

FOR IMMEDIATE RELEASE

The 2018 ASSOCIATION SALARIES AND STAFFING TRENDS REPORT published by PNP Staffing Group reflects an “employee driven” marketplace, with increasing demands for salary, benefits, training and professional development affecting the ability of Associations to successfully hire and keep top talent.

Washington, DC (February 19, 2018) — PNP Staffing Group has just released its comprehensive 2018 Association Salaries and Staffing Trends Report to help Associations identify competitive salary ranges and tackle recruiting and retention challenges in a competitive marketplace.

Chief among the concerns cited by Associations is competition for top talent needed for both growth and replacements, and what Associations see as a “skills gap” – the lack of capable candidates who meet the skill requirements to fill available positions.

The major issues affecting hiring and compensation include scarcity of talent, competition from other nonprofits and the for-profit sector, the external political environment, national economic conditions and cuts in government funding. Because of the concern about recruiting and retaining capable staff, training and professional development opportunities are cited as the highest priority by more than half of Association respondents – 57% as compared to 39% reported last year.

There is a notable trend toward higher staff salaries in the Association sector, with the largest increases offered at the executive level. As in for-profit companies, Associations are now developing increased use of merit and performance-based salary strategies, with 62% planning to implement performance-based salary increases this year for staff at every level.

PNP Staffing Group CEO Gayle Brandel says, “Associations in particular appear to be more willing than ever to ‘stretch’ salary offers, to use new and innovative recruitment and interview strategies, and to expand benefits to find and keep the staff they want and need.”

The PNP Report offers an overview of current staffing trends in the Association sector, and provides salary ranges for 36 positions across three organizational staff sizes.

The number of Associations planning to hire new staff to cover attrition is greater than in 2017, driven by the accelerating pace of retirement among Baby Boomers and the impact of shorter tenures by Millennials.

Reflecting the increasing demand for strong leadership for growth and change, 28% of organizations lose talented candidates because of a perceived lack of consistent support for staff by management, the PNP study shows.

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ABOUT

[PNP Staffing Group](#), founded in 1996 as Professionals for Nonprofits, 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, Direct Hire Search, Executive Search, Interim Professionals and HR Consulting Services.

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