

# **VUSD Education Workforce Housing Survey Summary**

**Ventura Unified School District  
Board of Education Regular Meeting**

November 19, 2024



# Overview



**VUSD Employees  
took our survey**

**69%**

1113 total respondents



**Have Moved During VUSD  
Employment Due to  
Increased Housing Costs**

**22%**

Have not moved  
because of increased  
housing costs- 78%



**Interested in Living in  
VUSD Workforce  
Housing**

**47%**

Not interested-  
23%

# Survey Respondent Demographics



**Women**

**78%**

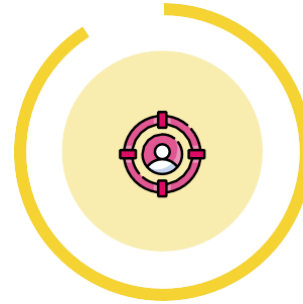
19% Male  
1% Non-Binary  
2% Not Shared



**Certificated**

**54%**

Classified- 45%  
Confidential- 1%



**Full-Time**

**81%**

Part time- 19%

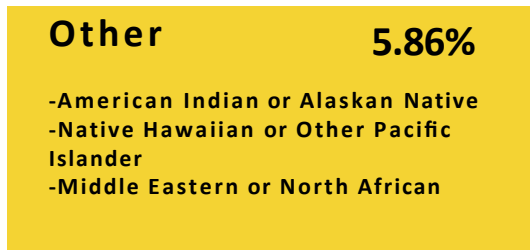
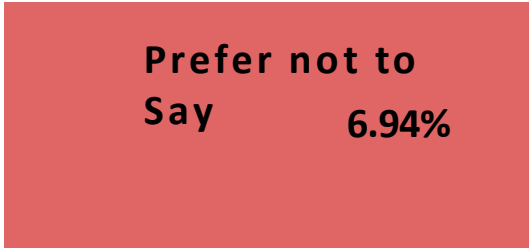
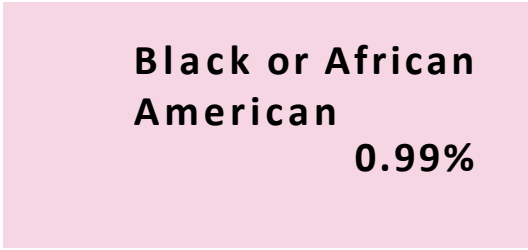
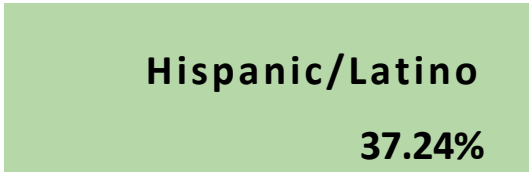
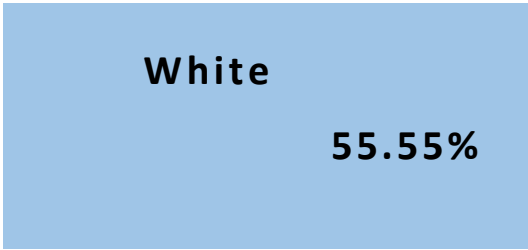


**Currently Own Their Own Residence**

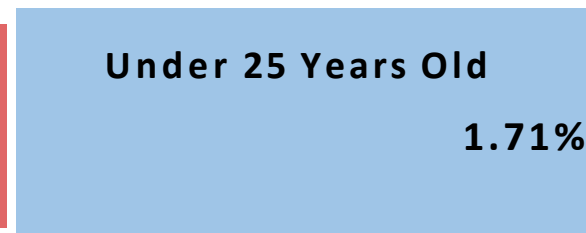
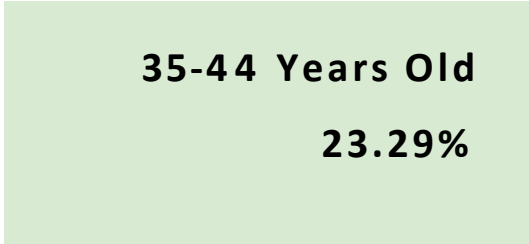
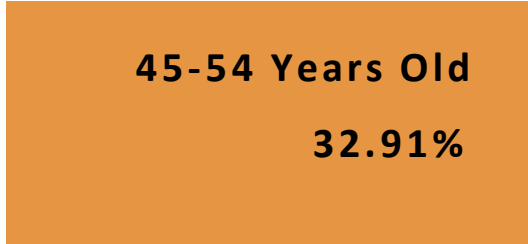
**53%**

Rent residence- 31%  
Rent a Room - 11%  
Live w/Relative/Friend- 5%

# Race/ Ethnicity



# Age



# Current Employee Residency and Commute



**Live in  
Ventura**

**66%**

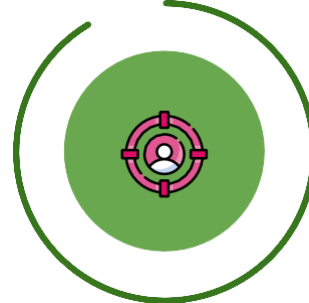
Oxnard- 14%  
Santa Paula- 1%  
Ojai 1%  
Camarillo- 1%  
Oak View-1%  
Port Hueneme and  
Fillmore 2%



**Live w/ Dependent(s)  
under 18**

**63%**

Spouse- 81%  
Other Family- 52%  
Roommates- 23%



**Commute to  
work by Car**

**95%**

Bike- 1.7%  
Walk- 2%  
Carpool- 1%  
Take a Bus- 0.27%



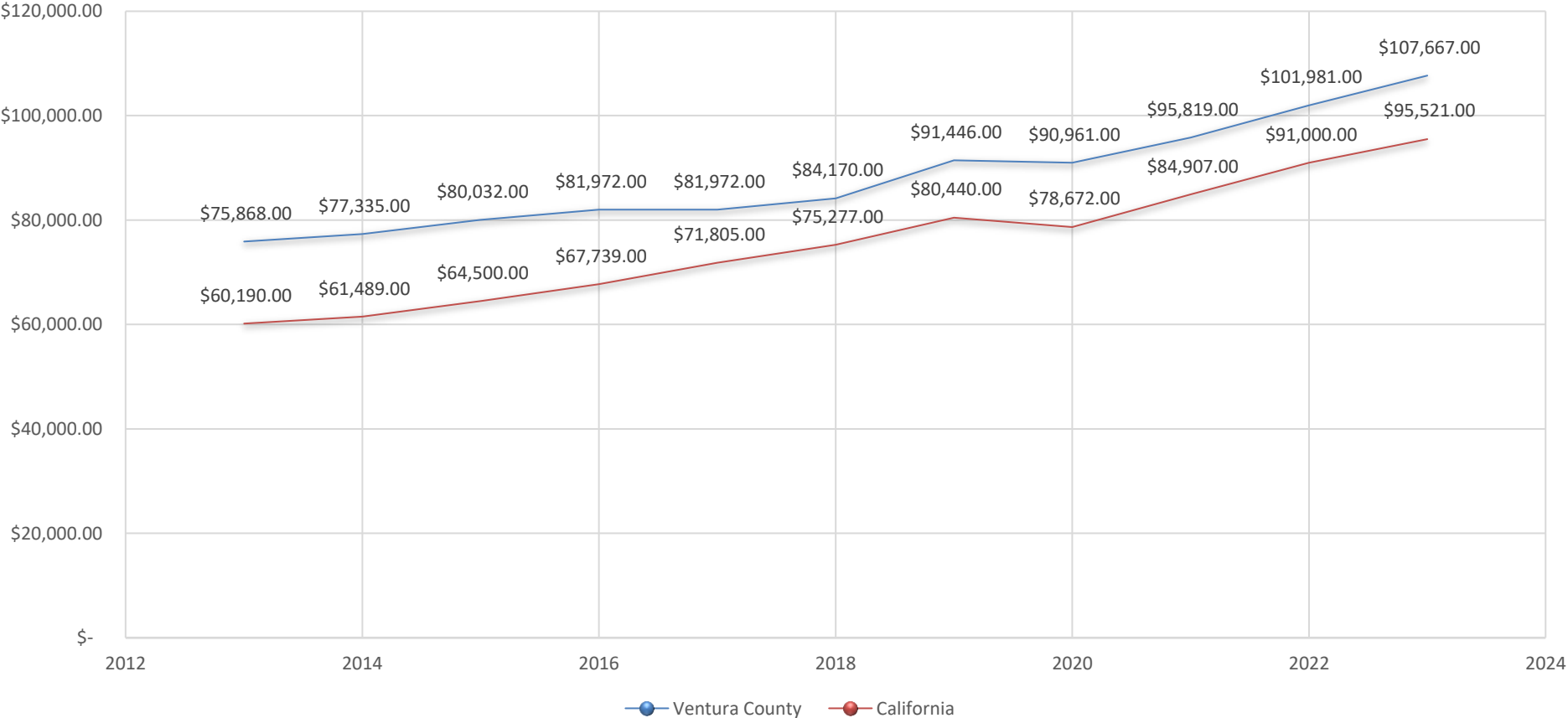
**Commute Less  
than 20 min**

**70.55%**

20-39 mins- 26.73%  
40-59 mins- 2.27%  
60-79 mins- 0.18%  
80-99 mins-0.18%  
> than 100 mins- .09%

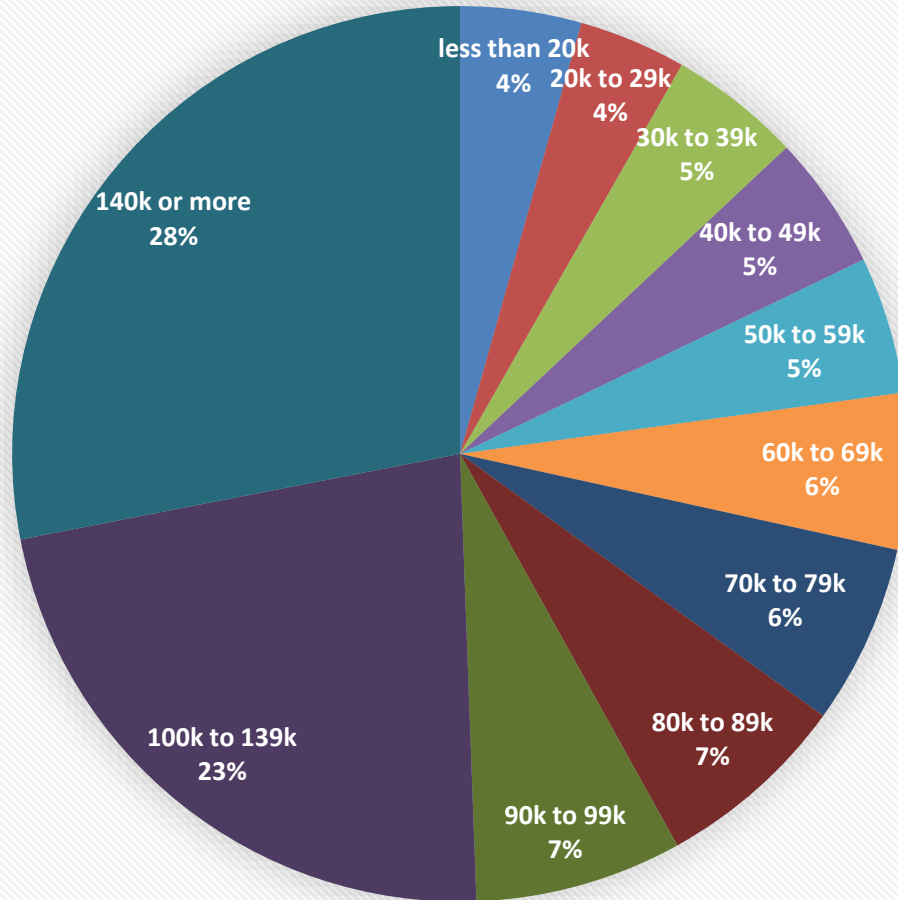
# Source: U.S Census Bureau and Federal Reserve Economic Data

## Median Household Income Ventura County



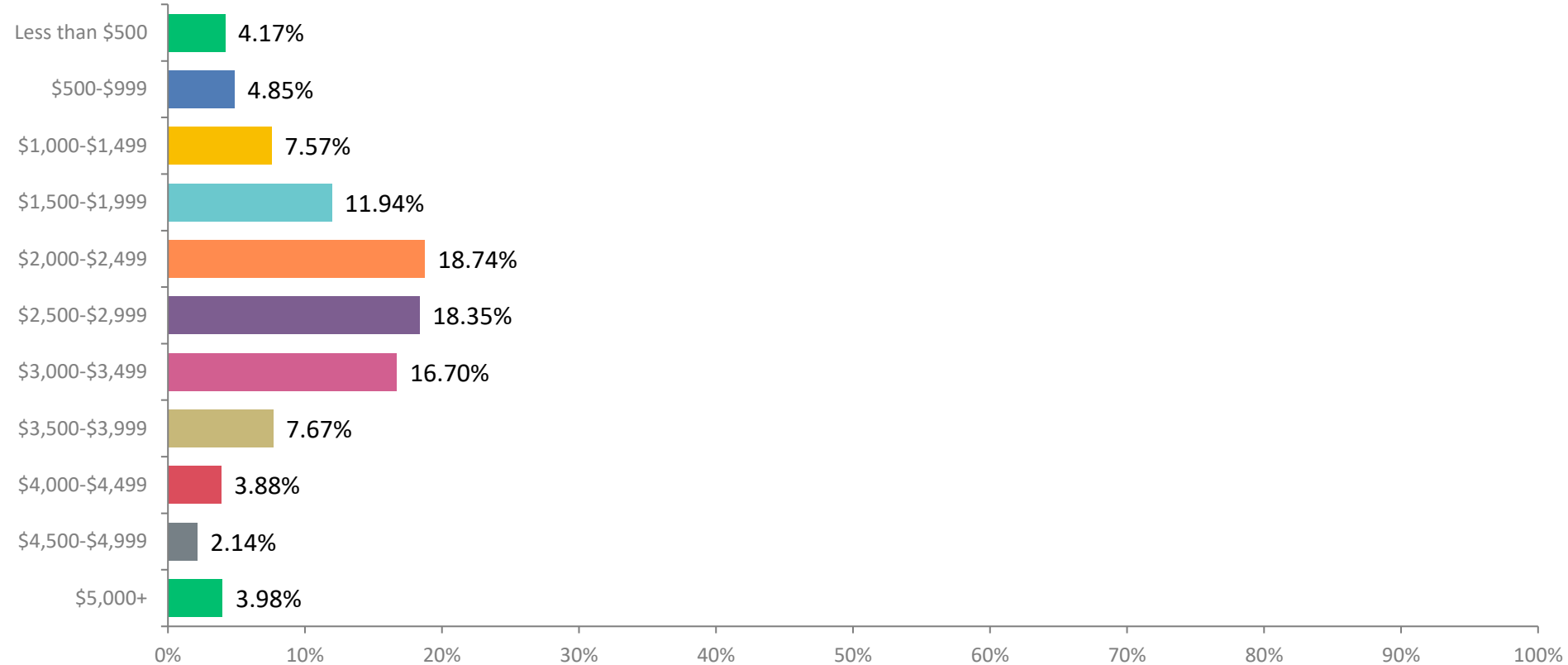
# Reported Household Income in 2023 for VUSD Staff

1030 responses



# Reported Monthly Housing Costs

(excluding utilities, taxes and insurance)





# How much do you agree or disagree with the following statements, from (1) Strongly Disagree to (5) Strongly Agree?

My current housing is affordable

**38.86%**

Respondents disagree or strongly disagree that their current housing is affordable.

I would like to live closer to work

**34.19%**

Respondents agree or strongly agree that they would like to live closer to work

I am experiencing financial pressures due to high housing costs

**55.78%**

Respondents agree or strongly agree that they feel significant financial strain related to housing expenses

I cannot afford to live in Ventura

**48.77%**

Respondents agree or strongly agree they cannot afford to live in Ventura, highlighting a significant affordability issue

The high cost of housing negatively impacts my long term ability to stay in VUSD

**41.43%**

Respondents agree or strongly agree. This reflects concerns about job stability and long-term commitment due to housing affordability issues

# How much do you agree or disagree with the following statements, from (1) Strongly Disagree to (5) Strongly Agree?

Would low rent VUSD owned employee housing increase ability to recruit?

**75.62%**

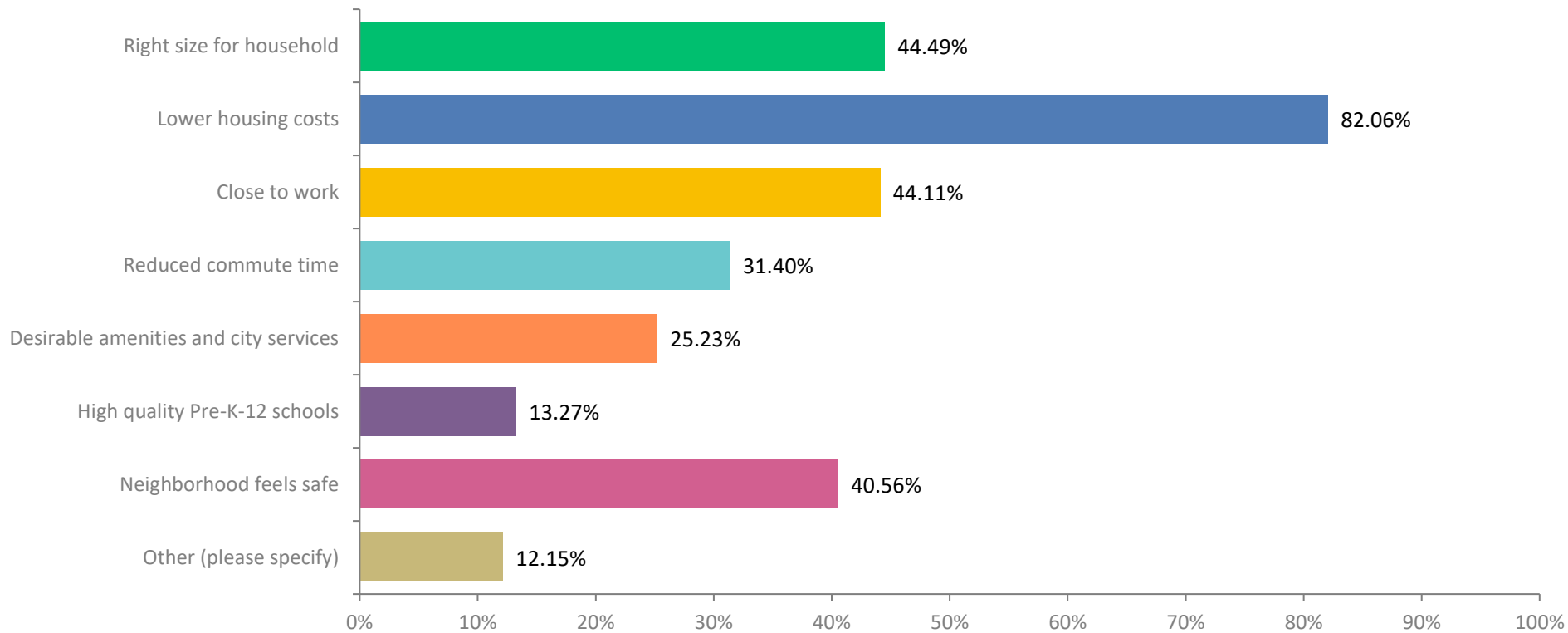
Respondents agree or strongly agree that low rent VUSD owned employee housing would enhance districts ability to recruit.

The option of low rent VUSD owned employee housing for a certain period of time would increase the likelihood that I continue to work for VUSD?

**46.42%**

Respondents agree or strongly agree that low-rent VUSD owned housing would increase their likelihood of continuing to work in district

# If you are interested in moving from your current living situation, select up to three reasons why you may want to move into VUSD staff housing.



535 responders

# If VUSD staff housing were available (comparable to multi-family housing in Ventura), how likely would you and your household consider living there if it were offered to you at a rent you can afford?

ANSWER CHOICES	RESPONSES
Very likely	35.19% 290
Somewhat Likely	17.11% 141
Neither likely nor unlikely	8.74% 72
Not at all likely	13.11% 108
Satisfied with current living situation	25.85% 213
<b>TOTAL</b>	<b>824</b>

•**Strong Demand for Affordable Housing:** The fact that more than half of the respondents (52.3%) are at least *somewhat likely* to consider moving into VUSD staff housing suggests a robust demand for affordable housing options within the educator workforce.

•**Rent Affordability is Key:** Affordability is a critical factor in this decision-making process. Educators appear to be open to the idea of moving into multi-family housing as long as it is priced within their financial reach.

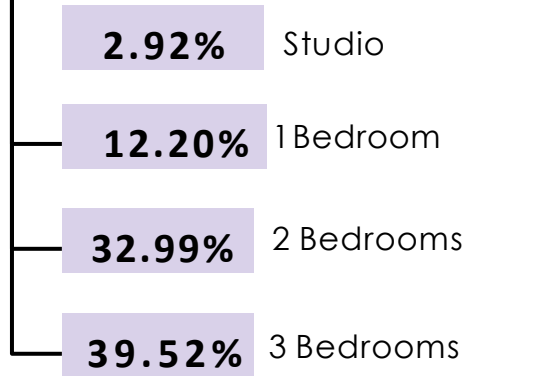
•**Target Audience:** VUSD could focus on the **35.19%** who are *very likely* to move, as well as the **17.11%** who are *somewhat likely*, when developing housing options. Together, they represent a significant portion of the workforce and could be early adopters of VUSD staff housing.

•**Satisfaction with Current Housing:** With nearly **26%** of respondents satisfied with their current living arrangements, any staff housing offered should ideally cater to those who are dissatisfied with their current housing or are facing financial strain due to high living costs.

# Home Rent Preferences



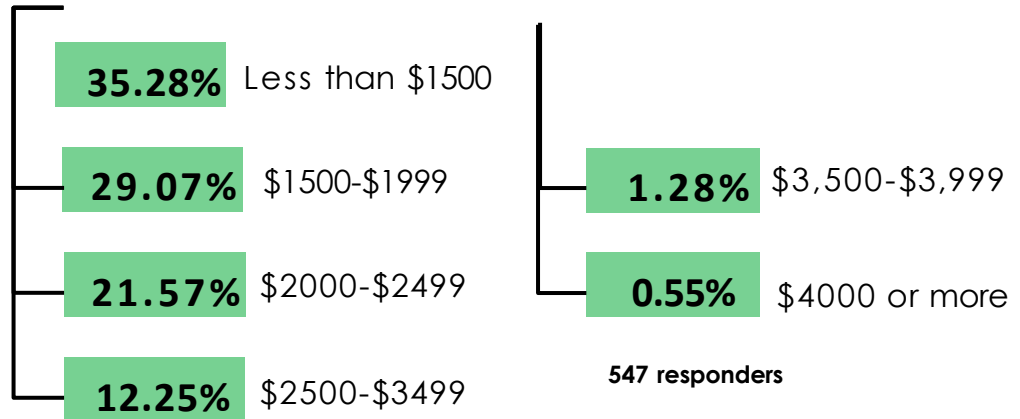
## Minimum size apartment you would need to rent



(12.37% options would not work for me)

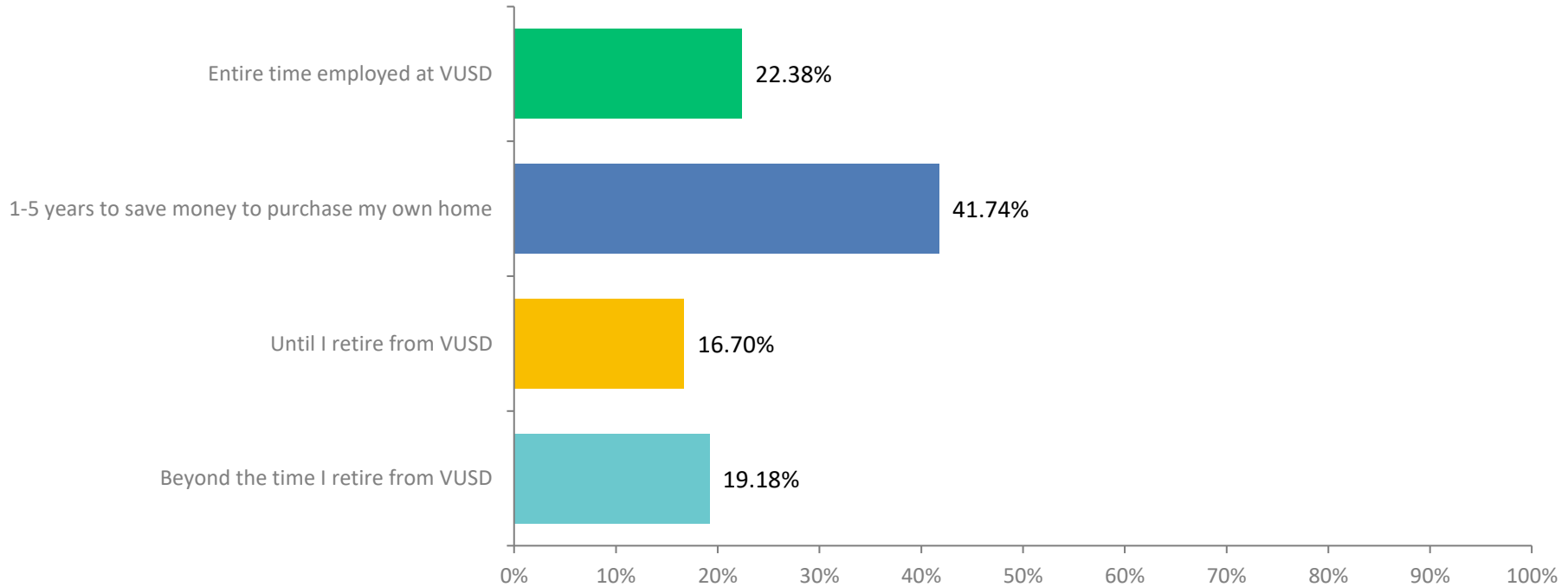
582 responders

## Maximum willing to pay monthly toward rent for that size unit in Ventura?



547 responders

# If VUSD staff housing were available, how long would you expect to live there?



# If VUSD staff housing were available, What concerns might you have that would discourage you from doing so?

## Separation of Work and Personal Life

Many respondents expressed concerns about the **blurring of boundaries** between their work and personal lives. Living near colleagues could result in constant reminders of work, a lack of privacy, and less opportunity to "escape" from the work environment.

Some worry about the **social dynamics** of living near coworkers, potentially leading to gossip, strained relationships, or reduced personal time.

## Location and Safety

**Safety** of the neighborhood is a significant concern. Respondents emphasize the importance of a safe, quiet, and desirable location for both themselves and their families.

The **proximity to students** or living in a location perceived as unsafe, such as high-crime areas, were additional concerns. There was mention of specific areas within Ventura County being viewed as less desirable.

# If VUSD staff housing were available, What concerns might you have that would discourage you from doing so?

## Affordability and Financial Impact

While some appreciate the idea of affordable housing, others emphasized the preference for **salary increases** over employer-provided housing. They believe higher wages would enable employees to secure housing independently. Concerns about **ongoing rent increases** and whether affordable housing truly provides a long-term solution to high living costs also surfaced.

## Control and Autonomy

A number of respondents voiced discomfort with the idea of their employer being their **landlord**, as it could impact their sense of independence. Issues such as **contract terms, potential conflicts of interest**, and housing rights tied to employment were flagged. Questions about **contract contingencies** (e.g., what happens if employment ends) and **limitations** (e.g., pets, visitors) were frequent.



# If VUSD staff housing were available, What concerns might you have that would discourage you from doing so?

## Housing Quality and Space

Many respondents were concerned about the **quality of the housing** (e.g., size, condition, amenities) and whether it would meet their specific needs, such as family size, pets, or outdoor space.

**Living conditions** like potential overcrowding, noise, lack of privacy, and limited parking were recurring worries.

## Permanency and Stability

Several individuals expressed concerns about the **long-term stability** of this housing arrangement. For instance, some questioned what would happen post-retirement or if they changed jobs, potentially leading to housing insecurity.

The lack of an **ownership option** (i.e., renting vs. buying) was a disappointment for some, who hoped for assistance in homeownership rather than temporary housing solutions.

# If VUSD staff housing were available, What concerns might you have that would discourage you from doing so?

## Community and Social Dynamics

There is a significant worry about the **social atmosphere** in employer-provided housing, with concerns that it might feel too much like a work environment, with little opportunity to engage with non-work communities, leading to a **lack of diversity**.

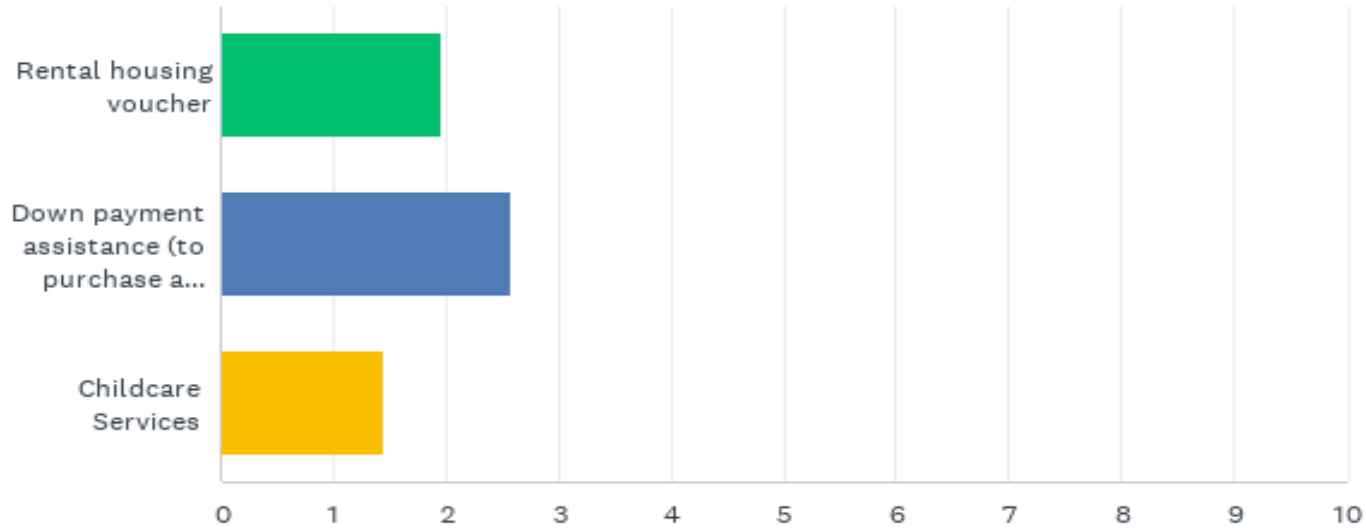
Respondents also raised concerns about living in **close quarters with other employees** and how it could affect personal and professional relationships.

## Alternative Solutions

Several respondents proposed alternatives to employer-provided housing, such as **down payment assistance programs** or focusing on providing higher salaries instead of housing as a perk.

Others questioned whether the money spent on such housing could be better allocated to improve **school resources, wages, or benefits**.

# Other Assistance Preferences



	1	2	3	TOTAL
▼ Rental housing voucher	22.98% 145	51.51% 325	25.52% 161	631
▼ Down payment assistance (to purchase a home)	64.49% 405	29.78% 187	5.73% 36	628
▼ Childcare Services	12.52% 79	18.86% 119	68.62% 433	631

## Survey Prompt:

As we assess the current housing needs of our educator workforce, we also want to understand any anticipated changes in your housing requirements over the next few years. Do you foresee needing to add space (e.g., for children, aging parents, or other reasons) or potentially downsize? Please provide details about any expected changes and the reasons behind them

# Themes

## Family Growth and Changing Needs:

**Childcare and Space for Children:** Many respondents anticipate needing more space due to the growth of their family, whether planning for children, already having children, or needing space for children to grow into.

**Aging Parents:** Several respondents expect to take care of aging parents, which could necessitate additional space or adjustments in their living situation (e.g., adding an ADU or moving to a larger home).

**Adult Children Returning Home:** Some respondents expect their adult children to return home due to financial constraints or college, impacting housing needs.

## Financial Stress and Housing Affordability:

**Cost of Living and Housing:** Many educators express difficulty affording housing in their area, highlighting the high cost of living and their financial struggles. Some mention working multiple jobs or sharing homes with family to meet financial obligations.

**Downsizing for Financial Reasons:** Several respondents mention potentially downsizing as children leave for college or due to financial pressures, such as retirement or increasing costs.

# Themes

## Desire for Stability:

**No Anticipated Changes:** A number of respondents mention not foreseeing any changes in their housing situation, either due to stability or contentment with their current living arrangement.

**Concerns About Future Stability:** Others worry about potential changes in housing costs, the need for space, or the ability to maintain their current standard of living.

## Multigenerational Living:

**Caregiving Responsibilities:** Many respondents expect to house or care for multiple generations, including both children and aging parents, requiring additional space and possibly more affordable, flexible housing solutions.

# Themes

## **Retirement and Future Planning:**

**Retirement Concerns:** Several respondents mention downsizing as they approach retirement, both to reduce costs and manage living arrangements. This theme also touches on concerns about the ability to afford housing post-retirement.

## **Community and Housing Solutions:**

**Desire for Housing Programs:** Some respondents express interest in programs such as rent-to-own housing or affordable housing solutions provided by their employer, especially given the financial burden of housing costs.

**Leaving the Area:** A few respondents mention potentially leaving the state or community to help their children afford homes or to seek more affordable housing themselves.

# Questions?

