**MOVING TO WORK SUPPLEMENTAL PLAN**

Over the last twenty-five years BHP has become known for innovations in programs, ability to face and solve large scale human and property challenges, and as a Statewide leader in housing for low-income Vermonters. Our leadership is well known for the ability to lead change by focusing on opportunities from planned and unexpected events. New programs and property development have resulted from a fierce belief within the agency that despite our small size, we can accomplish great things working with our residents, participants and the community. The entire agency has worked to develop data driven strategic plans and then concrete steps to implement them.

Our past record and high-performance status have allowed us to gain the designation as a HUD Moving to Work agency. With the flexibility that comes with this designation we will be able to implement common sense cost-savings measures and policy reforms to quickly respond to changing local economics and better serve our community and resident/participant needs.

The MTW designation was awarded in January 2021, and this is our first MTW Supplemental Plan. While we are submitting this plan of action for our short-term goals in Year One, we continue our planning for long term goals that will continue to move us toward better serving the housing needs of our community and the support that our residents need to improve the quality of their lives. As we do this planning, we make sure that any of our proposed activities accomplish at least one of the three statutory objectives established by Congress when it created MTW in 1996:

* Reduce cost and achieve greater cost effectiveness in Federal expenditures;
* Give incentives to families with children where the head of household is working, is seeking work, or is preparing for work by participating in job training, educational programs, or programs that assist people to obtain employment and become economically self-sufficient; and
* Increase housing choices for low-income families.

The changes we will implement in our first year involve primarily internal administrative reforms that will allow us to be more cost effective and efficient with our staff time and resources. This will allow us to devote more time and resources to providing supportive services to our residents/participants and to working with unmet housing needs in the community.

In Year One, starting April 2022, we will make changes to our reexamination (recertification) schedules and required information, our application and wait list, and internal staff changes. We also anticipate completing a resident/participant needs survey during the first year that will inform our approach to modifying our resident services programs in Year Two (April 2023). As any changes are implemented in Year Two, we anticipate meeting the second and third Congressional goals by creating more opportunities for moving toward self-sufficiency and increasing housing options.

We are undertaking other internal changes that will complement these MTW changes that do not require MTW waivers – create a single application, modify our wait list, review our current housing stock for updates, etc.

**YEAR ONE ACTIVITIES**

**Reexaminations**

Alternative Reexamination Schedule for Households. Reexaminations for all households on fixed income will be conducted every three years. Interim examinations may be requested by the household when their income decreases or expenses increase by 10% or more. The staff time associated with this change will be reduced by about 10-12 weeks. This saved staff time will be able to be reallocated to providing more supportive services to residents/participants and to working with the community to assess and help meet identified housing needs. This change also reduces the burden on residents/participants who currently must spend time and perhaps money each year producing paperwork for the recertification process.

**Asset Calculations**

Currently we allow self-certification for assets over $5,000. We will use the MTW waiver to increase that to $50,000. Any assets under $50,000 may be self-certified and there will be no imputed income from those assets. This applies to all households, not just those on fixed incomes.

**HCV (section 8) Landlords**

Alternate schedule for inspections will allow most units to be inspected every three years. Interim inspections will be done at the request of the tenant participant. This change will result in the ability to reallocate staff time to better meeting the needs of resident/participants and working with the community to assess and help meet other housing needs. This change does not allow for the alteration of any of the Housing Quality Standards, nor does it prohibit HUD from requiring an inspection at any time for health, safety and accessibility issues. This change recognizes landlords who are consistent in abiding by the HQS.

**Comprehensive resident/participant survey**

Although this survey does not require an MTW waiver, we will conduct it during Year One in anticipation of using the findings to apply for associated MTW waivers in Year Two (starting April 2023) to develop and implement changes to our self-sufficiency program that will better serve the needs of our residents/participants.

**PLANNING FOR YEAR TWO**

During Year One we will begin to review a number of changes that could be implemented in Year Two as we continue to learn from our residents/participants and the community. Changes will involve input from resident/participants and the community. It is our intent to conduct the survey and begin reviewing potential changes early in Year One to afford ample time for comments, input and suggestions for specific changes.