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# 10 Takeaways from the 2025 ULI Home Attainability Index Data & Closer Look at Michigan Markets

**ADAM DUCKER, RCLCO**

**MAY 7, 2025**



# ULI Terwilliger Center

The mission of the Terwilliger Center is to ensure that everyone has a home that meets their needs at a price they can afford.

The goal of the Terwilliger Center is to catalyze the production and availability of a full spectrum of housing options.



## Education

- Research
- Home Attainability Index
- Case Studies
- Awards

## Engagement

- Advisory Services
- Technical Assistance
- Roundtables
- Exchange

## Awareness

- Housing Opportunity Conference
- Forums
- H2H Symposiums

# INTRODUCTION TO THE ULI HOME ATTAINABILITY INDEX

The 2025 Home Attainability Index is a collaborative effort from RCLCO and ULI to deliver stakeholders with affordability, connectivity, racial disparity, and growth insights at the MSA, county, and census tract level

▶ **The 2025 Index offers increased capabilities:**

- *Change-over-time analysis*
- *Updated interface*
- *Added historic data*
- *Poverty and density variables*

▶ **There are two ways to access and explore the data:**

- *2025 Home Attainability Index (Excel File)*
  - ❖ *Analysis only at the MSA level*
- *2025 Home Attainability Web App*
  - ❖ *Maps data for enhanced visuals*
  - ❖ *Analysis at the MSA, county, and census tract level*



# KEY TAKEAWAYS

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# CONTEXT SETTING: WHO NEEDS AFFORDABLE HOUSING

Affordable housing is a workforce issue: housing is where jobs go at night

Income Category	Occupations with Wages Typically in This Income Category	Median Annual Wage
<\$35,000/year	Childcare Workers	\$27,670
	Home Health and Personal Care Aides	\$28,170
	Waiters and Waitresses	\$28,275
	Maids and Housekeeping Cleaners	\$28,750
	Retail Salespersons	\$29,315
	Janitors and Cleaners, except Maids and Housekeeping Cleaners	\$30,135
	Security Guards	\$30,330
\$35,000–\$50,000/year	Nursing Assistants	\$35,315
	Laborers and Freight, Stock, and Material Movers, Hand	\$35,915
	Emergency Medical Technicians	\$36,160
	Automotive Service Technicians and Mechanics	\$47,180
	Bus Drivers, Transit and Intercity	\$47,530
\$50,000–\$75,000/year	Heavy and Tractor-Trailer Truck Drivers	\$49,870
	Two-Income Households (Janitor and Security Guard)	\$60,465
	Middle School Teachers, except Special and Career/Technical Education	\$61,320
>\$75,000/year	Two-Income Households (Truck Driver and Home Health Aide)	\$78,040
	Registered Nurses	\$79,120
	Two-Income Households (Childcare Worker and Middle School Teacher)	\$88,990

80% of Median Income or Less

120% of Median Income or Less

# 1. COST BURDEN GROWING ACROSS THE COUNTRY

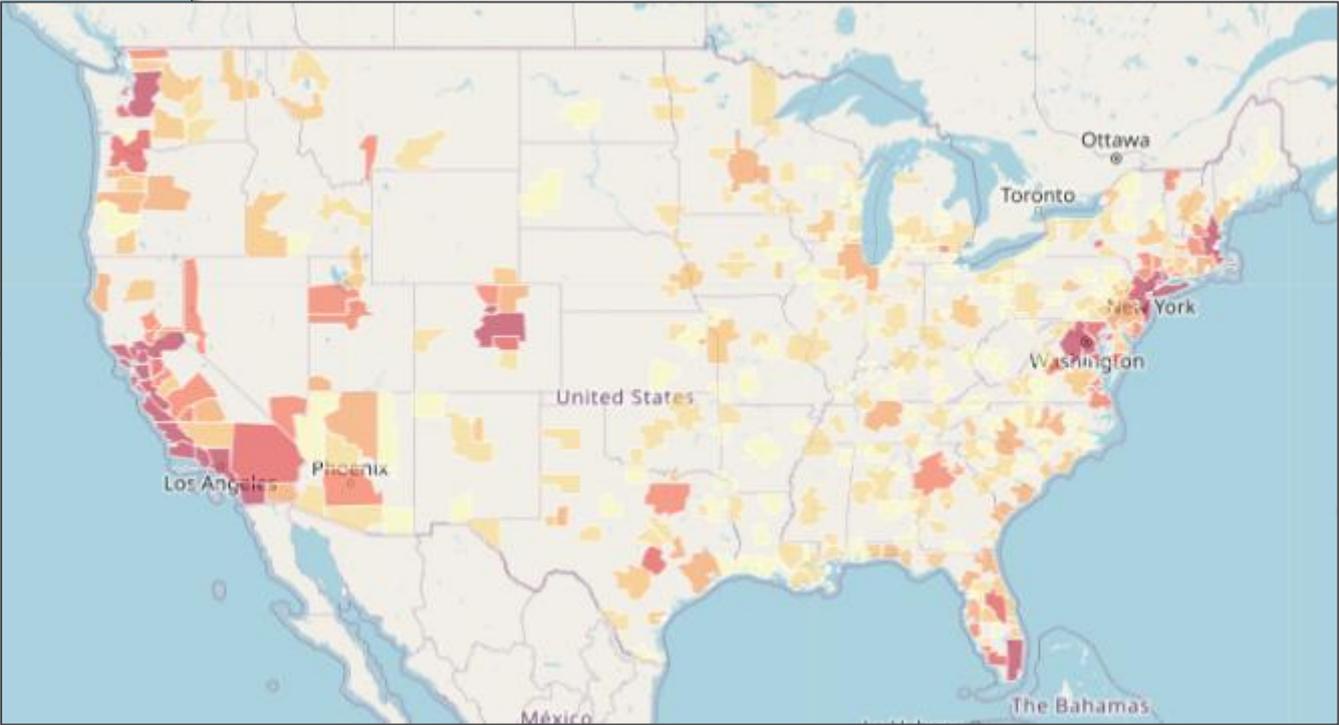
Households earning under \$50,000 are significantly more cost-burdened than 10 years ago in most markets

Percentage of Cost-Burdened Households: U.S. 2015



**Key Note:** Nearly every major market has significantly more cost-burdened households earning under \$50,000

Percentage of Cost-Burdened Households: U.S. 2023

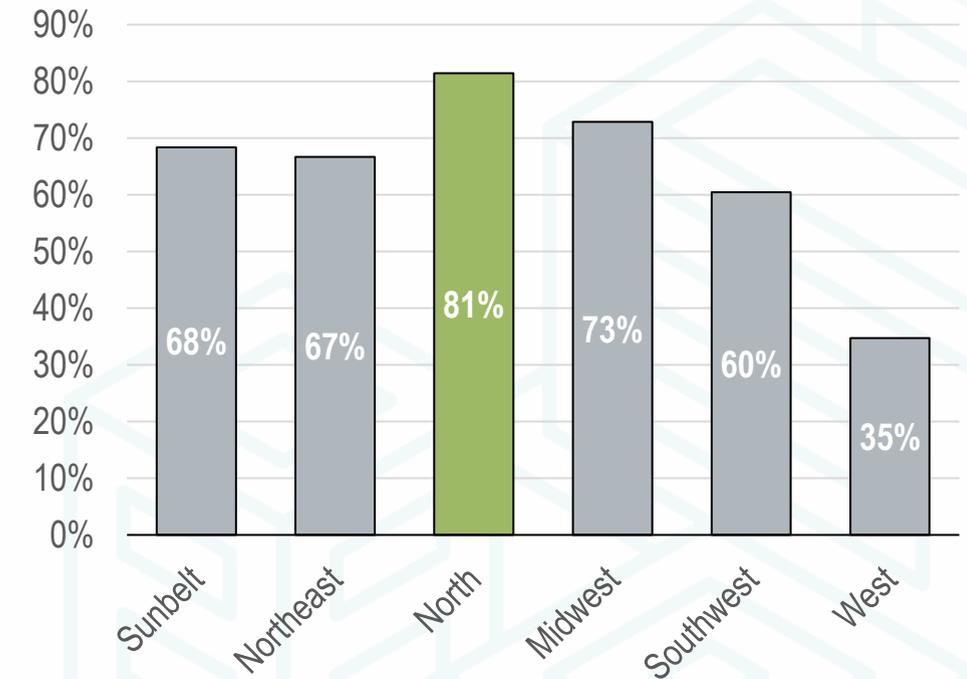


## 2. HOUSING ATTAINABILITY WIDELY VARIABLE BY REGION

Households in the Rust Belt earning 120% AMI have easy access to purchase, while few options in the West

Percentage of Homes Affordable to Buy (120% AMI)			Percentage of Homes Affordable to Buy (120% AMI)		
Rank	MSA	Count	Rank	MSA	Count
1	Syracuse, NY	92.4%	100	San Jose, CA	8.7%
2	Rochester, NY	91.3%	99	San Francisco, CA	20.1%
3	Youngstown, OH	91.1%	98	Los Angeles, CA	26.6%
4	McAllen, TX	90.8%	97	Urban Honolulu, HI	28.2%
5	Dayton, OH	90.0%	96	Stockton, CA	29.8%
6	Allentown, PA	89.9%	95	Oxnard, CA	33.5%
7	Lansing, MI	89.8%	94	San Diego, CA	35.8%
8	Albany, NY	89.7%	93	Riverside, CA	37.3%
9	Pittsburgh, PA	88.6%	92	Modesto, CA	37.6%
10	Des Moines, IA	88.3%	91	Ogden, UT	41.1%
11	Toledo, OH	88.1%	90	Sacramento, CA	41.2%
12	El Paso, TX	88.0%	89	Seattle, WA	41.4%
13	Buffalo, NY	87.6%	88	Provo, UT	43.0%
14	Wichita, KS	87.5%	87	Boise City, ID	43.9%
15	Harrisburg, PA	87.3%	86	Charlotte, NC	45.8%

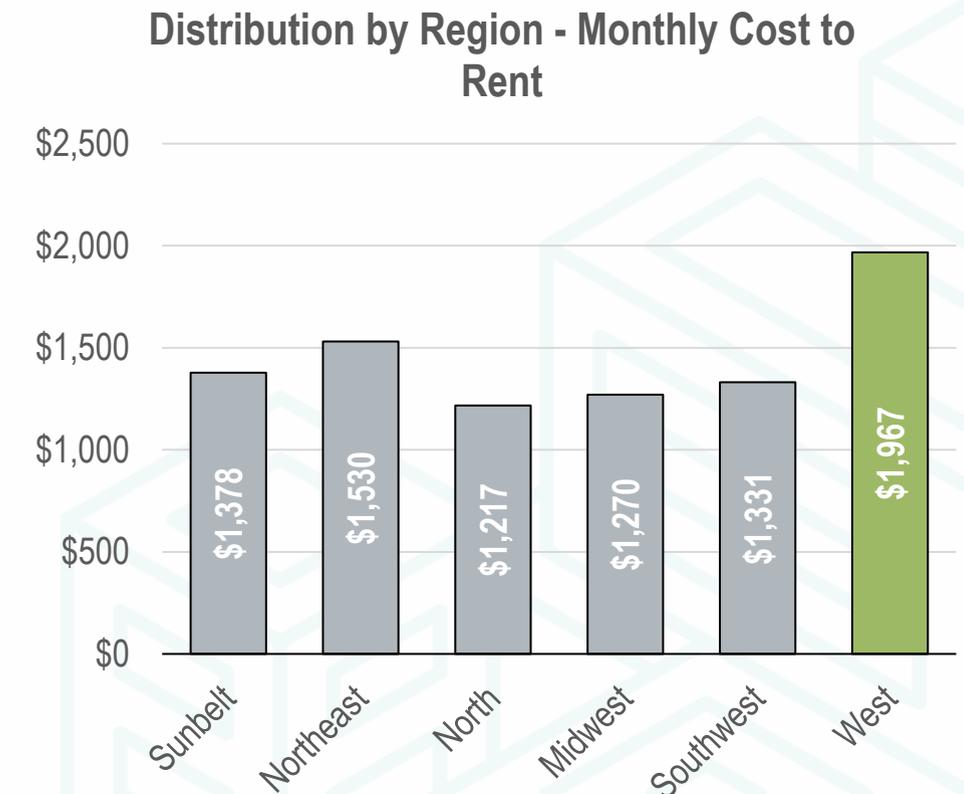
Distribution by Region - Percentage of Homes Affordable to Buy (120% AMI)



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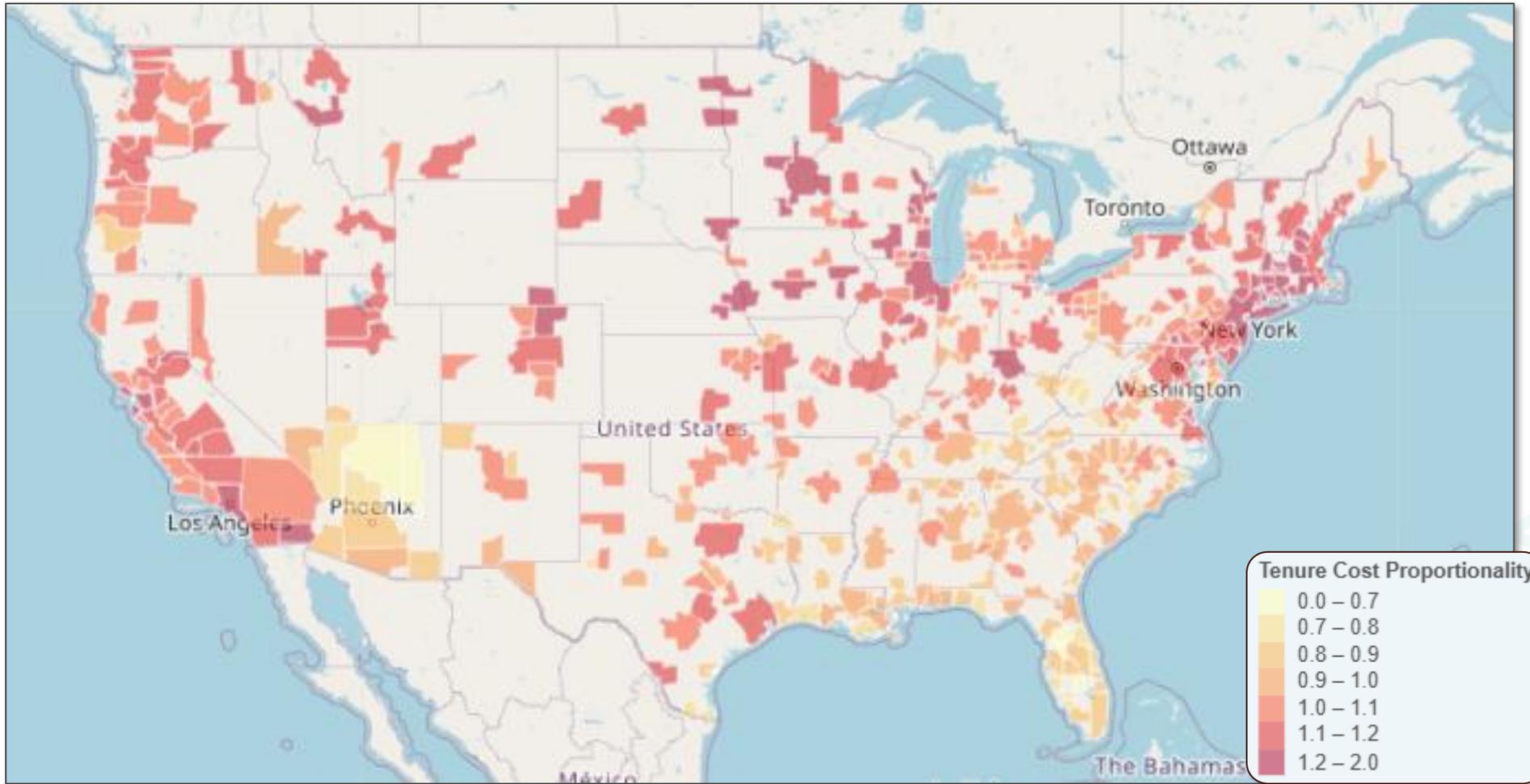
Renting in large metro areas and western markets can easily cost double or triple the rent in smaller, midwestern cities

Top 15 - Monthly Cost to Rent			Bottom 15 - Monthly Cost to Rent		
Rank	MSA	Count	Rank	MSA	Count
1	San Jose, CA	\$2,794	100	Youngstown, OH	\$779
2	San Francisco, CA	\$2,426	99	Toledo, OH	\$917
3	Oxnard, CA	\$2,248	98	McAllen, TX	\$925
4	San Diego, CA	\$2,154	97	Scranton, PA	\$963
5	Urban Honolulu, HI	\$2,054	96	Wichita, KS	\$969
6	Los Angeles, CA	\$1,987	95	Winston, NC	\$973
7	Washington, DC	\$1,975	94	Dayton, OH	\$984
8	Boston, MA	\$1,940	93	Cleveland, OH	\$996
9	Seattle, WA	\$1,932	92	Akron, OH	\$1,005
10	Bridgeport, CT	\$1,827	91	Buffalo, NY	\$1,005
11	Denver, CO	\$1,805	90	Little Rock, AR	\$1,007
12	New York, NY	\$1,780	89	Pittsburgh, PA	\$1,011
13	Miami, FL	\$1,770	88	Jackson, MS	\$1,034
14	Riverside, CA	\$1,756	87	Tulsa, OK	\$1,034
15	Sacramento, CA	\$1,729	86	Syracuse, NY	\$1,036



# 3. COST TO OWN VS. COST TO RENT

Compared to renting, it's relatively cheaper to own in the Southeast



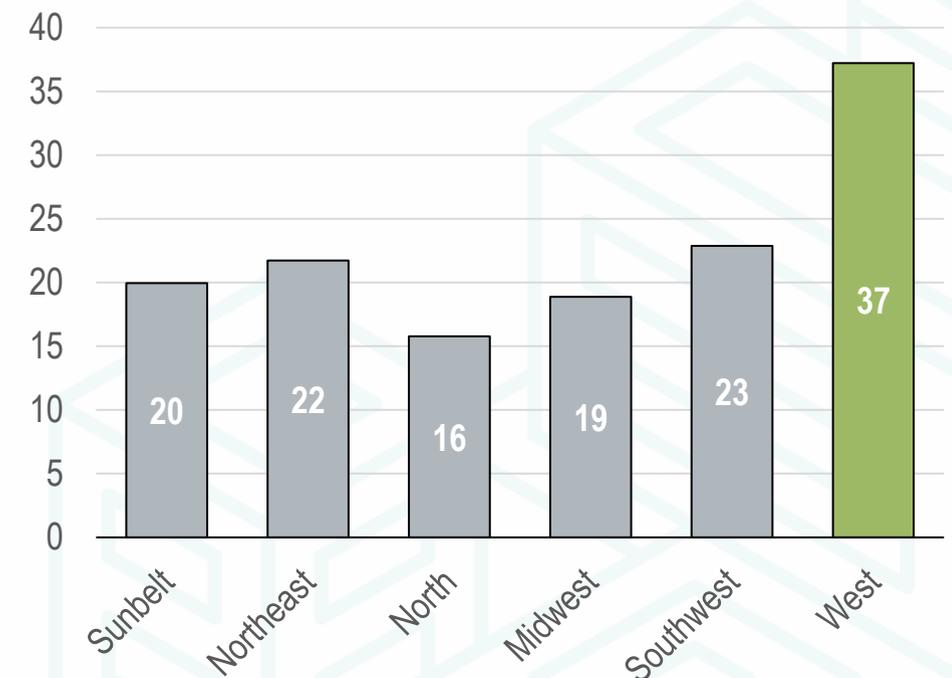
**Key Note:** Tenure cost proportionality measures whether it is relatively cheaper to own or rent when compared to all markets in the United States

# 4. DOWNPAYMENT AS A BARRIER TO HOME OWNERSHIP

Even in affordable metro areas, households earning 120% AMI must save for 10 years to afford a downpayment

Top 15 - Years to Save for Downpayment (120% AMI)			Bottom 15 - Years to Save for Downpayment (120% AMI)		
Rank	MSA	Count	Rank	MSA	Count
1	San Jose, CA	71	100	Youngstown, OH	10
2	San Francisco, CA	46	99	McAllen, TX	10
3	Urban Honolulu, HI	39	98	Syracuse, NY	11
4	Los Angeles, CA	38	97	Rochester, NY	12
5	Oxnard, CA	34	96	Pittsburgh, PA	12
6	San Diego, CA	34	95	Toledo, OH	12
7	Stockton, CA	33	94	Dayton, OH	12
8	Seattle, WA	31	93	Lansing, MI	13
9	Riverside, CA	31	92	Wichita, KS	13
10	Sacramento, CA	31	91	Scranton, PA	13
11	Modesto, CA	30	90	Buffalo, NY	13
12	Ogden, UT	29	89	Akron, OH	13
13	New York, NY	29	88	El Paso, TX	14
14	Provo, UT	29	87	Jackson, MS	14
15	Boise City, ID	29	86	Cincinnati, OH	14

Distribution by Region - Years to Save for Downpayment (120% AMI)



# 5. INCREASE IN NEW HOME PRICES

The Mountain West, including many smaller but high-growth markets, has seen dramatic run up in home values since 2020



**Key Note:** Boise, Kalispell, and Bozeman top the list for largest increase in new home prices since 2020

# 6. HOUSING DEVELOPMENT AND RENT GROWTH

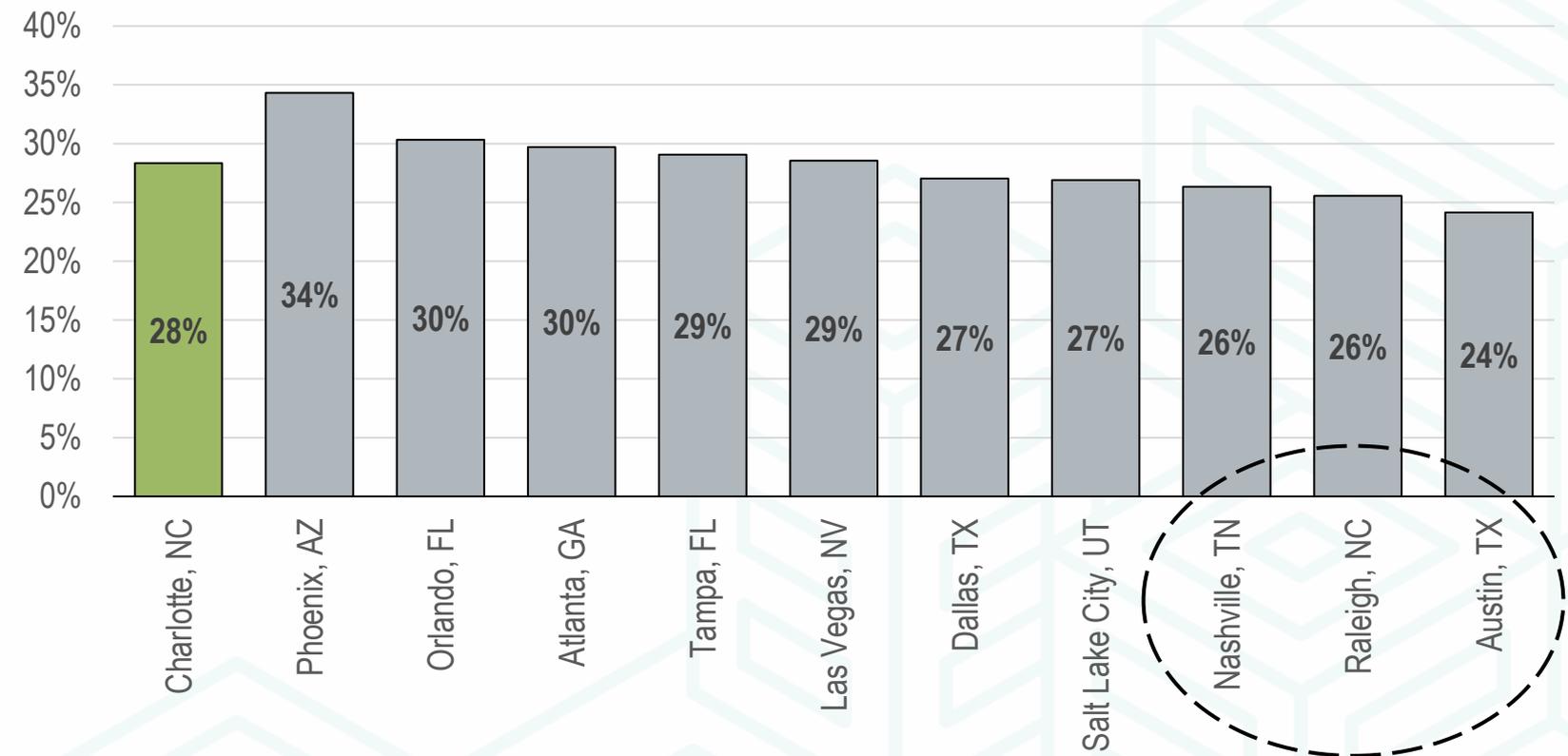
Markets with significant production have, in fact, experienced more limited rent growth



**Key Note:** Austin, Nashville, and Raleigh are top 15 markets for new housing built relative to their size; these metros have had the least rent growth relative to peer markets

New Housing Units Since 2015 – Top 15 Markets		
Rank	MSA	Count
1	Austin, TX	4.3%
2	Cape Coral, FL	3.9%
3	Provo, UT	3.7%
4	Boise City, ID	3.7%
5	Fresno, CA	3.6%
6	Charleston, SC	3.3%
7	Orlando, FL	3.1%
8	North Port, FL	3.1%
9	Lakeland, FL	3.0%
10	Nashville, TN	3.0%
11	Las Vegas, NV	3.0%
12	Deltona, FL	3.0%
13	Raleigh, NC	2.9%
14	Jacksonville, FL	2.9%
15	San Antonio, TX	2.7%

Change in Cost to Rent (2020 – 2023)

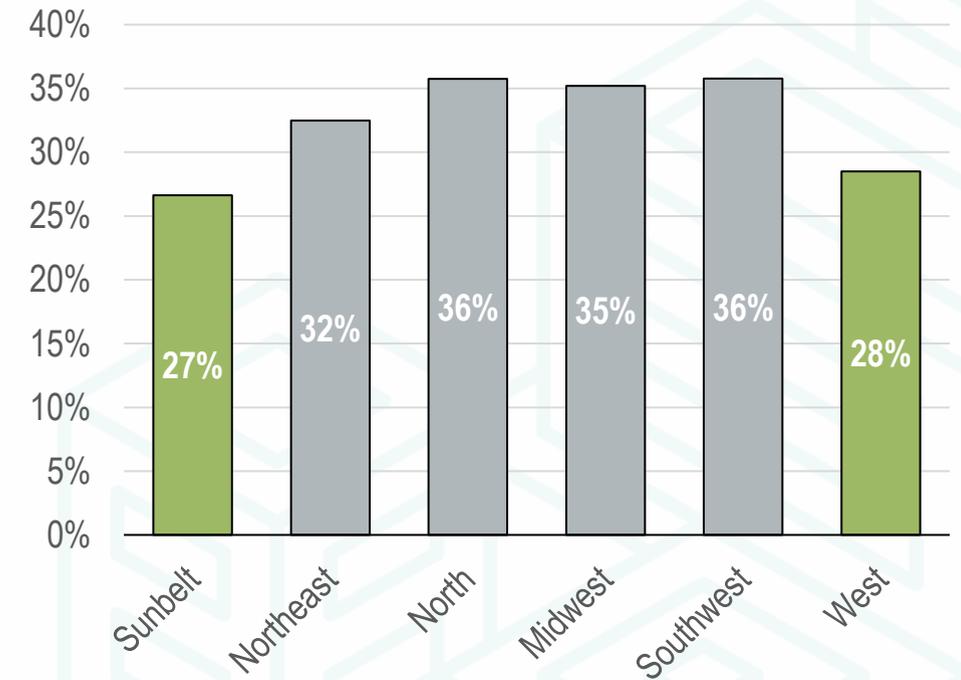


# 7. RACIAL INEQUALITY

White households are more likely to own in every market analyzed, though the gap is smallest in Sun Belt and California markets

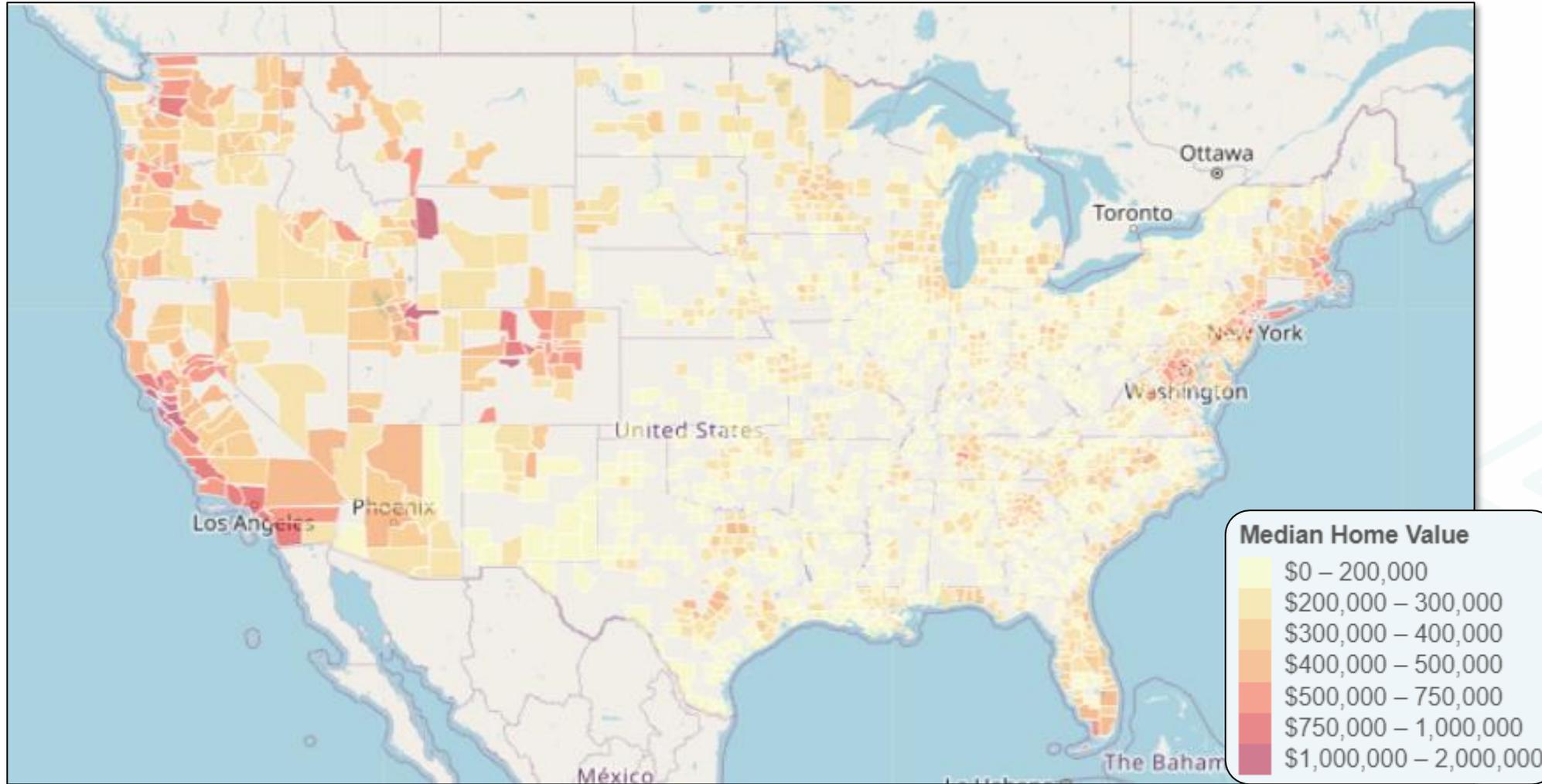
Top 15 - Gap in Ownership (White and Black)			Bottom 15 - Gap in Ownership (White and Black)		
Rank	MSA	Count	Rank	MSA	Count
1	Scranton, PA	53%	100	Palm Bay, FL	16%
2	Portland, ME	51%	99	Fayetteville, NC	16%
3	Salt Lake City, UT	48%	98	Charleston, SC	19%
4	Minneapolis, MN	46%	97	Washington, DC	19%
5	Des Moines, IA	44%	96	Miami, FL	19%
6	Madison, WI	43%	95	Austin, TX	20%
7	Grand Rapids, MI	43%	94	San Antonio, TX	21%
8	Syracuse, NY	42%	93	Orlando, FL	21%
9	Milwaukee, WI	42%	92	Los Angeles, CA	22%
10	Pittsburgh, PA	41%	90	Oxnard, CA	22%
11	Fayetteville, AR	41%	89	Modesto, CA	22%
12	Albany, NY	41%	88	Colorado Springs, CO	22%
13	Cincinnati, OH	39%	87	Urban Honolulu, HI	23%
14	Rochester, NY	39%	86	New Orleans, LA	23%
15	McAllen, TX	38%	85	El Paso, TX	23%

Distribution by Region - Gap in Ownership (White and Black)



# 8. HOME VALUE DISPARITY

The country is deeply divided between high-cost, often coastal markets where median home values are routinely over \$500,000, and large sections of the country where the median home value is below \$200,000



**Key Note:** Median home prices range from \$1.5 M in San Mateo County (Southern San Francisco) to \$60,000 in the most affordable counties

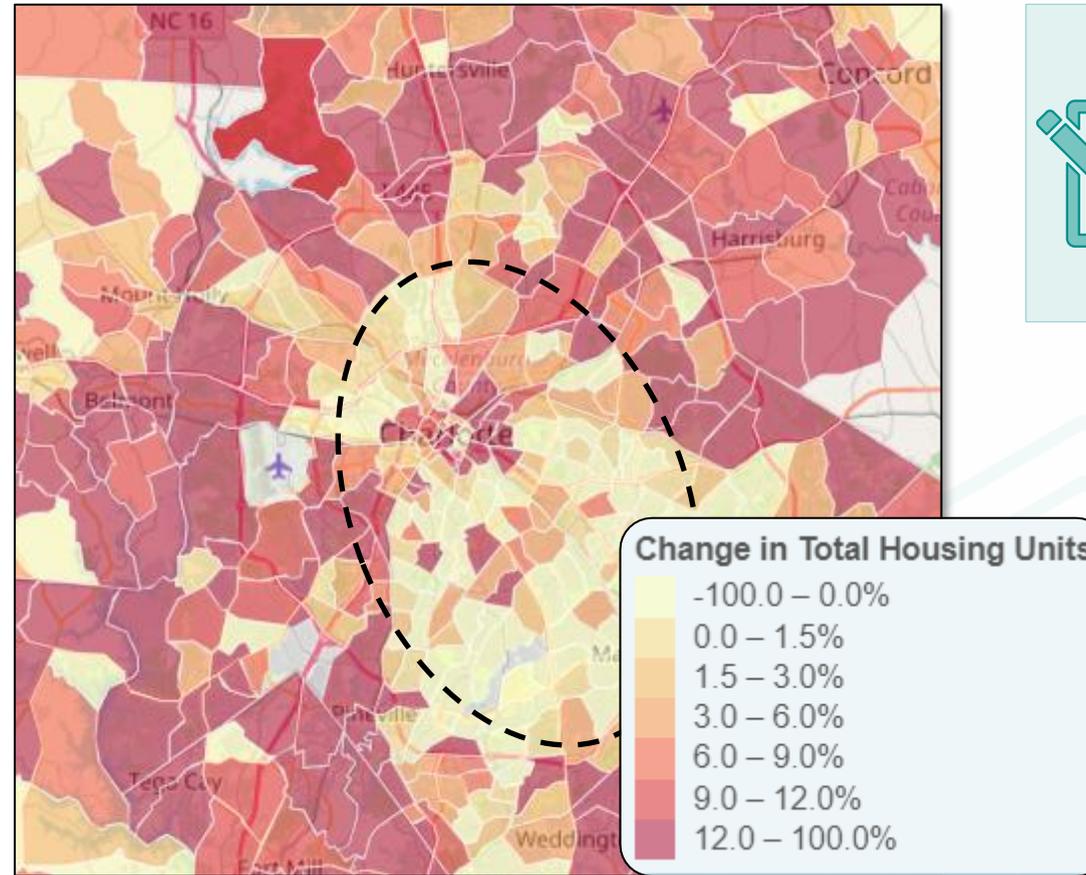
# 9. REGIONAL PATTERNS IN HOUSING DEVELOPMENT

Housing development in America continues to be most highly concentrated in the suburbs

Housing Development 2020 – 2023; Austin



Housing Development 2020 – 2023; Charlotte

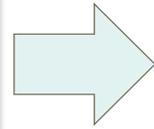
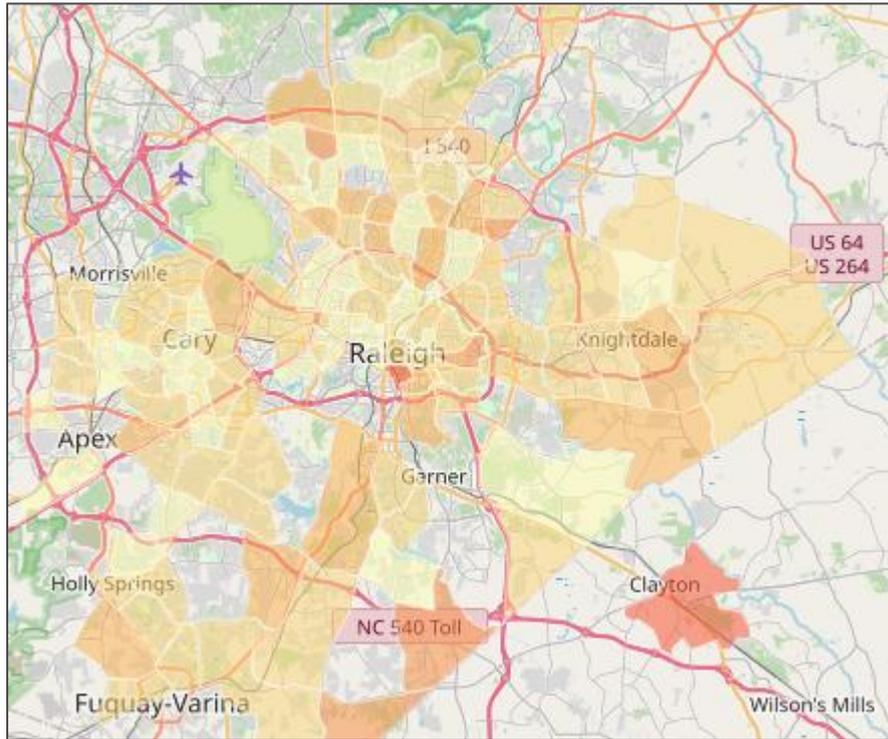


**Key Note:** Many established markets are built out, with new development pushing outside the downtown core and into first-ring suburbs

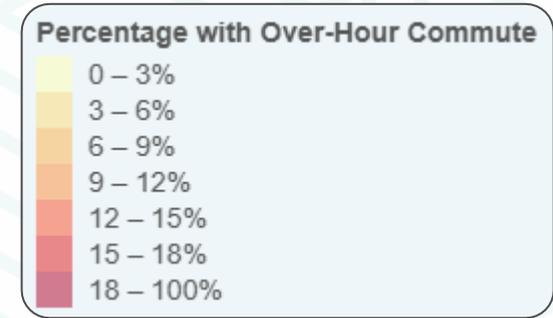
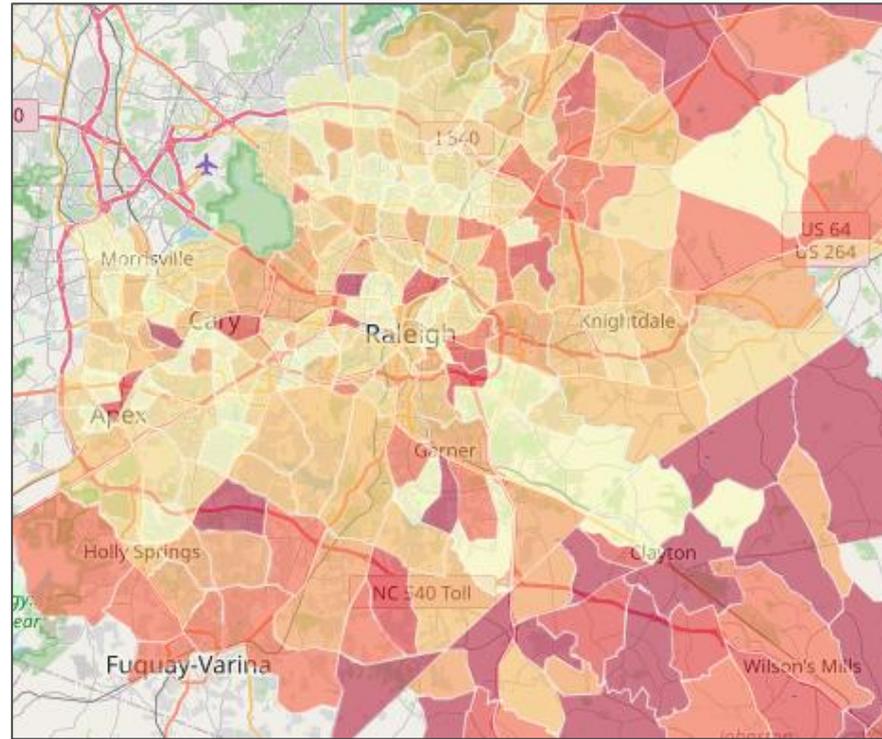
# 10. CONNECTIVITY & COMMUTE TIMES

Markets that have historically had short commute times are now seeing more traffic and longer drive-times to work

Percentage with Over Hour Commute: Raleigh, 2015



Percentage with Over Hour Commute: Raleigh, 2023



# MARKET COMPARISONS AND TRENDS: MICHIGAN

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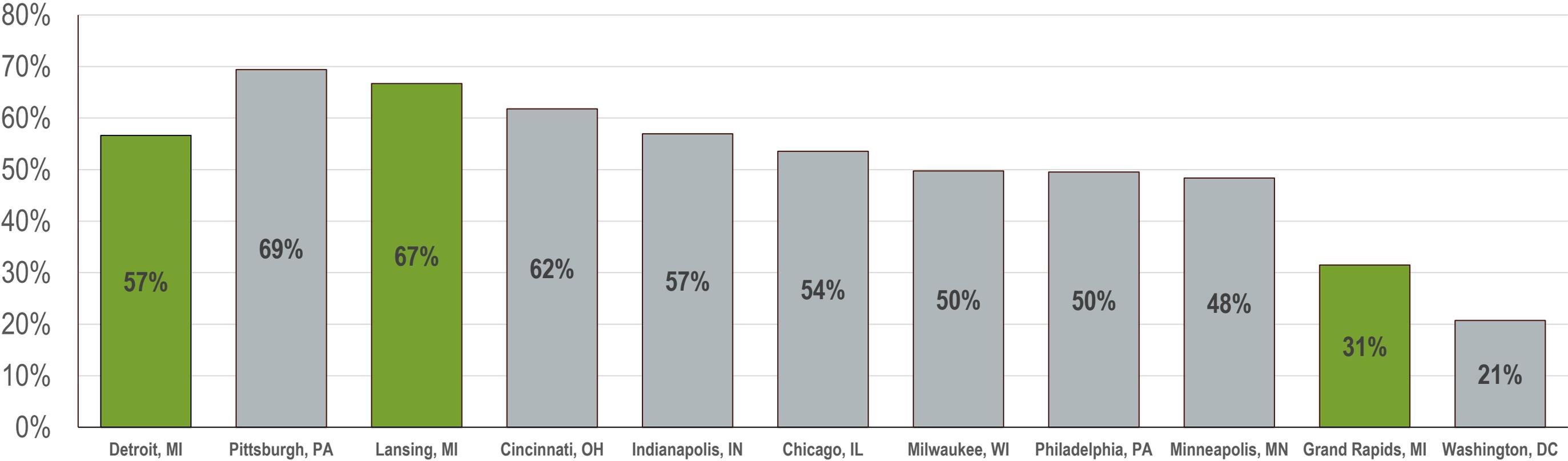


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# MARKET COMPARISONS – HOMEOWNERSHIP

Percentage of Homes Affordable to Buy (80% AMI)



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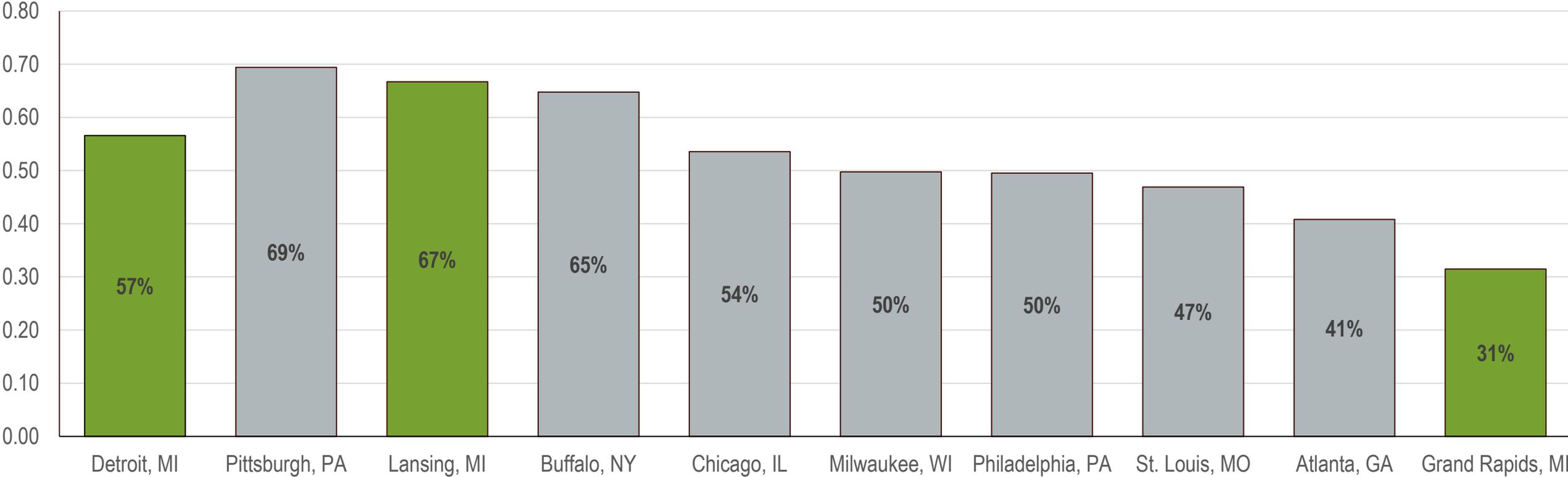
Better than peer markets but still lengthy to save for downpayment

### Years to Save for Downpayment (80% AMI)



# MARKET COMPARISONS – HOMEOWNERSHIP TRENDS

Percentage of Homes Affordable to Buy (80% AMI)



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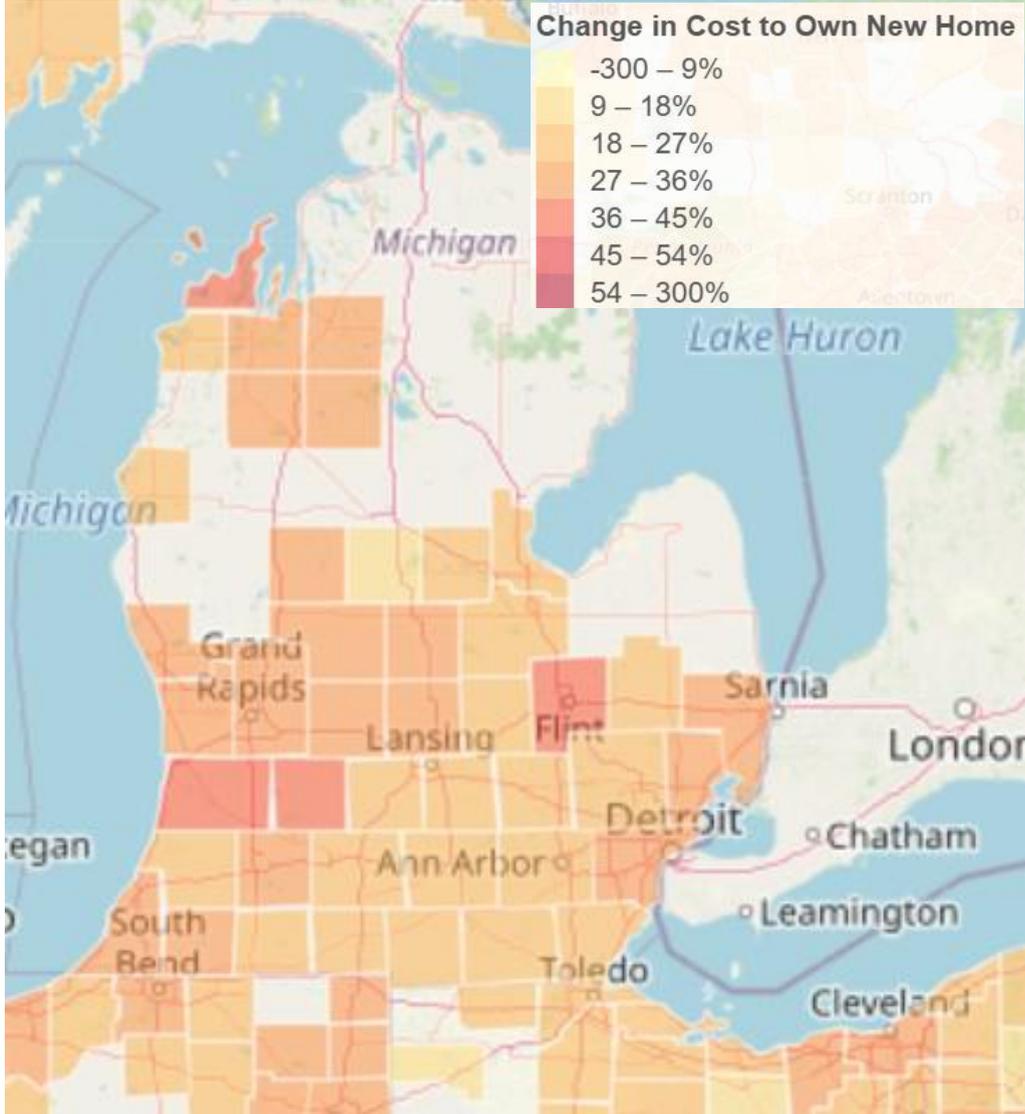
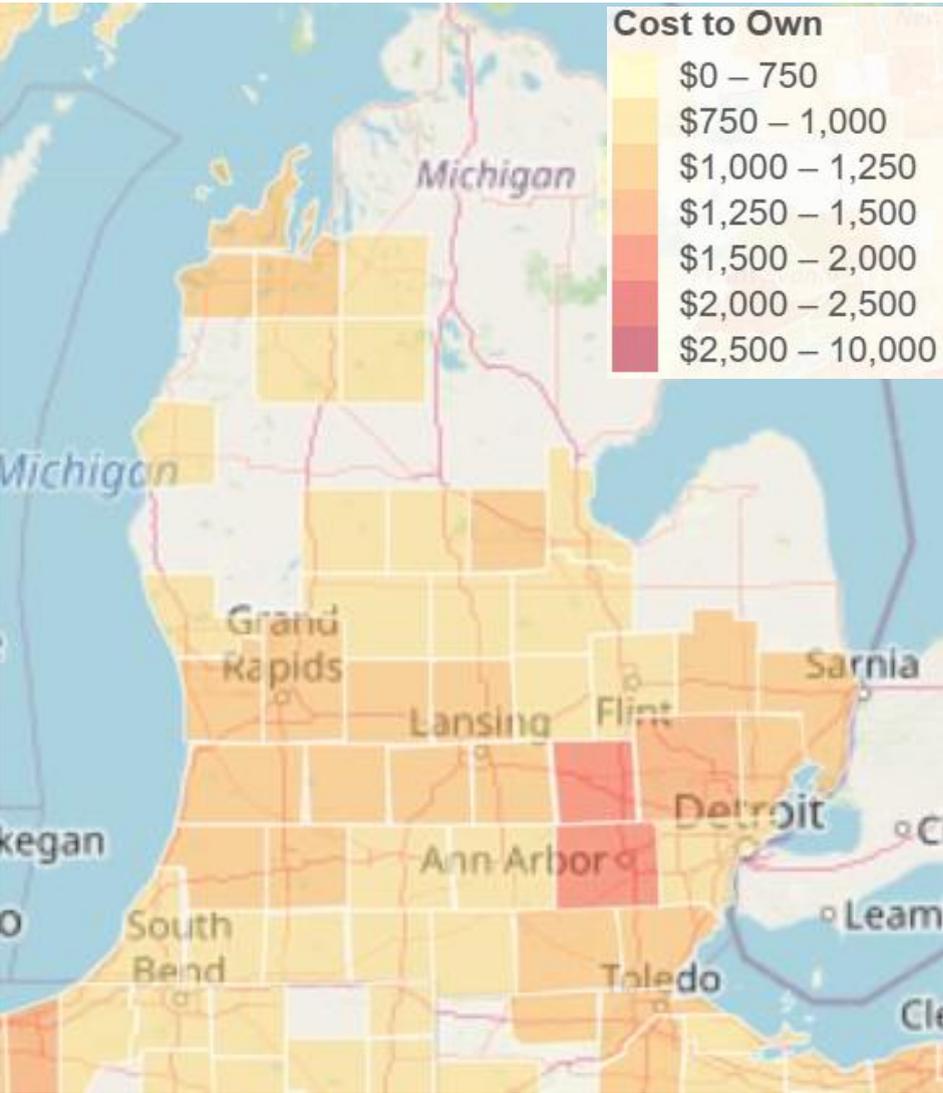
Market Movement is Constrained by Homeownership Costs

Years to Save for Downpayment (80% AMI)



# HOMEOWNERSHIP IN MICHIGAN

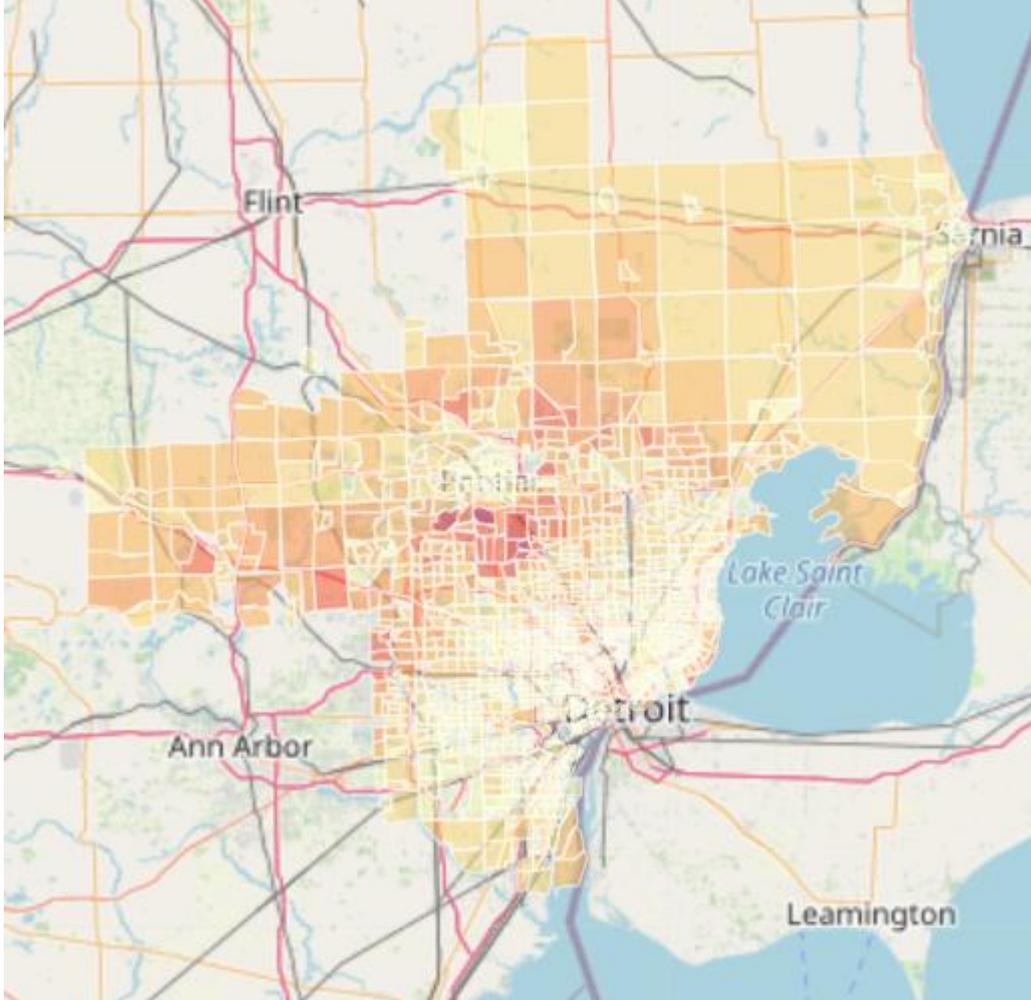
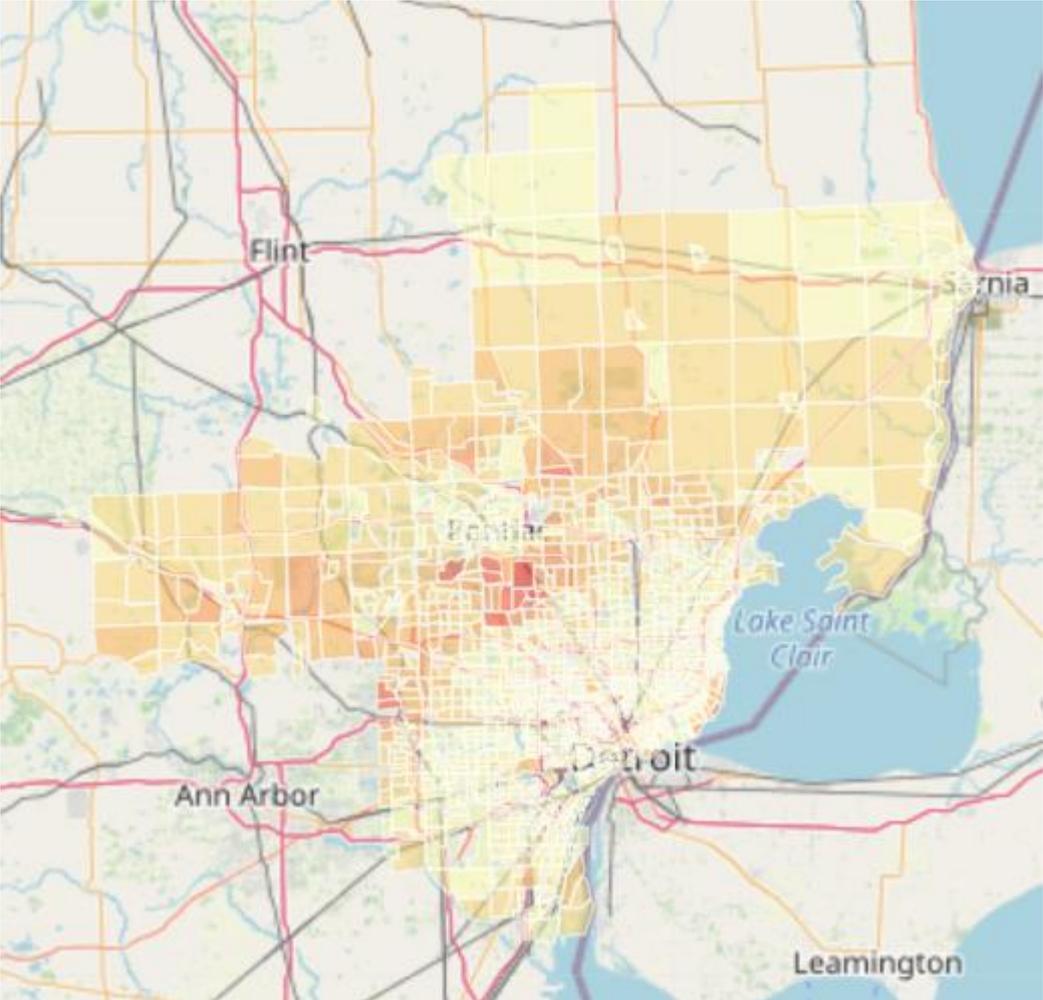
Costs to Own in 2023; Change in Cost to Own a New Home 2020 → 2023





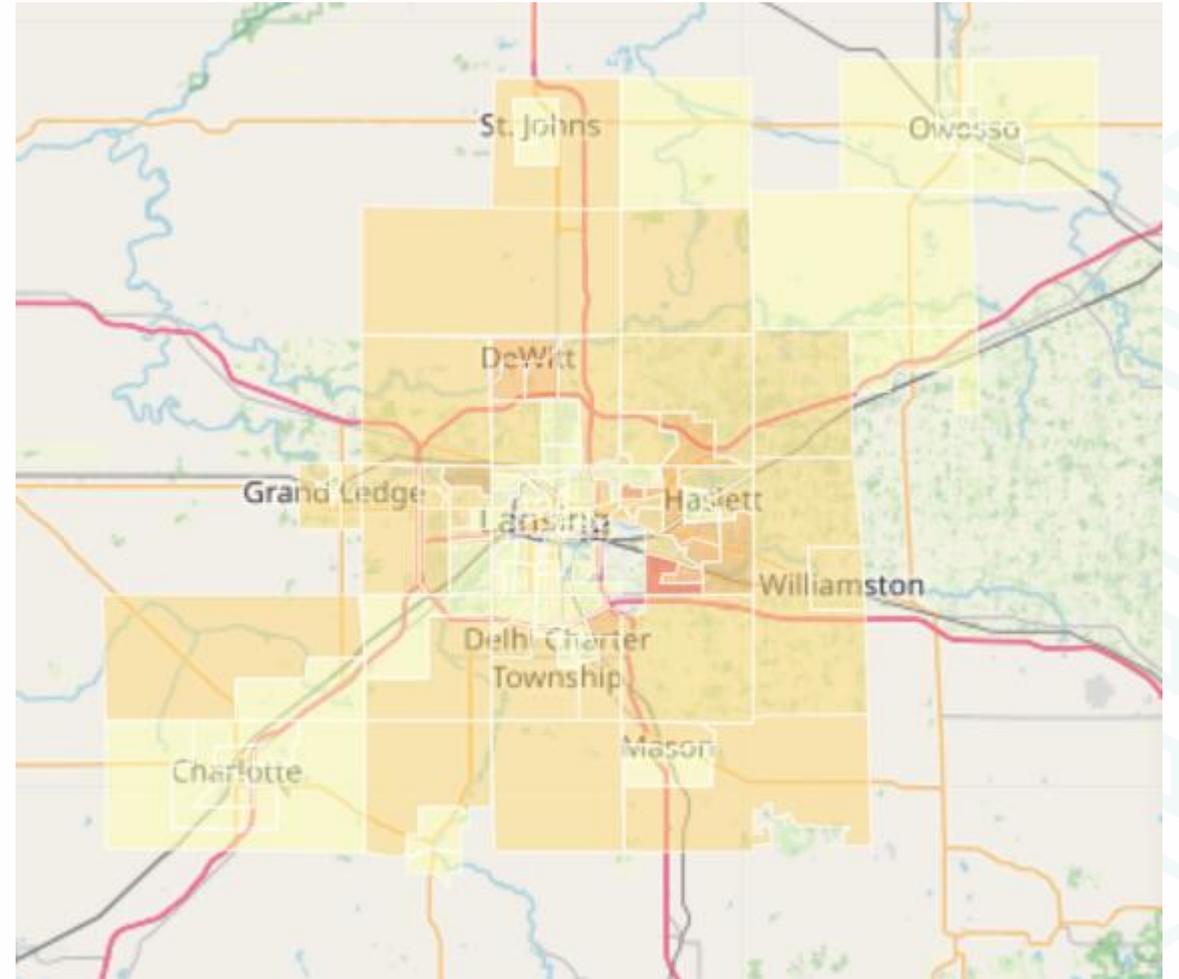
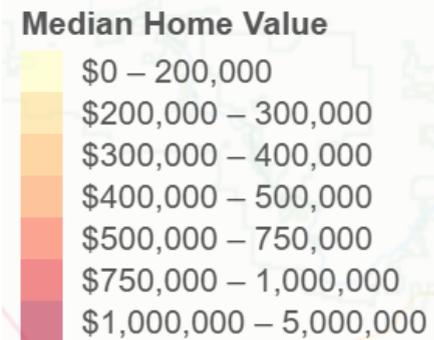
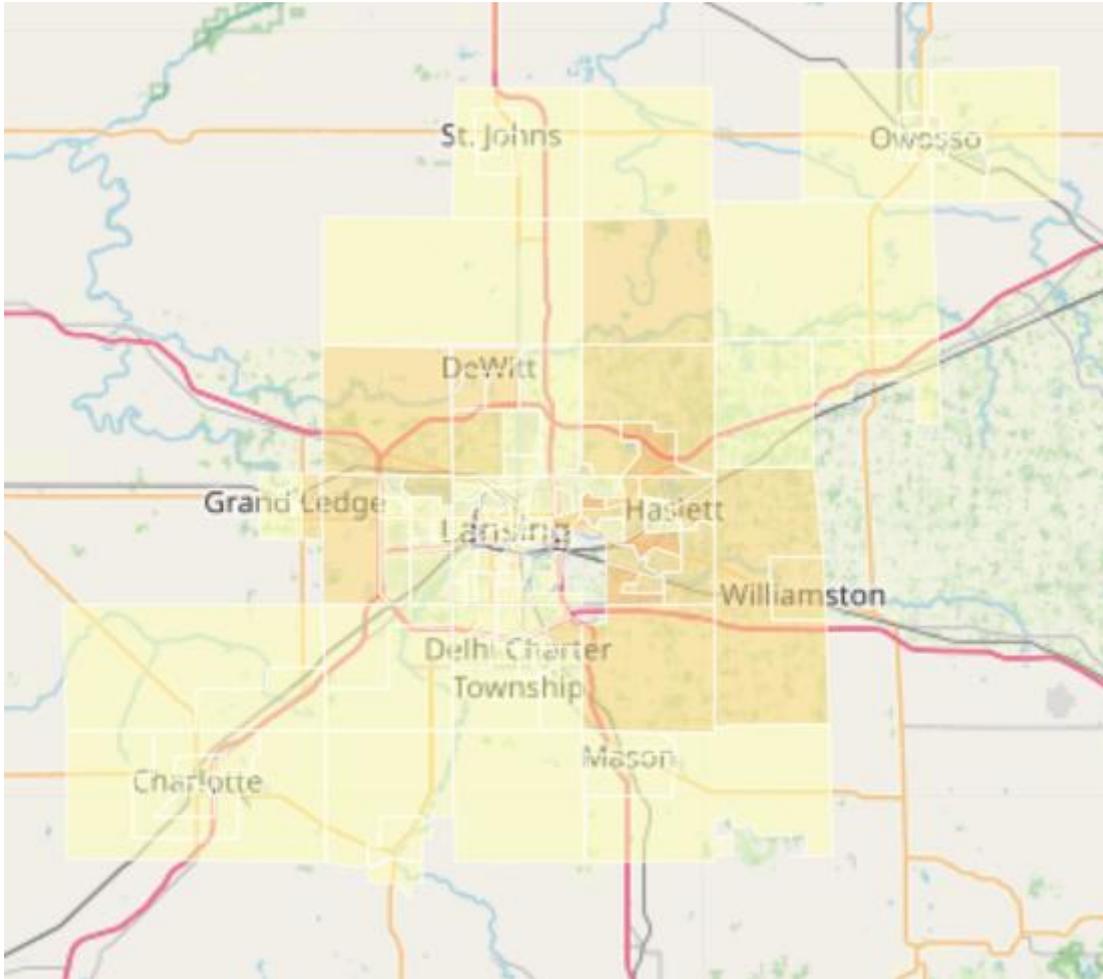
# DETROIT: HOME VALUE DISPARITY

Median Home Value, 2020 vs. 2023



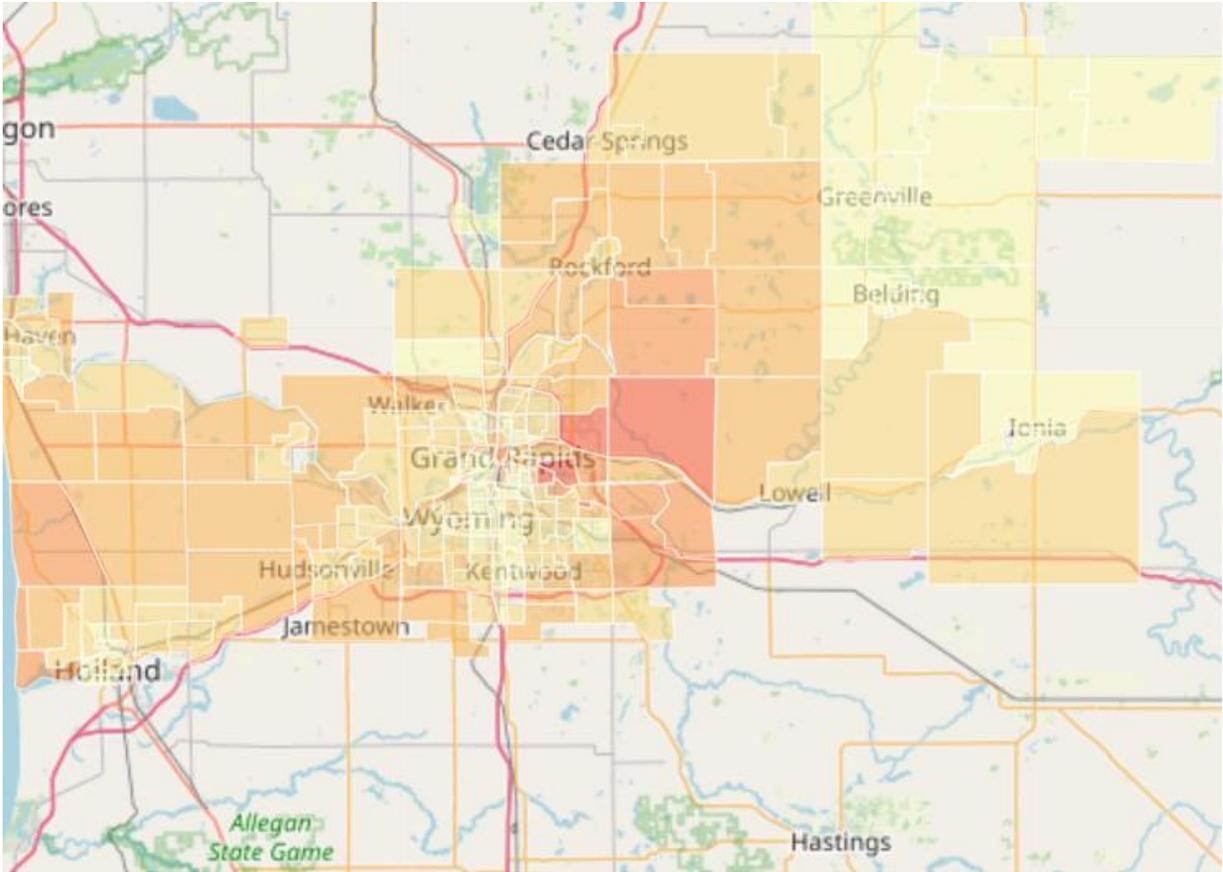
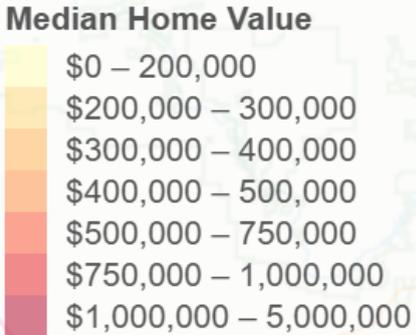
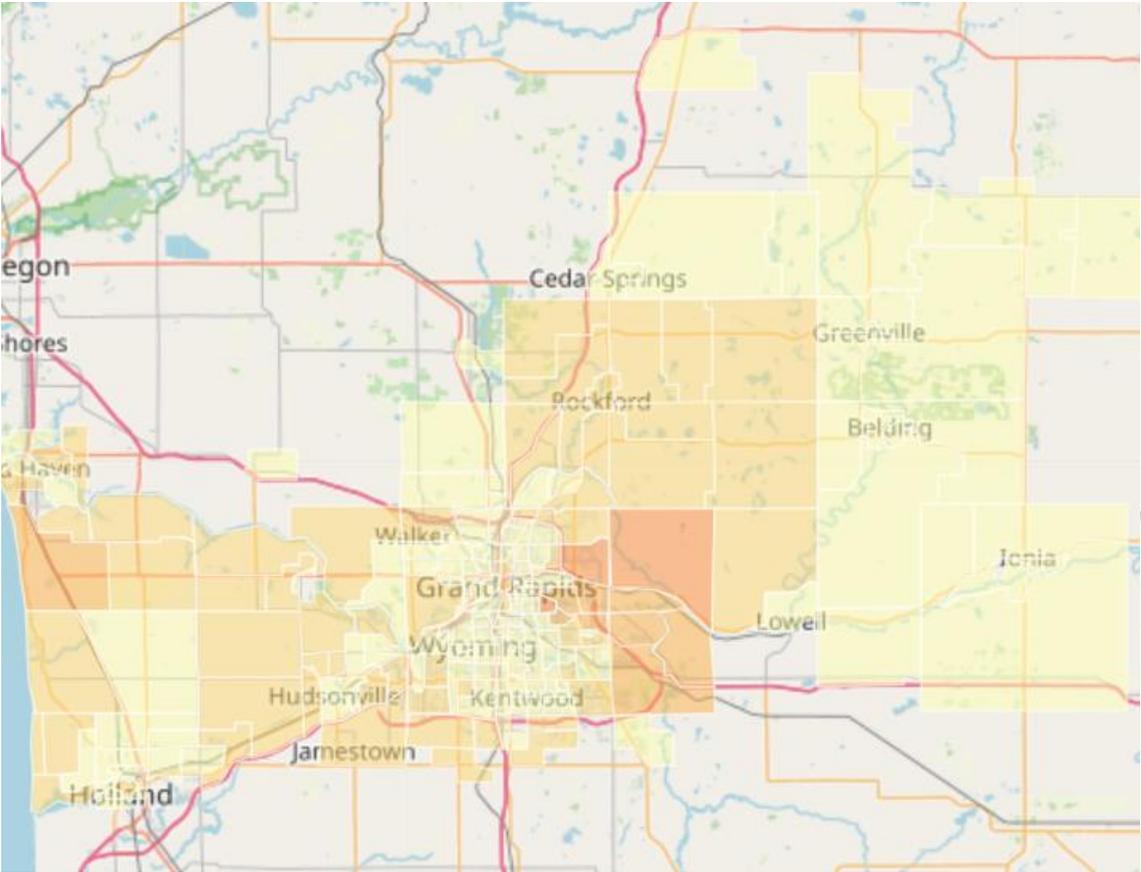
# LANSING: HOME VALUES STABLE

Median Home Value, 2020 vs. 2023



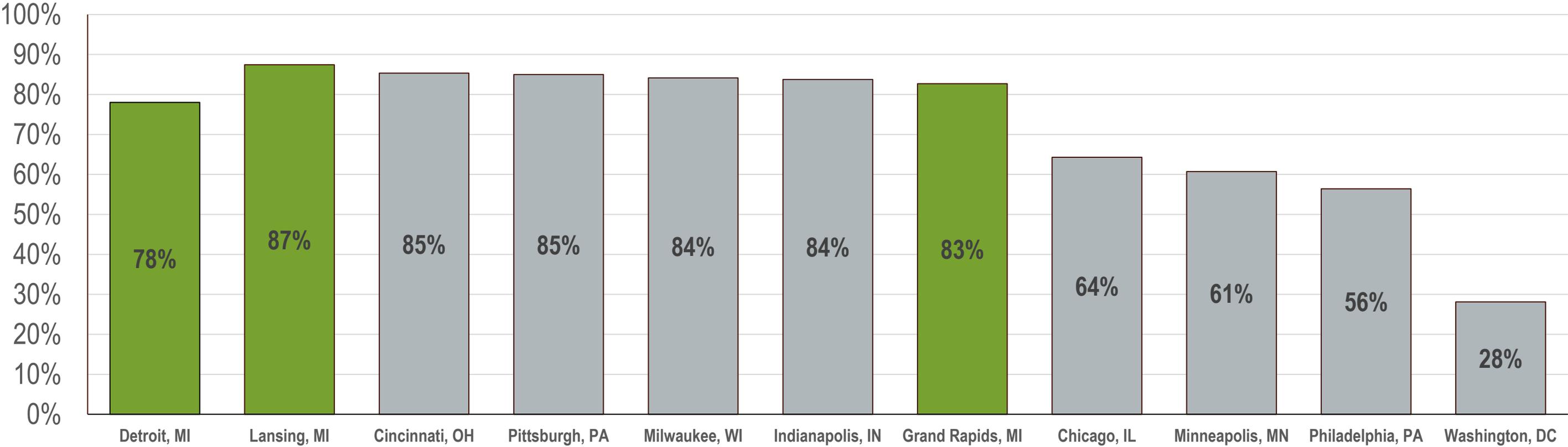
# GRAND RAPIDS: HOME VALUES GROWING AND SPREADING

Median Home Value, 2020 vs. 2023



# MARKET COMPARISONS – RENTAL

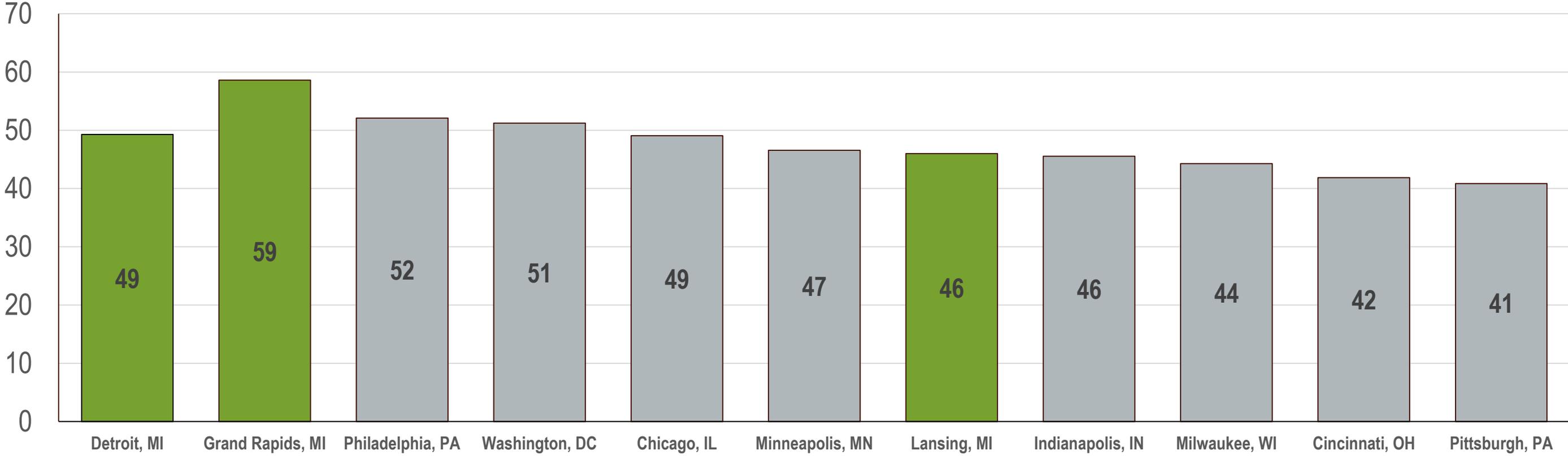
Percentage of Affordable Rentals (80% AMI)



# MARKET COMPARISONS – RENTAL

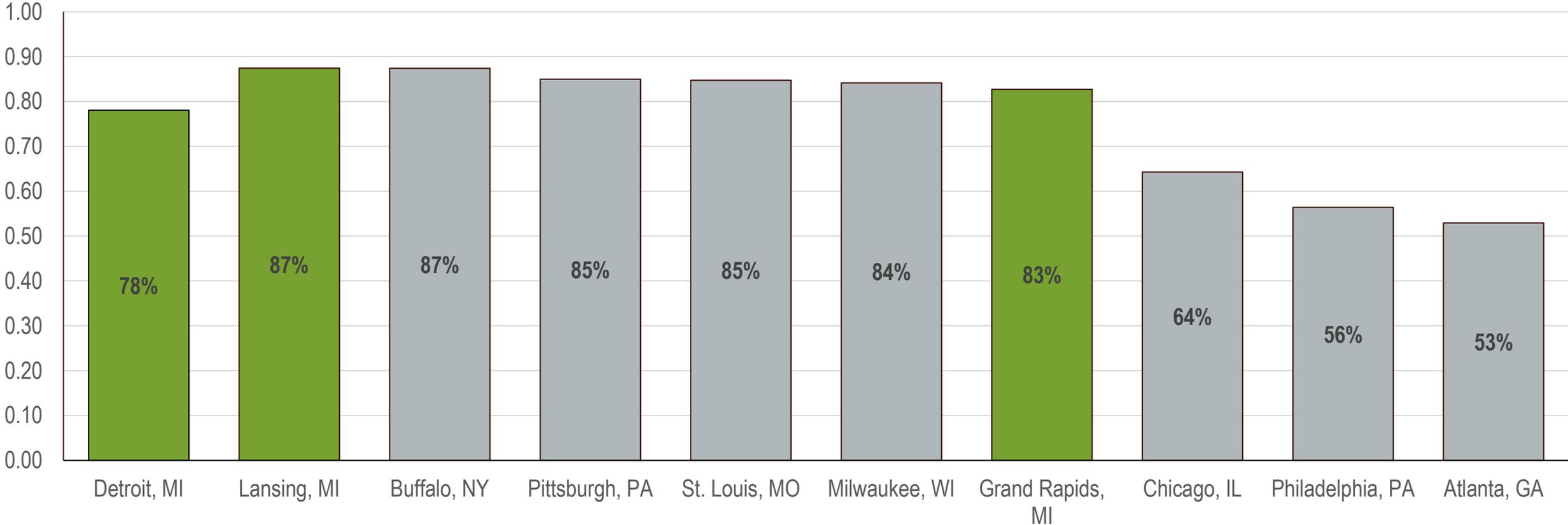
Moving Costs Constrain Filtering

### Months Savings for Rent



# MARKET COMPARISONS – RENTAL TRENDS

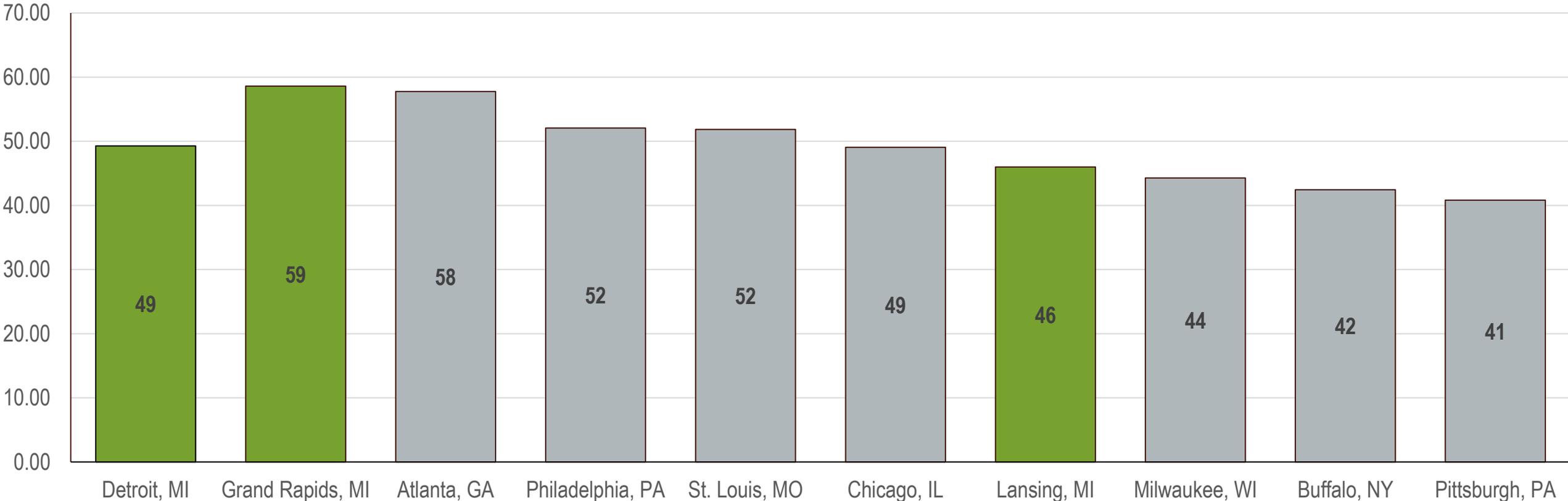
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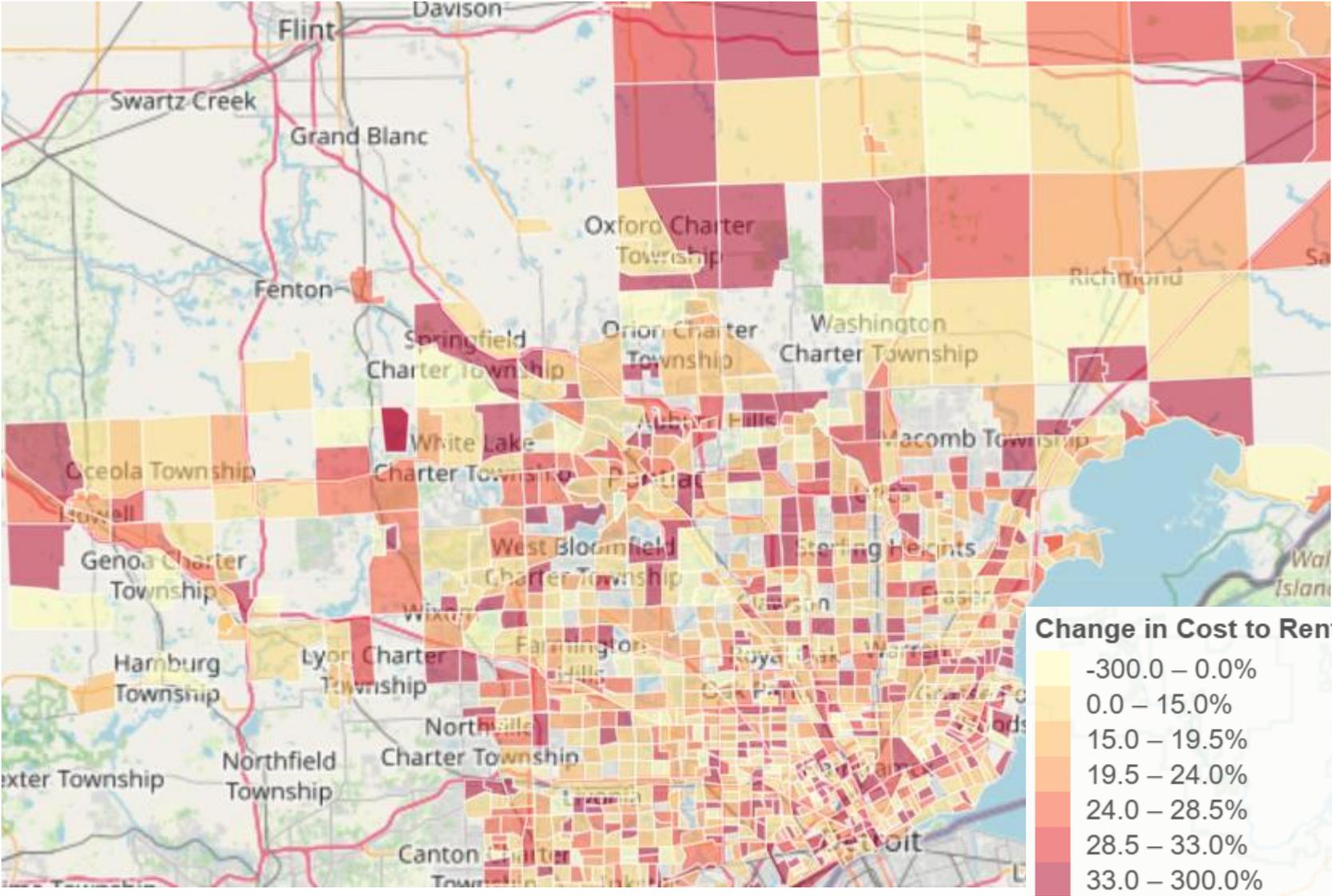
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Months Savings for Rent



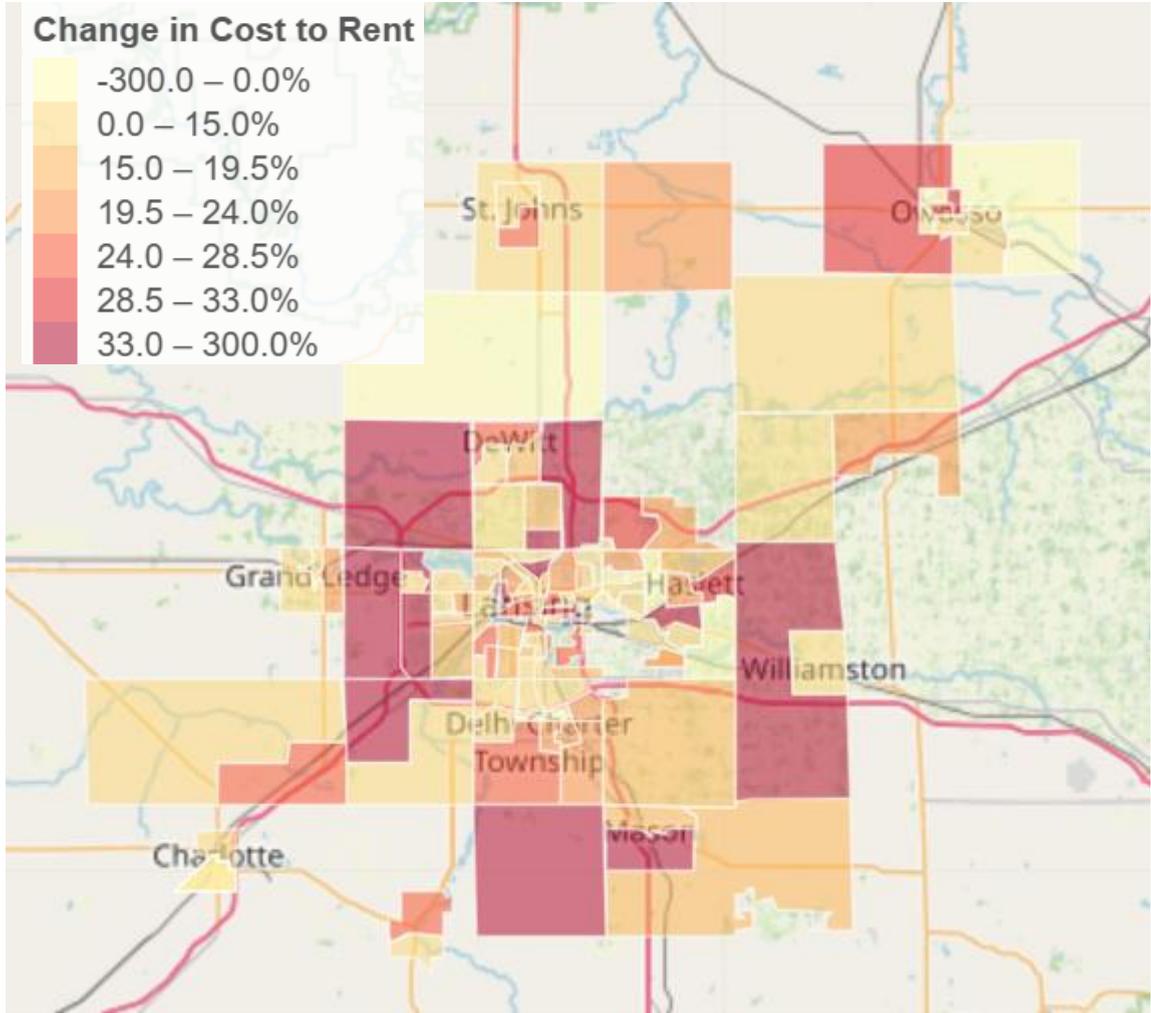
# RENTAL UNAFFORDABILITY: DETROIT

Change in Cost to Rent, 2020-2023



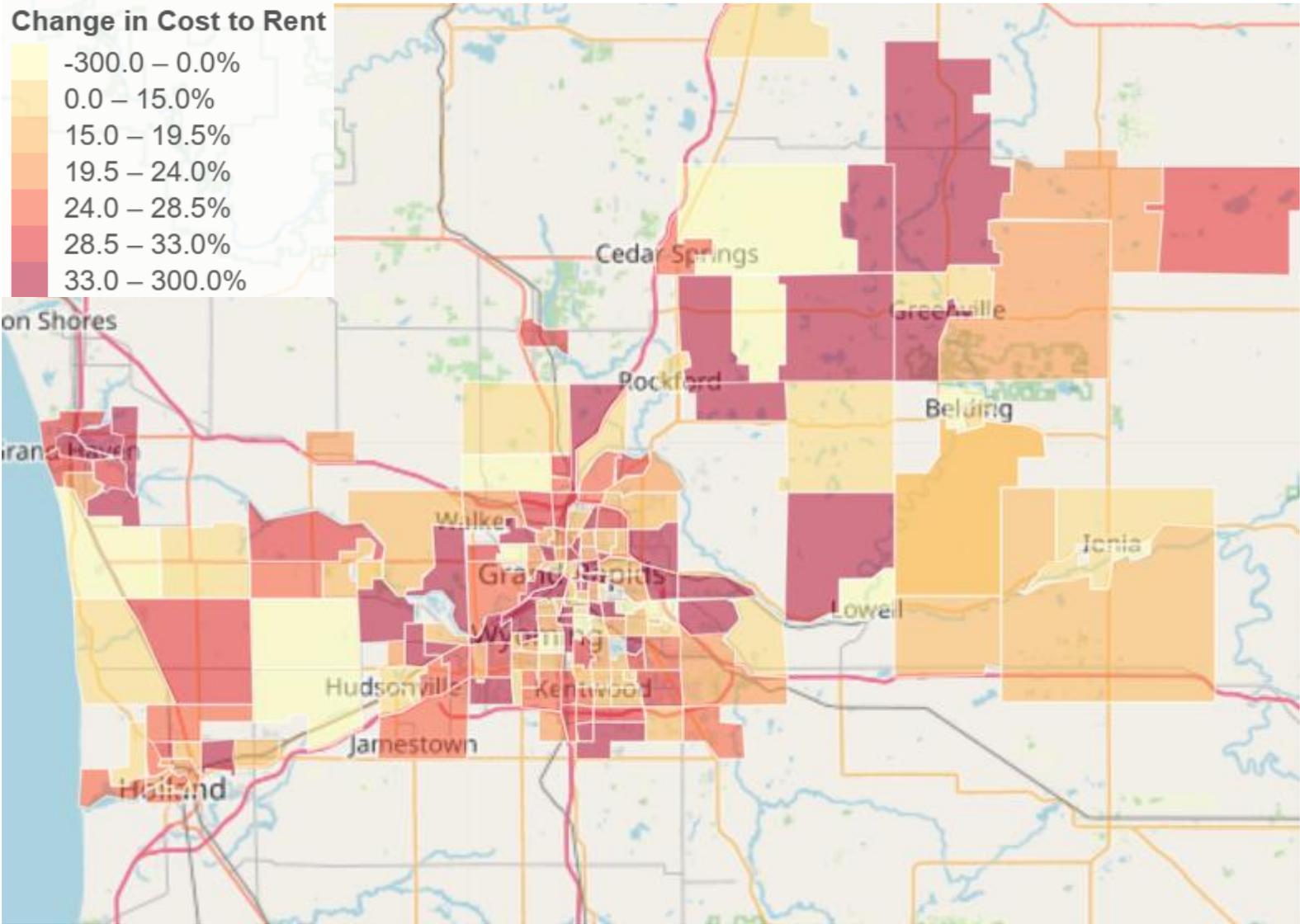
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# RENTAL UNAFFORDABILITY: GRAND RAPIDS

Change in Cost to Rent, 2020-2023

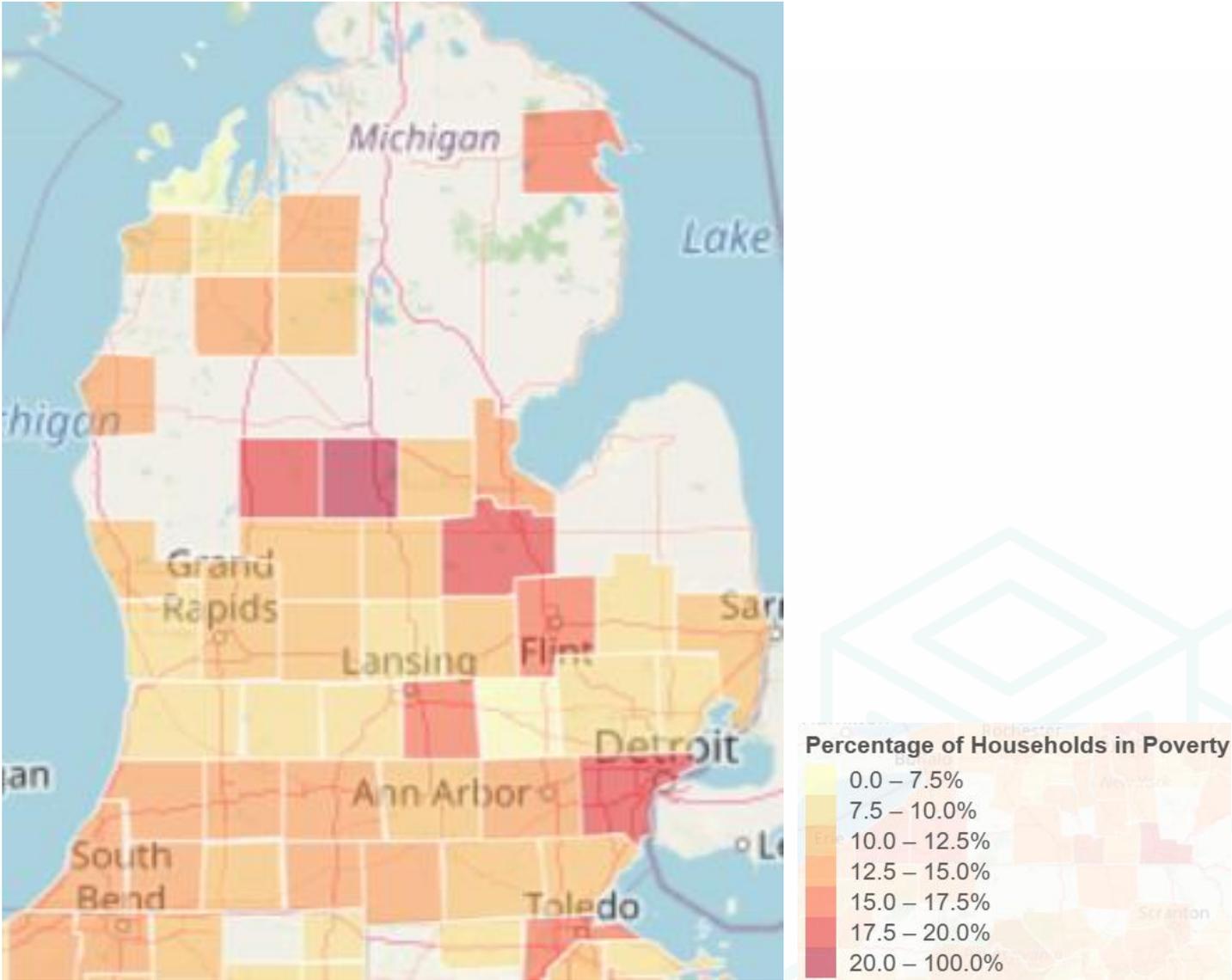


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# UNAFFORDABILITY IN MICHIGAN

Households in Poverty, 2023



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# WHAT HAPPENS WHEN YOU DON'T BUILD

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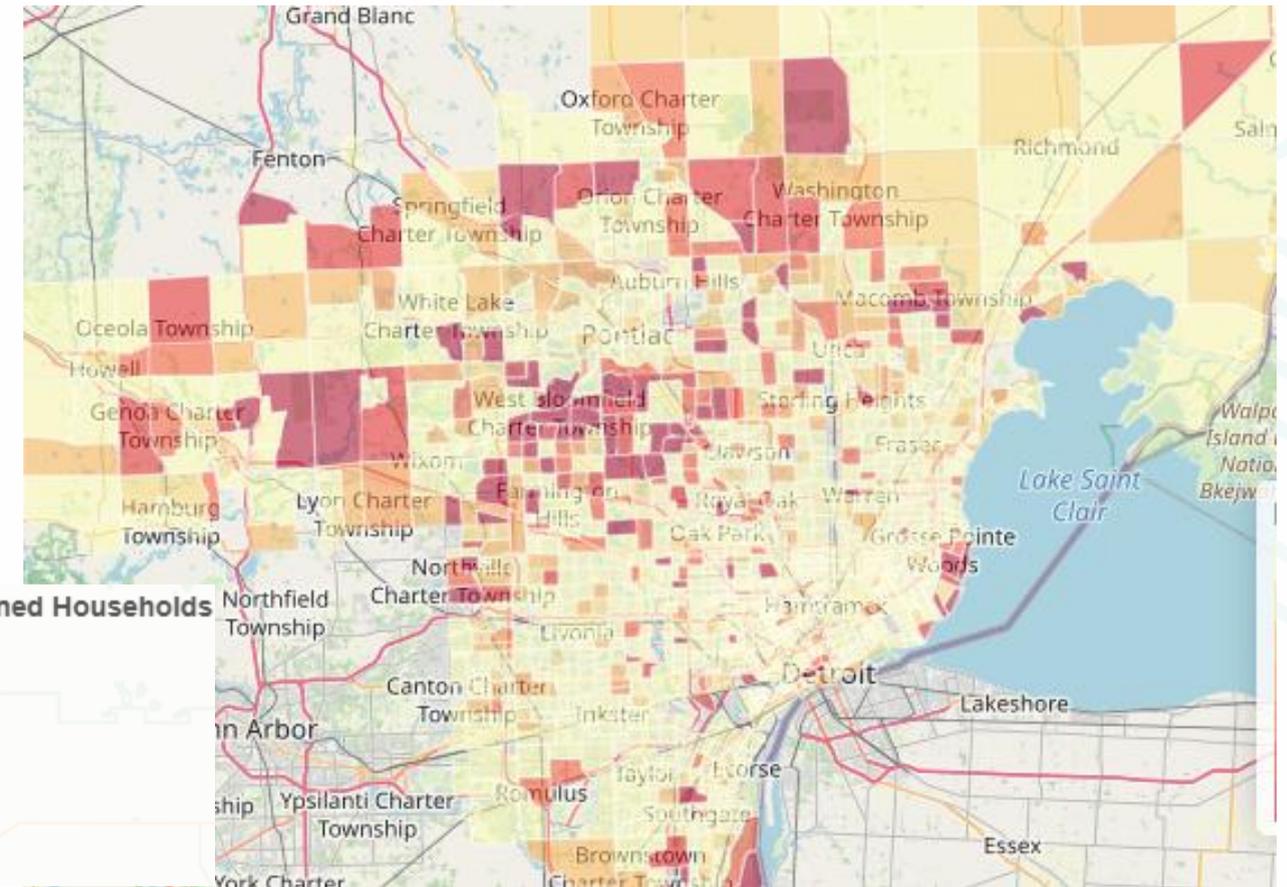
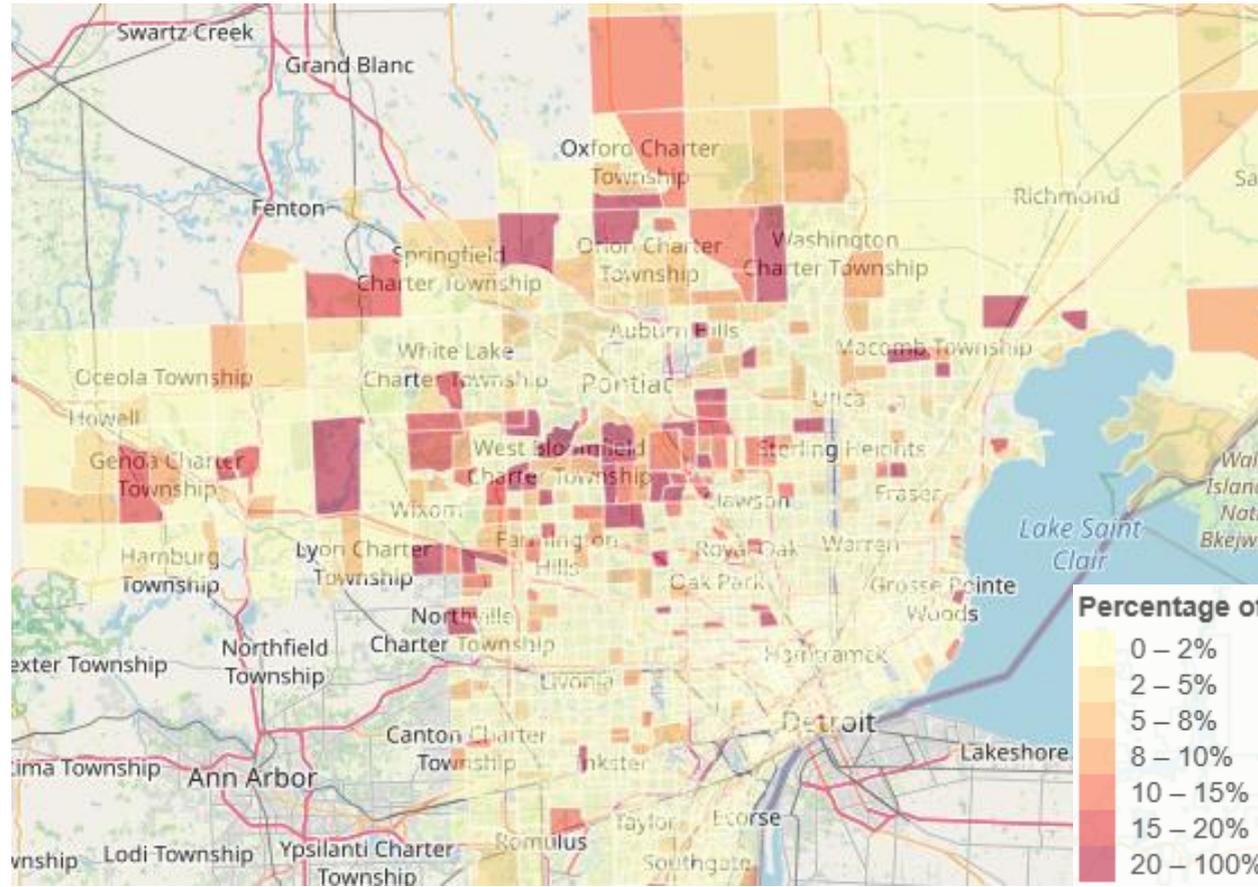


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# WORKFORCE STRUGGLING TO ACCESS TO HOUSING

Middle-Class Cost Burdened, 2020 vs 2023



# REMINDER: WHO WE ARE TALKING ABOUT

Affordable housing is a workforce issue: housing is where jobs go at night

Income Category	Occupations with Wages Typically in This Income Category	Median Annual Wage
<\$35,000/year	Childcare Workers	\$27,670
	Home Health and Personal Care Aides	\$28,170
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80% of Median Income or Less

120% of Median Income or Less

# HOUSING IS AN ECONOMIC ISSUE

Without Housing Options, Major Economic Consequences

## Resort Communities-

Nantucket, Vail, Aspen, and Park City

- ▶ Workforce hard to retain, nowhere to live
- ▶ Dangerous living conditions or dangerous commutes
- ▶ Limited operations (hotels, resorts, etc.)
- ▶ Sprawl into fire-prone zones vs, nowhere to go on an island

Steamboat Springs and Rabun County GA

- ▶ Rapid escalation of costs in post-pandemic/remote work environment, even higher paid occupations struggling
- ▶ Steamboat: NIMBYism has kept recommendations from moving forward in CO
- ▶ Rabun: redeveloping a motel, and adding affordable housing

NYTimes highlights most of these communities in 10 Most Expensive Micropolitan Communities

- ▶ Resorts becoming housing developers for their workforce
- ▶ Deed restrictions



Micropolitan area	Median home value	Micropolitan area	Median home value
1. Vineyard Haven, Mass.	\$998,100	11. Juneau, Alaska	\$404,600
2. Jackson, Wyo.	\$847,300	12. Fredericksburg, Texas	\$399,400
3. Breckenridge, Colo.	\$760,000	13. Kill Devil Hills, N.C.	\$386,600
4. Steamboat Springs, Colo.	\$691,800	14. Easton, Md.	\$382,000
5. Hailey, Idaho	\$534,900	15. Sandpoint, Idaho	\$378,200
6. Gardnerville Ranchos, Nev.	\$529,600	16. Prineville, Ore.	\$368,200
7. Hood River, Ore.	\$492,500	17. Ketchikan, Alaska	\$361,000
8. Ellensburg, Wash.	\$417,600	18. Brookings, Ore.	\$353,200
9. Los Alamos, N.M.	\$412,700	19. Sheridan, Wyo.	\$342,400
10. Astoria, Ore.	\$407,700	20. Montrose, Colo.	\$338,000

Source: LendingTree • By The New York Times



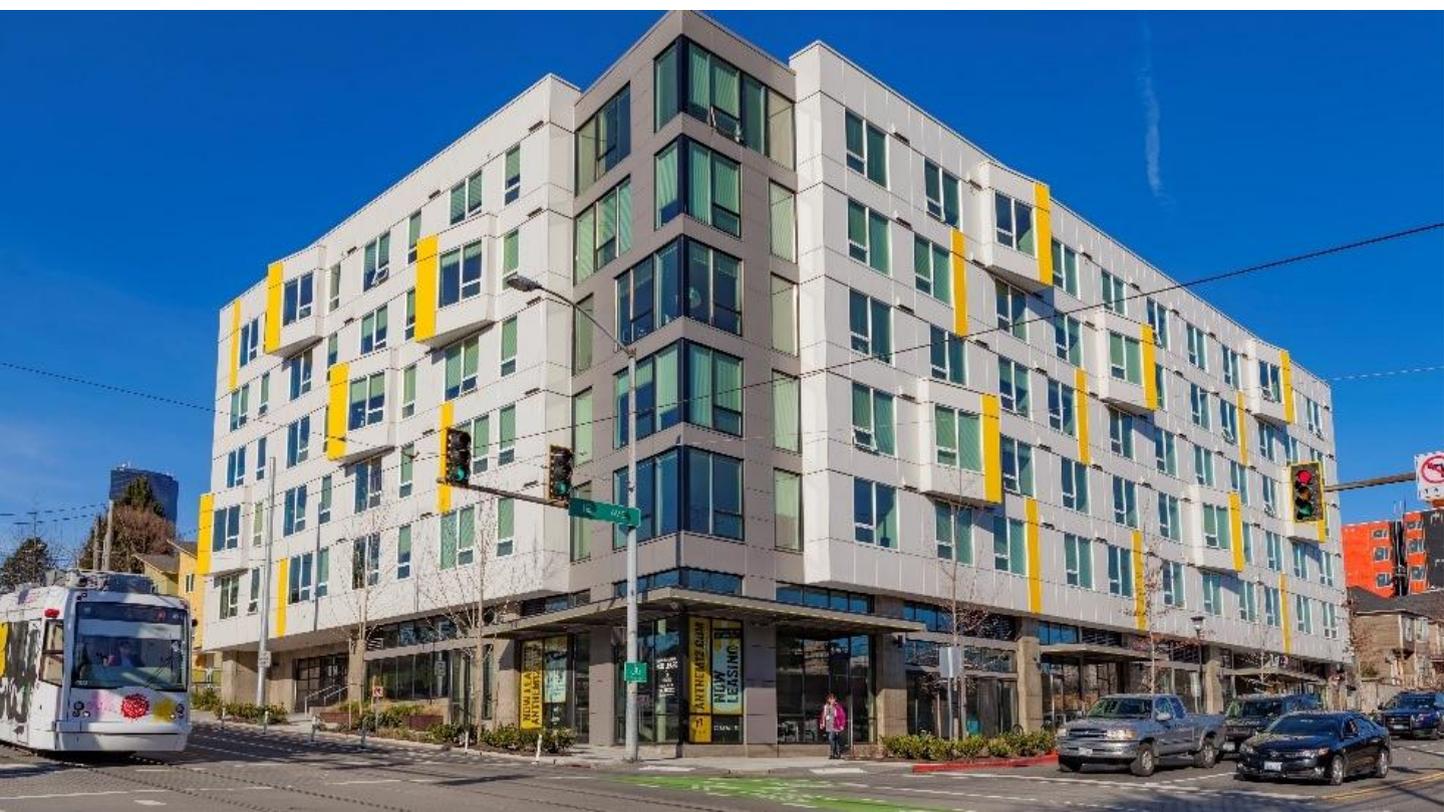
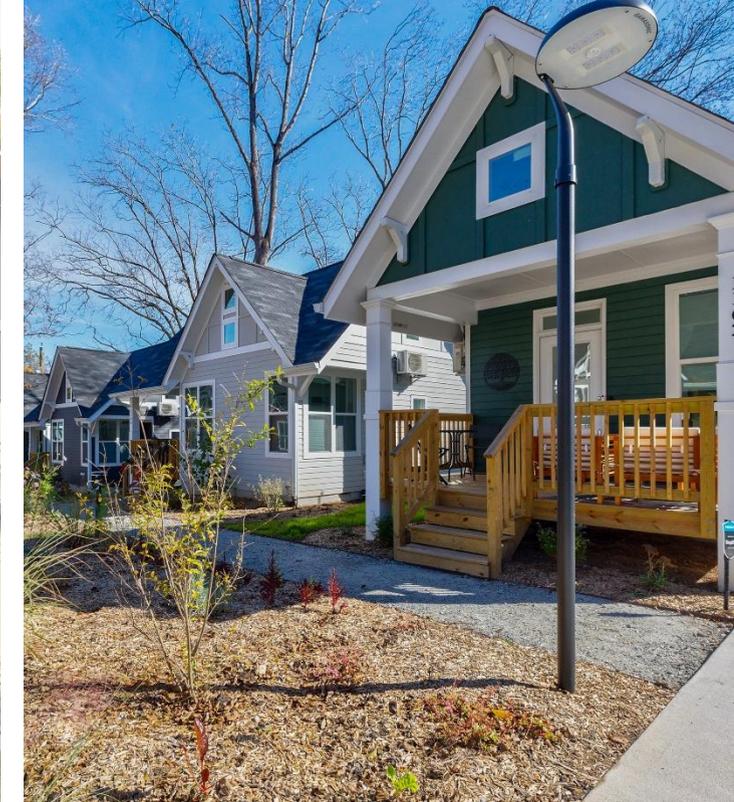
# INDUSTRY FINDINGS AND BEST PRACTICES

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for Housing**





## Development Examples

- Density comes in many forms
- Power of partnerships
- Carrots vs. Sticks
- Innovative financing



# Caton Flats

*Brooklyn, NY*

- **Mixed-Income:** majority of apartments for middle-income households
- **High end amenities, less parking**
- **Community Engagement:** emphasized and increased the existing presence of Central Caribbean culture
- **Financing Innovation:** paired different sources and subsidies including NYC's Mixed Middle-Income Program
- **Collaboration and Commitment:** City rezoned site, fast tracked entitlement process, creative strategy on community space



# Broadway Lofts

*Mount Pleasant, MI*

- Brownfield redevelopment into 48 apartments and a coop grocery store
- Partnerships: city discounted land price; tax abatements; low-interest workforce housing loan; state DOE funds; NMTCS
- Housing has a role of economic development and revitalization and can restore faith from the community



# Chattanooga Missing Middle

*Chattanooga, TN*

- Vacant parcels developed into two neighborhoods of 182 units
- Most units are for 60-120% AMI; 32 preserved for under 60% AMI
- Context sensitive, small scale while still increasing density



# The Laureate

*Derwood, MD*

- **Public Private Partnership** – EYA, Bozzuto, Housing Opportunities Commission of Montgomery County
- **County investment:** first to use of County's Housing Production Fund
- **Residential Livability:** nice amenities, anchor retail, transit-oriented
- **268 units** with 201 apartments for households for 61-120% AMI

# POLICY SOLUTIONS

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What are some ways to tackle the country's housing shortage?





“

**REFORM** zoning and other regulations to unleash housing production

**CONNECT** resources that maximize the impact of housing investments

**LEVERAGE** land, finance, and the adaptive reuse of outmoded buildings to create new opportunities for residential development.

”



Nate Stallings for deChase Miksis

# REFORM

*Update zoning and other regulations to unleash housing production*



Rion Rizxo/Creative Sources

# Implement Zoning Reform

## *Legalize more housing*

- **Boise, Idaho's updated zoning code** allows for higher residential density in various parts of the city-- including multifamily housing in areas that were previously restricted to single-family homes.
- **Bozeman, Montana's Community Housing Action Plan** supports a variety of housing solutions such as ADUs, tiny homes, and cohousing developments.
- **Florida's Live Local Act** requires local governments to allow multifamily and mixed-use residential developments in commercial, industrial, and mixed-use zones without requiring zoning changes, special exceptions, or comprehensive plan amendments.



Sightline Institute Middle Homes Photo Library

# Make Infill Easy

## *Add accessory dwelling units*

- **Arlington County, Virginia** reduced restrictions on lot sizes, setbacks, and parking requirements for ADUs to make it easier to build them.
- **Colorado** offers financial support for ADUs such as grants, low-interest loans, and tax incentives for homeowners who construct ADUs for long-term rental to low- and middle-income tenants.
- **Washington State** streamlined the approval process for ADUs, making it easier for homeowners to add these units to their properties.

# Small Regulatory Changes, Big Impacts

*Modest changes can transform housing supply*

- Minneapolis rezoned commercial corridors as priority locations for higher residential density, leading to the redevelopment of 40- to 50-unit buildings.
- Portland, Oregon's Housing Regulatory Relief Project includes a set of zoning code amendments that temporarily waive or reduce some zoning code standards for five years, along with more permanent amendments to zoning regulations.
- In Texas, the "Shot Clock" law aims to expedite local review processes for new residential construction, by requiring local decisions on permit applications within two weeks of review deadlines. If they fail to do so, developers can take their applications to a third-party reviewer.



Brianne Rothstein



Aaron Locke

# CONNECT

*Link resources to expand the impact of housing investments*

# Connect Housing and Transit

*Fostering vibrant and economically robust communities*

- In Austin, Texas, equitable transit-oriented development aligns transportation investments with tools and policies aimed at supporting community access to economic opportunities.
- Colorado limits minimum parking requirements in developments near bus and rail lines if municipalities are located in metropolitan planning organizations (MPOs) and in applicable transit service areas.
- **The Massachusetts MBTA Communities Act** requires 177 municipalities served by the Massachusetts Bay Transportation Authority to create zoning districts within a half mile of public transportation to allow multifamily housing development.



Christophe Servieres



Bruce Martin

# Ensure Local Compliance with State Housing Laws

*Strategies Ranging from Technical Assistance to Enforcement*

- **California's Housing Strike Force** is staffed by deputy attorneys general with a broad range of expertise in housing, consumer protection, tenants' rights, land use, environmental justice, and civil rights.
- The Massachusetts attorney general issued an **advisory** explaining that communities covered under the MBTA Communities Zoning Law cannot opt out of or avoid their obligations by choosing to forego state funding.
- Oregon's **Housing Accountability and Production Office (HAPO)** will be prepared to receive and respond to official inquiries, requests, and complaints from local governments and housing developers and offer solutions to implement state housing laws effectively.



Paige Shinn Photography

# LEVERAGE

*Maximize opportunities for residential development with land, finance, and adaptive reuse*

# Leverage Land

*Make land more widely available for housing development*

- Atlanta's mayoral **Affordable Housing Strike Force** is designed to bring together city agencies to collaboratively make available hundreds of underused or vacant acres for housing development. Participating agencies include the city of Atlanta, MARTA, Atlanta Public Schools, Atlanta BeltLine, Atlanta Housing, Invest Atlanta, Metro Atlanta Land Bank, and the Atlanta Land Trust.
- In Chicago, the **Chi Block Builder** program simplifies the purchase and redevelopment of vacant city-owned lots with a user-friendly online portal and clear guidelines. A dedicated website includes a map of over 2,200 vacant lots the city has made ready for sale.

David Wakely Photography

# Money Matters

*Boost housing production with state and local funding incentives*

- **Cleveland, Ohio's updated Residential Tax Abatement Program** makes new construction homes built in the city's weaker markets eligible for 15-year, 100 percent tax abatements on the improvements if they meet permitting and green building standards. Single-family homes, multifamily buildings, and condominiums are all eligible.
- **Michigan's Housing Tax Increment Financing (TIF)** program makes funds available for nearly any type of for-sale or rental residential development on brownfield sites around the state.
- **New York State's Pro-Housing Communities Program** provides grants and increased funding allocations to municipalities that adopt pro-housing policies such as zoning reform or expedited permitting.



Michigan Community Capital

# Explore Potential for Office-to-Residential Conversions

*Adaptive reuse to expand housing supply*

- Chicago's LaSalle Street Reimagined initiative seeks to transform the Loop into a mixed-use neighborhood. The city has offered \$150 million in tax increment financing to convert four old office buildings to include residences.
- Denver has launched an adaptive reuse pilot program in Upper Downtown to support the residential conversion from office space. providing technical assistance to navigate the city's site development review and permitting process.
- In San Francisco, the report *From Workspace to Homebase* identifies various types of office spaces suitable for conversion, including older office buildings with outdated infrastructure, vacant floors within buildings, and low-demand office districts.

## From Workspace to Homebase

Exploring the viability of office-to-residential conversion in San Francisco's changing real estate market



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