

Nonprofit Workforce Shortage Survey Interim Results

June 2023

In April 2023, more than 1,600 charitable nonprofit organizations throughout the United States completed the nonprofit workforce shortages survey designed to gauge whether job vacancies continue to be a problem for the missions of those organizations, the impact on communities, and actions taken and proposed for alleviating the challenge.

Key Findings

- **Three-quarters** (74.6%) of nonprofits reported job vacancies.
- **72.8%** of nonprofits said **salary competition** affects their ability to recruit and retain employees, followed by **budget constraints/insufficient funds** (66.3%), and **stress/burnout** (50.2%).
- **Seven out of ten** (70.5%) nonprofits anticipate **charitable giving will decrease or remain flat** in 2023.

Factors Affecting Recruitment and Retention

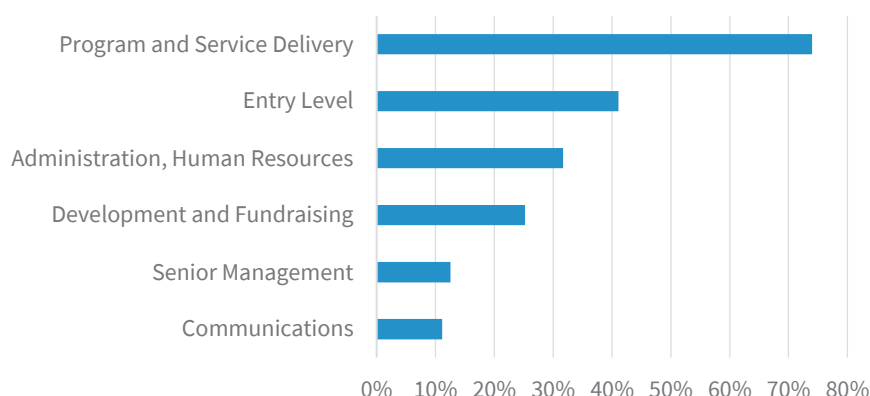
Factor	Percent of Responses
Salary competition	72.2%
Budget constraints/insufficient funds	66.3%
Stress/burnout	50.2%
Challenges caused by government grants/contracts	20.6%
Lack of child care	14.6%

Vacancies and Waiting Lists Compared to March 2020:

- 51.7% of nonprofits report **more vacancies**.
- 28.1% of nonprofits report a **longer waiting list** for services.

Vacancies in Nonprofits

Nonprofit Job Categories with Vacancies (April 2023)



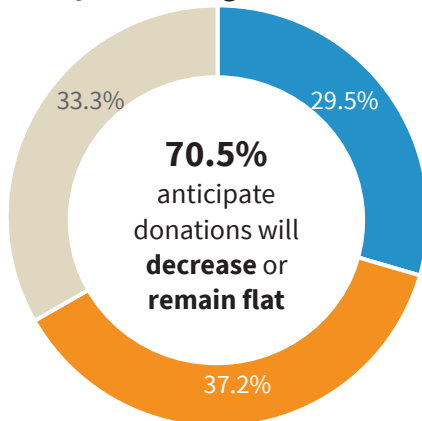
Response from the Field

"We just can't keep up with the need for fundraising, the increasing demands for our services and classes, the rate of pay that we need to pay people, and the cost of rent."

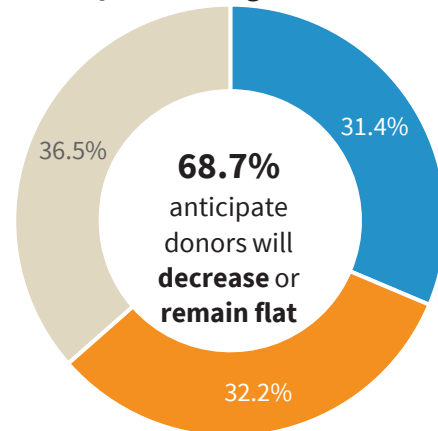
Nonprofit Professional in
Montana

Charitable Giving

Anticipated Changes in Donations



Anticipated Changes in Donors



■ Increase in donations ■ Decrease in donations ■ No changes ■ Increase in donors ■ Decrease in donors ■ No changes

Public Policy Solutions Proposed by Frontline Nonprofits

Solutions of General Application

1. Adopt Charitable Giving Incentives.
2. Strengthen the Public Service Loan Forgiveness Program.
3. Create More Affordable Housing.
4. Increase Access to Affordable Child Care.

Reforming Government Grants and Contracting Systems

1. Standardize and Coordinate Reporting.
2. Cover Indirect Costs.
3. Shift From Reimbursable Grants to Up-Front Payments.
4. Fund Capacity Building Programs.

Response from the Field

"Months long delays in receiving assessments and services can have a long-term impact on a child's developmental potential. This time cannot be made up."

Human services provider in Connecticut

Survey Participant Profiles

The workforce survey was completed by 1,639 charitable nonprofits from all 50 states and the District of Columbia. Nearly three out of ten (28.4%) respondents to the survey came from the human services sector. Although workforce shortages impact nonprofits from all sectors and budgets, smaller nonprofits feel the impact more: nonprofits with annual operating budgets below \$1 million make up nearly four out of ten (38.9%) respondents. Among nonprofits acknowledging an impact from natural disasters in 2022 and 2023 to date, and presumably operating in disaster zones, more than a third (34.4%) responded that they were unable to provide services.