



Corporate Housing Affordability & Availability Survey

There is a growing shortage of available corporate housing today. This is a global situation, largely in part due to the pandemic, global housing supply and constraints on the global supply chain for durable goods. In step with the shortage of supply the cost of corporate housing has also been increasing.

This survey of leading organizations from Canada and beyond, reports on how organizations are managing these new realities.

The survey was conducted between October 5-31. We extend a sincere thank you to all of the organizations that contributed to this important study.

The survey findings are compiled in the following report.

About the Canadian Employee Relocation Council

The Canadian Employee Relocation Council (CERC) is a not-for-profit organization dedicated to removing barriers that restrict mobility and deployment of human capital, which are vitally important to Canada's future prosperity. Established in 1982, the Council represents the interests of its members on workforce mobility matters. Many of the Council's members are listed in Canada's Financial Post Top 500.

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Leadership for Workforce Mobility

Participating Organizations

ABB Inc.	Graham
AbCellera Biologics	Lululemon
Air Canada	NOVA Chemicals Corporation
Bank of Canada	MyKey Global Accommodations
BNP PARIBAS	Nestle Canada Inc.
Bristol Global	TD Bank
Calibre Mining	TE Connectivity
CGI	Teck Resources Ltd.
PCL Constructors Inc.	Vancouver Island University
CPP Investments	
ExecSuite	

Industry Sectors

The following industry sectors were represented in the survey responses:

Organization Profile	
Finance (banking, insurance, payment processing)	19%
Manufacturing/ manufactured products	15%
Technology	12%
Construction / Engineering	12%
Transportation	8%
Natural resources, (Oil and Gas, Forestry, Utilities, Mining)	8%
Pharmaceutical, (Biotech, Health)	8%
Retail/Wholesale services	4%
Professional Services (Consulting/Legal/Accounting etc.)	4%
Government, (Fed/Prov/State/Health/Education/Military/Police etc.)	0%
Telecommunications	0%
Agriculture/ Fisheries	0%
Other (please specify)*	12%

Other* includes organizations that have operations across various industry sectors.

Employee Relocations

All of the organizations surveyed use employee relocations for business operations and the hiring of new staff.

Locations

Region(s) where organizations transfer employees	Response Ratio
North America	100 %
Asia Pacific (including Australia & New Zealand)	54%
United Kingdom	50%
Continental Europe	45%
LATAM	27%
Middle East & North Africa	14%
Central Asia	14%
Africa	5%
Other	9%

Other regions included Caribbean locations.

Impact on global mobility programs

The majority of organizations report that the lack of available and affordable housing is having at least a moderate impact on their domestic and international programs. In 50 per cent of organizations the shortage is having a significant impact on their programs.

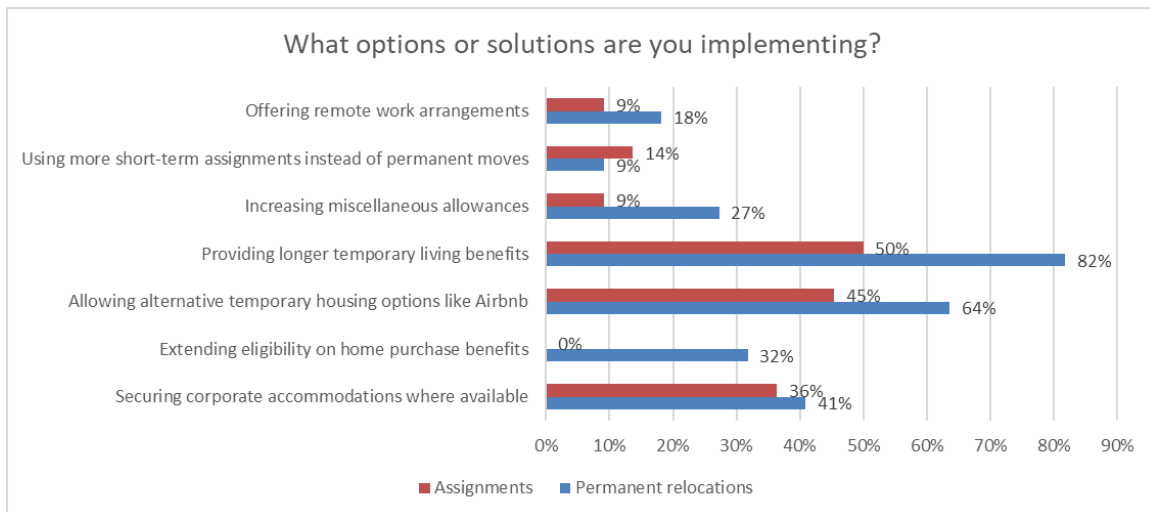
To what extent are a lack of available and affordable housing options impacting your global mobility programs (domestic and international)	1 Not at all	2 Minor impact	3 Moderate impact	4 Significant impact	5 Very significant impact
Permanent relocation	5%	9%	36%	50%	0%
Assignments	5%	9%	27%	50%	5%

Several comments were noted regarding increasing costs and 'suitability' of accommodations.

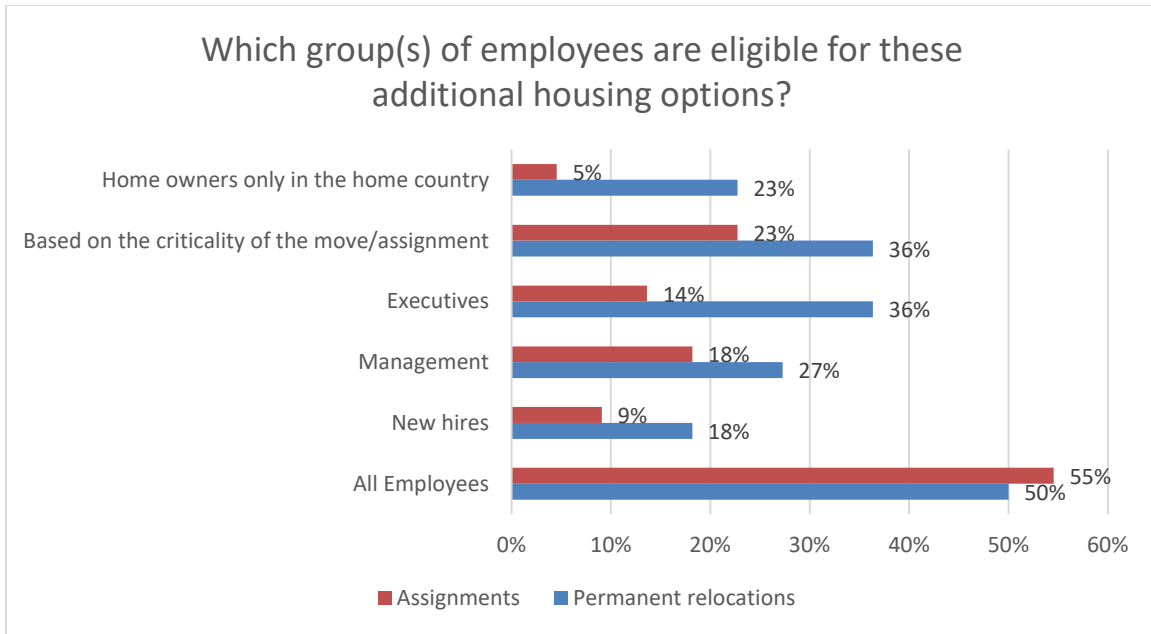
"Certain provinces in Canada have been harder to source temporary housing due to lack of inventory or the length of the term the owners want one to rent for now. Harder to find one month rentals in BC for example."

Solutions

As organizations manage the lack of available and affordable housing a number of solutions are being implemented to assist assignees. The most common practices being to offer longer temporary living benefits (82%) and allowing alternative temporary housing options like Airbnb.



The majority of organizations are providing these enhanced benefits to all employee levels for both permanent relocations and assignments.



Conclusion

Global Mobility continues to play an important role in business success. The lack of available and affordable housing is having a significant impact on global mobility programs.

Organizations are providing practical solutions to support their employees while balancing cost increases by offering longer temporary living benefits and other non-traditional housing options.