

# 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- **Out-of-Date Rates:** Update reimbursement rates for vital services performed on behalf of governments to promote employment stability.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**.