

Build a stronger, better nonprofit organization



There will always be challenges facing your organization – finding and retaining the right people, operating with limited capital, and a lack of organizational tools and infrastructure. Overcoming these challenges is key to managing a successful nonprofit. Here are some of the ways HR Outsourcing from ADP® can help HR to ADP TotalSource® can help you run a more efficient and profitable organization.

Your Challenges

Studies show that offering competitive wages remains the **top challenge among nonprofit employers.**¹

Nonprofit employers continue to struggle finding qualified employees as **73% of small organizations do not have a formal recruitment strategy.**¹

Less than one fourth of nonprofit organizations have a dedicated risk manager on staff.³

Why It Matters

Management, professional, and related workers at nonprofits, on average, make over \$3 less per hour in wages than their counterparts employed by for-profits and nearly \$5 less per hour inclusive of benefits.² These wage gaps paired with unemployment rates that are approaching all-time lows, make attracting and retaining talent incredibly challenging in today's marketplace.

Limited resources and capital available to nonprofits can lead to excessive workloads and worker burnout making it harder to reach or exceed organizational goals. These challenges make it crucial to have a strong retention and recruitment plan in place.

Nonprofit employers need to abide by similar laws as for-profit corporations and face additional challenges in the form of reporting fundraising and volunteer use. A lack of expertise and infrastructure can pose additional risks to an organization in the way of fines and reduced productivity, also increasing employee stress and potential turnover rates.

How We Can Help

Access Cost Effective Fortune 500®-Caliber Benefits and 401(k) Programs

Leverage the purchasing power of a Fortune 500® human capital management company to access cost effective benefits programs that help stabilize your costs without cutting perks.

Customized Business Insights

Optimize your compensation strategy with HR expertise and customized data specific to your industry, location, and company size.

Workforce Planning

HR partners assist with employee development, performance management and recruitment. You'll receive customized guidance without increasing vendors or headcount.

Recruitment Services

Leverage experienced recruitment experts to match the right candidate to the right job. Solutions can range from writing postings to full-service recruitment solutions.

Risk Mitigation

Risk and HR experts help keep your business safe by providing HR guidance, legislative monitoring surrounding OSHA rules and regulations and support for DOL employee classifications.

ADP Compass

Compass helps you easily identify and address certain compliance-related tasks within your business.

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Contact your ADP representative for more information:

ADP® can help your organization, visit us at www.adp.com/HROutsourcing

1. Source: 2016 NEP Survey. 2. Source: "Nonprofit pay and benefits: estimates from the National Compensation Survey" – Bureau of Labor Statistics. 3. Source: The Challenges of Nonprofit Risk Management- RM Magazine. *Additional fees may apply.

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