

State of the Nonprofit Workplace

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What's behind the high turnover rates (15%) in the nonprofit industry? What keeps employees engaged? Motivated? How can you keep them from walking out the door? **Bloomerang** recently surveyed around 1,000 nonprofit employees to find out which workplace and employee benefits mattered most. Here is what they reported!

Employee Benefits

Salary was among the top 5 most important employee benefits. However, employees ranked paternity off and paid family leave even higher.

1. Paid time off
2. Paid family leave
3. Salary
4. Paid overtime
5. Paid sick days off
6. 401k/retirement savings
7. Pension plan
8. Health insurance quality
9. Access to disability insurance
10. Health insurance cost

(Ranked by importance as "very important" or "important")



Workplace Qualities

Survey respondents ranked a flexible work schedule (including working from home) as the most important workplace quality.

1. Flexible work schedule
2. Paid continuing education
3. Engaged/supportive supervisor
4. Supportive board
5. Tuition reimbursement
6. Quality facilities/clean work environment
7. Open space work environment
8. Digital childcare
9. Diverse/equitable culture
10. Quality of technology

(Ranked by importance as "very important" or "important")



Motivation & Team Support

Based on survey responses, nonprofit employees are experiencing varying degrees of support in the workplace.



We have a good structure to address conflict

Excellent	95
Pretty good	204
Neutral	257
Disappointing	245
Falling miserably	128

(Preferred not to answer: 4)

My boss cares about how I want to grow and supports me to get there

Excellent	229
Pretty good	440
Neutral	67
Disappointing	180
Falling miserably	53

(Preferred not to answer: 4)

We celebrate the small wins

Excellent	218
Pretty good	405
Neutral	188
Disappointing	103
Falling miserably	50

(Preferred not to answer: 10)

Everyone helps each other here

Excellent	315
Pretty good	471
Neutral	178
Disappointing	118
Falling miserably	43

(Preferred not to answer: 10)



Demographics

Women make up more than 85% of the nonprofit workforce, while employees of all ages were equally represented in the sector, including Millennials (ages 23 to 38 in 2023). Also, about 30% reported working multiple jobs to make ends meet.

Demographics



Salary Breakdown

Not surprisingly, employees earned more based on their level of experience. However, women earned less than men across all categories, including based on years of experience and the size of organization.

Avg. salary by experience (years)



Avg. salary by gender



Avg. salary by age



Avg. salary by gender + organization size



Avg. salary by gender + experience (years)



Avg. salary by gender + experience (years)



Future Plans

About 35 percent of nonprofit employees predicted that they wouldn't be working at their current organization 2 years from now. Younger employees were more likely to predict an exit, with more than half of 20- to 29-year olds agreeing with that statement.

Plan on working at current org. 2 years from now?



Plan to work at current org. 2 years from now? (by age)



Plan to work at current org. 2 years from now? (by salary)



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