awareness  
about workforce  
housing in your  
community

- Webinars or informational sessions
- Flyers, posters, brochures, and online resources
- Town meetings
- Local affordable housing programs



# Implementation Strategy 2: Find Funding

Find grants or  
other funding that  
supports your  
project

- AHEAD
- New Hampshire Housing
- State of NH
- U.S. Department of Housing and Urban Development
- USDA Loans for rural and suburban homebuyers
- Upper Valley Loan Fund
- NH HOP Grant Programs
- New Hampshire Housing Toolbox

# Implementation Strategy 3: Repurpose

Repurpose vacant  
buildings and/or  
consider infill in  
urban areas

- Reuse underutilized buildings or land
- Infill provides an opportunity for neighborhood revitalization
- Can reduce GHGs and cost to install new infrastructure
- Often combined with other uses (aka – Mixed Use)

# Implementation Strategy 4: Encourage Development

Encourage  
development

- Be open to informal discussions with developers
- Promote your Master Plan if relevant
- Adopt or ramp up use of conceptual design or preliminary discussions with your Planning Board.
- This eliminates many obstacles and allows a partnership with the community.

# Implementation Strategy 5: Update Your Zoning

Adopt zoning that  
is inclusive and  
provides for diverse  
housing types

- Reducing the number of parking spaces for dwelling units
- Diversify housing types allowed by-right
- Remove barriers to ADUs. NH Housing provides numerous resources on ADUs and how to implement them.

# Questions/Acknowledgements

Thank you for participating in People  
and Places for Growth -  
An Economic Development Webinar Series

Questions can be asked by typing them into  
the chat

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# Thank you!

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To see the recordings from this webinar series go to our website:

<https://www.nccouncil.org/focus-areas/economic-development/>



# Sources & Helpful Resources

<https://www.nhhfa.org/housing-challenges-solutions/workforce-housing/>

[What Is Workforce Housing | Definition & Examples \(doorloop.com\)](#)

[USDA Resource Guide for Rural Workforce Development](#)

[Student Corner: What Exactly is Workforce Housing and Why is it Important? | Community and Economic Development - Blog by UNC School of Government](#)

<https://www.huduser.gov/portal/casestudies/home.html>

<https://www.huduser.gov/portal/casestudies/study-020524.html>

<https://bestinamericanliving.com/2019/11/workforce-housing-case-study-veranda/>

<https://www.utah.gov/pmn/sitemap/notice/334965.html>

<https://www.verandaisyourhome.com>

<https://www.nps.gov/articles/bates-mill-me.htm>

<https://www.sacofallsmanagement.com/rental/property/the-lofts-at-bates-mill>

<https://www.vnews.com/Condominium-owners-at-Gile-Hill-face-fee-hikes-52520048>

<https://www.vnews.com/Affordable-Housing-Project-Completed-in-Hanover-NH-5499974>

<https://gilehillrentals.com/>

[Accessory Dwelling Units - New Hampshire Housing \(nhhfa.org\)](#)

<http://www.pepperidgewoods.coop/>

<https://www.residencesatsundial.com/home>

<https://www.apartments.com/residences-at-sundial-manchester-nh/mn86wnh/>

<https://www.nhbr.com/single-family-home-price-in-nh-hits-record-high-yet-again/>

<https://www.fosters.com/story/business/2006/03/20/barrington-development-wins-affordable-housing/52563644007/>

# Funding Resources

- AHEAD - [Affordable Housing, Education and Development - Littleton NH \(homesahead.org\)](http://homesahead.org)
- New Hampshire Housing - [Home - New Hampshire Housing \(nhhfa.org\)](http://nhhfa.org)
- State of NH - [New Hampshire Housing Relief Program | Governor's Office for Emergency Relief and Recovery \(nh.gov\)](http://nh.gov)
- U.S. Department of Housing and Urban Development - [New Hampshire | HUD.gov / U.S. Department of Housing and Urban Development \(HUD\)](http://HUD.gov)
- USDA Loans for rural and suburban homebuyers - [New Hampshire | HUD.gov / U.S. Department of Housing and Urban Development \(HUD\)](http://HUD.gov)
- Upper Valley Loan Fund - [Fund aims to address workforce housing crisis in Upper Valley \(youtube.com\)](http://youtube.com)
- NH HOP Grant Program - [Home - NHHOPgrants](http://nhhopgrants.org)
- NH Housing Toolbox - [20230531-nh\\_housing\\_toolbox-final.pdf \(nhhousingtoolbox.org\)](http://nhhousingtoolbox.org)