



# Passion for Results

## what we do

Training & Development Associates, Inc. and its sister organization, TDA Consulting, Inc., have a shared mission to help communities develop their full potential. We provide high-quality consulting and training services that enhance the capacity of client organizations to achieve their community development goals while consistently exceeding their expectations. Our reputation as a premier consulting practice is nationally recognized and grounded in our understanding of and commitment to the needs of local and regional markets.

## who we are

TDA is comprised of experienced practitioners in the community development field – people who know firsthand how to run state and local programs, how to listen, and when to adapt to changing needs. With a core staff of seasoned professionals and a cadre of available subcontractors, TDA delivers services in specialized areas of need such as safe and affordable housing, services and housing for special needs and at-risk populations, neighborhood revitalization efforts, disaster response and recovery and economic development. Since 1998 we have provided consulting services to the U.S. Department of Housing and Urban Development, becoming the lead technical assistance provider for HUD's OneCPD Technical Assistance System. Our core team, based in 14 cities across the country, currently manages consulting contracts in 28 states for federal, state and local clients.

## working in partnership

In addition to our deep base of knowledge and experience in the field, TDA and its team brings together the insight that comes from working in partnership with both governmental entities (federal, state, and local) and private organizations; a thorough understanding of the complex needs of a variety of organizations; and the technological know-how that helps organizations and their programs operate more efficiently and effectively.

TDA has grown steadily over its history, but remains a relatively small organization. With no central office TDA is truly a virtual firm. With a lean but effective administrative staff housed in three locations and field consultants deployed across the country, TDA remains fast, flexible, and responsive to the needs of its clients.

### consulting services

- Underwriting and transaction structuring, including LIHTC and RAD
- HUD program requirements, including PIH, HOME, CDBG, NSP, Homeless Programs and the Housing Trust Fund
- Policy development and program design
- Disaster response, recovery and resiliency planning
- Organizational performance and process management
- Strategic planning and change management
- Research and analysis

*We also specialize in customized training programs, including remote webinars and multi-session online courses, for clients and their partners.*



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## affordable housing

When rule changes to a major federal housing program like HOME take effect, the challenges to local or state government agencies can seem overwhelming. Attention quickly turns to providing affordable housing in accordance with the

new rule. An agency focuses on how to plan for, coordinate and deliver services to meet community needs. As a nationally recognized expert in housing and community development, TDA has provided guidance on providing affordable housing for nearly two decades. With this experience, we know what works and what doesn't. We know how to conform programs to rule changes and enable agencies to use grant resources for effective development of affordable housing in communities.

As Participating Jurisdictions face the task of addressing HUD rule changes to HOME Program, and planning for implementation of the Housing Trust Fund, TDA can offer assistance in Program Design, Policies/Procedures, and Capacity Building.

### *Program Planning and Design*

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TDA has vast experience in efficiently and effectively assessing program designs to determine advisable changes that enable better conformance and performance under the new HOME rule. From coast to coast, TDA has assisted city, county, and state housing agencies in refining elements of housing program designs in a way that ensures affordability, availability and sustainability.

- Analyzing housing market conditions
- Examining barriers to action and recommendations for overcoming barriers
- Determining effective strategies in changing markets
- Creating housing programs that best leverage Federal investment
- Planning for new opportunities, such as the Housing Trust Fund

### *Policies and Procedures*

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A well-designed program requires detailed policies and procedures that keep it on track. TDA understands what HUD expects. We know how to ensure coordination of roles and responsibilities to carry out the work, rigorous oversight of financial services being rendered on behalf of agencies, and honest evaluation of outcomes and outputs. We also understand the need for effective underwriting and feasibility analysis for HOME grantees large and small. TDA's experience in this area is extensive, covering all major aspects of housing development.

- Assisting with project selection
- Underwriting and subsidy layering analysis
- Developing written agreements
- Coordinating monitoring, reporting and evaluation efforts
- Staff and subrecipient training
- Subrecipient and partner monitoring

### *Capacity Building*

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TDA knows agencies must possess the technical capabilities to finance and construct housing in their communities. We understand how to improve skill sets related to program requirements and development principles. For grantees and partners alike (including CHDOs and other developers), TDA builds capacity to provide housing in the face of changing environments. We have been on the ground working side by side with our clients, enabling them to better contribute to the quality of life in their communities.

- Specialized training for HOME grantees in applying HUD guidelines for better accountability
- Capacity building tools and techniques to aid CHDOs and other developers in demonstrating capacity and fiscal soundness
- Providing extensive guidance to ensure ongoing management and operation of affordable housing developments

**TDA Consulting, Inc.**

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