The Nonprofit Employment Practices Survey is a comprehensive study conducted by Nonprofit HR, a leading provider of HR consulting, talent acquisition, and training services. The survey collects data and insights from nonprofits across the country to help organizations better understand the employment practices and challenges facing the sector.

**Nonprofits are reporting a growing trend of increasing in staff size.**

In 2015, nonprofits reported a significant increase in staff size compared to previous years. The trend is moving quickly toward an overreliance on social media. A majority of nonprofits do not have formal social media recruitment strategies, with 57% indicating they do not have a social media recruitment strategy. This suggests that nonprofits are not utilizing social media to its full potential.

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

Nonprofits report that the biggest staffing challenge is the difficulty in hiring talented and qualified individuals. This challenge is exacerbated by the lack of formal strategies in place. Nonprofits continue their use of social media for recruitment, with 68% of nonprofits indicating they use social media to attract and retain talent. However, without formal strategies in place, the effectiveness of using social media can be limited.

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

Nonprofits are facing significant challenges in retaining employees, with a majority reporting an increase in turnover. Inability to pay competitively, inability to promote staff, and excessive workloads are cited as the biggest reasons for turnover. Nonprofits are using a variety of strategies to address these challenges, including creating new positions, promoting from within, and increasing compensation.

**Nonprofits continue to use social media for recruitment.**

Nonprofits report that they are using social media to attract and retain talent. However, without formal strategies in place, the effectiveness of using social media can be limited. Nonprofits are using a variety of strategies to address these challenges, including creating new positions, promoting from within, and increasing compensation.

**In 2015, nonprofits continued to attract talent.**

In 2015, nonprofits continued to attract talent through various channels. LinkedIn, Facebook, and Twitter were the primary recruiting sources, with 35%, 27%, and 20% respectively. Nonprofits report that they are using social media to attract and retain talent. However, without formal strategies in place, the effectiveness of using social media can be limited.

**Nonprofits report an increasing number offacebook.**

In 2015, nonprofits reported an increasing number of employees using social media to find new positions. This trend is likely driven by the growing use of social media by employees as a source for personal and professional networking.

**Nonprofits are using social media to attract and retain talent.**

Nonprofits report that they are using social media to attract and retain talent. However, without formal strategies in place, the effectiveness of using social media can be limited. Nonprofits are using a variety of strategies to address these challenges, including creating new positions, promoting from within, and increasing compensation.

**Nonprofits report that they are using social media to attract and retain talent.**

Nonprofits report that they are using social media to attract and retain talent. However, without formal strategies in place, the effectiveness of using social media can be limited. Nonprofits are using a variety of strategies to address these challenges, including creating new positions, promoting from within, and increasing compensation.

**Nonprofits report that they are using social media to attract and retain talent.**

Nonprofits report that they are using social media to attract and retain talent. However, without formal strategies in place, the effectiveness of using social media can be limited. Nonprofits are using a variety of strategies to address these challenges, including creating new positions, promoting from within, and increasing compensation.

**Nonprofits report that they are using social media to attract and retain talent.**

Nonprofits report that they are using social media to attract and retain talent. However, without formal strategies in place, the effectiveness of using social media can be limited. Nonprofits are using a variety of strategies to address these challenges, including creating new positions, promoting from within, and increasing compensation.

**Nonprofits report that they are using social media to attract and retain talent.**

Nonprofits report that they are using social media to attract and retain talent. However, without formal strategies in place, the effectiveness of using social media can be limited. Nonprofits are using a variety of strategies to address these challenges, including creating new positions, promoting from within, and increasing compensation.

**Nonprofits report that they are using social media to attract and retain talent.**

Nonprofits report that they are using social media to attract and retain talent. However, without formal strategies in place, the effectiveness of using social media can be limited. Nonprofits are using a variety of strategies to address these challenges, including creating new positions, promoting from within, and increasing compensation.

**Nonprofits report that they are using social media to attract and retain talent.**

Nonprofits report that they are using social media to attract and retain talent. However, without formal strategies in place, the effectiveness of using social media can be limited. Nonprofits are using a variety of strategies to address these challenges, including creating new positions, promoting from within, and increasing compensation.

**Nonprofits report that they are using social media to attract and retain talent.**

Nonprofits report that they are using social media to attract and retain talent. However, without formal strategies in place, the effectiveness of using social media can be limited. Nonprofits are using a variety of strategies to address these challenges, including creating new positions, promoting from within, and increasing compensation.

**Nonprofits report that they are using social media to attract and retain talent.**

Nonprofits report that they are using social media to attract and retain talent. However, without formal strategies in place, the effectiveness of using social media can be limited. Nonprofits are using a variety of strategies to address these challenges, including creating new positions, promoting from within, and increasing compensation.

**Nonprofits report that they are using social media to attract and retain talent.**

Nonprofits report that they are using social media to attract and retain talent. However, without formal strategies in place, the effectiveness of using social media can be limited. Nonprofits are using a variety of strategies to address these challenges, including creating new positions, promoting from within, and increasing compensation.