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UPDATED ANALYSIS
The Scope and Impact of Nonprofit Workforce Shortages
 December 13, 2021

Executive Summary

Charitable nonprofits from across the country have reported significant difficulties retaining staff amidst measures to be the last half of 2021. In October, the network of the National Council of Nonprofits launched a survey of Nonprofit Workforce Shortages to determine the scope and impact of these difficulties. This analysis, benefiting from responses from more than 1,000 nonprofits from all 50 states, presents a clear picture of the impact of workforce shortages on the ability of charitable nonprofits to advance their missions. What was initially considered a challenge has now become a workforce crisis in need of regulatory and long-term commitment to overcoming persisting problems exacerbated by the COVID-19 pandemic.



Job Vacancies: Among nonprofits responding to the question "What is your nonprofit's current job vacancy rate?" nearly one-quarter (24%) reported vacancies of more than 10 percent. One-in-three nonprofits (34%) showed job vacancy rates of between 10% and 20%, and a remaining 26% reported that they had job openings for 20% to 40% of their positions. Another 16% percent reported vacancies greater than 50 percent.

Causes of the job vacancies: According to survey respondents, eight out of 10 nonprofits (80%) identified *lack of competition* as a factor preventing them from filling job openings. Nearly a quarter (23%) stated that the *inability to find child care* affected recruitment and retention. *Vacancies* *publicly* affected nearly one-third (33%) of respondents, although this response was limited to the end of the survey period. Comments from nonprofits identified current causes of workforce shortages, ranging from "internal" and "business" and government workforce policies and *public* *sector* *shortage* to the effects of remote work and/or of COVID-19.

Relief Programs: Nonprofits participating in the survey reported accessing various relief programs during the pandemic. The Paycheck Protection Program loans were nearly universally (78%) secured, followed by *state* *sector* *funds* (36%) and *American Rescue Plan Act* (ARPA) funds (36%) and *local* *sector* *funds* (26%). Importantly for current public policy debates, 19% of

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While job vacancies in the government and business sectors may cause disappointment, the lack of adequate nonprofit staffing means the public suffers delayed or complete loss of needed services.

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