



RESEARCH ON HOUSING & THE ECONOMY

The availability of housing that is affordable to people all along the income spectrum is critical to the vitality and sustainability of our economy.

Affordable Housing is Increasingly Important to Local Businesses

- **According to local CEOs and other business executives, a lack of affordable housing is a major challenge for attracting and retaining talented employees.**
- In areas with high housing costs, key positions are often left unfilled, including service and health care workers.
- The costs of employee turnover are high. Employers need to spend between 16 and over 200 percent of an employee's salary in order to find and train her replacement.
- Young workers have been hard-hit by stagnant wages and rising housing costs. Many workers, particularly lower-skilled workers, are unable to move to areas where job prospects are the best because housing costs are too high.

The Local Economy Benefits When There is a Sufficient Supply of Affordable Housing

- When working individuals and families spend a disproportionately high share of their income on housing, there is less left over to spend on other things, including goods and services that support the local economy.
- Having affordable housing located near employment and transit can reduce commute times and traffic congestion for everyone.

Our Economy is Stronger and More Resilient When There is Housing for All

- **States with greater housing availability experienced less income inequality and are able to attract a more diverse workforce than states where housing was more constrained.**
- Regions with housing affordable to individuals and families all along the income spectrum weathered the most recent recession better and have more resilient economies.
- Fairfax County's Strategic Plan for Economic Success commits to promoting affordable housing in order to ensure a vibrant economy.

Research summaries compiled by Virginia Center for Housing Research at Virginia Tech in consultation with Lisa Sturtevant & Associates, LLC for the Fairfax County Department of Housing and Community Development. Research references and citations available upon request at rha@fairfaxcounty.gov.