

What a modern HCM platform can do for today's nonprofits

A modern HCM platform can feel like a significant investment, especially when your organization runs on a tight budget. When it comes to justifying new tools to your board, you need to show exactly what the return on investment looks like for your mission-driven work.

Here is what you need to know.

By unifying processes across the entire employee and volunteer lifecycle, a modern platform like People First reduces the hidden costs that drain your resources.

From reducing turnover to ensuring grant compliance, these are the **five key areas** where you can expect to see a direct impact on your organization's efficiency and financial health:

Reducing hiring and onboarding costs

For a nonprofit, every dollar spent on recruitment is a dollar not spent on your mission. With AI-enabled tools, you can streamline hiring to save time and money.

- ✔ People First can save **over 90%** of the time spent onboarding new employees and volunteers, allowing them to contribute to your cause faster.
- ✔ **Reduce** your time-to-fill for critical roles with **automated** resume screening and candidate matching.
- ✔ Unlock **undiscovered talent** within your community by focusing on skills-first hiring to **find the best people for your programs**.



Lower turnover and boost retention

High turnover is especially disruptive for nonprofits, leading to lost knowledge and strained resources. The cost of replacing an employee can range from half to double their annual salary. Investing in your people is crucial for stability.

- ✔ Keep your dedicated staff for twice as long as other organizations by **prioritizing internal mobility** and **clear career paths**.
- ✔ **Reduce** turnover by at least **10%** with embedded career development and performance management tools that show your team they have a future with you.



Avoid compliance and grant reporting issues

A single compliance mistake can be devastating, potentially costing your organization critical funding. With built-in governance frameworks, a modern HCM platform like People First is your safeguard.

- ✔ **Save** thousands of dollars in potential penalties by ensuring adherence to complex employment laws.
- ✔ Deliver up to a **30% increase** in the volume of regulatory returns handled without increasing administrative headcount, freeing up resources for mission-critical work.
- ✔ **Ensure compliance** with new pay transparency laws, protecting your funding and reputation with donors and grantors.



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Drive efficiency in HR operations

Managing multiple disconnected systems wastes time and money - two resources nonprofits cannot afford to lose. A unified platform brings everything together, from volunteer management to payroll.

- ✔ Save up to **75% of the time** spent managing HR actions with simplified, automated processes in People First.
- ✔ **Empower** your employees and volunteers with self-service access to essential HR functions, reducing the administrative burden on your team.
- ✔ Reduce the risk of costly human error in reporting with **automated workflows**.



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Prevent productivity loss from skills gaps

Many organizations face growing skills gaps, but nonprofits often cannot afford to hire external experts for every need. A modern HCM helps you build talent from within.

- ✔ Deliver up to a **94% increase** in course completions for business-critical training, from grant writing to program management.
- ✔ Empower your teams with **tailored learning pathways** that equip them with the skills needed to advance your mission.
- ✔ Set your people up for success, with as many as **75% of new joiners** completing onboarding and training plans without reminders.



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If you want to learn more about how a modern HCM platform can support your nonprofit with workforce management, HR automation and stronger employee retention strategies, **book a demo** and see People First in action.

Let's talk ▶