

# THE STATE OF EMPLOYMENT FOR NONPROFIT ORGANIZATIONS

2013

## INTRODUCTION

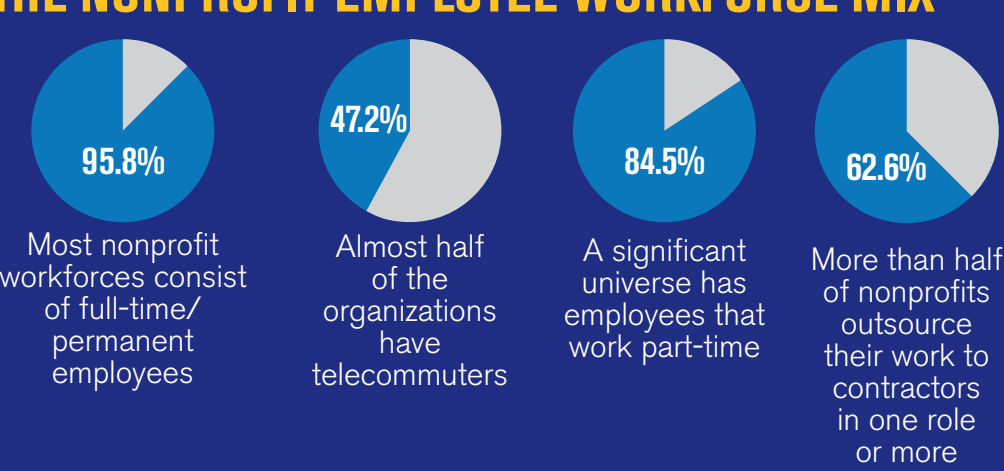
In the first annual *Fundraising Success/Production Solutions The State of Employment for Nonprofit Organizations* survey, some of the biggest employment problems that faced the industry in 2013 were revealed, with one being just what one might suspect...nonprofits are beleaguered with many recruitment and retention challenges.

So... what are nonprofit executives doing about it? For years, there was nothing they could do except the obvious...raise more funds in order to attract or retain experienced talent.

However, this inaugural employment survey shed light on some clever and low-cost solutions that nonprofits are taking to combat the drain of great talent, as well as creative (and successful) measures they have begun instituting in order to usher in a 21st Century marketing and fundraising mentality using a 20th Century budget.

Read on for the eye-opening findings in this infographic:

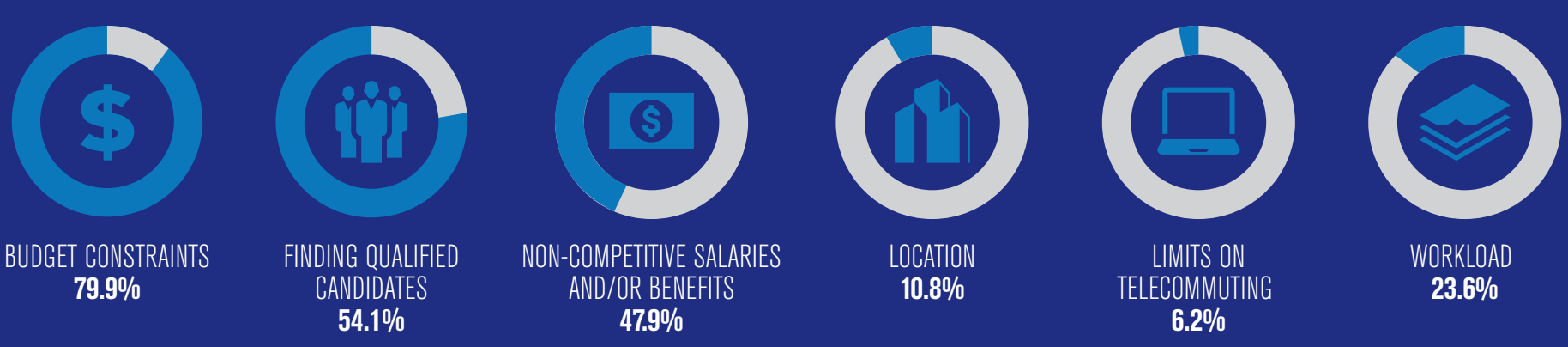
## THE NONPROFIT EMPLOYEE WORKFORCE MIX



## TOP VACANT POSITIONS

- Prospect Research
- Alumni Affairs
- Public Relations
- Director of Technology
- Project Coordinator
- Director of Individual Giving
- CFO
- Communication Assistant
- Major Gifts
- Fundraising Manager
- Development Director
- Grant Administrator
- Events Coordinator
- Executive Director
- Financial Administrator
- Proposal Writer

## WHAT IS THE BIGGEST CHALLENGE TO COMPLETE YOUR TEAM?



An overwhelming 79.9% of respondents experienced difficulty in filling positions because of budget restraints to offer competitive salaries to talented prospects.

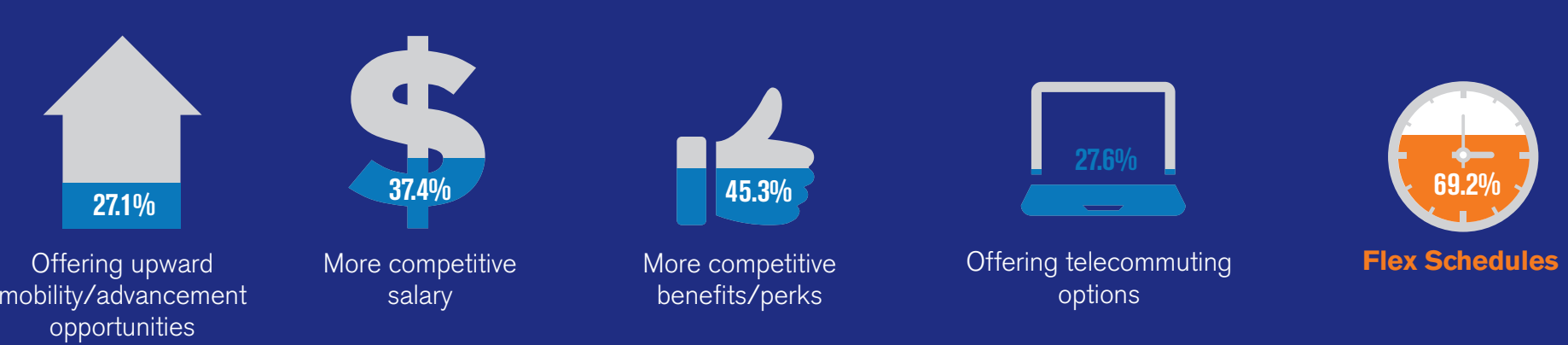
### TOP 4 DIFFICULT POSITIONS TO FILL:

1. Volunteer Board Members
2. Mid-level and Senior Fundraisers
3. Database Managers
4. Entry-level and Part-time Positions

### TOP 4 DIFFICULT POSITIONS TO RETAIN:

1. Entry-level and Part-time Positions
2. Fundraising Staff
3. Volunteers
4. Administrative Positions

## WHAT HAVE YOU DONE TO ATTRACT QUALIFIED CANDIDATES?

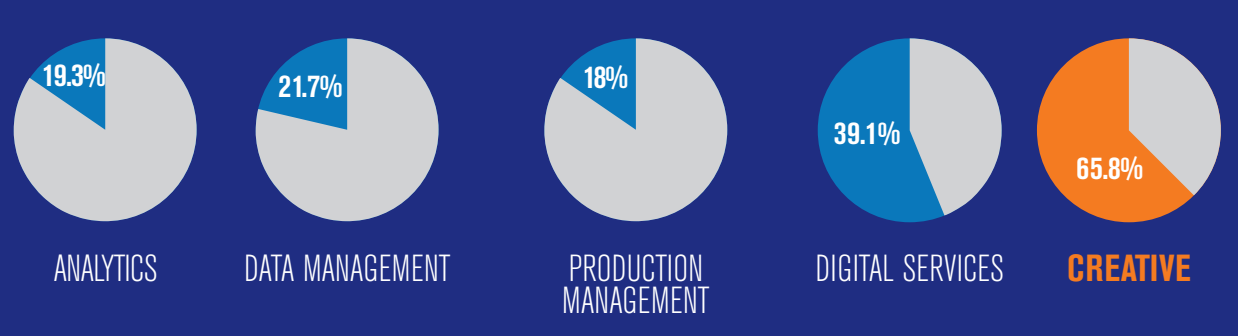


## EVER WONDER HOW MUCH TIME OTHERS SPEND ON RECRUITING?



66.5% of respondents work for organizations that do NOT offer a formal training program for new hires.

## WHAT ROLES HAVE YOU OUTSOURCED OR PLAN TO OUTSOURCE?



Almost 40% of organizations are thinking outside the box (or breaking down silos) and restructuring departments to better integrate their programs.

### TOP 3 NEW TITLES CREATED IN 2013 TO ADDRESS EMPLOYMENT CHALLENGES IN NONPROFIT ORGS:

1. Development Coordinators
2. Senior Marketing Positions
3. Development Coordinator/Grant Writer

### TOP 3 TITLES ELIMINATED IN NONPROFIT ORGS IN 2013:

1. Graphic Designer
2. Program Officer
3. Administrative Assistant

## OUTLOOK ON THE GREATEST EMPLOYMENT CHALLENGES IN THE NONPROFIT SECTOR IN 2014...

- + BUDGET
- + FUNDING
- + BOARD ENGAGEMENT
- + COMPETITIVE SALARIES
- + TRAINED STAFF
- + EMPLOYEE RETENTION FOR TOP PERFORMERS
- + STATE AND FEDERAL FUNDING CHANGES
- + HEALTH INSURANCE
- + TECHNOLOGY

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