



Background on the PNRC Career Enhancement Initiative:

Since 2001, PNRC had administered a scholarship fund that targeted scholarships to residents of public housing and participants in the Section 8 program. This program had deep support from the past and existing PNRC Board and from time to time there was a healthy debate as to whether these limited funds should continue to be invested in scholarships for residents/participants or whether the scholarship fund should be discontinued and the limited funds raised by PNRC should be invested in some sort of benefit for PNRC members. In parallel with these discussions National NAHRO and PNRC NAHRO began to invest resources supporting emerging leaders as they grew their careers. Due to fund raising challenges and an over subscription to the limited funds for scholarships, the PNRC scholarship fund for residents of public housing and participants in the Section 8 program was put on hold. Early in 2017 Kristen, Karina, Gary and Jacob were tasked by the PNRC Board with evaluating this PNRC initiative and making a recommendation to the PNRC Board. Our recommendation was to permanently discontinue the PNRC scholarship fund and to create the PNRC Career Enhancement Initiative. Recently Cupid and Mayra joined the committee as well.

Key components of the PNRC Career Enhancement Initiative:

- 1. PNRC Regional Conference Initiative** - This component of the initiative would provide two free regional PNRC NAHRO conference registrations and two free hotels rooms (a total of 4 nights lodging) that can be applied for by employees of PNRC member organizations. This would be funded by the 50/50 raffle and the PNRC organizational budget. We are recommending that the maximum size for the PNRC member organization is less than 1500 units so this component of the programs is targeted at growing talent for smaller organizations. Employees from eligible members would apply for the grant and prepare an essay, which will be reviewed by the PNRC Scholarship Subcommittee (Career Enhancement Initiative Committee) and recommendations for approval will be forwarded to the PNRC President for approval. The essay will include “why I wish to continue my education” as well as “I am interested in getting involved in the _____ committee of PNRC because”. The recipients of this component of the initiative will be required to write a summary of how the conference has improved them as a professional within 30 days after the conference. The winner would also be expected to serve on a PNRC committee for at least one term and hopefully transition into leadership regionally and nationally.
- 2. Mentorship** – This component of the initiative would link up and coming professionals with ED’s or senior staff members with extensive experience in the affordable housing industry. The mentors would commit 60 minutes per month to the mentee. We’d want to put some structure around this component of the initiative like training for the mentor’s, a template for the monthly meeting agenda and some form of report that the mentee would fill out so we can monitor their professional growth and report back to the PNRC Board.
- 3. National NAHRO Conference Initiative** - This component of the initiative would provide two free National NAHRO conference registrations and free hotels rooms that can be applied for by employees of PNRC member organizations. We recommend that we get the PNRC NAHRO Conference Initiative up and running and then determine how we could fund this initiative.

Career Enhancement Committee Members:

Jacob Fox, Housing & Community Services Agency of Lane County (OR)
Karina Rorris, Housing Authority of the City of Pocatello (ID)
Gary Calvert, Housing Services, Washington County (OR)
Cupid Alexander, City of Portland Mayor’s Office (OR)
Mayra Jacobs, King County Housing Authority (WA)