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Kaitlyn Snyder, Policy and Research Associate



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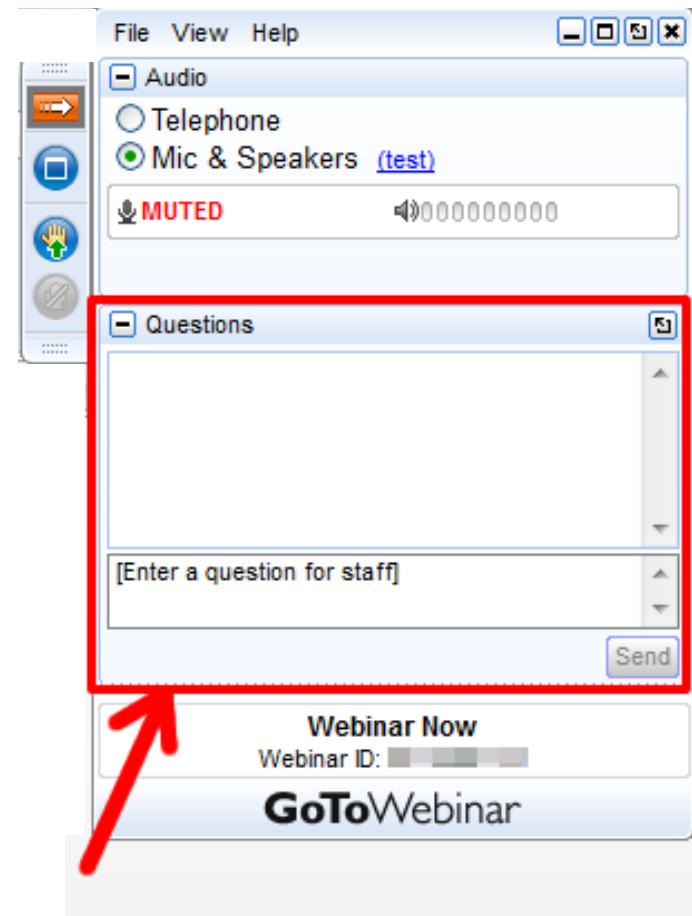


P^YCHECK TO P^YCHECK



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PAYCHECK TO PAYCHECK



Paycheck to Paycheck data tool

- Graphs that compare wages and housing costs in 203 metro areas and the nation as a whole.
- Median incomes for 83 occupations.
- Median home prices and fair market rents in 203 metro areas and the incomes needed to afford them.

Paycheck to Paycheck Report

- A Snapshot of Housing Affordability for Healthcare Workers.
- 5 health-related occupations: dental assistants, emergency management technicians, home health aides, nurses, and physical therapy aides.

P^YCHECK TO P^YCHECK



30 fastest-growing occupations	Employment		Change, 2014-24	
	2014	2024	Number	Percent
Total, all occupations	150,539.9	160,328.8	9,788.9	6.5%
Wind turbine service technicians	4.4	9.2	4.8	108.0%
Occupational therapy assistants	33.0	47.1	14.1	42.7%
Physical therapist assistants	78.7	110.7	31.9	40.6%
Physical therapist aides	50.0	69.5	19.5	39.0%
Home health aides	913.5	1,261.9	348.4	38.1%
Commercial divers	4.4	6.0	1.6	36.9%
Nurse practitioners	126.9	171.7	44.7	35.2%
Physical therapists	210.9	282.7	71.8	34.0%
Statisticians	30.0	40.1	10.1	33.8%
Ambulance drivers and attendants, except emergency medical technicians	19.6	26.1	6.5	33.0%
Occupational therapy aides	8.8	11.6	2.7	30.6%
Physician assistants	94.4	123.2	28.7	30.4%
Operations research analysts	91.3	118.9	27.6	30.2%
Personal financial advisors	249.4	323.2	73.9	29.6%
Cartographers and photogrammetrists	12.3	15.9	3.6	29.3%
Genetic counselors	2.4	3.1	0.7	28.8%
Interpreters and translators	61.0	78.5	17.5	28.7%
Audiologists	13.2	16.9	3.8	28.6%
Hearing aid specialists	5.9	7.5	1.6	27.2%
Optometrists	40.6	51.6	11.0	27.0%
Forensic science technicians	14.4	18.2	3.8	26.6%
Web developers	148.5	188.0	39.5	26.6%
Occupational therapists	114.6	145.1	30.4	26.5%
Diagnostic medical sonographers	60.7	76.7	16.0	26.4%
Personal care aides	1,768.4	2,226.5	458.1	25.9%
Phlebotomists	112.7	140.8	28.1	24.9%
Ophthalmic medical technicians	37.0	46.1	9.1	24.7%
Nurse midwives	5.3	6.6	1.3	24.6%
Solar photovoltaic installers	5.9	7.4	1.4	24.3%
Emergency medical technicians and paramedics	241.2	299.6	58.5	24.2%

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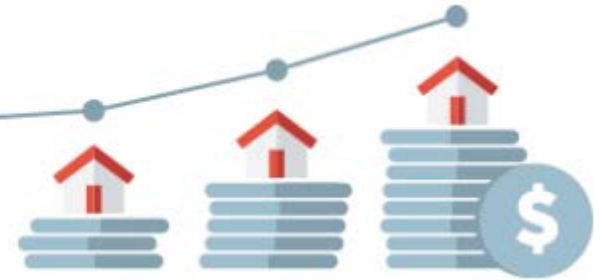
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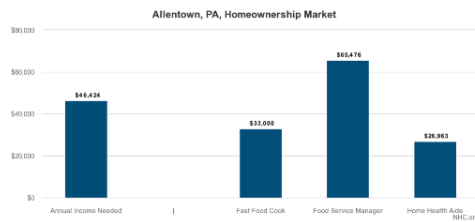
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[LEARN MORE ABOUT NHC »](#)

TOOLS



Paycheck to Paycheck Database

NHC's annual release of Paycheck to Paycheck provides insights into the ability of working households to afford

INEXUS

THE NHC HOUSING POLICY GUIDE
[START HERE](#)

Nexus: NHC Housing Policy Guide

Our guide provides basic overviews of key affordable housing



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PAYCHECK TO PAYCHECK

HOUSING AFFORDABILITY RESEARCH

Paycheck to Paycheck 2017

09/27/2017

By **Kaitlyn Snyder** and **Janet Viveiros**

The Bureau of Labor Statistics estimates that from 2014-2024, employment in healthcare occupations is projected to grow by 19 percent and add about 2.3 million jobs. Yet, these workers often do not earn enough to live in communities they serve.

The report, which focuses on the affordability challenges faced by healthcare workers, highlights five fast growing healthcare occupations: dental assistant, emergency medical technician, home health aide, licensed practical nurse and physical therapy aide.

Related Tools

Paycheck to Paycheck 2017 database



↓ DOWNLOAD



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4 ranking sheets:

- Most to Least Expensive Rental Markets, 2017
- Most to Least Expensive Homeownership Markets, 2017
- Change in the Income Needed to Rent a Home, 2016-2017
- Change in the Income Needed to Purchase a Home, 2016-2017



NHC's annual release of Paycheck to Paycheck provides insights into the ability of working households to afford typical housing in metropolitan areas across the country. The published report highlights the housing affordability challenges that exist in various parts of the country.

The full Paycheck to Paycheck data tool includes:

- Graphs that compare wages and housing costs in 203 metro areas and the nation
- Median incomes for 83 occupations
- Median home prices and the income needed to afford them
- Fair market rents and the income needed to afford them

Metropolitan Areas - OR - Occupations

Select one of 203 metropolitan areas

Select one of 83 occupations

CHOOSE METRO AREAS

Report and Rankings

A Snapshot of Metropolitan Housing Affordability for Healthcare Workers

2016 Least Expensive Rental Markets, 2017

2016 Least Expensive Homeownership Markets, 2017

Changes in the Income Needed to Rent a Home, 2016-2017

Changes in the Income Needed to Purchase a Home, 2016-2017

Methodology

Data Sources

Paycheck to Paycheck is based on three sets of data: median home sale prices, the U.S. Department of Urban Development's (HUD) Fair Market Rent (FMR) calculations, and salary data from Salary.com. For home sale prices, we primarily rely on data from the National Association of Realtors. When data are missing for a particular metropolitan area, we use data from the National Association of Realtors' 2012 of the Paycheck to Paycheck metro areas use Fair Market Rents as published by HUD. The HUD uses Small Area Fair Market Rents (SAFMRs) as a result of a legal settlement. The Dallas metro area was calculated by averaging out all the SAFMRs.

The data from Salary.com is proprietary and not publicly available. The other data are available.

NHC (via link to NHCWebinars) Housing Opportunity Index

National Association of Realtors

HUD FMR look-up tool

Calculations

For homeownership, we calculate the income required to qualify for a mortgage on the median calculations are based on a 30 percent loan-to-value ratio, a 3.5 percent down payment, mortgage insurance, and monthly payments that include both principal and interest as well as insurance. The monthly mortgage payments are annualized and assumed to compare no more than gross annual income in accordance with conventional lending guidelines.

For rental housing, we calculate the annual income that must be earned so that gross rent does not exceed 30 percent of gross income, a commonly accepted standard for affordability.

NHC provides a detailed guide to replicating our methodology.

Geography

This analysis is done for 83 occupations in 203 metropolitan areas. The metropolitan areas are possible between the sales data metro areas, HUD FMR area definitions, and the existing official Statistical Areas (CBAs) and metropolitan divisions by the Office of Management and Budget.

Frequently Asked Questions

For the metro area I checked, homeownership seems to be affordable. Must occupation mean?

In markets where low- and moderate-income workers can afford the mortgage, the median price may still face barriers to homeownership. Assuming a down payment, low credit score, and affording the bills for utilities, maintenance, and repairs can be substantial additional costs for working families.

Why do you calculate affordability based on just one income?

Job loss, household composition changes, and other factors mean that many households rely on just one income to get by. In recent years, single wage-earner households account for just 10 percent of households. The median number of earners per household is typically around 1.5. For many, two earners would not have enough income to afford housing in moderate or high-cost markets.

Notes

Paycheck to Paycheck 2017 uses total cash compensation data for workers' salaries instead of base pay data used in versions prior to 2013. Total cash compensation includes base pay, tips, and short-term performance bonuses but not overtime or holiday pay, or hiring and retention bonuses. As a result, Paycheck to Paycheck 2017 is only comparable to Paycheck to Paycheck 2013, 2014, 2015 and 2016.

The total number of metropolitan areas for which data are available is not always 203, as complete data on home sales were not available for all years.

Acknowledgements

The National Housing Conference gratefully acknowledges the support of the Chicago Dwellings Association in

The full Paycheck to Paycheck data tool includes:

- Graphs that compare wages and housing costs in 203 metro areas and the nation
- Median incomes for 83 occupations
- Median home prices and the income needed to afford them
- Fair market rents and the income needed to afford them

Metropolitan Areas

Select one of 203 metropolitan areas

--Select a Metropolitan Area--

CHOOSE OCCUPATIONS

- OR -

Occupations

Select one of 83 occupations

--Select an Occupation--

CHOOSE METRO AREAS

PAYCHECK TO PAYCHECK

NHC's annual release of Paycheck to Paycheck provides insights into the ability of working households to afford typical housing in metropolitan areas across the country. The published report highlights the housing affordability challenges of workers in several occupations across 203 metropolitan areas. See our methodology for more information on how we came up with our numbers (or use the same methodology to do your own analysis).

The full Paycheck to Paycheck data tool includes:

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Select an Occupation

Report and Rankings

A Snapshot of Metropolitan Housing Affordability for Healthcare Workers

Most to Least Expensive Metro Markets, 2017

Most to Least Affordable Homeownership Markets, 2017

Closest to the Income Needed to Rent a Home, 2016-2017

Closest to the Income Needed to Purchase a Home, 2016-2017

Methodology

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Paycheck to Paycheck is based on three sets of data: median home sale prices, the U.S. Department of Housing and Urban Development's (HUD) Fair Market Rent (FMR) calculations, and salary data from Salary.com. For the median home sale prices, we primarily rely on data from the National Association of Home Builders (NAHB). When NAHB data are missing for a particular metropolitan area, we use data from the National Association of Realtors.

202 of the Paycheck to Paycheck metro areas use Fair Market Rents as published by HUD. The Dallas area is required to use Small Area Fair Market Rents (SAFMRs) as a result of a legal settlement. The Dallas metro-wide FMR was calculated by averaging out all of the SAFMRs.

The data from Salary.com is proprietary and not publicly available. The other data are available at the following links:

NAHB (first link to NAHB/Wells Fargo Housing Opportunity Index)

National Association of Realtors

HUD FMR look-up tool

Calculations

For homeownership, we calculate the income required to qualify for a mortgage on the median-priced home. Our calculations are based on a 90-percent loan-to-value ratio (that is, a 10-percent down payment plus the use of private mortgage insurance) and monthly payments that include loan principal and interest as well as estimated taxes and insurance. The monthly mortgage payments are annualized and assumed to comprise no more than 28 percent of gross annual income in accordance with conventional underwriting guidelines.

For rental housing, we calculate the annual income that must be earned so that gross rent does not exceed 30 percent of gross income, a commonly accepted standard of affordability.

NHC provides a detailed guide to replicating our methodology [here](#).

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Why?

In markets with higher and moderate income workers can afford the mortgage for a median-priced home, workers may still face housing challenges. Assuming a down payment tax excuse 10 percent down, getting access to credit, and affording the taxes, utilities, maintenance, and repairs can be substantial additional burdens, especially for working families.

Why do you calculate affordability based on gross income?

Job loss, household composition changes, and other factors can leave many households feeling themselves relying on just one income to get by. In recent years, single wage-earner households are up from just under 40 percent of all U.S. households. The median number of workers per household is typically around 1.5. If you have lower wage jobs, even two earners would not have enough income to afford housing in moderate or high-cost areas.

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Paycheck to Paycheck: A Snapshot of Housing Affordability for Healthcare Workers



BY KAITLYN SNYDER AND JANET VIVEIROS SEPTEMBER 2017

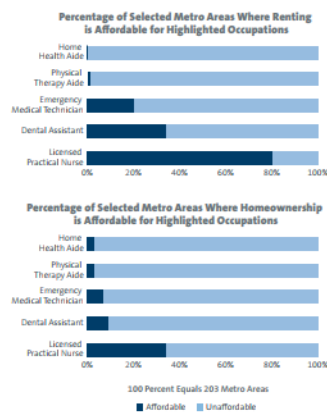
The healthcare industry currently accounts for over one-sixth of the U.S. economy and is expected to continue growing as the population grows and ages.¹ The Bureau of Labor Statistics estimates that from 2014 to 2024, employment in healthcare occupations is projected to grow by 19 percent and add about 2.3 million jobs.² The growth in the healthcare industry provides an opportunity for many Americans with lower levels of education to access steady jobs and careers. However, these workers often do not earn enough to afford housing in most places around the country.

This edition of "Paycheck to Paycheck" focuses on the affordability challenges faced by medical professionals by highlighting five of the 83 occupations in the "Paycheck to Paycheck" database: home health aide, physical therapy aide, emergency medical technician (EMT), dental assistant and licensed practical nurse (LPN).

These particular jobs are projected to grow rapidly and require a relatively low level of education for entry-level jobs. While many workers within the medical field hold jobs that require years of education and training, and their salaries reflect that time and monetary commitment, many more people are employed in healthcare support occupations that are vital to making our nation's healthcare system run, but whose compensation is often not high enough to afford to rent or own a home. These occupations represent essential workers who serve their communities by providing medical care — at times even life-saving care. But many of these workers struggle to find and maintain affordable housing near their places of work.

Out of the five selected occupations, not a single one is guaranteed the ability to afford to rent or purchase a home in every one of the 203 "Paycheck to Paycheck" metro areas (see Figure 1). Home health aides are able to rent a modest two-bedroom home in just one of the metro areas, and physical therapy aides fare little better, being able to rent a modest two-bedroom home in just two metro areas. Licensed practical nurses fare the best, as they are able to afford to rent a home in 80 percent of metro areas. However, they can afford to purchase a home in only 34 percent of metro areas.

Figure 1



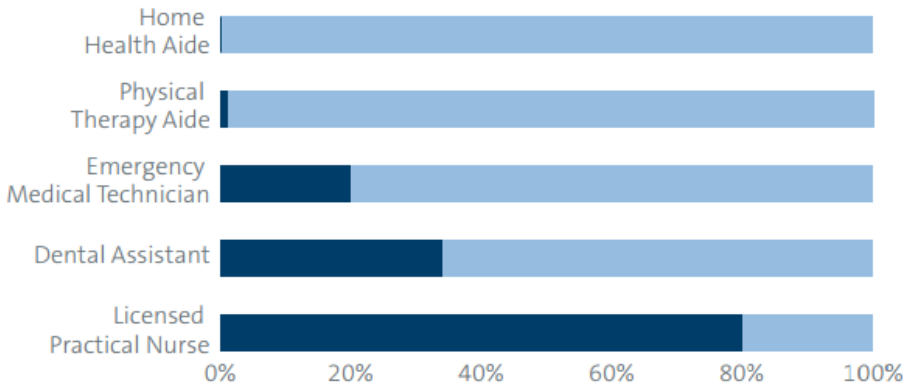
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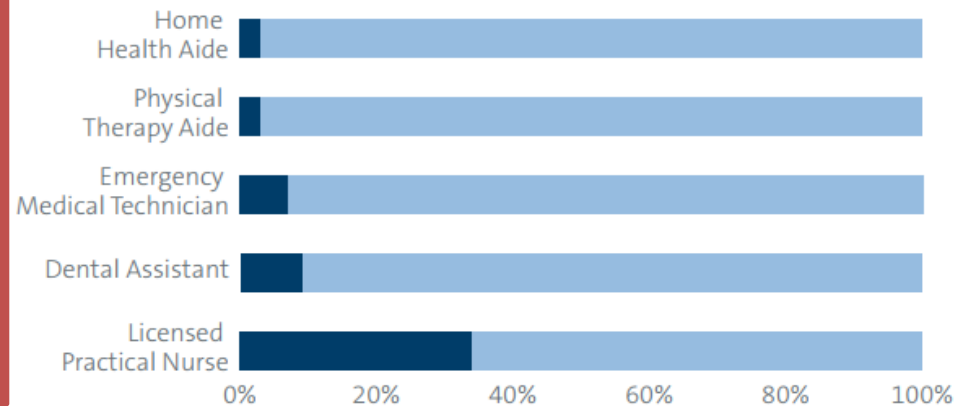
P^YCHECK TO P^YCHECK



Percentage of Selected Metro Areas Where Renting is Affordable for Highlighted Occupations



Percentage of Selected Metro Areas Where Homeownership is Affordable for Highlighted Occupations



100 Percent Equals 203 Metro Areas

■ Affordable ■ Unaffordable



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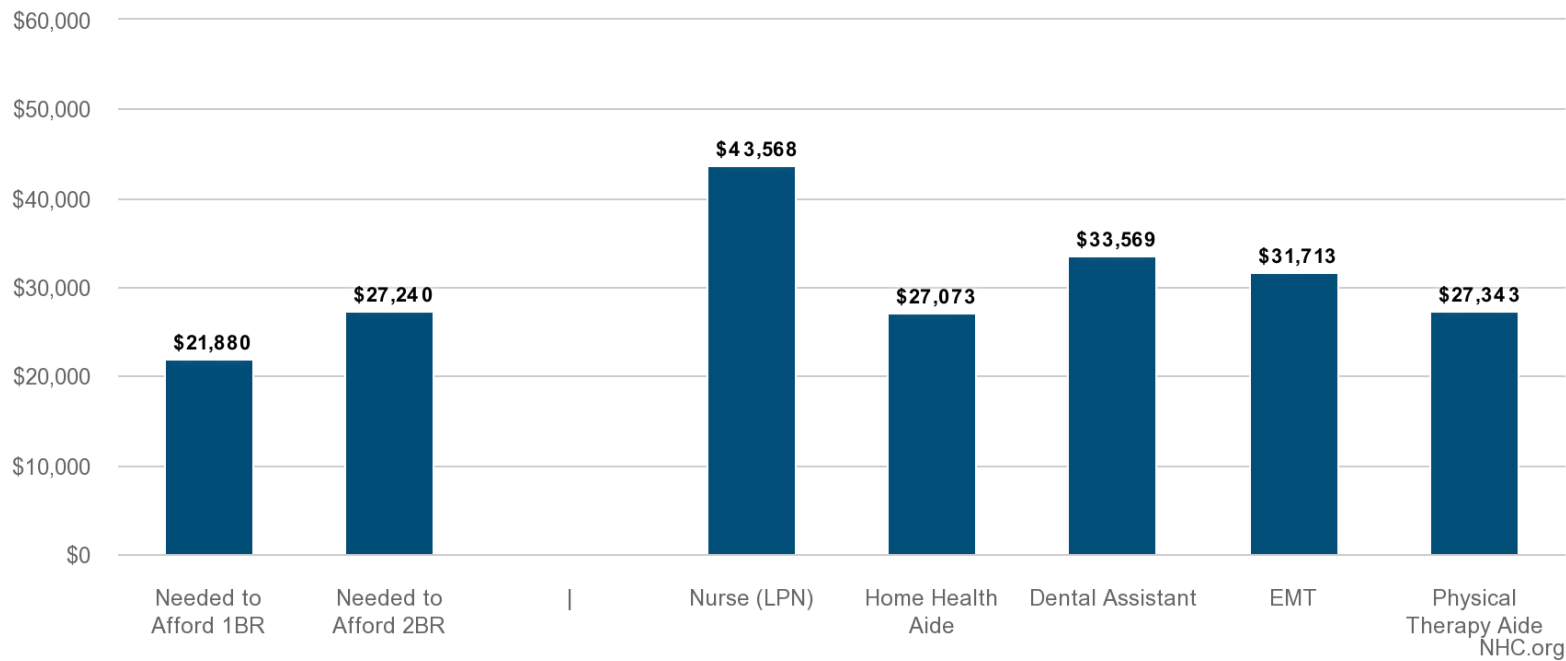
Healthcare worker occupations illustrate struggles for workers across the wage spectrum

- National median household income: \$55,775
- Dental assistant national median income: \$35,447 (64%)
- EMT national median income: \$33,488 (60%)
- Home Health Aide national median income: \$28,588 (51%)
- Licensed Practical Nurse national median income: \$46,007 (82%)
- Physical Therapy Aide national median income: \$28,874 (52%)

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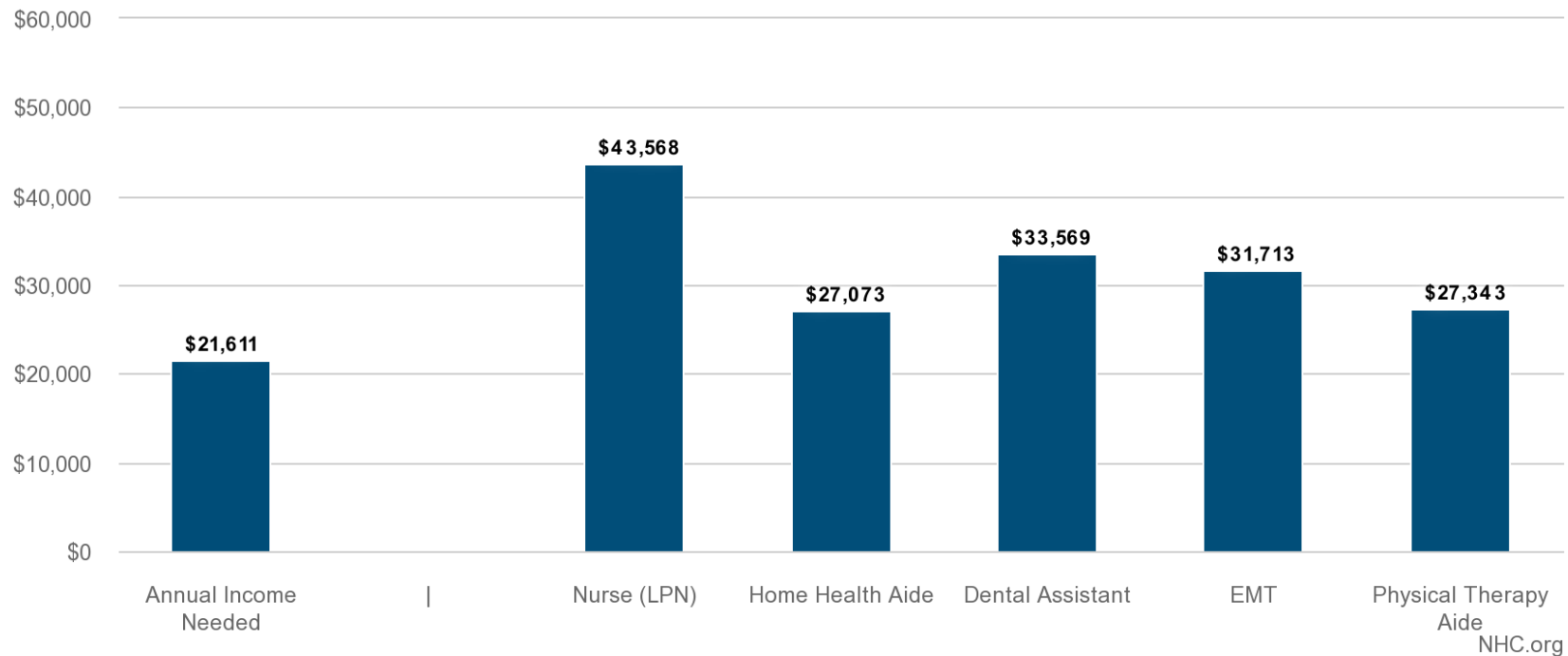
Youngstown, OH, Rental Market



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Youngstown, OH, Homeownership Market



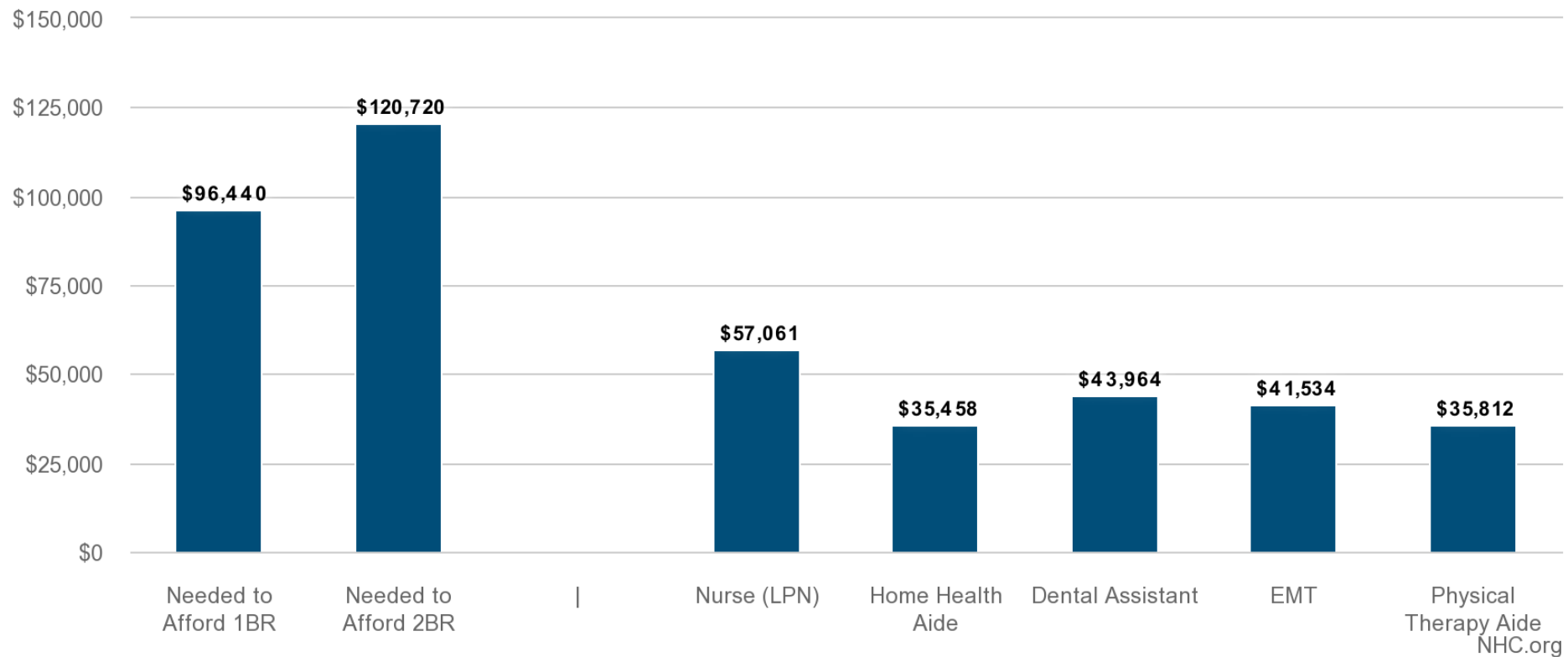
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San Francisco, CA, Rental Market



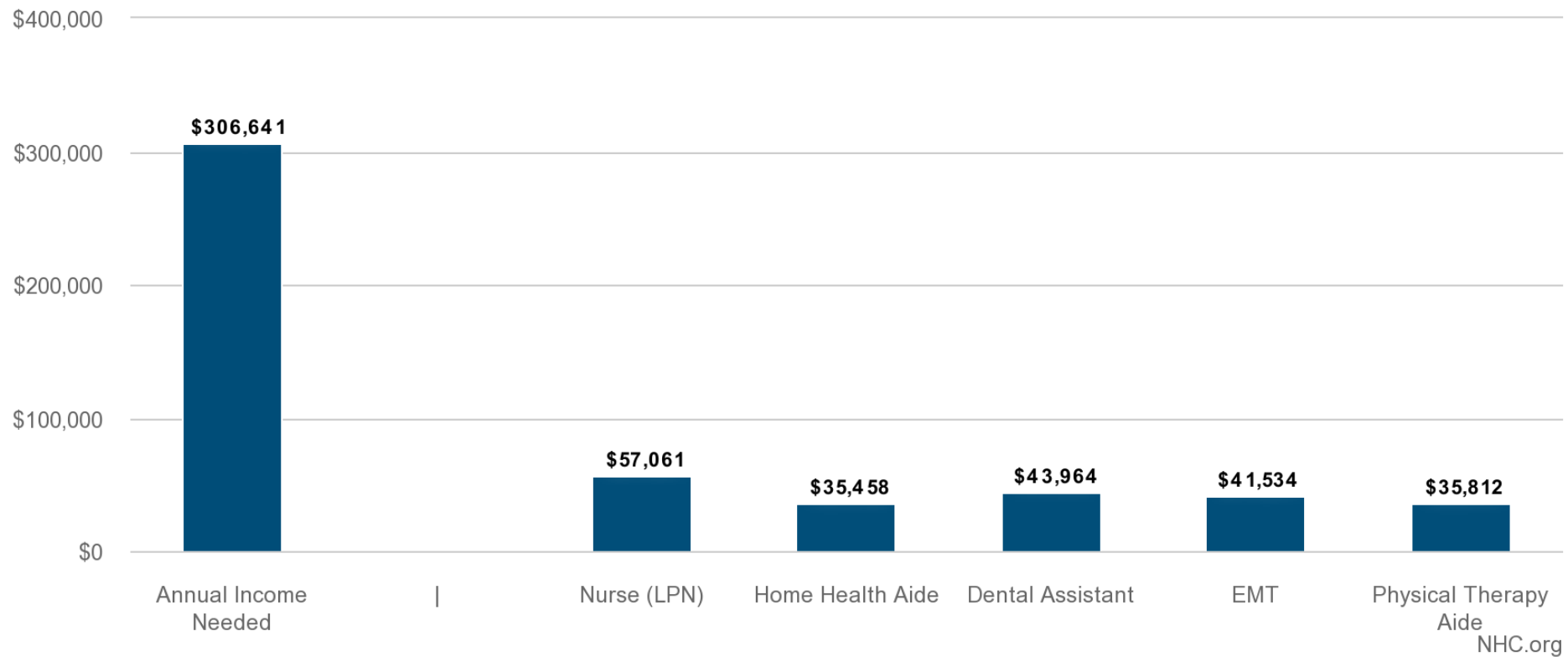
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San Francisco, CA, Homeownership Market



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Policy Solutions



Federal

- Rental vouchers
- HOME, CDBG, FHA, USDA, VA, FHLB
- Low Income Housing Tax Credit
- Housing Choice Voucher

Housing finance reform

- Reliable access to credit
- Financing for multifamily housing
- Support for affordable housing



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Policy Solutions

State & Local

- Vouchers
- Homeownership assistance
- Housing Trust funds
- Inclusionary zoning
- 80-120% AMI assistance
 - Massachusetts campaign to create affordable housing for 61-120% AMI



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Policy Solutions

Employers

- Henry Ford Health System in Detroit
 - Live Midtown
 - \$200,000 in forgivable loans for homebuying
 - \$2,500 in rental assistance for 1st year, \$1,000 for subsequent years
 - \$5,000 in grants for exterior home improvements



Contact information:

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SOLUTIONS for Affordable Housing

NHC 2017 NATIONAL HOUSING POLICY CONVENING
November 29 | Ronald Reagan Building and International Trade Center | Washington, DC

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**NHC's Housing Visionary
Award Gala**
June 14, 2018



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