Workforce Shortage Impact

Job Vacancies

- Nearly half (48%) of Maine nonprofits: 10-19%
- One in four (26%): up to 9%
- (21%): 20-29%
- (5%): over 30%
Workforce Shortage Impact
Reported causes

• Eight out of 10 nonprofits (79%) identified salary competition as a factor preventing them from filling job openings.
• Just over sixteen percent (16.3%) stated that the inability to find child care affected recruitment and retention.
• About one in four respondents (26.3%) reported not being sure what was affecting recruitment and retention.
• Vaccination policies affected (26.3%) respondents.
Policy Solutions

• **Prioritizing Equity from the Outset**: Intentionally listen to marginalized communities for solutions that overcome past and current barriers blocking access to and support for services.

• **Multi-Year Agreements and Grants**: Provide certainty and stability for critical programs by making agreements that extend a year.

• **Invest ARPA State and Local Funds**: Partner with charitable nonprofits to investing ARPA funds in securing relief/recovery for greater impact.

• **Out-of-Date Rates**: Update reimbursement rates for vital services performed on behalf of governments to promote employment stability.
Policy Solutions in Washington DC

• Invest in high-quality, affordable, and available child care options.

• Extend and improve the Employee Retention Tax Credit.

• Enact the WORK NOW Act nonprofit grants and jobs program.

• Reform the Public Service Loan Forgiveness program.

• Passage of changes to charitable giving regulations.