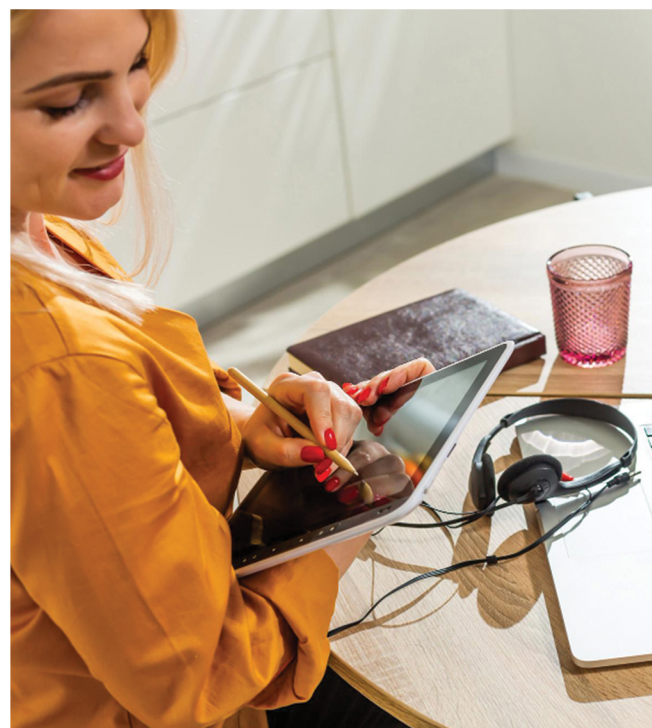


# Remote Work and The Nonprofit Workforce

HR Workforce Solutions  
By Nonprofits, For Nonprofits



In December 2022, Forbes discussed the state of workers and their feelings about remote and hybrid workplace models. Considering the demand and desire for such positions, it comes as little surprise that 87% of research respondents stated that their quality of life improved while working remotely.

Few sectors of the business landscape remain untouched by this massive change.

But what about the impact on the nonprofit workforce? Nonprofit virtual volunteering and paid workers' feelings on this subject closely align with workers who want a hybrid or remote nonprofit model.

While the pandemic sparked a massive interest in remote, hybrid and other flexible work models, it was only a matter of time. With technology becoming increasingly more and more prevalent, workers were already prepared to follow the lead of fellow telecommuting workers, freelancers and contractors enjoying working from home or anywhere with an Internet connection.

## 3 Top Benefits of Hiring Remote Workers

Most nonprofit organizations launch to help a specific community or society on a larger scale. In either case, it is also important to care for the well-being of virtual nonprofit volunteers and as well as paid employees.

Today's advances in technology and the nature of many job positions mean that it is easier than ever to perform daily work tasks from home. As long as employees have a reliable Internet connection and all the equipment and information they need, why not allow them to choose where they work from?

Let's explore some benefits of nonprofits hiring remote employees to ease your mind about this increasingly embraced workplace model.

### 1. Happier and More Satisfied Employees

Employee satisfaction is important to your business, especially in a time of uncertainty for business owners and workers. Remote workplace models frequently lead to happier, less stressful workers.

The flexibility of remote work allows employees to skip long commutes, expensive fuel prices and time away from family—fostering a better work-life balance in a way that suits them and benefits productivity and profitability for your nonprofit.

## 2. Improved Employee Retention and Recruitment

Employees and job candidates want more options and freedom to serve employers better. They will seek out employers or stick with them if a flexible work model is available.

By remaining inflexible with your workplace model, you risk losing excellent employees. Simultaneously, top candidates will wait for the right opportunity to suit their needs and goals, bypassing your company if you refuse to consider remote or hybrid options. Keep in mind that 63% of millennial workers want to work for a company with a flexible work schedule. Best of all, remote workers are 50% less likely to resign.

Another benefit to your company is that you can cast a broader search net—considering candidates from all over the country who will relocate for the right company and conditions.

## 3. Increased Productivity from Your Workforce

In late 2022, Forbes reported that 29% of remote workers feel that they are more productive, while 53% report having greater focus. However, many employers who were fine with remote work while it was essential during the pandemic are now wondering how effective it is, how productive remote employees are and if the effect will persist as the novelty wears off.

Studies have shown that remote work facilitates productivity due to fewer workplace distractions, more peace of mind, no lost time during commutes and the ability for workers to better focus. Employees don't have to deal with the white noise and chatter that permeates many office environments. They can create a quiet, controlled space in their home and not get caught up in conversations or spontaneous meetings.

Finally, employees can work from home during bad weather such as an ice storm, make up time before or after work to attend an appointment, or take a partial day off if they feel sick.

## Considerations Your Nonprofit Should Keep in Mind When Hiring Remote Workers

Like anything you do to support your business, you need to consider some key factors when hiring remote workers or implementing a remote workplace policy.

Here are some things to keep in mind:

- Allow for customized remote work arrangements for each employee.
- Invest in the necessary technology that allows remote workers to thrive with few complications.
- Create opportunities to connect with your remote employees—scheduling weekly meetings or regular calls to check in—to avoid feelings of isolation.
- Set work time and productivity standards at the outset, and ensure each remote employee understands and agrees to the terms.