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Certified Nonprofit Professionals and the Influence of College Financial Assistance on Early Work Force Choices

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Certified Nonprofit Professionals and the Influence of College Financial Assistance On Early Work Force Choices

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Leisure, Youth and Human Services



Introduction

The purpose of this study is to examine the potential influence of college financial assistance on early work force choices of Certified Nonprofit Professionals (CNP's). In the United States today college loan debt is over \$1.1 trillion with an individual loan debt of nearly \$30,000 (Bidwell, 2014). Nonprofit organizations, which provide jobs for CNPs, are integral to the function of society. In the United States there are over 1.5 million public charities, private foundations and other types of nonprofit organizations which can include civic leagues, fraternal organizations and chambers of commerce (National Center for Charitable Statistics, 2015). CNPs receive their credential after extensive class work, training, and participation in the Nonprofit Leadership Alliance program during their college education. These professionals are ready and prepared to enter the nonprofit field in leadership positions.

Literature Review:

- Young people everywhere are launching social-impact careers with a single goal in mind: making the world a better place. Working within the nonprofit sector they are finding opportunities to use their talents and creativity to take on some of the world's more pressing social issues (Nonprofit Leadership Alliance, 2015).
- In the United States today 69% of college students graduate with student loan debt is over \$30,000 in student loan debt (U.S. News, 2015).
- There are nearly 22 million nonprofit organizations employing 10.7 million people across the country, the nonprofit field is continuously growing and changing (Nonprofit HR Solutions, 2013).
- Those in the nonprofit field were more satisfied with their jobs than those in the for-profit sector (2002).
- While making less money and receiving fewer benefits those in the nonprofit field are more likely to be happier with their jobs at the end of the day (Benz, 2005).
- Those who work in the nonprofit field have less tenure than those employed in the government and for-profit jobs. (Miris and Hackett, 1983).

Methodology

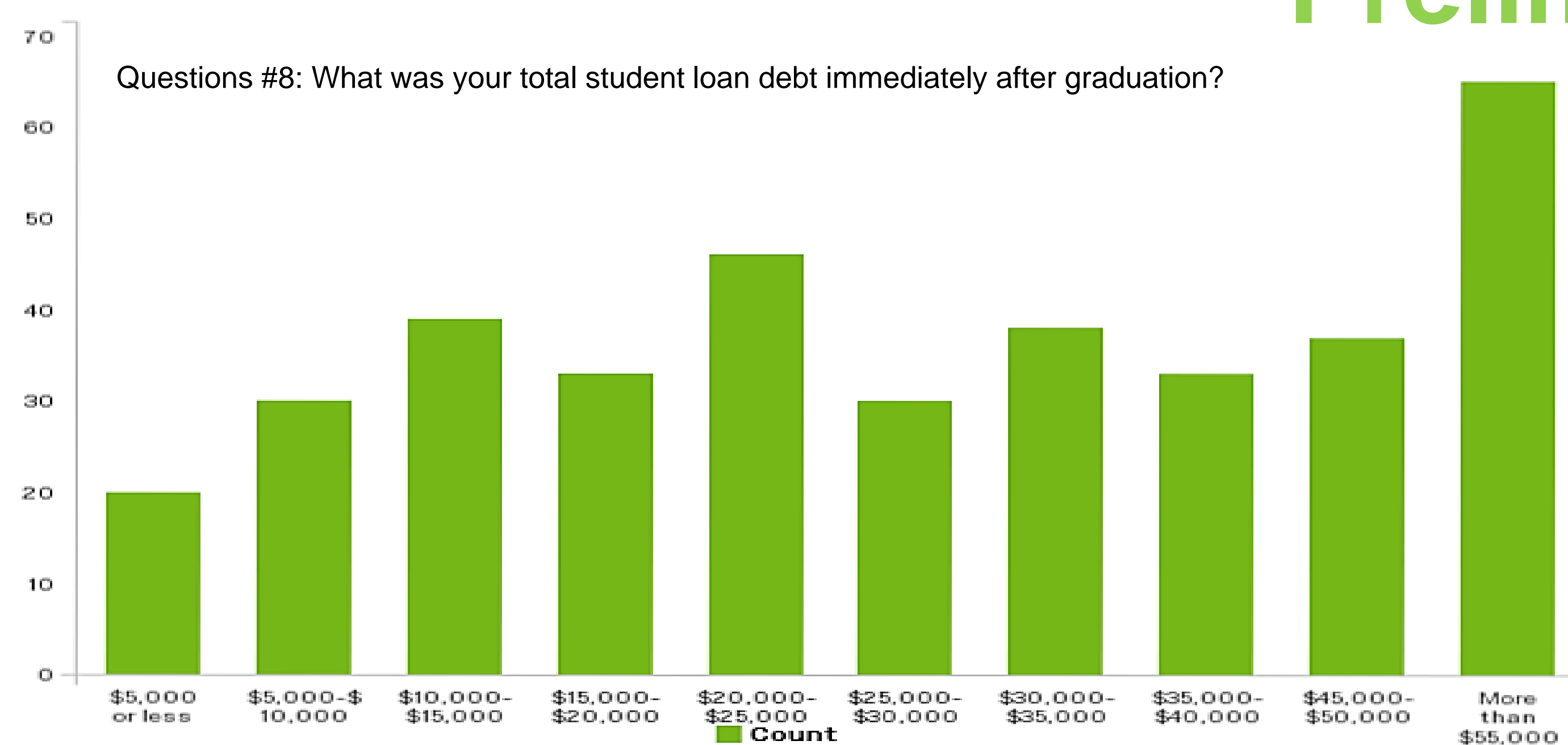
A survey developed by the researcher was distributed to current Certified Nonprofit Professionals through the Nonprofit Leadership Alliance main office in Kansas City, Missouri. Respondents were required to give consent before beginning the survey. Further methodology for the collected data has yet to be determined.

PRELIMINARY RESULTS

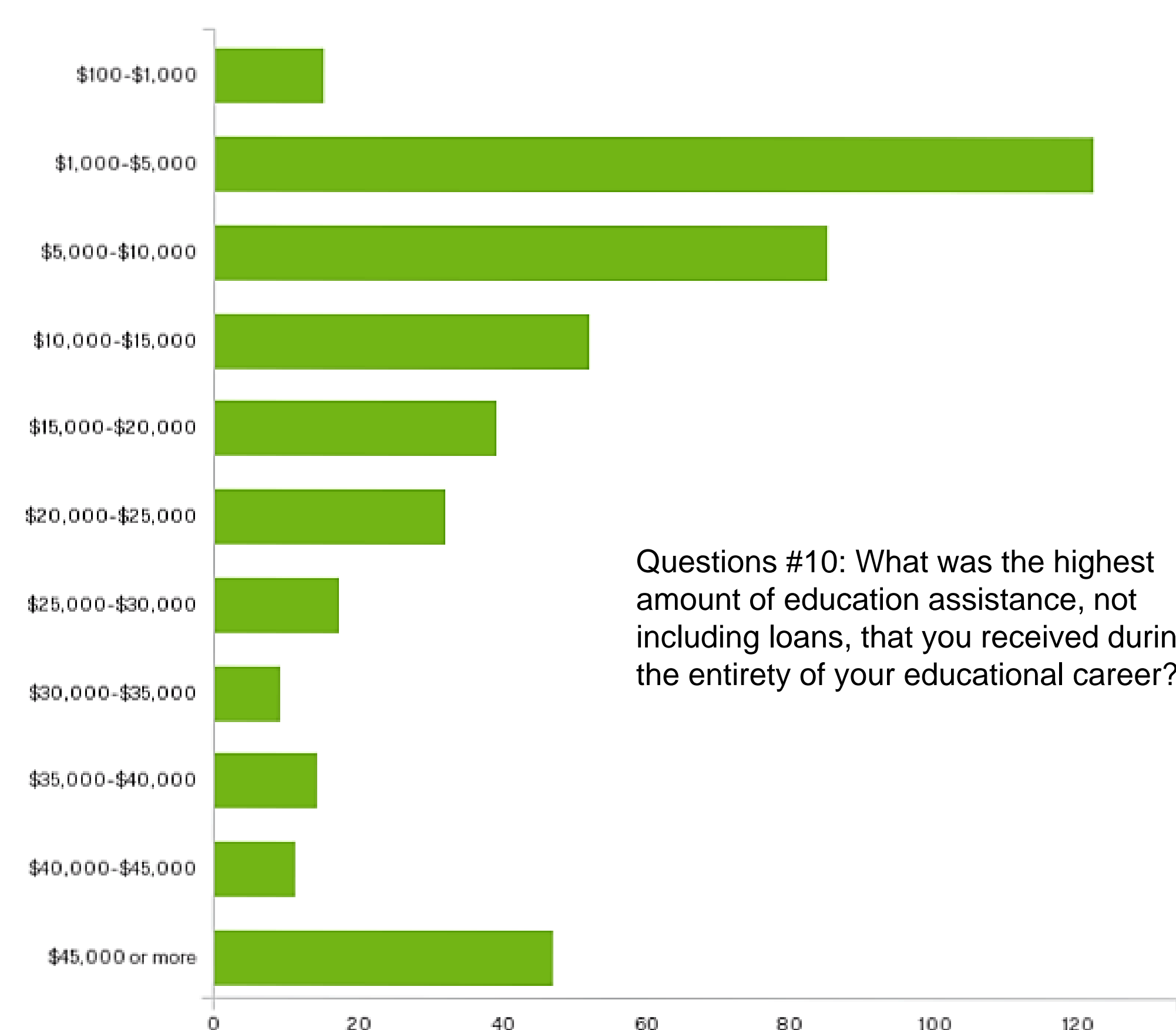
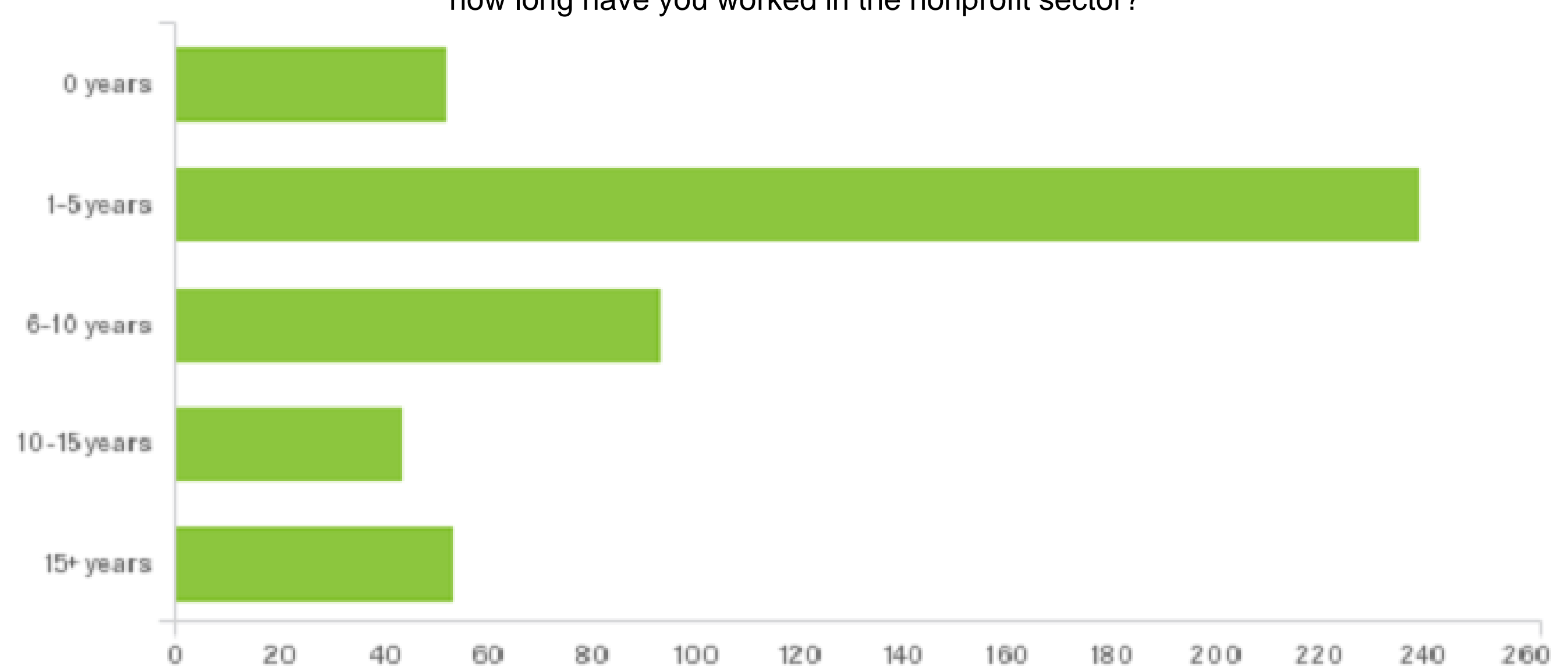
The preliminary data shows that of those who responded to the survey nearly:

- 70% of respondents graduated with debt
- Over half of respondents graduated with more than \$25,000 in student loan debt
- Of 371 respondents nearly 18% had an astonishing total of more than \$55,000 in student loan debt
- In comparison to loan debt nearly 11% of respondents received more than \$45,000 in scholarships or other types of financial assistance outside of loans
- 38% worked in the nonprofit field for more than 5 years.
- Nearly 11% of respondents never worked in the nonprofit field.

Preliminary Results



Question #32: Taking into consideration your entire professional career, how long have you worked in the nonprofit sector?



Further Analysis

The data collected for this study will offer a wealth of knowledge about Certified Nonprofit Professionals first years in the nonprofit field. The author is planning to further analyze the data presented along with the remained of data collected. Below further recommendations for looking at this data include:

- Comparison of those respondents with student loan debt and scholarships
- Considering the average age of respondents and amount of time in the nonprofit sector and asking the questions: Is there really a high drop out rate in the first 1-5 years or is it that most respondents have not been working in the nonprofit field for long?
- Possible disparity in gender pay differences specially within the nonprofit sector and Certified Nonprofit Professionals.