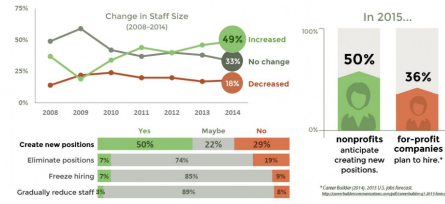


2015 NONPROFIT EMPLOYMENT PRACTICES SURVEY™

The national Nonprofit Employment Practices Survey has been conducted through a partnership between Nonprofit HR and the Improve Group.

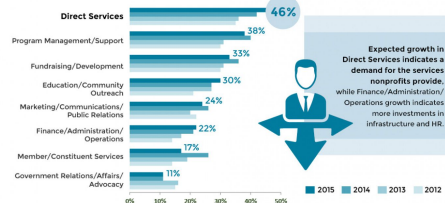
NONPROFITS ARE PROJECTING GROWTH IN 2015 THAT COULD OUTPACE THE CORPORATE SECTOR.

Nonprofits are reporting a growing trend of increasing staff size



Nonprofit Sector 3rd largest employer in U.S. ~2 million nonprofit organizations Employ 10.7 million people Produce revenue in excess of \$1.9 trillion

Greatest growth expected in the area of Direct Services.



AS NONPROFITS CONTINUE TO PROJECT GROWTH, THEY LACK FORMAL STRATEGIES TO ATTRACT TALENT.

1 in 3 Nonprofits report that "hiring" is the biggest staffing challenge.

A majority of nonprofits do not invest the necessary time and effort to ensure that they are recruiting the best talent possible.

52% do NOT have a formal recruitment STRATEGY



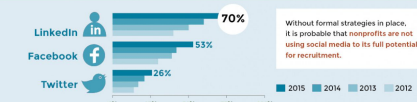
67% do NOT have a formal recruitment BUDGET



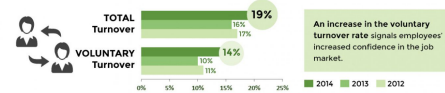
68% of nonprofits do NOT have a social media recruitment strategy



Nonprofits are continuing their use of social media for recruitment.



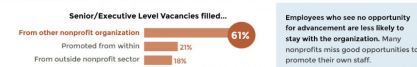
RETENTION CHALLENGES ARE EXACERBATED AS THE NONPROFIT SECTOR REBOUNDS FROM THE RECESSION.



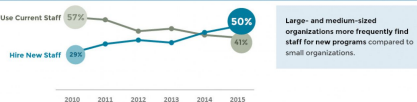
Inability to pay competitively, inability to promote staff, and excessive workloads are the greatest retention challenges faced by nonprofits.



Most candidates for senior/executive level positions come from other nonprofits



Growing trend to hire new staff when new programs and/or initiatives are created.



ABOUT THE SURVEY

The nonprofit sector is an often overlooked and important economic driver with its 10.7 million employees making up just over 10% of the nation's private workforce. The 2015 national Nonprofit Employment Practices Survey™ is intended to provide a snapshot of current employment practices and discuss the economic trends of employment practices in the nonprofit sector. This report, which has been produced annually by Nonprofit HR since 2007, includes responses from 362 nonprofits nationwide.

In this year's survey, as in years past, researchers collected information on nonprofit staffing, recruitment, and retention practices, focusing on three key areas: Staff Size and Projected Growth, Recruitment Strategies and Budgeting, and Staffing Challenges.

The survey included a mix of multiple-choice, rating scale, and short-answer questions to gain context on their current practices and the employment trends they see in the nonprofit sector.

We thank all of the respondents for their participation in this study.

Nonprofit HR is the nation's only human resources firm that works exclusively with nonprofit organizations. Since 2000, the firm has provided human resources consulting and talent acquisition services for organizations supporting advocacy, health and human services, arts and culture, education, the environment, the faith community and more. Nonprofit HR has offices in Washington, D.C. and Chicago.