

# Introducing the Education Workforce Housing Bootcamp



# Welcome!

- ▶ CSBA's Education Workforce Housing Team:



**Andrew Keller**  
*Senior Director, Executive  
Office Operations  
& Strategic Initiatives,  
CSBA*



**Greg Francis**  
*Senior Project Manager,  
Education Workforce Housing,  
CSBA*

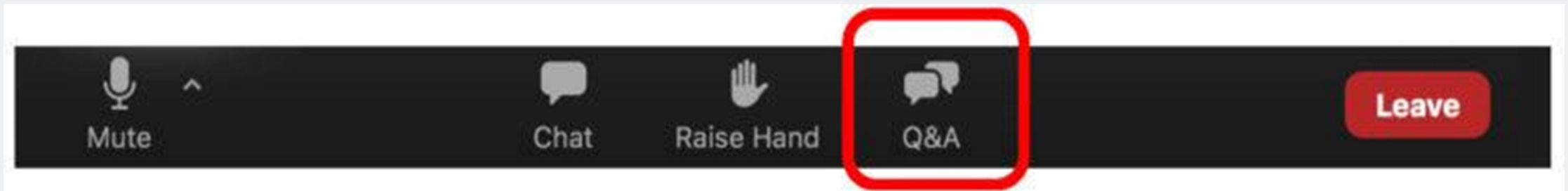


**Noemi Morones**  
*Program Manager,  
Education Workforce Housing,  
CSBA*



# Housekeeping

- ▶ Please use the Q&A feature to submit your questions. This is located on the ribbon below the speaker. The chat feature has been turned off.



- ▶ Your questions will be answered either in the Q&A feature in writing or live by our presenters
- ▶ All attendees will receive a link to this video recording as well as resources in a follow up email after the webinar.



# Today's Agenda

- ▶ Purpose of the Education Workforce Housing (EWH) Bootcamp
- ▶ Bootcamp Curriculum
- ▶ Participant Materials and Takeaways
- ▶ Dates, Locations, and Registration Details
- ▶ Schedule for the Day
- ▶ Q&A Session



# Overview of CSBA's Education Workforce Housing Initiative



[csba.org/workforcehousing](https://csba.org/workforcehousing)

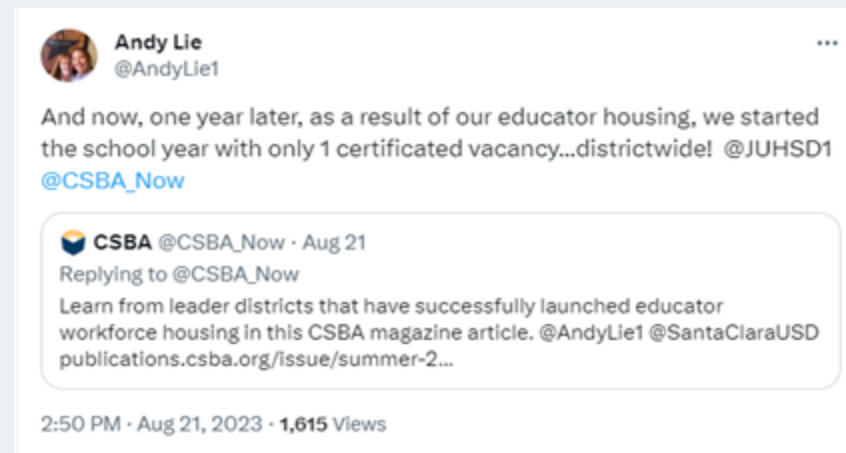


# The Challenge

- ▶ Recruiting and retaining staff remains a top challenge
- ▶ Housing costs are pushing LEA staff out of the communities they serve
- ▶ California LEA staff need more affordable housing
- ▶ LEAs are looking for a sustainable, long-term staffing solution

# The Opportunity

- ▶ LEAs have a lot of underutilized land in desirable locations
- ▶ Legislation makes it easier for LEAs to build housing on their property
- ▶ Completed developments show improved retention, waitlists



# Purpose of the Education Workforce Housing (EWH) Bootcamp



# A New Professional Development Opportunity

- ▶ CSBA developed the Education Workforce Housing Bootcamp to support individuals and teams in the early stages of exploration
- ▶ One-day, in-person training designed to move individuals and teams from interest to action





# Intended Audience

- ▶ Ideal for school board members, superintendents and senior administrators who:
  - Are considering workforce housing
  - Have not taken formal steps
  - Need help getting started



*Examples of senior administrators: Chief Business Officer, Chief Financial Officer, Associate/Assistant Superintendent of Business Services, Chief Strategy Officer, Director of Bond Program, Director of Facilities, Director of Maintenance and Operations, Director of Staff Housing Development, Deputy Chief Facilities Planning & Construction Officer, Executive Director of HR, Manager of Strategic Projects*



# Bootcamp Curriculum



# What we'll cover

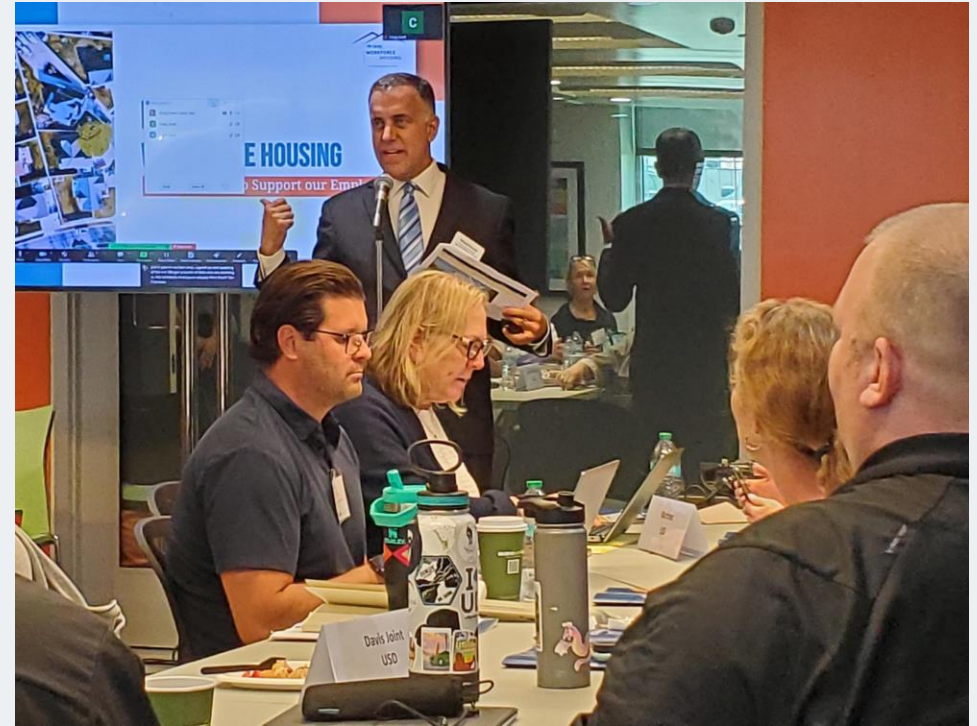
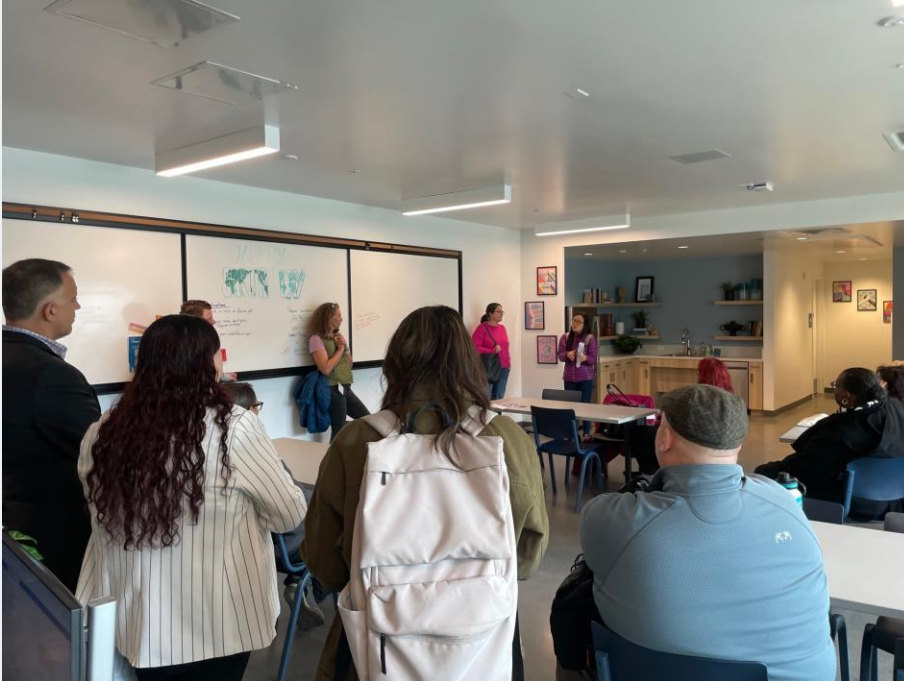
- **The path:** the seven stages of developing Education Workforce Housing
- **Your why:** Defining your motivations and goals for exploring EWH
- **Demand:** How to estimate your staff's housing demand
- **Financing:** How to pay for everything
- **Sites:** How to work with partners to identify the best sites
- **Legislation:** How to use recent laws to accelerate your process
- **Helpers:** LEAs and partners who can provide sound advice
- **What's next:** Map out initial steps to advance internal exploration



# Format

The Bootcamp will be interactive. We'll cover each topic with a mix of:

- Lecture
- Table talk
- Time to complete workbook
- Q&A



# Participant Materials and Takeaways



# What's Included

- ▶ Workbook with tools and sample materials
- ▶ Six-month roadmap action plan
- ▶ Continental breakfast and lunch

## Staff Survey Planning



- 1) Start by talking about the goals of your staff survey.

What are you hoping to learn from the survey?

## PREFERRED EWH FINANCING TOOLS



## Major decisions

These are decisions all LEAs have to make at some point in the process. These may happen in different orders, and some will depend on earlier decisions, but to have a successful development your team needs to know how to answer them. This is a non-exhaustive list, but if you know these answers you will be in a very strong position to build a good project.

- Who will live in this housing?





# Dates, Locations and Registration Details

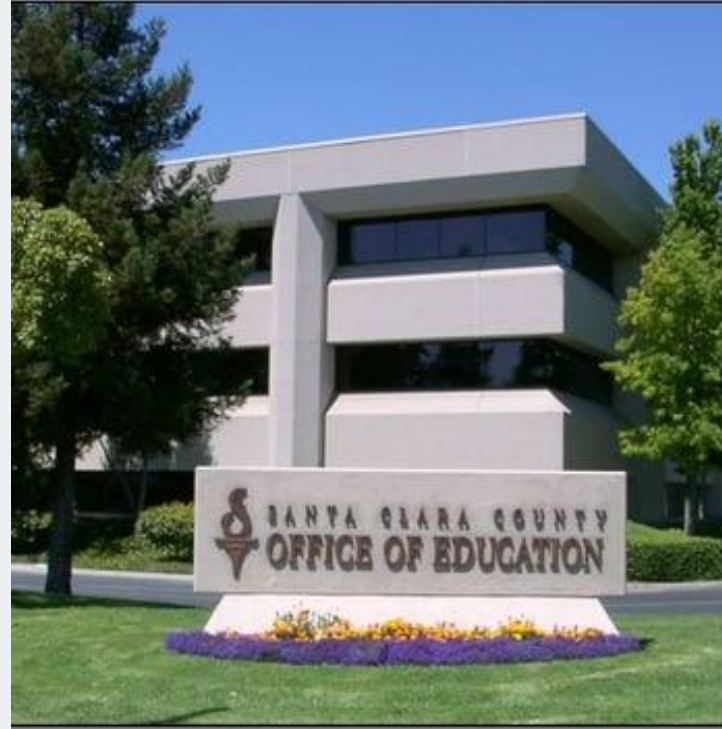


# EWB Bootcamp: Northern California

**Wednesday, October 15**  
9:00 a.m. – 4:00 p.m.

Santa Clara COE  
Milpitas Conference Room  
1290 Ridder Park Drive  
San Jose, CA 95131

## Registration



- Registration: \$500
- Late registration: \$575 (Starting on October 1, 2025)
- Registration closes on October 8, 2025.



# EWB Bootcamp: Southern California

**Friday, October 24**

9:00 a.m. – 4:00 p.m.

Covina-Valley USD  
District Field Event Center  
252 W Puente St, Suite 200  
Covina, CA 91723

## Registration



- Registration: \$500
- Late registration: \$575 (Starting on October 10, 2025)
- Registration closes on October 17, 2025.



# Schedule for the Day



# EWB Bootcamp Schedule

- ▶ 8:30 a.m. – 9:00 a.m. | Registration opens, continental breakfast, networking
- ▶ 9:00 a.m. – 12:15 p.m. | Bootcamp
- ▶ 12:15 p.m. – 1:00 p.m. | Lunch
- ▶ 1:00 p.m. – 4:00 p.m. | Bootcamp



# Q&A





# Learn More

- Attend EWH Workshops at AEC 2025
  - Building Bridges: The COE Role in Education Workforce Housing - Wednesday, Dec. 3, 3:40 - 4:45 p.m.
  - Navigating Education Workforce Housing: Barriers & Breakthroughs - Thursday, Dec. 4, 8:45 - 10:15 a.m.
- Save the date: EWH Mixer at AEC – Tuesday, Dec. 2, 5:30 - 7:00 p.m.
- Explore our extensive EWH Resource Library



Reach out to us at [edworkforcehousing@csba.org](mailto:edworkforcehousing@csba.org) with any questions



# Thank you



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