

## Nonprofit Return to Workplace 2021 Pulse Survey Results

Leaders from 635 mission-driven organizations in the U.S., Canada and Australia responded to the Nonprofit Return to Workplace Pulse Survey and shared insights on progress, concerns and lessons learned from implemented return-to-workplace and work-from-home plans. The responses point to several critical findings, most notably that more than half of respondent organizations are considering future remote work options for any position that accommodates remote work. What is also clear is that nonprofits have been able to shift and sustain their talent management priorities during the pandemic and create new efficiencies to sustain and grow impact.

The results shared in this publication add credence to the notions that the nonprofit sector is filled with agile, well-run, growing and mature organizations and that their ability to create and capitalize on operational efficiencies has helped them navigate these uncertain times. Whether in organizations' traditional workplaces, shared workspaces, coffee shops or the kitchen table of homes, where work gets done in a post-pandemic world is less important than in prior decades.

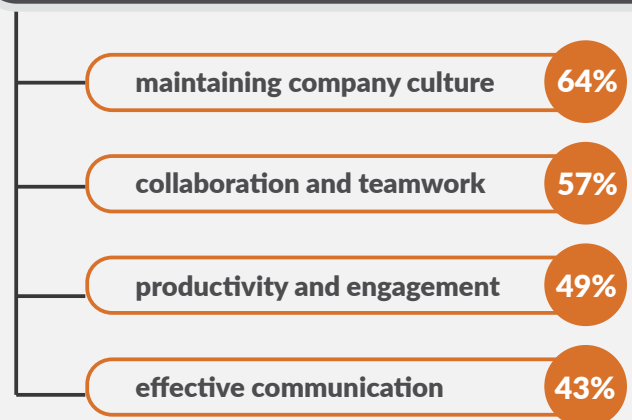
### Respondents Represent:

- 635 Organizations
- 30+ Participating Mission Areas
- Budget Ranges from <\$5 million - \$500 million>
- Organizations for Survey Respondents  
43 U.S. States, Multiple Provinces in  
Canada and Australia

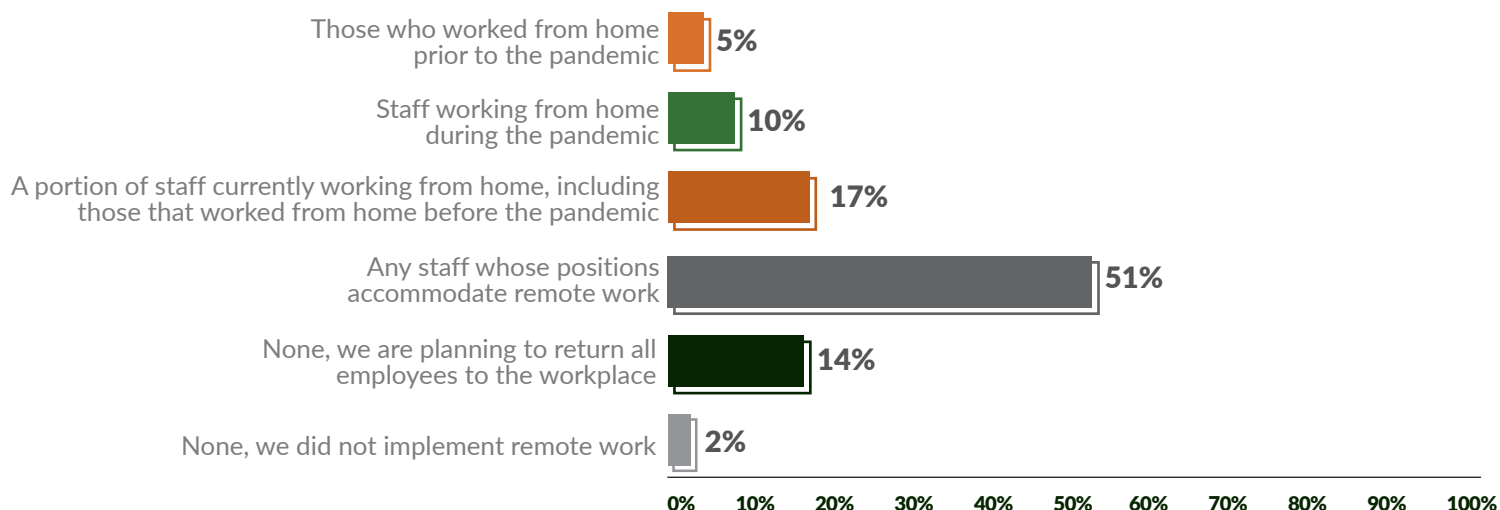
### Sneak peek of what's inside:



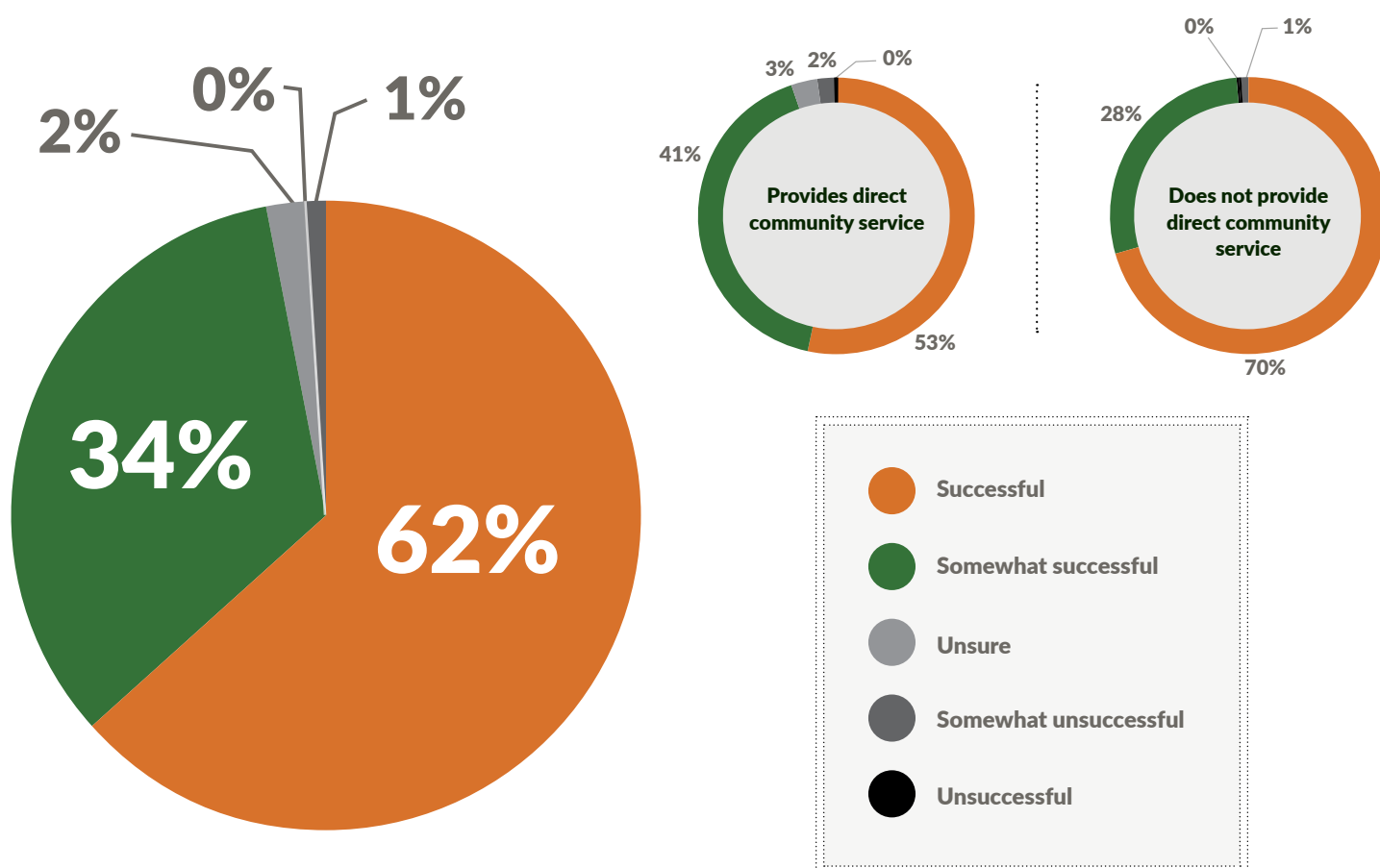
#### Top four concerns of organizations maintaining or planning to implement a partially virtual workforce strategy.



### Organizations considering future remote work (working from home)



### How respondents rate the success of remote work for their organizations during the pandemic



*The primary concerns of employees who returned to the physical workplace*



**26%**

Risk of infection for self or family members



**10%**

Use of public transportation



**7%**

Lack of childcare



**7%**

Others not following protocols



**6%**

Others not vaccinated



**4%**

Open workspace/closeness to colleagues



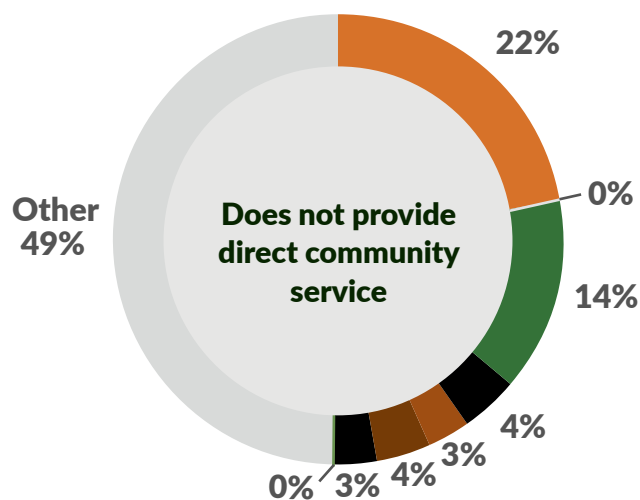
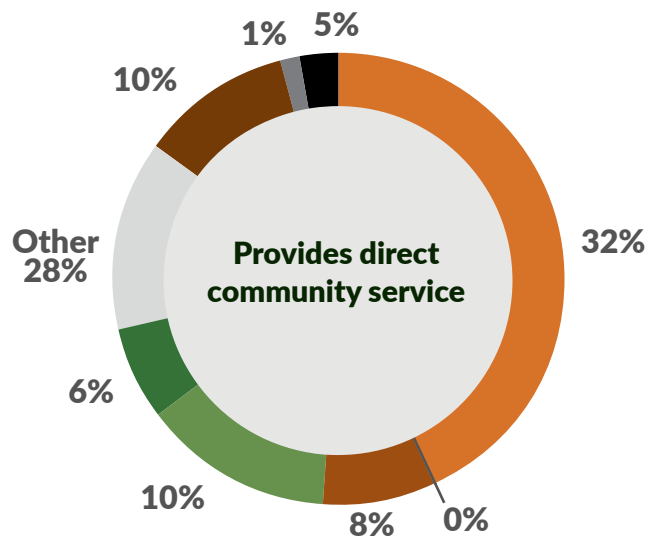
**1%**

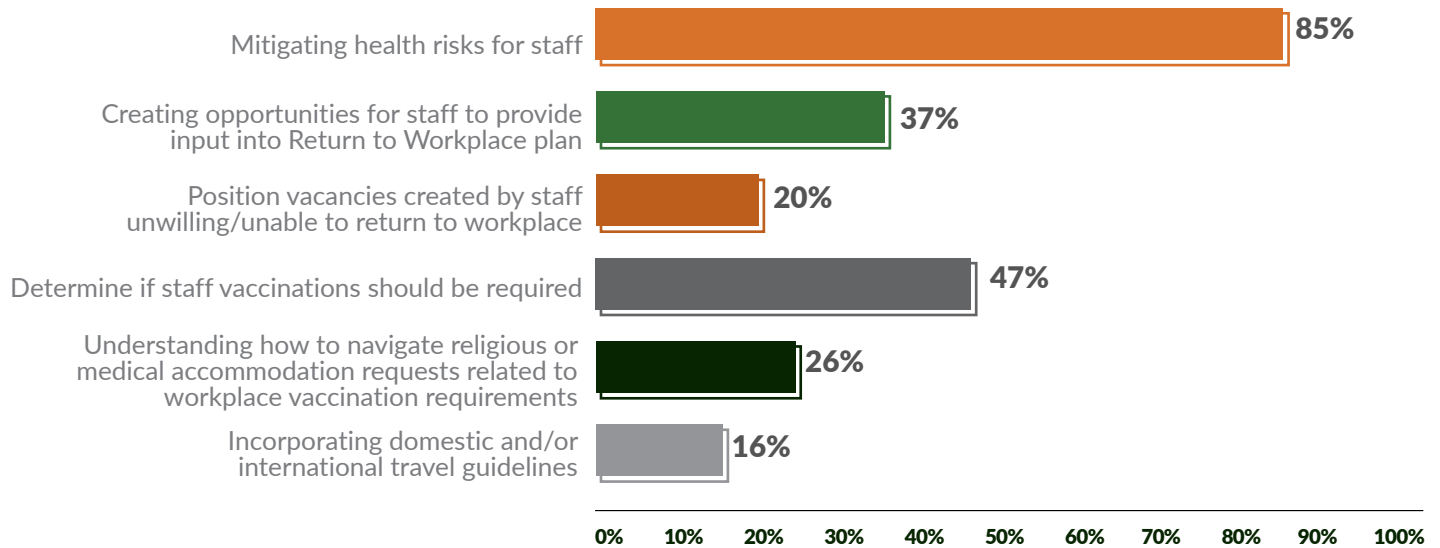
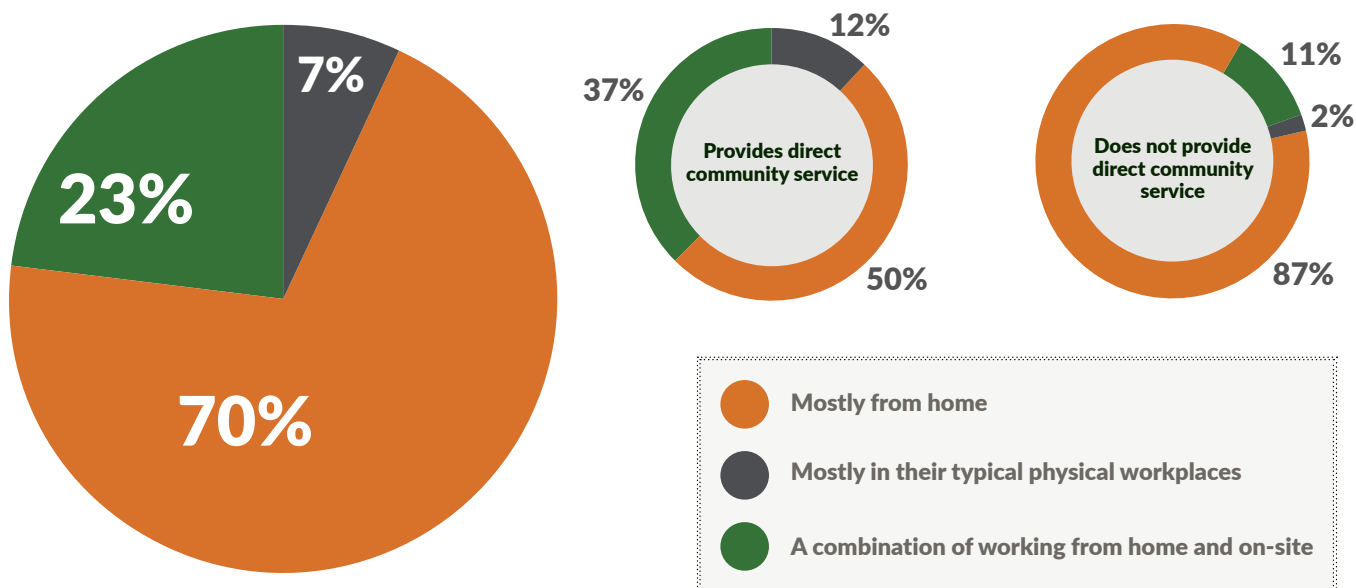
Relocated during pandemic



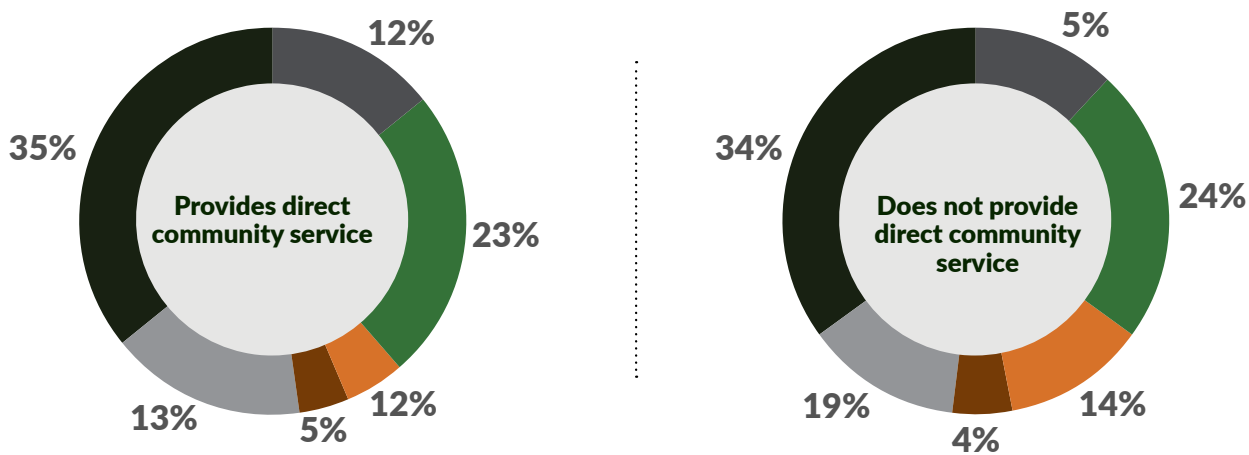
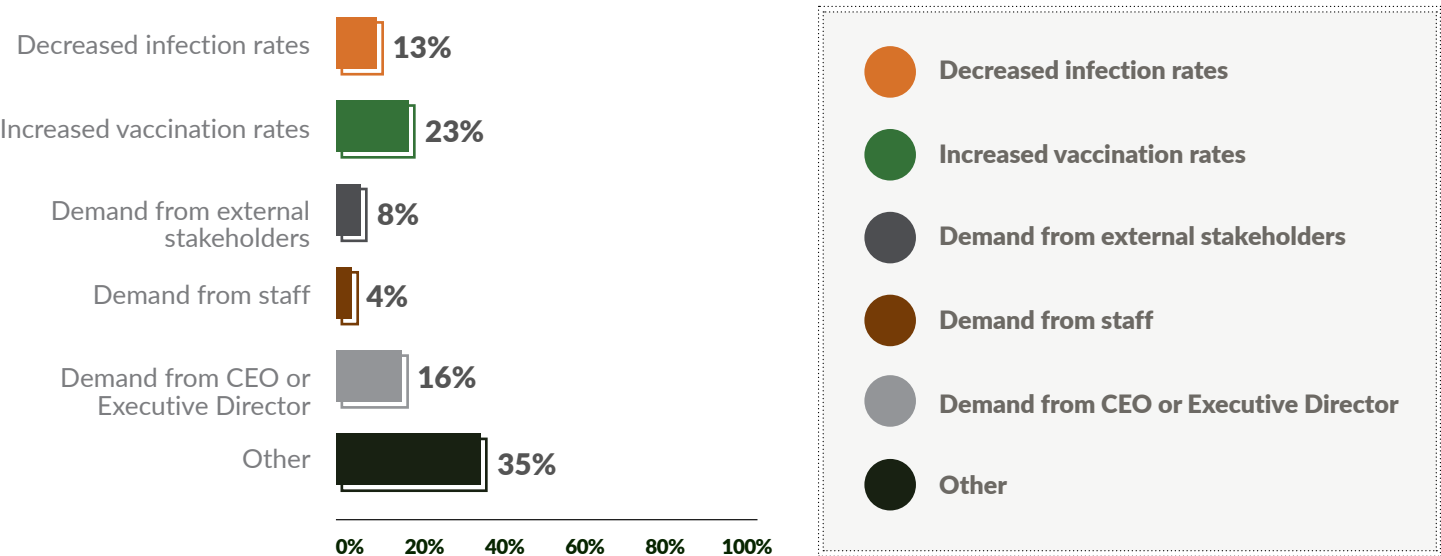
**<1%**

Lack of eldercare



*Organizations' (or leadership teams') greatest concerns about their Return to Workplace plan**As a result of the pandemic, our employees are working**Highest category mission types based on employee work locations as a result of pandemic*

Primary reasons why organizations decided to return to the workplace



How organizations rate the effectiveness of their Return to Workplace plan



**Organizations' (or leadership teams')  
greatest concerns about their Return to  
Workplace plan**

**85%** Mitigating health  
risks for staff

**47%** Determining if staff  
vaccinations should  
be required

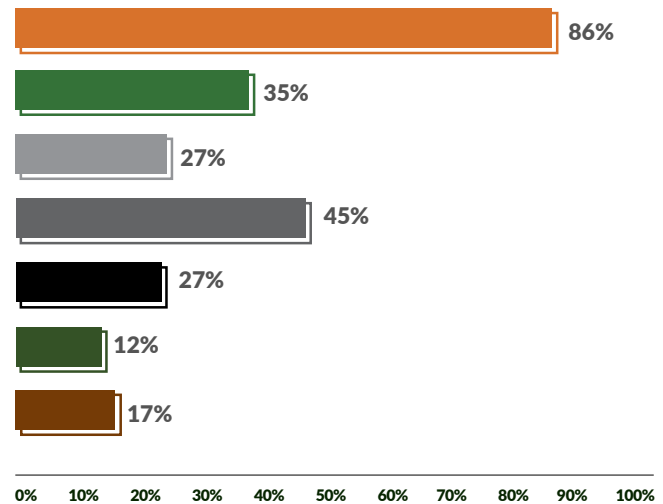
**37%** Creating opportunities  
for staff to provide  
input into Return  
to Workplace plan

**26%** Understanding how to  
navigate religious or  
medical accommodation  
requests related to  
workplace vaccination  
requirements

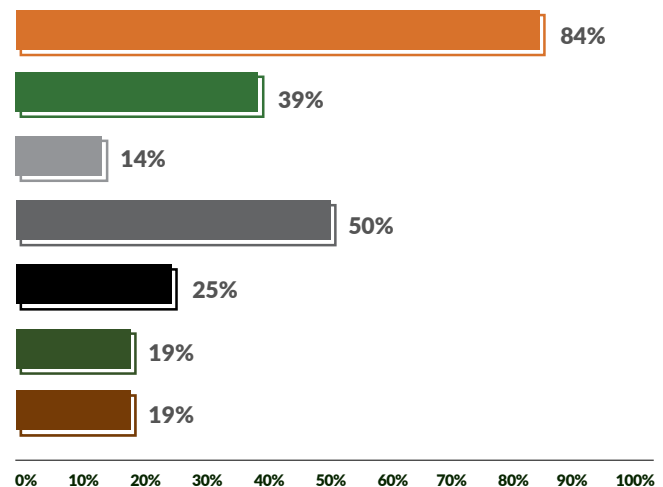
**20%** Position vacancies  
created by staff  
unwilling/unable  
to return to the  
workplace

**16%** Incorporating  
domestic and/or  
international travel  
guidelines

**Provides direct community service**



**Does not provide direct community service**



- Mitigating health risks for staff
- Creating opportunities for staff to provide input into Return to Workplace plan
- Position vacancies created by staff unwilling/unable to return to the workplace
- Determining if staff vaccinations should be required
- Understanding how to navigate religious or medical accommodation requests related to workplace vaccination requirements
- Incorporating domestic and/or international travel guidelines
- Other

*Parameters organizations did, or will, implement to support Return to Workplace plans***60%**

Staggered work schedules

**38%**

Return to workplace committee/workgroup

**57%**

Phased return with limited staff per phase

**36%**

Suspended business travel

**53%**

Suspended non-essential visitors

**32%**

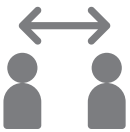
Protective desk barriers

**50%**

Health screening questionnaires

**31%**

Directional floor markers

*Individual Safety Protocols***86%**

Social distancing

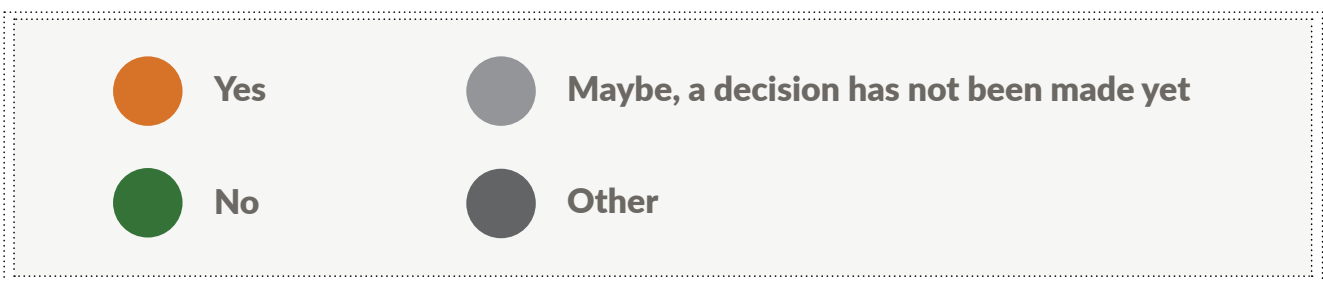
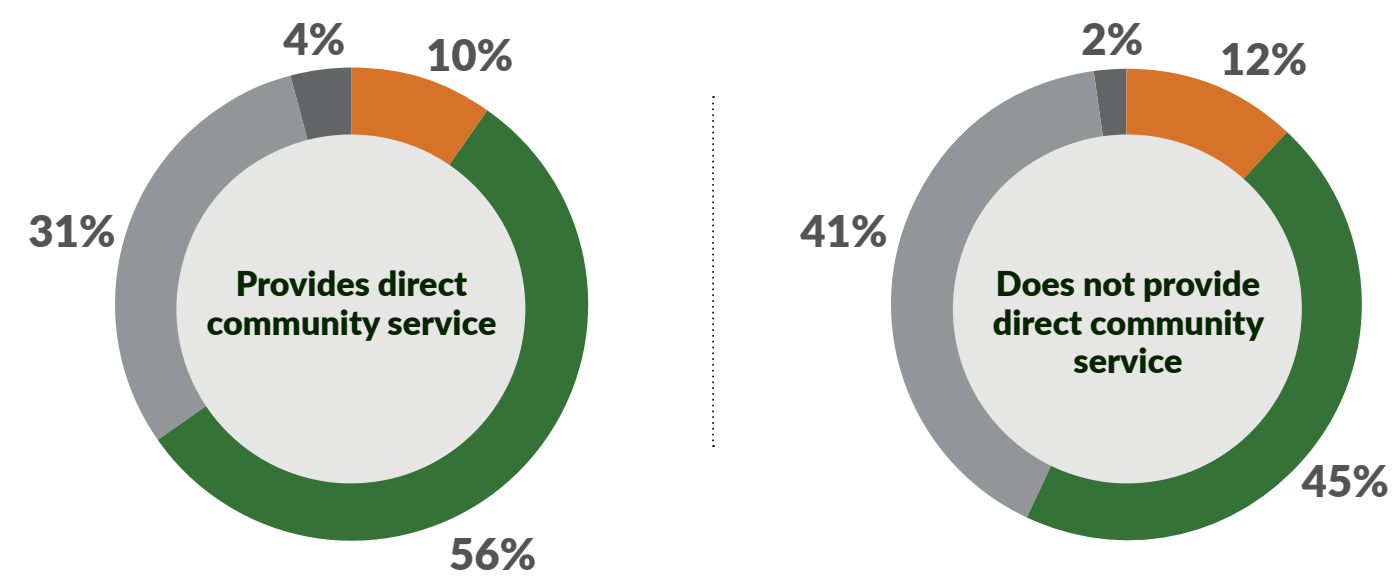
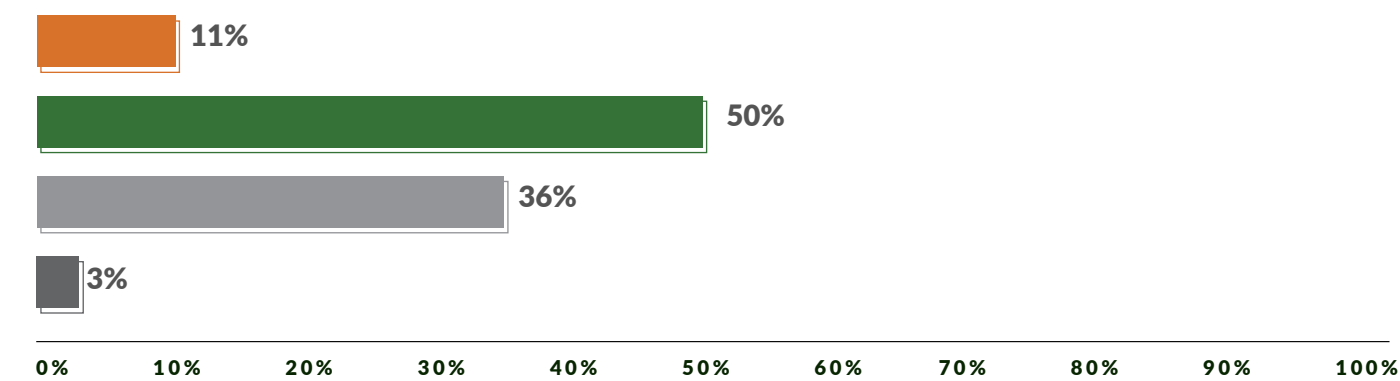
**39%**

Temperature checks

**69%**

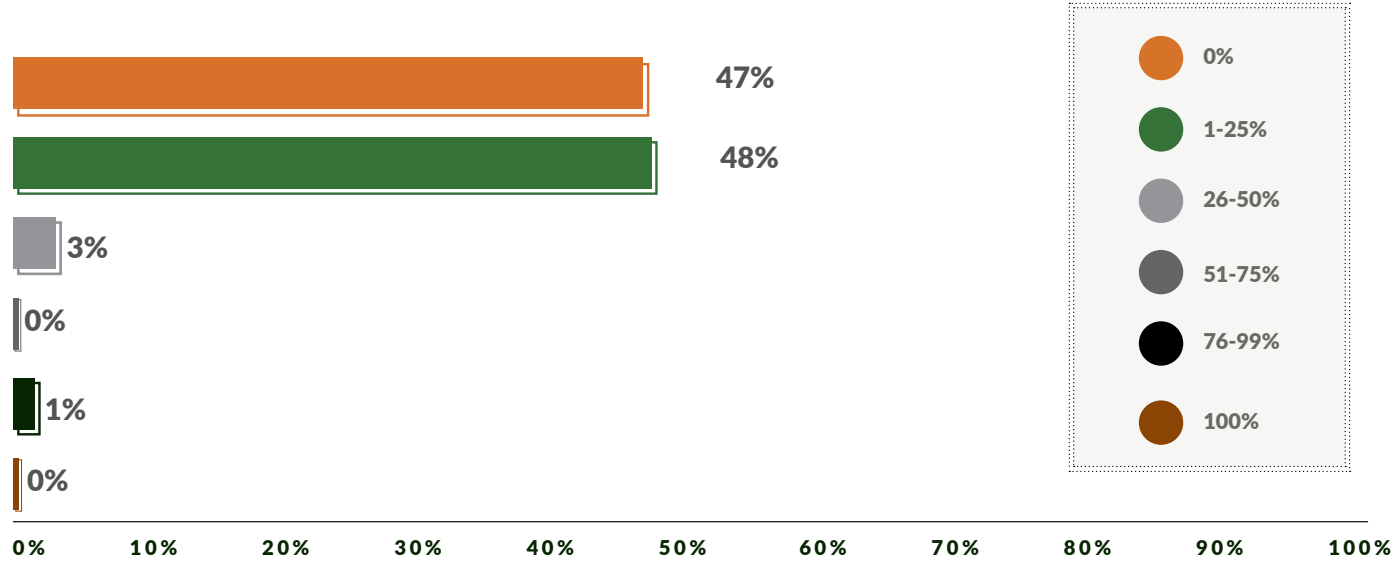
Personal protective equipment

Organizations requiring employees to get the COVID-19 vaccinations to work in the physical workplace



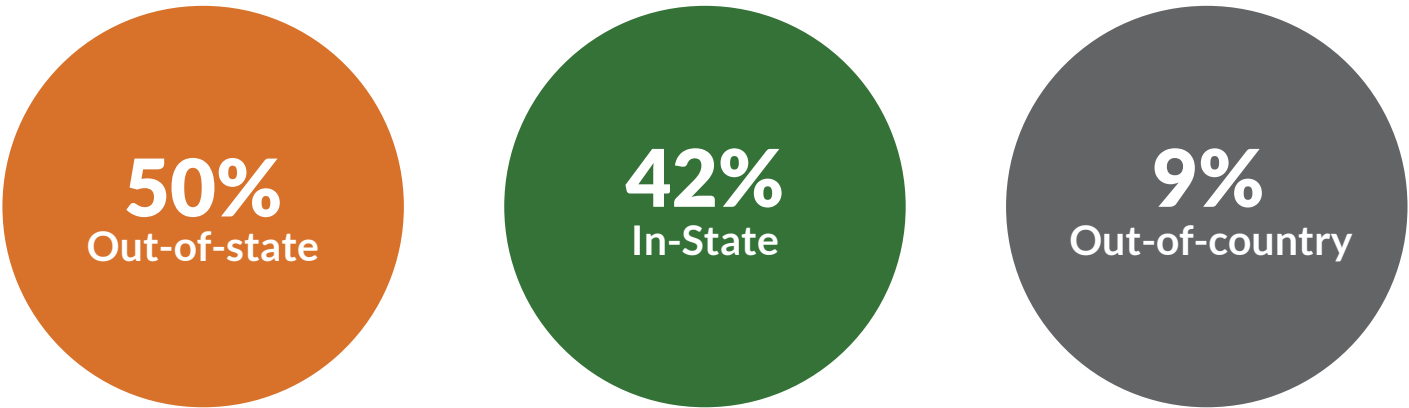


Percentage of organization staff that relocated to a new home/personal address permanently



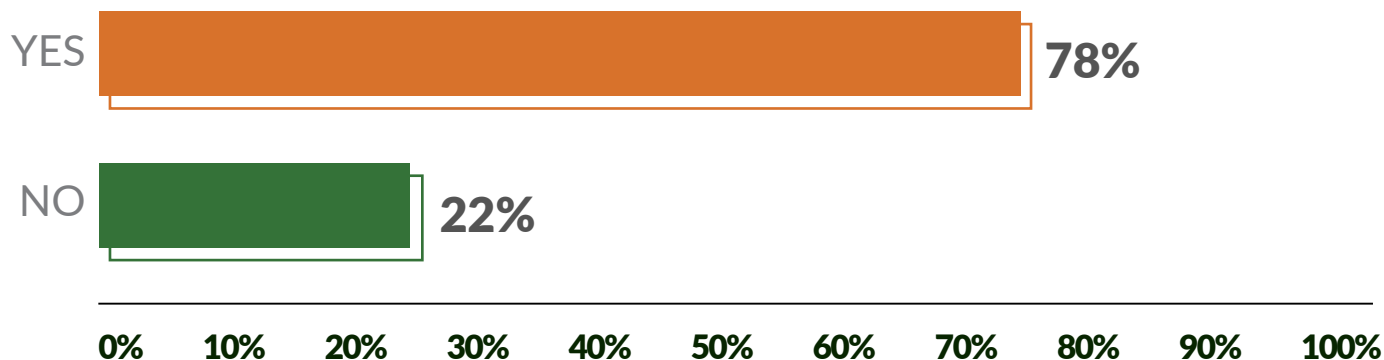
Percentage of organization staff that relocated home/personal address and locale

Respondent organizations with 1-25% of staff that relocated:

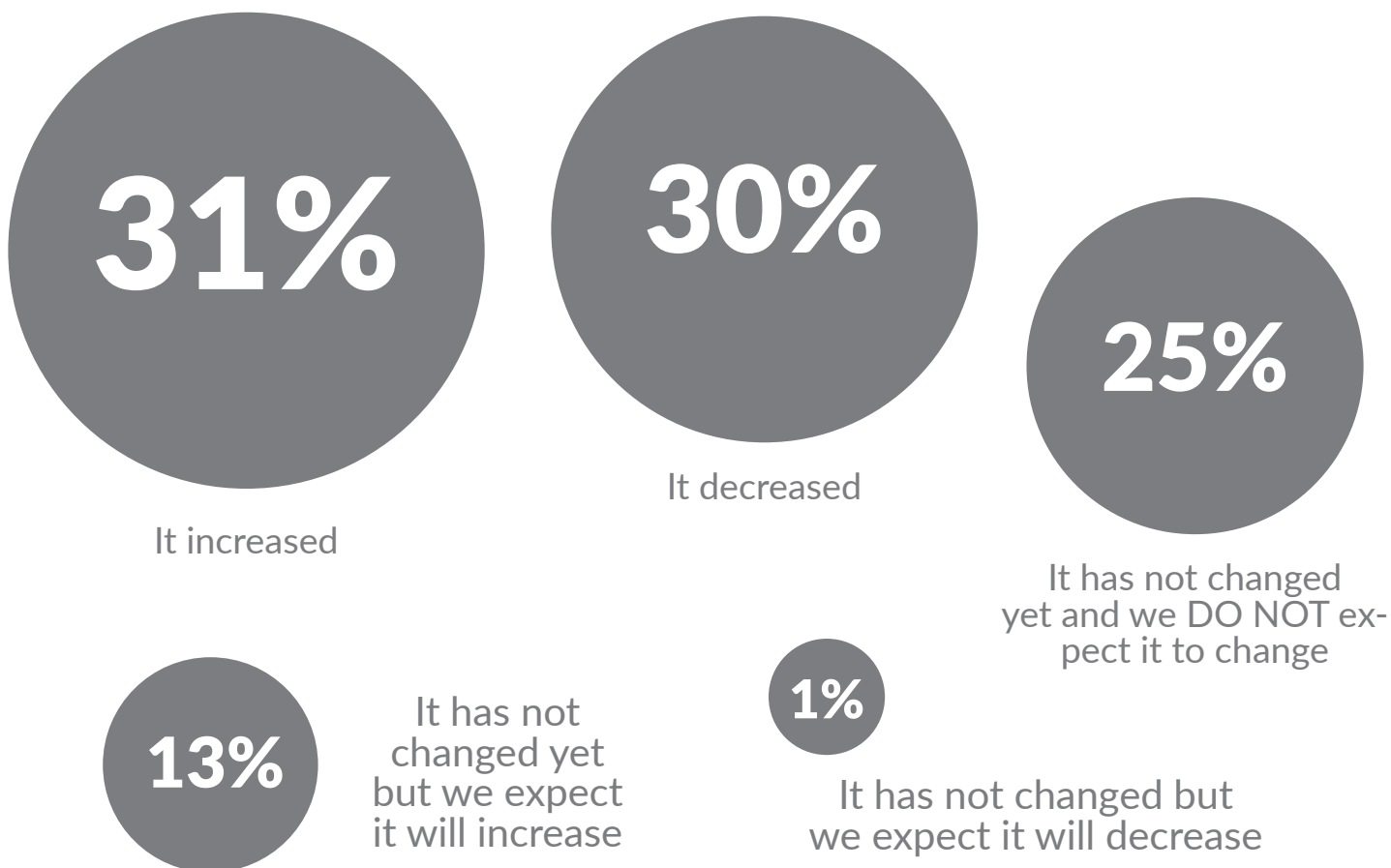


\* These results are not all permanent relocations. 1-25% is the highest category.

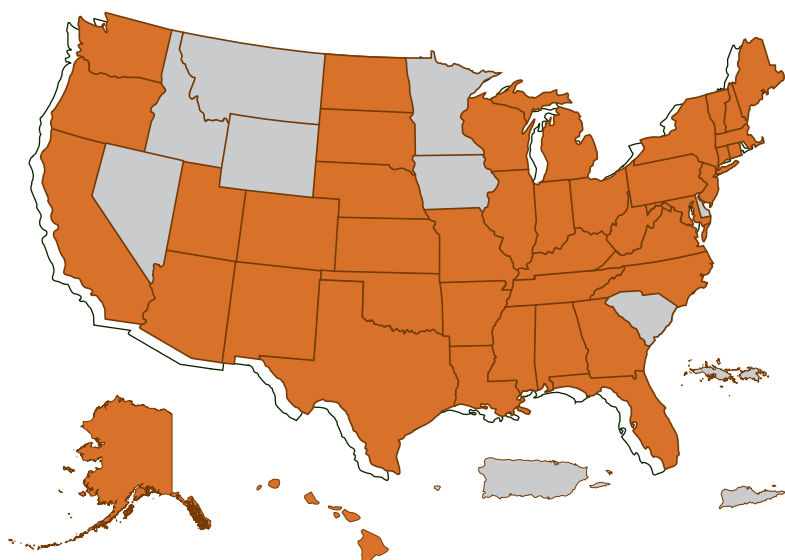
*Whether organizations experienced unanticipated positive benefits resulting from staff working remotely or in a hybrid model*



*How organizations' headcount changed since the beginning of the pandemic*



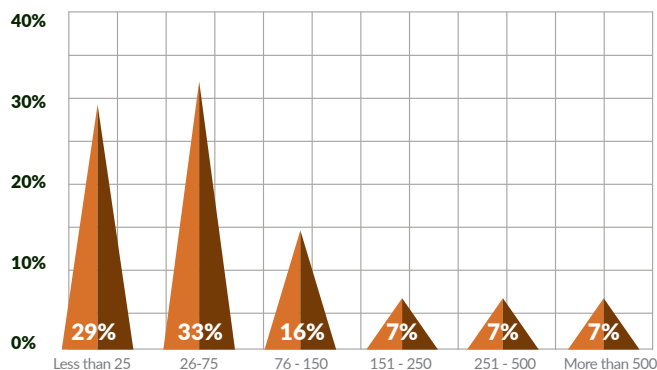
Organizations with headquarters in American states represented below



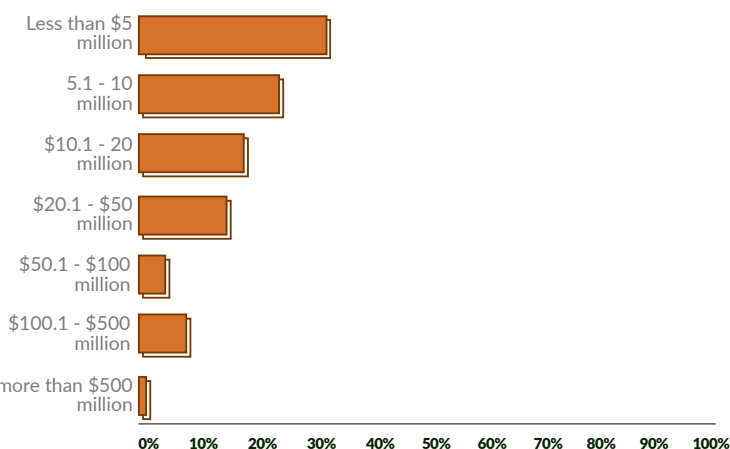
**KEY**

States with participating organizations    States without participating organizations

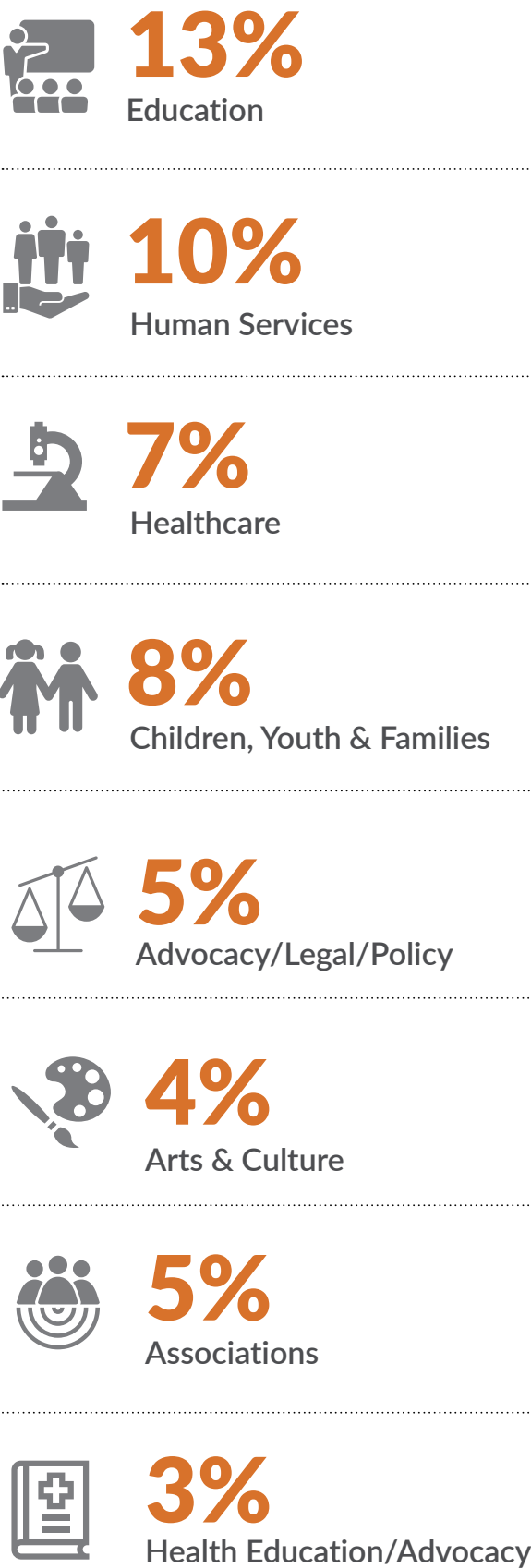
Employee counts for participating organizations



Average operating budget of survey respondents



Organization mission-types that participated



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