

REQUEST FOR PROPOSALS:

Affordable Housing Property Management Workforce Assessment

RELEASE DATE: FEBRUARY 23, 2026

SUBMISSION DUE DATE: MARCH 31, 2026

The Preservation Compact, in partnership with the Illinois Housing Council (IHC), seeks proposals from qualified consultants to assess property management staffing challenges in government-assisted affordable rental housing and identify actionable solutions to strengthen the workforce.

PROJECT PURPOSE

In the first year of the Compact and IHC's joint [Portfolio Health Initiative](#), high turnover, recruitment challenges, and increasing complexity in property management roles were identified as significant drags on property and portfolio performance. Property management is critical to resident experience and the physical and financial health of properties. This project will explore the drivers of these challenges, identify best practices for staff recruitment, retention and professional development, and examine opportunities to engage residents as part of the property management talent pipeline.

SCOPE OF WORK

The selected consultant will conduct an assessment that includes:

- Integration of property manager voices through structured interviews that explore the issues underlying operational and staffing data, grounding the assessment in real-world experiences
- Analysis of affordable housing property management staffing challenges, including recruitment, retention, training, and workload pressures
- Identification of factors contributing to high turnover and strategies that encourage long-term staff retention
- Review of best practices and successful models (including workforce pipelines, staff development plans, and professional associations)
- Exploration of opportunities to strengthen resident engagement, including pathways for residents to transition into site-level or property management roles
- Summary of potential solutions and recommendations to inform future implementation strategies, partnerships, and funding or policy priorities

The consultant is expected to gather both qualitative and quantitative input from affordable housing stakeholders (e.g., residents, owners, property managers, and partners). IHC and the Compact will assist the consultant in connecting with affordable housing stakeholders as needed.

For full context, please see the [Portfolio Health Initiative Year 1 Report](#).

DELIVERABLES

- Written summary of findings and key themes
- Practical, prioritized recommendations for workforce and resident engagement strategies
- Optional presentation or briefing for IHC and Compact partners

TIMELINE

Proposals are due end of day, March 31, 2026. Respondents should be prepared to begin work in April, 2026. Final deliverables due by December 1, 2026.

PROPOSAL REQUIREMENTS

Proposals should include:

- Relevant experience with affordable housing, workforce development, or property management
- Proposed approach and methodology
- Project timeline
- Budget and fee structure --The anticipated budget for this project is \$25,000-\$35,000.

Proposals should clearly outline the scope of work achievable within this range and identify any optional enhancements that could be provided at additional cost.

SUBMISSION

The anticipated budget for this project is \$25,000-\$35,000. Proposals should clearly outline the scope of work achievable within this range and identify any optional enhancements that could be provided at additional cost.

Proposals should be submitted electronically to Maggie Cassidy, Maggie.Cassidy@cicchicago.com by March 31, 2026.