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Building the Capacity of Canada's Community Housing Sector

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Canadian Housing and Renewal Association

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“Our chief want in life is somebody who shall make us do what we can” – Ralph Waldo Emerson

Canadian Housing and Renewal Association: Who We Are



CHRA was founded in 1968 to be the national voice for Canada's community housing sector. Today, we strengthen the sector through advocacy, research, strategic initiatives, and programs.



Our Mission: A Home for All!

Are We Ready?

Canada's community housing sector is in a period of major transformation – are we ready for the challenges and opportunities that come along with it?

To meet these challenges and opportunities, we need to build capacity and leadership capabilities



CHRA's Capacity Building Programs



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- The pre-eminent mentorship program for Canada's housing and homelessness sector
- Offers a combination of programming and mentorships designed to strengthen leadership capacity in the sector
- The destination for education, professional standards, and accreditation for Canada's community housing sector
- Offers training, coaching, and resources for both experienced and novice housing professionals

Intro to the Housing Professionals Mentorship Program (HPMP)

OUR MISSION – to strengthen leadership in the housing and homelessness sector by:

- Building strategic networks and community
- Developing leadership competencies
- Igniting passion and interest in housing
- Supporting career development
- Enhancing knowledge around core housing themes (e.g., housing policy, advocacy, asset management and development, operations)

OUR IMPACT – HPMP has matched over 250 housing professionals across Canada (and beyond!) since 2018.

- The 2022 cohort features 80 participants – 38 mentors and 42 mentees – spanning nine provinces, two territories, and one US state
- Recipient of a Canadian Society of Association Executives Award for Distinction

HPMP Overview

- Connects experienced housing professionals with those who are looking for mentorship to strengthen the community housing sector
- Revolves around an assigned mentorship based on different criteria (interests, expertise, geographic location, etc.), coupled with programming and other professional development opportunities
- Runs from February to July each year; the application period happens September to November
- Costs \$400 for mentees, and \$0 for mentors

Live Programming Topics

- Mentorship 101
- Effective Goal Setting
- Indigenous Reconciliation and Housing
- Solving Systemic Issues Impacting the Housing Sector
- Addressing Homelessness
- Building Advocacy Competencies
- ... and more!



Other Professional Development Opportunities

- Supplemental courses
- Mentorship materials
- Regional networking events
- Access to a growing alumni network
- Paid writing opportunities



“The program is an excellent opportunity to connect with a network of diverse housing professionals across Canada. It is a reminder of why people choose this sector and inspired me to keep building it up”

— HPMP 2021 participant

“The mentorship program is a way to develop another generation of housing leaders, while building the networks and connections that will ensure our sector will thrive.”

— HPMP 2020 participant

“I loved it, especially being where I am located there are not a ton of people to connect with. I got the opportunity to try out new things and think of things I hadn't thought of.”

— HPMP 2020 participant

“ An excellent opportunity to share some of your experience and to grow – the learnings are truly a two-way street and you recognize, and self-reflect on how you dealt with things in the past and how you might deal with them differently now.”

— HPMP 2019 participant

“ As a member of a group that's not well represented in the housing world, being able to connect with someone who I share an identity and similar experiences with was, no exaggeration, life changing, and went a huge way towards making me feel like there could be a place for me in the affordable housing world.”

— HPMP 2019 participant

Is HPMP Right for Me?



WHY BECOME A MENTEE?

- Enhance your leadership skills
- Build your network
- Learn from experts in the Sector
- Develop your career
- Gain knowledge around core housing themes

Is HPMP Right for Me?

WHY BECOME A MENTOR?

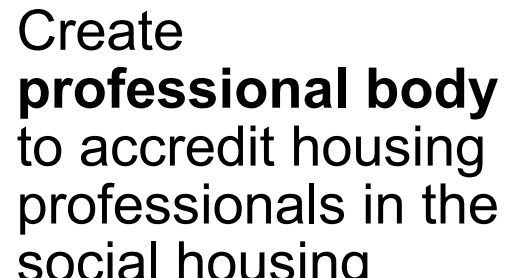
- Ignite passion and interest in housing
- Gain new perspectives and fresh ideas
- Help shape the leaders of tomorrow
- Make a positive impact



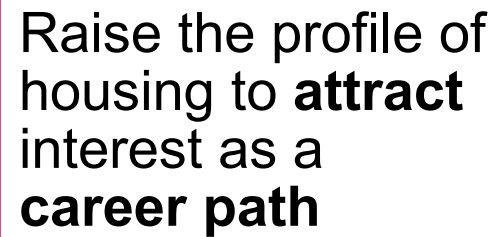


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Our goals



Create
professional body
to accredit housing
professionals in the
social housing
sector



Raise the profile of
housing to **attract**
interest as a
career path



Provide a reliable
standard of
knowledge and
skills



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Supporting housing professionals to create a future where everyone has a place to call home.

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Member benefits

Individual Benefits

- Opportunity for professional development and growth
- Professional designation distinguishes commitment to profession

Organizational Benefits

- Equips staff with knowledge and skills
- Demonstrates commitment to staff development, professionalization

Sector Benefits

- Establishes professional standards
- Improves sector profile among job seekers and the general public

Learning program



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Qualifications

Level 3 Certificate in Housing Services

Leads to CertCIH
6 months
\$3,600 plus taxes
and membership

Level 5 Diploma in Housing

Leads to CIHCM
12 months
\$6,600 plus taxes
and membership

Experienced Professional Route

Leads to CIHCM
4 months
\$3,000 plus taxes
and membership

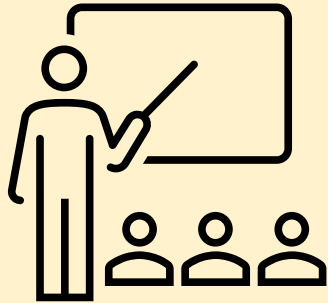


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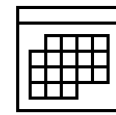
Level 3 Certificate in Housing Services



- Starting their housing career
- Operational and frontline focus
- Complete four online units

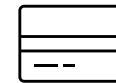


Designation: Leads to CertCIH



Duration: 6 months

Openings: September 2022 and January 2023



Fees: \$3,600 plus taxes and membership

Level 3 Certificate in Housing Services

THE HOUSING SYSTEM

Housing markets
Access to housing
Government intervention

CUSTOMER SERVICE IN HOUSING

Tenant as customer
Communication
feedback

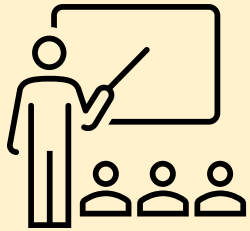
HOUSING REPAIRS AND MAINTENANCE SERVICES

Systems for short, medium
long term repair and
maintenance
Client and contractor roles

PROFESSIONAL PRACTICE SKILLS IN HOUSING

Knowledge and behaviours
Equity, equality, diversity, inclusion
Professional development

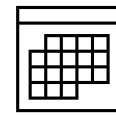
Level 5 Diploma in Housing



- Worked in housing for a few years
- Advancing to leadership positions
- Strategic planning and management focus
- Complete six online units



Designation: Leads to CIHCM



Duration: 12 months

Openings: September 2022 and March 2023



Fees: \$6,600 plus taxes and membership

Level 5 Diploma in Housing

HOUSING IN CONTEXT

Comparative housing policy

STRATEGIC AND BUSINESS PLANNING FOR HOUSING ORGANISATIONS

Strategic thinking
Development

PROFESSIONAL PRACTICE SKILLS IN HOUSING

Reflective practice
Skills and performance

LEADERSHIP AND MANAGEMENT IN HOUSING

Leadership and management styles
Organisational values and objectives

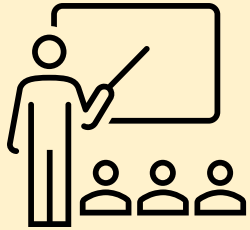
ETHICAL PRACTICE IN HOUSING

Applications
Professionalism

MANAGING RELATIONSHIPS IN HOUSING

Customers and partners
Delivering service

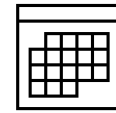
Experienced Professional Route



- Significant housing experience
- Quickly achieve professional designation
- Professional practice focus
- Written assignment and professional interview



Designation: Leads to CIHCM



Duration: 4 months

Openings: Join cohorts with the UK



Fees: \$3,000 plus taxes and membership



Membership Grades

CIHM

Standard member

\$250 per year

- Demonstrates commitment to professional development in the housing sector and the CIH code of conduct and code of ethics
- Fitting for new members and learners

CertCIH

Certified Practitioner member

\$300 per year

- Demonstrates skills and knowledge in the housing field
- Must have completed a CIH Level 3 qualification

CIHCM

Chartered member

\$495 per year

- Demonstrates housing expertise, commitment to highest level of professional standards and ethics
- Must have completed a CIH Level 5 qualification or the experienced professional route

Contact



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