

A SNAPSHOT OF NONPROFIT ORGANIZATIONS IN THE NEW WORLD OF WORK

Nonprofit organizations notoriously struggle with finding the budget for transformational learning and people management programs. With the lack of development opportunities being cited as a key driver of employee turnover in this sector, it's clear that it's time for change. What are the challenges facing nonprofit organizations like yours in the near future?

Education Programme & Strategic Implementation Manager, EULAR



65% of nonprofit organizations do not have a talent management strategy¹



15% of organizations are looking to move from traditional performance management practices to continuous performance management

The top 3 talent management priorities for nonprofits are:



More than half of nonprofit organizations underperform in terms of staff development, admitting it's not a strategic priority²

LESS THAN ONE-THIRD

Less than one-third of C-suite roles in nonprofit organizations are filled by internal promotions³



77%

77% of nonprofit executives have at least one professional mentor⁴



Losing a high performer in a nonprofit senior development role can cost nine times their annual salary to replace⁵

52%

Pre-pandemic, 52% of nonprofit employees worked remotely at least some of the time⁶



77%

Mid-pandemic, most organizations had at least 75% of staff working from home

41%

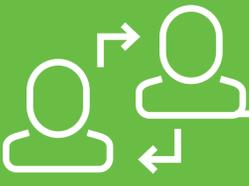
41% of nonprofits are accelerating the timeline for new technology

37%

37% are developing training programs for staff working remotely

32%

32% are canceling or consolidating programs and services



↑ 80%

Employee turnover in the nonprofit sector has increased by 80% since 2010⁷



74%

74% of nonprofits are concerned about talent retention

58%



58% of nonprofit employees leave their roles because of a lack of professional development and growth opportunities

43%



43% of new hires in nonprofit organizations quit within the first 90 days

Nonprofit organizations with a strong onboarding program experience 10% lower staff turnover than those without



35%



By 2023, more than 35% of nonprofit workers are expected to leave their current job to work elsewhere

¹ Nonprofit HR, Nonprofit talent management priorities survey resource kit, 2020.

² Philanthropy Journal, 'Support for Leadership Development in the Nonprofit Sector', 2017.

³ Amanda J. Stewart and Kerry Kuenzi, 'Exploring Career Paths of Nonprofit Executives', 2016.

⁴ Standford Social Innovation Review, 'The Nonprofit Leadership Development Deficit', 2015.

⁵ Standford Social Innovation Review, 'The Nonprofit Leadership Development Deficit', 2015.

⁶ PNP Staffing Group, 'The New Normal: Nonprofit Staffing During the Pandemic'.

⁷ PNP Staffing Group, 'The New Normal: Nonprofit Staffing During the Pandemic'.

Ready to give some thought to these challenges?

Take a look at Totara's [nonprofit customer stories](#) to find out how organizations in your sector are adapting and thriving in the new world of work.

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