

FOR IMMEDIATE RELEASE

Despite political and economic turbulence throughout 2017, the nonprofit sector continues to grow, with organizations facing an increasingly competitive demand for highly-skilled talent. The importance of effective recruitment, retention, and demographic shifts in leadership are reflected in the 2018 Nonprofit Salaries and Staffing Trends Report published by PNP STAFFING GROUP.

New York, NY (November 14, 2017) — PNP Staffing Group has just released its 2018 NonProfit Salaries and Staffing Trends Report. This year’s survey reflects a positive and aggressive hiring outlook for nonprofits. For the second year in a row, program growth is the primary reason for anticipated staff increases in 2018, followed by turnover and replacing retirees.

80% of respondents said they plan to recruit new staff in 2018, as compared to 57% who reported that they added staff in 2017. Issues overwhelmingly revolved around the importance of recruiting and keeping good people who can successfully deliver services and mission. A majority of respondents noted that they would prefer to stretch their organization’s budget to hire a more experienced, high performance employee, rather than hire a competent worker with less experience but stay within budget.

“For the first time in our reporting, a significant number of nonprofit organizations encountered a ‘skills gap’ in recruiting their workforce” said PNP Staffing Group CEO, Gayle Brandel. “This reinforces the continuing need for improved training programs and professional development to not only recruit, but to retain, talented executives” says Brandel.

A significant finding in this year’s survey is that, more than ever, senior executive management positions in nonprofits are filled by women. Brandel notes that the survey also reflects “a growing presence of Millennials in leadership roles, with around half of the respondents reporting that Millennials now hold senior leadership positions.”

The survey shows that several essential best practices are critical for nonprofits to be successful in finding and keeping talented staff in a competitive market. Eight best practices are identified as essential both by candidates and by employers in making an organization a “go to” place to work.

Brandel notes “Despite competition for both funding and talent, organizations that find ways to make their place of work productive, supportive, enjoyable, teaching-and-learning environments, will be leaders in the sector in 2018.”

More than 1,500 nonprofit organizations participated in the salary survey. Salaries for 44 positions are reflected for five different organizational budget sizes.

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ABOUT

[PNP Staffing Group](#) provides a full suite of staffing services exclusively to the nonprofit, association and social good sector. Specializing in filling positions that are key to the growth of an organization, PNP offers every staffing solution a nonprofit may need — Temps, Temp-to-Hire, Interim Professionals, Direct Hire Search, Executive Search and Consulting Services. PNP publishes the annual [Nonprofit Salaries and Staffing Trends Report](#) and quarterly [Executive Blueprints](#) for Nonprofits to better understand and act upon staffing trends and issues in the nonprofit sector.

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