

Base: All Qualified Respondents

GENDER-MULTI: Do you currently describe yourself as...? Please select all that apply.

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/ wide range	Yes, some/ Only as needed	Only for licensin- g/lice- nse renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
Man	163 54%	110 64%	36 81%	66 53%	34 50%	39 62%	1 12%	68 53%	78 59%	14 46%	2 30%	39 41%	18 75% O	19 69%	51 54%	36 58%	128 54%	35 56%	-	-	125 56%	38 50%	22 58%	4 52%	12 40%
Woman	140 46%	62 36%	8 19%	60 47%	33 49%	24 38%	5 88%	60 47%	53 40%	17 54%	5 70%	56 59%	5 22%	8 31%	44 46% M	26 42%	110 46%	27 44%	4 82%	3 100%	99 44%	38 50%	16 42%	4 48%	17 60%
Non-binary	1	1	-	-	-	-	-	-	1	-	-	-	-	-	1 1%	-	1	-	-	-	1	-	-	-	-
Gender non-conforming	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I identify as	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to answer	1	-	-	-	1%	-	-	-	1%	-	-	-	1 3% O	-	-	-	-	-	1 18%	-	-	-	-	-	-
Sigma	305 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	96 101%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

AGE: What is your age?

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/ e/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
																			No/Not sure							
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
21-34	31 10%	14 8%	3 7%	12 10%	5 7%	10 15%	-	22 17%	9 7%	-	-	9 9%	2 9%	1 3%	17 18% NP	2 3%	22 9%	8 14%	-	-	18 8%	13 17%	7 18%	2 21%	4 15%	
35-44	152 50%	99 57%	22 50%	55 44%	40 60% D	35 55%	6 92%	69 54%	69 52%	8 25%	-	52 55%	14 59% O	16 58% O	35 37%	34 55% O	123 52%	28 45%	1 18%	-	115 51%	36 47%	19 49%	3 32%	14 47%	
45-54	74 24%	45 26%	16 36%	31 25%	17 25%	15 24%	-	25 20%	35 27%	13 42%	-	13 14%	5 22%	8 31%	27 29%	20 32%	59 25%	12 20%	3 64%	3 100%	56 25%	15 20%	5 13%	4 46%	7 23%	
55-64	36 12%	11 6%	3 6%	21 17% BF	4 7%	3 5%	1 8%	11 8%	13 10%	8 25%	5 66%	17 18%	2 6%	2 8%	10 11%	5 9%	25 10%	11 18%	1 18%	-	25 11%	11 14%	7 17%	-	4 15%	
65+	11 4%	3 2%	1 1%	7 5%	1 1%	-	-	1	6 4%	2 7%	2 34%	4 5%	1 3%	-	6 6%	1 1%	9 4%	2 3%	-	-	10 5%	1 1%	1 2%	-	-	
MEAN	44.3	42.8	43.3	45.9 BEF	42.7	41.0	38.4	41.3	44.7 H	51.2	63.4	45.3	42.7	43.2	44.2	43.8	44.0	45.0	48.7	46.6	44.4	43.5	42.9	41.6	44.9	
STD. DEV.	9.22	7.80	8.00	10.18	6.98	6.77	6.03	8.18	8.62	7.73	4.90	10.24	8.63	7.12	10.07	7.11	9.00	10.09	8.51	0.98	9.12	9.56	10.26	7.35	9.29	
STD. ERR.	0.53	0.56	1.14	1.00	0.82	0.79	3.01	0.72	0.76	1.37	1.48	2.18	1.52	1.19	0.84	0.84	0.57	1.47	4.25	0.69	0.57	1.41	2.01	2.22	3.29	
MEDIAN	42	42	42	43	42	41	36	41	42	51	61	42	41	43	43	43	42	42	47	47	42	42	42	40	42	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

QS3. Which of the following types of healthcare organizations do you currently work in? Please select all that apply.

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
Hospital	173 57%	173 100% DEF	35 80%	51 41%	27 40%	43 68% DE	-	73 57%	79 60%	17 56%	3 41%	26 27%	17 69%	21 78%	58 60%	51 82% O	151 64%	18 29%	4 82%	3 100%	145 65%	24 31%	18 46%	3 38%	3 10%
Private practice	82 27%	39 22%	26 58%	82 65% BEF	18 27%	28 44% BE	-	43 34%	34 26%	5 16%	-	47 50%	4 16%	7 25%	14 14%	10 17%	61 26%	21 34%	-	-	51 23%	30 40%	9 24%	4 47%	17 60%
Long-term care facility (e.g., nursing home, rehabilitation center, etc.)	67 22%	27 16%	15 33%	23 18% BDF	67 100% BDF	20 31% B	2 30%	29 23%	33 25%	3 11%	-	13 14%	5 22%	4 14%	31 32% N	14 23%	55 23%	12 19%	1 18%	-	50 23%	16 21%	11 30%	4 46%	-
Outpatient clinic	66 22%	27 16%	16 36%	66 53% BEF	12 18%	14 22%	1 10%	34 27%	24 18%	5 15%	3 44%	22 23%	3 13%	6 22%	24 25%	11 18%	51 22%	14 23%	-	-	50 22%	16 21%	3 7%	4 46%	9 30%
Home healthcare	60 20%	41 24%	30 68%	31 25%	19 28%	60 94% BDE	-	28 22%	26 20%	6 19%	1 7%	13 14%	8 31%	10 36% O	17 18%	12 20%	55 23%	5 9%	-	-	41 19%	19 25%	17 44%	2 22%	-
Pharmacy	44 15%	35 20%	44 100%	28 22%	15 22%	30 48% BDE	-	22 17%	21 16%	1 3%	1 7%	9 9%	7 28% O	5 17%	10 11%	14 23%	41 17%	4 6%	-	-	36 16%	9 11%	8 21%	1 7%	-
Hospice	18 6%	15 9%	11 26%	8 7%	7 11%	18 29% BDE	-	10 8%	7 5%	1 4%	-	-	4 16%	4 14%	6 7%	4 7%	16 7%	2 4%	-	-	15 7%	3 5%	3 8%	1 7%	-
Other	9 3%	-	-	-	-	-	4 70%	-	-	4 14%	-	9 9%	-	-	-	-	-	9 14%	-	-	4 2%	4 6%	-	-	4 15%
Sigma	518 171%	356 206%	177 400%	289 230%	165 246%	214 336%	7 110%	239 187%	223 170%	43 136%	7 100%	138 145%	47 194%	56 206%	160 167%	117 189%	430 181%	85 137%	4 100%	3 100%	394 176%	121 159%	69 180%	17 215%	33 115%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
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Base: All Qualified Respondents

QS4. What is your current position at your organization?

	Healthcare Organization Setting						Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/licensure renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
Executive leadership/C-suite (e.g., CEO, CFO, COO, CIO, President, Chief Nursing Officer, etc.)	64 21%	32 18%	16 36%	30 24%	8 12%	26 41% BDE	4 70%	24 18%	26 19%	10 31%	1 11%	34 36%	8 31% NO	2 6%	9 9%	12 19%	47 20%	17 27%	- -	- -	36 16%	28 37%	19 49%	1 7%	9 30%
Senior leadership role (e.g., Senior Vice President, Vice President, Dean, Associate Dean, etc.)	57 19%	37 21%	13 29%	20 16%	18 27%	13 20%	- -	23 18%	30 22%	4 13%	- -	9 9%	3 13%	11 39% MO	14 15%	20 32% O	46 19%	8 13%	3 64%	3 100%	44 20%	9 12%	2 5%	2 31%	5 18%
Director-level role (e.g., Medical Director, Nursing Director, Program Director, Human Resources Director, etc.)	184 60%	104 60% F	16 35%	75 60% F	41 61% F	25 39%	2 30%	81 64%	76 58%	18 56%	6 89%	52 55%	14 56%	15 56%	72 76% MNP	31 49%	145 61%	37 60%	2 36%	- -	144 64%	38 50%	17 46%	5 62%	15 53%
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

QS5\_1. What is your personal level of responsibility/decision-making for each of the following at your organization?

1. Hiring employees

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/ wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)		
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
Have full responsibility/decision-making	219 72%	129 75%	37 83%	81 64%	51 76%	54 86% D	6 90%	95 74%	92 70%	21 68%	5 70%	69 73%	21 84% O	21 78%	60 63%	48 77%	176 74%	40 64%	4 82%	3 100%	162 72%	54 71%	34 88%	5 61%	15 53%	
Have a lot of responsibility /decision-making	85 28%	43 25%	7 17%	45 36% F	16 24%	9 14%	1 10%	33 26%	39 30%	10 32%	2 30%	26 27%	4 16%	6 22%	35 37% M	14 23%	62 26%	22 36%	1 18%	-	62 28%	22 29%	5 12%	3 39%	14 47%	
Have a little responsibility/ decision-making	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Have no responsibility/decision-making	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
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QS5\_2. What is your personal level of responsibility/decision-making for each of the following at your organization?

4 Aug 2025  
Table 6

Base: All Qualified Respondents

2. Training employees

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
Have full responsibility/decision-making	199 66%	117 68%	32 73%	72 57%	53 79% D	51 80% D	6 90%	83 65%	83 63%	24 76%	4 60%	60 64%	18 75%	21 78%	64 67%	35 57%	148 62%	48 78%	4 82%	3 100%	138 62%	58 76%	32 85%	4 46%	22 75%
Have a lot of responsibility/decision-making	105 34%	56 32%	12 27%	54 43% EF	14 21%	13 20%	1 10%	45 35%	49 37%	8 24%	3 40%	34 36%	6 25%	6 22%	31 33%	27 43%	90 38%	14 22%	1 18%	-	86 38%	18 24%	6 15%	4 54%	7 25%
Have a little responsibility/decision-making	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Have no responsibility/decision-making	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
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QS5\_3. What is your personal level of responsibility/decision-making for each of the following at your organization?

3. Workforce development (e.g., coaching, mentoring, skill development, etc.)

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
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	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
Have full responsibility/decision-making	209 69%	130 75% D	40 91%	74 59%	51 76% D	55 86% D	6 90%	87 68%	86 65%	24 77%	6 85%	56 59%	20 81%	22 81%	68 72%	43 69%	169 71%	37 60%	3 64%	3 100%	155 69%	51 68%	34 89%	6 77%	11 38%
Have a lot of responsibility/decision-making	95 31%	43 25%	4 9%	52 41% BEF	16 24%	9 14%	1 10%	41 32%	45 35%	7 23%	1 15%	39 41%	5 19%	5 19%	27 28%	19 31%	69 29%	25 40%	2 36%	-	69 31%	25 32%	4 11%	2 23%	18 62%
Have a little responsibility/decision-making	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Have no responsibility/decision-making	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q205. How much of a priority are each of the following at your current organization?

SUMMARY TABLE OF HIGH PRIORITY

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
Retaining healthcare employees overall	208 68%	115 67%	27 62%	100 80% BEF	43 65%	40 64%	1 18%	99 77% I	75 57%	27 87%	6 85%	73 77%	16 66%	22 81% P	62 64%	35 57%	169 71%	36 57%	4 88%	2 81%	154 69%	51 67%	28 72%	4 56%	18 62%
Technical skills training (e.g., EHRs, digital health tools, data entry, telehealth, etc.)	188 62%	105 61%	24 54%	82 65%	34 51%	45 71% E	5 78%	91 71%	72 54%	17 54%	3 45%	60 64%	17 72%	17 64%	60 63%	32 52%	149 63%	37 60%	1 30%	1 19%	138 62%	48 64%	25 64%	4 53%	19 67%
Offering opportunities for career growth/advancement to employees	170 56%	103 59%	19 44%	62 49%	35 53%	43 68% D	1 18%	73 57%	72 54%	23 72%	2 23%	39 41%	17 72%	17 64%	60 63%	36 58%	140 59%	27 43%	3 70%	2 81%	131 58%	36 47%	22 59%	6 69%	7 25%
Retaining more seasoned workers (e.g., Millennials, Gen X, Boomers, etc.)	168 55%	90 52%	18 41%	72 57%	29 44%	35 54%	1 8%	62 48%	82 63%	19 61%	4 59%	60 64%	15 63%	14 50%	51 54%	27 44%	123 52%	43 70%	1 30%	1 19%	124 55%	43 56%	21 55%	4 54%	17 60%
Offering education opportunities to employees	166 55%	105 61% E	27 62%	67 53%	29 43%	43 68% E	1 18%	70 55%	78 59%	13 42%	5 66%	39 41%	15 63%	14 53%	55 57%	43 70%	142 60%	21 33%	4 82%	3 100%	132 59%	31 40%	23 61%	3 32%	4 15%
Artificial intelligence (AI) skills training	166 55%	92 53%	30 69%	71 56%	40 60%	37 58%	- -	77 60%	69 52%	16 52%	4 52%	60 64%	10 41%	16 58%	50 53%	30 48%	129 54%	36 58%	1 18%	- -	115 51%	50 66%	31 80%	4 45%	16 55%
Recruiting more seasoned workers (e.g., Millennials, Gen X, Boomers, etc.)	139 46%	85 49%	19 42%	49 39%	27 40%	30 47%	- -	51 40%	68 52%	16 52%	3 38%	47 50%	11 44%	16 58% O	35 36%	30 48%	104 44%	30 49%	4 100%	3 100%	99 44%	36 47%	19 51%	2 29%	14 47%
Recruiting younger or early-career workers (i.e., Gen Z)	124 41%	71 41%	25 57%	51 41%	21 32%	32 50% E	- -	48 37%	64 49%	9 28%	4 52%	30 32%	9 38%	13 47%	43 45%	29 47%	112 47%	11 18%	1 18%	- -	100 44%	24 32%	17 44%	3 38%	4 15%
Retaining younger or early-career workers (i.e., Gen Z)	119 39%	81 47%	20 44%	44 35%	22 32%	36 56% DE	1 8%	48 38%	57 43%	12 39%	1 15%	34 36%	11 47%	12 44%	37 39%	24 39%	98 41%	17 27%	4 100%	3 100%	86 39%	29 38%	21 54%	5 61%	3 10%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing



Q205. How much of a priority are each of the following at your current organization?

SUMMARY TABLE OF HIGH/MEDIUM PRIORITY

Base: All Qualified Respondents

	Healthcare Organization Setting						Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/license renewal/ No/Not sure	No/Not sure			Yes, next 1-2 years	Yes, next 3+ years	No/Not sure		
																					Yes	No/Not sure					
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)		
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8		
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**		
Offering opportunities for career growth/advancement to employees	292 96%	169 98%	44 99%	124 99%	65 97%	64 100%	2 30%	125 98%	130 99%	29 92%	6 82%	91 95%	24 97%	26 94%	91 96%	61 98%	230 97%	58 93%	4 100%	3 100%	218 97%	70 93%	38 98%	7 93%	25 85%		
Retaining healthcare employees overall	291 96%	170 98%	43 98%	120 96%	66 99%	63 99%	2 30%	127 99%	125 95%	30 97%	7 100%	86 91%	24 100%	27 100%	92 96%	61 98%	229 96%	57 92%	4 100%	3 100%	215 96%	71 94%	38 99%	8 100%	25 85%		
Retaining more seasoned workers (e.g., Millennials, Gen X, Boomers, etc.)	289 95%	167 97% E	44 99%	120 96%	59 88%	63 99% E	6 100%	121 95%	125 95%	30 97%	6 89%	91 95%	23 94%	26 94%	91 95%	59 95%	228 96%	57 92%	4 100%	3 100%	217 97%	68 90%	32 85%	7 83%	28 97%		
Technical skills training (e.g., EHRs, digital health tools, data entry, telehealth, etc.)	283 93%	162 94%	40 90%	116 93%	58 87%	64 100% E	6 100%	124 97%	117 89%	28 90%	7 100%	82 86%	24 100%	27 97%	90 94%	60 96%	225 95%	53 86%	4 100%	3 100%	213 95%	65 86%	33 86%	7 93%	25 85%		
Offering education opportunities to employees	281 92%	166 96% E	42 94%	118 94% E	56 84%	61 96% E	5 88%	121 94%	118 90%	30 97%	6 89%	82 86%	23 94%	24 89%	91 95%	62 99% N	222 93%	55 89%	4 100%	3 100%	212 95%	64 85%	32 83%	7 93%	25 85%		
Artificial intelligence (AI) skills training	280 92%	166 96%	41 92%	115 91%	63 94%	59 93%	-	121 95%	123 94%	29 91%	7 100%	86 91%	23 94%	26 94%	86 90%	59 95%	227 96%	49 79%	4 100%	3 100%	212 94%	64 85%	37 95%	7 93%	20 70%		
Recruiting more seasoned workers (e.g., Millennials, Gen X, Boomers, etc.)	271 89%	161 93% E	43 98%	113 90%	56 84%	63 98% E	2 30%	119 93%	117 89%	29 92%	5 74%	82 86%	23 94%	24 89%	87 91%	56 90%	219 92%	48 77%	4 100%	3 100%	209 93%	58 77%	33 85%	7 84%	18 62%		
Recruiting younger or early-career workers (i.e., Gen Z)	258 85%	155 90%	43 96%	100 80%	55 82%	62 98% DE	6 90%	96 75%	122 93% H	29 92%	6 82%	78 82%	23 94%	24 89%	78 81%	56 90%	209 88%	45 72%	4 100%	3 100%	199 89%	55 73%	33 85%	7 91%	15 53%		
Retaining younger or early-career workers (i.e., Gen Z)	257 85%	157 91% D	43 98%	100 79%	60 89%	62 97% D	1 21%	101 79%	122 92% H	30 94%	3 49%	73 77%	24 97%	24 89%	80 83%	57 91%	212 89%	41 66%	4 100%	3 100%	202 90%	51 67%	36 95%	7 91%	7 25%		

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q205. How much of a priority are each of the following at your current organization?

SUMMARY TABLE OF LOW/NOT A PRIORITY

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/licensure renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
Retaining younger or early-career workers (i.e., Gen Z)	47 15%	16 9%	1 2%	26 21% BF	7 11%	2 3%	5 79%	26 21% I	10 8%	2 6%	4 51%	22 23%	1 3%	3 11%	16 17%	5 9%	26 11%	21 34%	- -	- -	22 10%	25 33%	2 5%	1 9%	22 75%
Recruiting younger or early-career workers (i.e., Gen Z)	46 15%	17 10%	2 4%	25 20% F	12 18% F	2 2%	1 10%	32 25% I	9 7%	3 8%	1 18%	17 18%	2 6%	3 11%	18 19%	6 10%	29 12%	17 28%	- -	- -	25 11%	21 27%	6 15%	1 9%	14 47%
Recruiting more seasoned workers (e.g., Millennials, Gen X, Boomers, etc.)	33 11%	11 7%	1 2%	13 10%	11 16% BF	1 2%	4 70%	9 7%	15 11%	3 8%	2 26%	13 14%	2 6%	3 11%	9 9%	6 10%	19 8%	14 23%	- -	- -	15 7%	18 23%	6 15%	1 16%	11 38%
Artificial intelligence (AI) skills training	24 8%	6 4%	4 8%	11 9%	4 6%	4 7%	6 100%	7 5%	8 6%	3 9%	- -	9 9%	2 6%	2 6%	9 10%	3 5%	11 4%	13 21%	- -	- -	12 6%	12 15%	2 5%	1 7%	9 30%
Offering education opportunities to employees	23 8%	7 4%	3 6%	7 6%	11 16% BDF	2 4%	1 12%	7 6%	13 10%	1 3%	1 11%	13 14%	2 6%	3 11% P	5 5%	1 1%	16 7%	7 11%	- -	- -	12 5%	11 15%	6 17%	1 7%	4 15%
Technical skills training (e.g., EHRs, digital health tools, data entry, telehealth, etc.)	21 7%	10 6%	4 10%	9 7%	8 13% F	- -	- -	4 3%	14 11%	3 10%	- -	13 14%	- -	1 3%	5 6%	2 4%	13 5%	9 14%	- -	- -	11 5%	10 14%	6 14%	1 7%	4 15%
Retaining more seasoned workers (e.g., Millennials, Gen X, Boomers, etc.)	15 5%	6 3%	1 1%	5 4%	8 12% BF	1 1%	- -	7 5%	7 5%	1 3%	1 11%	4 5%	2 6%	2 6%	5 5%	3 5%	10 4%	5 8%	- -	- -	7 3%	8 10%	6 15%	1 17%	1 3%
Retaining healthcare employees overall	13 4%	3 2%	1 2%	5 4%	1 1%	1 1%	4 70%	1 1%	7 5%	1 3%	- -	9 9%	- -	- -	4 4%	1 2%	9 4%	5 8%	- -	- -	9 4%	5 6%	1 1%	- -	4 15%
Offering opportunities for career growth/advancement to employees	12 4%	4 2%	1 1%	2 1%	2 3%	- -	4 70%	3 2%	1 1%	2 8%	1 18%	4 5%	1 3%	2 6%	4 4%	1 2%	7 3%	4 7%	- -	- -	6 3%	6 7%	1 2%	1 7%	4 15%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q205\_1. How much of a priority are each of the following at your current organization?

1. Offering education opportunities to employees

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
HIGH/MEDIUM PRIORITY (NET)	281 92%	166 96% E	42 94%	118 94% E	56 84%	61 96% E	5 88%	121 94%	118 90%	30 97%	6 89%	82 86%	23 94%	24 89%	91 95%	62 99% N	222 93%	55 89%	4 100%	3 100%	212 95%	64 85%	32 83%	7 93%	25 85%
High priority	166 55%	105 61% E	27 62%	67 53%	29 43%	43 68% E	1 18%	70 55%	78 59%	13 42%	5 66%	39 41%	15 63%	14 53%	55 57%	43 70%	142 60%	21 33%	4 82%	3 100%	132 59%	31 40%	23 61%	3 32%	4 15%
Medium priority	115 38%	61 35%	14 32%	51 41%	27 41%	18 28%	4 70%	51 40%	41 31%	17 55%	2 23%	43 45%	8 31%	10 36%	36 37%	18 30%	80 33%	34 55%	1 18%	-	80 36%	34 45%	9 23%	5 61%	20 70%
LOW/NOT A PRIORITY (NET)	23 8%	7 4%	3 6%	7 6%	11 16% BDF	2 4%	1 12%	7 6%	13 10%	1 3%	1 11%	13 14%	2 6%	3 11% P	5 5%	1 1%	16 7%	7 11%	-	-	12 5%	11 15%	6 17%	1 7%	4 15%
Low priority	23 8%	7 4%	3 6%	7 6%	11 16% BDF	2 4%	1 12%	7 6%	13 10%	1 3%	1 11%	13 14%	2 6%	3 11% P	5 5%	1 1%	16 7%	7 11%	-	-	12 5%	11 15%	6 17%	1 7%	4 15%
Not a priority	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q205\_2. How much of a priority are each of the following at your current organization?

2. Offering opportunities for career growth/advancement to employees

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
HIGH/MEDIUM PRIORITY (NET)	292 96%	169 98%	44 99%	124 99%	65 97%	64 100%	2 30%	125 98%	130 99%	29 92%	6 82%	91 95%	24 97%	26 94%	91 96%	61 98%	230 97%	58 93%	4 100%	3 100%	218 97%	70 93%	38 98%	7 93%	25 85%
High priority	170 56%	103 59%	19 44%	62 49%	35 53%	43 68% D	1 18%	73 57%	72 54%	23 72%	2 23%	39 41%	17 72%	17 64%	60 63%	36 58%	140 59%	27 43%	3 70%	2 81%	131 58%	36 47%	22 59%	6 69%	7 25%
Medium priority	123 40%	66 38%	24 55%	62 49% F	30 45%	20 32%	1 12%	52 41%	59 45%	6 20%	4 59%	52 55%	6 25%	8 31%	31 33%	25 40%	90 38%	31 50%	1 30%	1 19%	87 39%	34 45%	15 39%	2 24%	17 60%
LOW/NOT A PRIORITY (NET)	12 4%	4 2%	1 1%	2 1%	2 3%	-	4 70%	3 2%	1 1%	2 8%	1 18%	4 5%	1 3%	2 6%	4 4%	1 2%	7 3%	4 7%	-	-	6 3%	6 7%	1 2%	1 7%	4 15%
Low priority	12 4%	4 2%	1 1%	2 1%	2 3%	-	4 70%	3 2%	1 1%	2 8%	1 18%	4 5%	1 3%	2 6%	4 4%	1 2%	7 3%	4 7%	-	-	6 3%	6 7%	1 2%	1 7%	4 15%
Not a priority	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q205\_3. How much of a priority are each of the following at your current organization?

3. Retaining healthcare employees overall

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/ e/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
																			No/Not sure						
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
HIGH/MEDIUM PRIORITY (NET)	291 96%	170 98%	43 98%	120 96%	66 99%	63 99%	2 30%	127 99%	125 95%	30 97%	7 100%	86 91%	24 100%	27 100%	92 96%	61 98%	229 96%	57 92%	4 100%	3 100%	215 96%	71 94%	38 99%	8 100%	25 85%
High priority	208 68%	115 67%	27 62%	100 80% BEF	43 65%	40 64%	1 18%	99 77% I	75 57%	27 87%	6 85%	73 77%	16 66%	22 81% P	62 64%	35 57%	169 71%	36 57%	4 88%	2 81%	154 69%	51 67%	28 72%	4 56%	18 62%
Medium priority	82 27%	55 32% D	16 36%	20 16%	23 34% D	23 35% D	1 12%	28 22%	49 37%	3 10%	1 15%	13 14%	8 34%	5 19%	30 32%	26 41% N	60 25%	22 35%	1 12%	1 19%	62 28%	20 27%	10 26%	4 44%	7 23%
LOW/NOT A PRIORITY (NET)	13 4%	3 2%	1 2%	5 4%	1 1%	1 1%	4 70%	1 1%	7 5%	1 3%	-	9 9%	-	-	4 4%	1 2%	9 4%	5 8%	-	-	9 4%	5 6%	1 1%	-	4 15%
Low priority	13 4%	3 2%	1 2%	5 4%	1 1%	1 1%	4 70%	1 1%	7 5%	1 3%	-	9 9%	-	-	4 4%	1 2%	9 4%	5 8%	-	-	9 4%	5 6%	1 1%	-	4 15%
Not a priority	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q205\_4. How much of a priority are each of the following at your current organization?

4 Aug 2025  
Table 14

Base: All Qualified Respondents

4. Retaining younger or early-career workers (i.e., Gen Z)

	Healthcare Organization Setting						Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure		
																			No/Not sure								
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)		
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8		
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**		
HIGH/MEDIUM PRIORITY (NET)	257 85%	157 91% D	43 98%	100 79%	60 89%	62 97% D	1 21%	101 79%	122 92% H	30 94%	3 49%	73 77%	24 97%	24 89%	80 83%	57 91%	212 89%	41 66%	4 100%	3 100%	202 90%	51 67%	36 95%	7 91%	7 25%		
High priority	119 39%	81 47%	20 44%	44 35%	22 32%	36 56% DE	1 8%	48 38%	57 43%	12 39%	1 15%	34 36%	11 47%	12 44%	37 39%	24 39%	98 41%	17 27%	4 100%	3 100%	86 39%	29 38%	21 54%	5 61%	3 10%		
Medium priority	138 45%	76 44%	24 53%	56 45%	38 57%	26 41%	1 12%	53 41%	65 49%	17 55%	2 34%	39 41%	12 50%	12 44%	42 44%	33 53%	114 48%	24 39%	- -	- -	116 52%	22 30%	16 41%	2 29%	4 15%		
LOW/NOT A PRIORITY (NET)	47 15%	16 9%	1 2%	26 21% BF	7 11%	2 3%	5 79%	26 21% I	10 8%	2 6%	4 51%	22 23%	1 3%	3 11%	16 17%	5 9%	26 11%	21 34%	- -	- -	22 10%	25 33%	2 5%	1 9%	22 75%		
Low priority	46 15%	15 9%	1 2%	26 21% BF	7 11%	2 3%	5 79%	26 21% I	10 8%	2 6%	3 44%	22 23%	1 3%	3 11%	15 16%	5 9%	25 11%	21 34%	- -	- -	21 10%	25 33%	2 5%	1 9%	22 75%		
Not a priority	1 *	1 *	-	-	-	-	-	-	-	-	1 8%	-	-	-	1 1%	-	1 *	-	-	-	1 *	-	-	-	-		
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%		

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q205\_5. How much of a priority are each of the following at your current organization?

4 Aug 2025  
Table 15

Base: All Qualified Respondents

5. Retaining more seasoned workers (e.g., Millennials, Gen X, Boomers, etc.)

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
HIGH/MEDIUM PRIORITY (NET)	289 95%	167 97% E	44 99%	120 96%	59 88%	63 99% E	6 100%	121 95%	125 95%	30 97%	6 89%	91 95%	23 94%	26 94%	91 95%	59 95%	228 96%	57 92%	4 100%	3 100%	217 97%	68 90%	32 85%	7 83%	28 97%
High priority	168 55%	90 52%	18 41%	72 57%	29 44%	35 54%	1 8%	62 48%	82 63%	19 61%	4 59%	60 64%	15 63%	14 50%	51 54%	27 44%	123 52%	43 70%	1 30%	1 19%	124 55%	43 56%	21 55%	4 54%	17 60%
Medium priority	121 40%	77 45%	25 57%	48 38%	29 44%	28 45%	6 92%	59 46%	43 32%	11 36%	2 30%	30 32%	8 31%	12 44%	40 42%	31 50%	104 44%	14 22%	3 70%	2 81%	93 41%	25 33%	11 30%	2 29%	11 38%
LOW/NOT A PRIORITY (NET)	15 5%	6 3%	1 1%	5 4%	8 12% BF	1 1%	-	7 5%	7 5%	1 3%	1 11%	4 5%	2 6%	2 6%	5 5%	3 5%	10 4%	5 8%	-	-	7 3%	8 10%	6 15%	1 17%	1 3%
Low priority	15 5%	6 3%	1 1%	5 4%	8 12% BF	1 1%	-	7 5%	7 5%	1 3%	1 11%	4 5%	2 6%	2 6%	5 5%	3 5%	10 4%	5 8%	-	-	7 3%	8 10%	6 15%	1 17%	1 3%
Not a priority	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q205\_6. How much of a priority are each of the following at your current organization?

6. Recruiting younger or early-career workers (i.e., Gen Z)

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
HIGH/MEDIUM PRIORITY (NET)	258 85%	155 90%	43 96%	100 80%	55 82%	62 98% DE	6 90%	96 75%	122 93% H	29 92%	6 82%	78 82%	23 94%	24 89%	78 81%	56 90%	209 88%	45 72%	4 100%	3 100%	199 89%	55 73%	33 85%	7 91%	15 53%
High priority	124 41%	71 41%	25 57%	51 41%	21 32%	32 50% E	-	48 37%	64 49%	9 28%	4 52%	30 32%	9 38%	13 47%	43 45%	29 47%	112 47%	11 18%	1 18%	-	100 44%	24 32%	17 44%	3 38%	4 15%
Medium priority	133 44%	84 49%	17 39%	49 39%	33 50%	30 47%	6 90%	48 37%	58 44%	20 64%	2 30%	47 50%	14 56% O	11 42%	35 36%	26 43%	97 41%	33 54%	4 82%	3 100%	99 44%	31 41%	16 42%	4 53%	11 38%
LOW/NOT A PRIORITY (NET)	46 15%	17 10%	2 4%	25 20% F	12 18% F	2 2%	1 10%	32 25% I	9 7%	3 8%	1 18%	17 18%	2 6%	3 11%	18 19%	6 10%	29 12%	17 28%	-	-	25 11%	21 27%	6 15%	1 9%	14 47%
Low priority	46 15%	17 10%	2 4%	25 20% F	12 18% F	2 2%	1 10%	32 25% I	9 7%	3 8%	1 18%	17 18%	2 6%	3 11%	18 19%	6 10%	29 12%	17 28%	-	-	25 11%	21 27%	6 15%	1 9%	14 47%
Not a priority	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing



Q205\_7. How much of a priority are each of the following at your current organization?

4 Aug 2025  
Table 17

Base: All Qualified Respondents

7. Recruiting more seasoned workers (e.g., Millennials, Gen X, Boomers, etc.)

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
HIGH/MEDIUM PRIORITY (NET)	271 89%	161 93% E	43 98%	113 90%	56 84%	63 98% E	2 30%	119 93%	117 89%	29 92%	5 74%	82 86%	23 94%	24 89%	87 91%	56 90%	219 92%	48 77%	4 100%	3 100%	209 93%	58 77%	33 85%	7 84%	18 62%
High priority	139 46%	85 49%	19 42%	49 39%	27 40%	30 47%	-	51 40%	68 52%	16 52%	3 38%	47 50%	11 44%	16 58% O	35 36%	30 48%	104 44%	30 49%	4 100%	3 100%	99 44%	36 47%	19 51%	2 29%	14 47%
Medium priority	133 44%	77 44%	25 56%	63 51%	29 44%	32 51%	2 30%	68 53%	48 37%	12 40%	3 37%	34 36%	12 50%	8 31%	52 55% N	26 41%	115 48%	18 29%	-	-	110 49%	23 30%	13 35%	4 55%	4 15%
LOW/NOT A PRIORITY (NET)	33 11%	11 7%	1 2%	13 10%	11 16% BF	1 2%	4 70%	9 7%	15 11%	3 8%	2 26%	13 14%	2 6%	3 11%	9 9%	6 10%	19 8%	14 23%	-	-	15 7%	18 23%	6 15%	1 16%	11 38%
Low priority	31 10%	10 6%	1 2%	12 9%	11 16% BF	1 2%	4 70%	7 6%	15 11%	2 7%	2 26%	13 14%	2 6%	2 6%	8 8%	6 10%	17 7%	13 22%	-	-	14 6%	16 22%	5 13%	1 6%	11 38%
Not a priority	2 1%	2 1%	-	1 1%	-	-	-	2 1%	-	1 2%	-	-	-	2 6% O	1 1%	-	2 1%	1 1%	-	-	1 *	1 2%	1 1%	1 9%	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q205\_8. How much of a priority are each of the following at your current organization?

4 Aug 2025  
Table 18

Base: All Qualified Respondents

8. Artificial intelligence (AI) skills training

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
HIGH/MEDIUM PRIORITY (NET)	280 92%	166 96%	41 92%	115 91%	63 94%	59 93%	-	121 95%	123 94%	29 91%	7 100%	86 91%	23 94%	26 94%	86 90%	59 95%	227 96%	49 79%	4 100%	3 100%	212 94%	64 85%	37 95%	7 93%	20 70%
High priority	166 55%	92 53%	30 69%	71 56%	40 60%	37 58%	-	77 60%	69 52%	16 52%	4 52%	60 64%	10 41%	16 58%	50 53%	30 48%	129 54%	36 58%	1 18%	-	115 51%	50 66%	31 80%	4 45%	16 55%
Medium priority	114 37%	74 43%	10 23%	44 35%	23 34%	22 35%	-	44 34%	54 41%	12 40%	3 48%	26 27%	13 53%	10 36%	36 38%	29 47%	98 41%	12 20%	4 82%	3 100%	96 43%	14 18%	6 15%	4 48%	4 15%
LOW/NOT A PRIORITY (NET)	24 8%	6 4%	4 8%	11 9%	4 6%	4 7%	6 100%	7 5%	8 6%	3 9%	-	9 9%	2 6%	2 6%	9 10%	3 5%	11 4%	13 21%	-	-	12 6%	12 15%	2 5%	1 7%	9 30%
Low priority	21 7%	6 4%	3 6%	9 7%	3 4%	4 7%	5 78%	7 5%	7 6%	2 7%	-	9 9%	1 3%	1 3%	8 8%	3 5%	9 4%	13 20%	-	-	10 5%	11 14%	2 5%	1 7%	9 30%
Not a priority	3 1%	-	1 2%	2 2%	1 2%	-	1 22%	-	1 1%	1 2%	-	-	1 3%	1 3%	1 1%	-	2 1%	1 1%	-	-	2 1%	1 1%	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q205\_9. How much of a priority are each of the following at your current organization?

4 Aug 2025  
Table 19

9. Technical skills training (e.g., EHRs, digital health tools, data entry, telehealth, etc.)

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
HIGH/MEDIUM PRIORITY (NET)	283 93%	162 94%	40 90%	116 93%	58 87%	64 100% E	6 100%	124 97%	117 89%	28 90%	7 100%	82 86%	24 100%	27 97%	90 94%	60 96%	225 95%	53 86%	4 100%	3 100%	213 95%	65 86%	33 86%	7 93%	25 85%
High priority	188 62%	105 61%	24 54%	82 65%	34 51%	45 71% E	5 78%	91 71%	72 54%	17 54%	3 45%	60 64%	17 72%	17 64%	60 63%	32 52%	149 63%	37 60%	1 30%	1 19%	138 62%	48 64%	25 64%	4 53%	19 67%
Medium priority	95 31%	57 33%	16 36%	35 28%	25 37%	18 29%	1 22%	33 26%	46 35%	11 36%	4 55%	22 23%	7 28%	9 33%	30 32%	27 44%	76 32%	16 26%	3 70%	2 81%	75 34%	17 22%	8 21%	3 40%	5 18%
LOW/NOT A PRIORITY (NET)	21 7%	10 6%	4 10%	9 7%	8 13% F	-	-	4 3%	14 11%	3 10%	-	13 14%	-	1 3%	5 6%	2 4%	13 5%	9 14%	-	-	11 5%	10 14%	6 14%	1 7%	4 15%
Low priority	21 7%	10 6%	4 10%	9 7%	8 13% F	-	-	4 3%	14 11%	3 10%	-	13 14%	-	1 3%	5 6%	2 4%	13 5%	9 14%	-	-	11 5%	10 14%	6 14%	1 7%	4 15%
Not a priority	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q210. Which of the following individuals or roles are most difficult to retain at your organization? Please select all that apply.

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
NURSES / NPs / PAs / NURSING ASSISTANTS (NET)	172 57%	110 64%	35 80%	73 58%	51 71% D	46 73%	2 30%	72 56%	79 60%	16 51%	3 41%	47 50%	16 66%	17 64%	57 60%	34 54%	149 62%	23 36%	1 18%	-	133 59%	38 50%	28 72%	7 93%	2 8%
Nursing assistants/personal care aides	128 42%	82 47%	31 70%	61 48%	33 49%	37 59%	1 18%	54 43%	57 43%	14 44%	1 19%	34 36%	13 53%	14 53%	40 42%	26 41%	117 49%	11 17%	-	-	101 45%	26 35%	18 47%	6 70%	2 8%
Nurses/NPs/PAs	115 38%	80 47%	21 47%	49 39%	30 44%	37 58% D	1 22%	52 40%	51 39%	8 26%	2 33%	34 36%	14 59% OP	13 47%	31 32%	22 36%	96 40%	18 29%	1 18%	-	86 38%	28 37%	22 58%	3 36%	2 8%
Younger or early-career workers (i.e., Gen Z)	130 43%	71 41%	27 61%	71 57% BE	25 38%	37 59% BE	5 78%	64 50%	49 37%	11 35%	2 25%	47 50%	11 47%	9 33%	41 43%	21 34%	104 44%	26 42%	1 18%	-	92 41%	38 50%	15 39%	5 60%	18 62%
Physicians	118 39%	74 43%	29 65%	44 35%	31 47%	30 47%	1 10%	53 42%	55 42%	4 14%	4 59%	43 45%	10 41%	11 42%	32 34%	21 34%	92 39%	25 40%	1 18%	-	81 36%	36 48%	24 62%	1 15%	11 38%
Administrative or support staff	94 31%	60 35%	22 49%	41 33%	21 32%	29 45%	-	42 35%	40 30%	12 37%	1 7%	39 41%	10 41%	8 28%	23 24%	15 24%	80 34%	11 18%	2 52%	2 81%	65 29%	26 34%	22 58%	3 38%	1 3%
More seasoned later-career workers (e.g., Millennials, Gen X, Boomers, etc.)	87 29%	53 31%	21 48%	33 27%	20 31%	29 46% BD	1 12%	35 27%	40 30%	10 32%	2 26%	22 23%	8 34%	6 22%	32 34%	19 31%	82 35%	5 8%	-	-	69 31%	18 24%	16 41%	2 30%	-
Behavioral health professionals	82 27%	54 31%	24 54%	28 22%	22 33%	32 51% BDE	-	36 28%	39 30%	6 18%	2 30%	13 14%	10 41%	10 36%	29 30%	21 33%	68 29%	13 22%	1 12%	1 19%	61 27%	21 27%	20 53%	1 7%	-
Supervisors/managers	78 26%	46 27%	26 58%	30 24%	25 38%	30 48% BD	1 12%	38 30%	35 27%	2 7%	2 26%	17 18%	9 38%	6 22%	25 26%	21 33%	73 31%	5 8%	-	-	57 25%	21 28%	21 55%	-	-
Allied health professionals	71 23%	38 22%	22 49%	30 24%	19 28%	25 40% BD	-	35 27%	27 21%	8 24%	2 22%	30 32%	8 31% O	4 14%	10 11%	19 31% O	46 19%	23 37%	3 64%	3 100%	35 16%	33 44%	22 59%	-	11 38%
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
None - No individuals or roles are particularly hard to retain at my organization	13 4%	7 4%	1 1%	5 4%	1 1%	2 4%	-	2 2%	11 8%	1 2%	-	4 5%	1 3%	1 3%	4 5%	3 5%	11 4%	3 5%	-	-	9 4%	4 6%	4 11%	-	-
Sigma	916 301%	564 327%	222 502%	391 312%	227 340%	290 457%	9 152%	411 321%	404 307%	75 238%	17 249%	285 300%	94 388%	82 300%	267 280%	188 303%	769 323%	139 225%	8 182%	5 200%	656 293%	252 332%	185 482%	21 257%	45 156%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q215. Which of the following, if any, do you think are the main reasons why employees are leaving your organization? Please select all that apply.

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
LACK OF OPPORTUNITIES FOR CAREER ADVANCEMENT/PERSONAL DEV/EDUCATION (NET)	147 48%	89 51%	29 65%	54 43%	46 69% BD	34 53%	1 10%	57 45%	72 55%	12 40%	4 59%	26 27%	14 59%	17 61%	58 61%	31 50%	116 49%	30 48%	1 18%	-	121 54%	25 32%	14 37%	3 32%	7 25%
Lack of opportunities for career advancement	88 29%	54 32%	20 44%	39 31%	21 31%	22 34%	-	36 28%	40 30%	10 30%	3 40%	17 18%	9 38%	8 31%	40 42% P	13 22%	71 30%	18 28%	-	-	77 34%	11 15%	6 14%	1 15%	4 15%
Lack of opportunities for professional development	75 25%	43 25%	11 26%	17 14%	29 44% BDF	16 25%	1 10%	27 21%	39 30%	5 17%	3 44%	9 9%	7 28%	9 33%	31 33%	19 31%	62 26%	12 19%	1 18%	-	64 28%	10 14%	9 22%	1 7%	3 3%
Limited education opportunities	66 22%	41 24%	16 35%	26 21%	19 28%	19 29%	-	23 18%	37 28%	5 16%	1 15%	17 18%	6 25%	7 25%	26 27%	10 17%	54 23%	12 20%	-	-	60 27%	6 9%	3 8%	1 17%	2 8%
INADEQUATE COMPENSATION/BENEFITS (NET)	131 43%	67 39%	27 61%	63 50%	41 61% B	29 46%	1 12%	69 54% I	47 36%	11 34%	3 49%	43 45%	10 41%	11 42%	45 47%	21 34%	97 41%	33 54%	1 18%	-	93 41%	37 49%	19 50%	3 34%	15 53%
Inadequate benefits	91 30%	43 25%	17 38%	45 36%	30 45% B	20 31%	1 12%	54 42% I	28 21%	6 19%	2 34%	39 41%	8 31%	8 28%	27 28%	10 16%	61 26%	29 46%	1 18%	-	56 25%	34 46%	18 47%	1 17%	15 53%
Inadequate compensation	74 24%	48 28%	19 44%	41 33%	19 28%	20 32%	-	37 29%	27 20%	8 25%	2 30%	17 18%	4 16%	8 28%	31 32%	14 23%	61 26%	12 19%	1 18%	-	60 27%	13 18%	7 18%	2 26%	4 15%
Burnout or emotional fatigue	110 36%	67 39%	20 45%	46 36%	27 40%	18 28%	2 30%	42 33%	54 41%	11 35%	2 26%	30 32%	11 47%	11 42%	33 34%	25 40%	87 37%	23 37%	-	-	86 38%	25 33%	15 39%	2 25%	7 25%
Job insecurity	79 26%	49 28%	17 39%	29 23%	31 46% BDF	17 27%	-	25 20%	46 35%	6 19%	1 19%	22 23%	8 31%	6 22%	24 25%	20 32%	63 27%	14 23%	2 36%	-	58 26%	19 26%	10 27%	2 31%	7 23%
Misalignment with organization's values or culture	77 25%	45 26%	19 43%	38 31%	25 38% B	29 45% B	1 18%	36 28%	31 23%	7 21%	3 40%	22 23%	5 22%	3 11%	26 27%	22 35% N	66 28%	11 18%	-	-	58 26%	19 26%	13 35%	3 40%	2 8%
Personal health or other voluntary reasons	71 23%	50 29%	22 50%	32 26%	19 28%	22 34%	1 12%	37 29%	24 18%	7 23%	2 26%	13 14%	10 41%	6 22%	24 25%	18 30%	65 27%	7 11%	-	-	53 24%	19 25%	16 42%	3 32%	-
Feeling undervalued or unrecognized	68 23%	40 23%	14 32%	30 24%	19 28%	20 31%	-	29 23%	32 25%	6 18%	1 19%	9 9%	10 41%	8 31%	26 27%	15 25%	58 24%	10 16%	1 18%	-	55 25%	13 17%	10 26%	2 22%	1 3%
Retirement	54 18%	35 21%	13 29%	14 11%	16 24% D	14 22%	4 70%	19 15%	29 22%	1 3%	-	22 23%	5 19%	3 11%	9 10%	15 25% O	35 15%	19 30%	-	-	30 13%	23 31%	16 41%	1 14%	7 23%
Poor management or leadership	45 15%	28 16%	11 25%	17 14%	15 23%	12 19%	-	21 16%	17 13%	5 17%	2 26%	-	6 25%	3 11%	24 25%	12 19%	38 16%	7 11%	-	-	39 17%	6 8%	3 9%	3 38%	-

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q215. Which of the following, if any, do you think are the main reasons why employees are leaving your organization? Please select all that apply.

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future			
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
																			No/Not sure						
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
Other	6 2%	6 3%	-	4 3%	-	4 7%	-	1*	-	5 16%	-	4 5%	-	-	1 1%	-	6 2%	-	-	-	6 2%	-	-	-	-
Not sure	1	1	-	-	-	-	-	-	1 1%	-	-	-	-	1 3%	-	-	1	-	-	-	1	-	-	-	-
None - Employees are not leaving our organization	29 10%	18 11%	1 1%	6 4%	2 3%	8 13% E	-	8 7%	18 14%	3 9%	-	13 14%	1 3%	2 6%	6 6%	9 14%	24 10%	3 4%	3 64%	3 100%	16 7%	11 14%	11 28%	-	-
Sigma	935 308%	567 329%	199 450%	385 307%	270 404%	239 376%	9 152%	395 309%	424 322%	85 270%	22 319%	233 245%	89 366%	83 303%	328 343%	203 327%	752 316%	176 284%	7 171%	3 100%	716 320%	211 279%	136 356%	23 285%	50 174%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q220. Which of the following strategies, if any, is your organization actively using to retain employees? Please select all that apply.

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
ANY (NET)	293 96%	170 99%	44 100%	116 93%	67 100%	64 100%	6 100%	119 93%	129 98%	31 100%	7 100%	86 91%	24 100%	27 97%	93 98%	62 100%	236 99%	53 85%	4 100%	3 100%	221 99%	67 89%	38 100%	8 100%	20 70%
Flexible scheduling or additional paid time off (PTO)	184 61%	107 62%	35 78%	81 65%	40 60%	49 77% BE	1 22%	75 59%	79 60%	25 80%	3 48%	60 64%	12 50%	14 50%	64 67%	34 55%	152 64%	28 46%	4 88%	2 81%	143 64%	37 49%	21 56%	6 78%	9 30%
Advancement opportunities or career pathways	177 58%	108 63%	26 60%	71 57%	40 60%	38 59%	1 8%	74 58%	80 61%	20 63%	3 41%	52 55%	12 50%	15 56%	56 59%	41 66%	155 65%	21 34%	1 18%	-	136 61%	40 53%	32 83%	6 70%	3 10%
Improved compensation	177 58%	97 56%	24 53%	66 52%	48 72% BD	42 66%	1 21%	80 62%	70 53%	22 68%	4 60%	52 55%	16 66%	20 72%	52 55%	37 59%	151 63%	24 39%	2 48%	1 19%	134 60%	41 54%	28 74%	3 39%	9 33%
Manager training and development	171 56%	103 60%	33 75%	63 50%	42 63%	37 59%	1 18%	70 55%	79 60%	16 52%	4 60%	47 50%	14 59%	15 56%	59 62%	35 56%	142 60%	29 46%	-	-	133 59%	38 50%	30 78%	5 60%	2 8%
Mental health or burnout support	147 48%	89 51%	23 53%	55 44%	37 56%	38 60% D	6 92%	53 41%	68 52%	19 59%	2 33%	30 32%	14 56%	11 42%	51 53%	41 66% N	119 50%	24 39%	4 82%	3 100%	112 50%	32 42%	21 54%	3 39%	7 25%
Tuition assistance or education benefits	143 47%	87 50%	18 41%	51 40%	38 57% D	32 51%	1 8%	56 44%	68 52%	14 45%	4 59%	34 36%	11 47%	11 42%	48 51%	37 60%	120 50%	20 33%	3 64%	3 100%	123 55%	17 22%	16 42%	1 6%	-
Other	1 4%	1 1%	1 1%	-	-	1 1%	-	-	1 2%	-	-	-	-	-	1 2%	-	-	1 15%	-	-	1 1%	-	-	-	-
None - we are not currently utilizing any strategies	11 4%	2 1%	-	9 7%	-	-	-	9 7%	3 2%	-	-	9 9%	-	1 3%	2 2%	-	2 1%	9 15%	-	-	3 1%	9 11%	-	-	9 30%
Sigma	1010 332%	593 344%	160 362%	396 316%	245 367%	237 373%	10 169%	416 325%	447 340%	116 368%	21 300%	285 300%	80 328%	87 319%	333 349%	226 364%	841 354%	156 252%	13 300%	8 300%	785 350%	213 281%	148 387%	23 292%	39 136%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q225. You mentioned that your organization has a hard time retaining younger workers or early-career workers (i.e., Gen Z).

Why do you think retention is challenging for this group? Please be as descriptive as possible.

Base: Worried About Gen Z Retention

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/ wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	123	72	26	50	33	35	2	59	51	9	2	11	15	12	60	25	98	24	1	-	102	20	9	6	5
Weighted Base	130*	71*	27**	71**	25**	37**	5**	64**	49**	11**	2**	47**	11**	9**	41*	21**	104*	26**	1**	-**	92*	38**	15**	5**	18**
CAREER GROWTH/DEVELOPMENT (NET)	53 41%	36 51%	18 66%	31 43%	10 41%	19 52%	-	18 29%	26 53%	7 64%	2 100%	17 36%	3 27%	5 50%	18 43%	11 50%	47 45%	6 23%	-	-	47 51%	6 17%	6 39%	1 11%	-
Higher demand for salary/Compensation is priority	29 22%	18 26%	10 36%	18 26%	4 16%	7 18%	-	10 16%	15 30%	2 20%	2 100%	13 27%	-	2 17%	11 27%	3 15%	26 25%	2 9%	-	-	24 26%	5 13%	4 29%	1 11%	-
Slow career growth/promotion	21 16%	14 20%	7 25%	13 18%	5 21%	11 30%	-	7 11%	8 17%	4 39%	2 100%	4 9%	2 13%	2 25%	6 14%	7 34%	19 19%	2 7%	-	-	20 22%	1 2%	1 5%	-	-
Unclear career development/growth path	6 5%	3 4%	2 8%	1 1%	2 10%	2 5%	-	2 3%	4 8%	1 5%	-	-	2 13%	1 8%	3 8%	1 2%	5 5%	1 5%	-	-	5 6%	1 2%	1 5%	-	-
Limited development opportunities	2 2%	2 3%	1 3%	-	-	1 2%	-	1 2%	1 2%	-	-	-	1 7%	-	2 4%	-	2 2%	1 2%	-	-	2 2%	1 2%	1 5%	-	-
Limited learning opportunities	1 1%	1 2%	1 3%	-	-	1 2%	-	1 1%	1 1%	-	-	-	1 7%	-	1 1%	-	1 1%	1 2%	-	-	1 1%	1 2%	1 5%	-	-
Other career growth/development mentions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VALUES/ATTITUDE (NET)	39 30%	22 31%	5 17%	24 34%	9 36%	6 17%	1 11%	25 40%	13 26%	1 5%	-	13 27%	3 27%	1 8%	14 33%	9 41%	33 32%	6 23%	-	-	26 29%	13 33%	1 5%	2 51%	9 52%
Lack of commitment/dedication	13 10%	6 9%	-	10 14%	1 5%	1 3%	-	10 15%	3 6%	-	-	9 18%	1 7%	-	3 7%	1 2%	9 8%	4 17%	-	-	7 8%	6 15%	-	1 26%	4 24%
They quit/find difficult to handle challenges (unsp)	11 8%	7 10%	2 9%	2 2%	3 11%	4 10%	-	4 6%	6 13%	1 5%	-	-	2 13%	1 8%	5 13%	3 15%	9 9%	2 7%	-	-	8 9%	3 7%	1 5%	1 25%	1 4%
Lack of work ethics	10 8%	5 7%	2 8%	9 13%	3 11%	-	1 11%	8 12%	2 5%	-	-	4 9%	-	-	2 4%	4 21%	10 10%	-	-	-	6 7%	4 11%	-	-	4 24%
Lack of patience	5 4%	4 5%	1 2%	1 1%	3 11%	1 3%	-	3 4%	2 5%	-	-	-	1 7%	-	4 10%	-	5 5%	-	-	-	5 5%	-	-	-	-
Lack of motivation	3 2%	2 3%	-	3 4%	-	1 2%	-	3 5%	-	-	-	-	1 7%	-	-	2 10%	3 3%	-	-	-	3 3%	-	-	-	-
Other value/attitude mentions	4 3%	3 4%	1 3%	2 3%	1 4%	2 5%	-	3 5%	1 2%	-	-	-	1 7%	-	3 7%	1 2%	4 4%	1 2%	-	-	3 3%	1 4%	1 5%	1 12%	-

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing



Q225. You mentioned that your organization has a hard time retaining younger workers or early-career workers (i.e., Gen Z).

Why do you think retention is challenging for this group? Please be as descriptive as possible.

Base: Worried About Gen Z Retention

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Weighted Base	130*	71*	27**	71**	25**	37**	5**	64**	49**	11**	2**	47**	11**	9**	41*	21**	104*	26**	1**	-**	92*	38**	15**	5**	18**
FLEXIBILITY/ADAPTABILITY (NET)	33 25%	14 19%	6 22%	17 24%	7 26%	9 23%	4 89%	18 28%	9 19%	2 17%	-	13 27%	3 27%	2 25%	8 20%	6 29%	21 20%	12 45%	1 100%	-	18 20%	14 37%	3 19%	2 51%	9 48%
Need flexible work arrangements	21 16%	11 15%	6 22%	9 12%	6 23%	8 21%	4 89%	8 13%	7 15%	1 5%	-	4 9%	2 7%	2 25%	6 16%	5 25%	13 13%	7 28%	-	-	12 13%	8 22%	2 10%	2 51%	4 24%
Lack of adaptability to changes in the field	10 7%	5 6%	1 2%	5 7%	1 3%	2 4%	-	6 10%	2 5%	1 11%	-	4 9%	1 7%	-	3 7%	2 7%	4 4%	5 19%	1 100%	-	3 4%	6 15%	1 8%	-	4 24%
Work life balance	5 4%	1 1%	-	4 6%	-	-	-	4 7%	1 1%	-	-	4 9%	-	-	-	1 2%	5 5%	-	-	-	5 5%	-	-	-	-
Other flexibility/adaptability mentions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SKILL/TALENT (NET)	22 17%	8 12%	2 8%	12 16%	1 5%	9 24%	-	14 21%	8 16%	1 10%	-	13 27%	3 27%	1 8%	4 10%	2 7%	15 15%	28 28%	-	-	12 13%	11 28%	6 42%	-	4 24%
Lack of guidance/training	12 9%	6 8%	1 3%	5 8%	1 2%	7 18%	-	6 10%	5 11%	1 5%	-	9 18%	1 7%	-	2 4%	1 5%	10 10%	2 7%	-	-	7 7%	6 15%	6 37%	-	-
Not interested to learn new things/skills	6 4%	1 1%	1 3%	4 6%	1 3%	1 2%	-	6 9%	-	-	-	4 9%	2 13%	-	-	-	2 1%	4 17%	-	-	1 1%	5 13%	1 5%	-	4 24%
Lack skills required for the job	4 3%	1 1%	1 2%	3 4%	1 2%	1 2%	-	1 1%	2 5%	1 10%	-	-	1 7%	1 8%	2 5%	1 2%	3 3%	1 4%	-	-	4 5%	-	-	-	-
Other skill/talent mentions	1 1%	1 2%	-	-	-	1 1%	-	1 1%	1 1%	-	-	-	-	-	1 1%	1 2%	1 1%	1 2%	-	-	1 1%	-	-	-	-
Job Hopping/Frequent job change	21 16%	14 20%	8 30%	13 18%	5 20%	8 22%	-	8 12%	13 27%	-	-	9 18%	2 20%	1 8%	3 8%	5 26%	19 18%	2 7%	-	-	15 16%	6 15%	6 39%	-	-
WORK ENVIRONMENT/ CONDITIONS (NET)	18 14%	9 13%	4 14%	10 13%	3 12%	7 19%	-	11 18%	5 11%	1 5%	1 71%	4 9%	2 20%	2 17%	8 18%	3 12%	10 9%	9 33%	-	-	12 13%	6 16%	1 8%	12 12%	4 24%
Leadership/management/rigid hierarchies	5 4%	-	-	5 7%	1 2%	1 2%	-	4 7%	1 1%	-	-	4 9%	-	-	1 1%	-	-	5 19%	-	-	1 1%	4 11%	-	-	4 24%
Look for meaningful/purpose-driven work	4 3%	3 4%	2 8%	3 4%	1 5%	3 7%	-	3 4%	2 3%	-	-	-	13%	-	1 3%	2 7%	2 2%	2 7%	-	-	4 4%	1 2%	-	12%	-
Work style/environment	4 3%	2 3%	1 2%	1 2%	1 2%	1 1%	-	1 2%	2 4%	-	1 71%	-	-	1 8%	3 7%	1 2%	4 4%	1 2%	-	-	4 5%	-	-	-	-

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q225. You mentioned that your organization has a hard time retaining younger workers or early-career workers (i.e., Gen Z).

Why do you think retention is challenging for this group? Please be as descriptive as possible.

Base: Worried About Gen Z Retention

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Weighted Base	130*	71*	27**	71**	25**	37**	5**	64**	49**	11**	2**	47**	11**	9**	41*	21**	104*	26**	1**	-**	92*	38**	15**	5**	18**
Company values/policies	1 1%	1 2%	1 5%	1 1%	1 5%	1 2%	-	1 2%	-	-	-	-	1 7%	-	1 1%	-	1 1%	-	-	-	1 1%	-	-	-	-
Other work environment/condition mentions	4 3%	3 4%	1 3%	1 1%	-	3 9%	-	3 4%	1 3%	1 5%	-	-	1 7%	1 8%	2 6%	1 2%	3 3%	1 5%	-	-	3 3%	1 3%	1 8%	-	-
Have many opportunities	4 3%	2 3%	1 3%	1 2%	3 10%	1 2%	-	3 4%	1 3%	-	-	-	2 13%	1 8%	1 3%	1 2%	3 2%	1 5%	-	-	4 4%	-	-	-	-
Other mentions	4 3%	3 4%	1 4%	2 2%	2 6%	1 3%	-	3 4%	1 2%	1 5%	-	-	-	-	3 8%	1 5%	3 3%	1 4%	-	-	4 5%	-	-	-	-
None/Nothing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decline to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	212 163%	119 167%	49 182%	115 163%	44 176%	66 177%	5 100%	108 170%	82 167%	12 109%	5 271%	69 145%	22 193%	11 125%	69 167%	41 192%	166 160%	46 177%	1 100%	-	153 166%	58 154%	25 168%	7 137%	27 148%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: Worried About Gen Z Retention

Q230. What specific efforts, if any, is your organization making to address retention of younger or early-career employees (i.e., Gen Z)? Please select all that apply.

	Healthcare Organization Setting						Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home health-care/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	123	72	26	50	33	35	2	59	51	9	2	11	15	12	60	25	98	24	1	-	102	20	9	6	5
Weighted Base	130*	71*	27**	71**	25**	37**	5**	64**	49**	11**	2**	47**	11**	9**	41*	21**	104*	26**	1**	-**	92*	38**	15**	5**	18**
ANY (NET)	126 97%	71 100%	27 100%	67 94%	25 100%	37 100%	5 100%	59 93%	49 100%	11 100%	2 100%	43 91%	11 100%	9 100%	41 100%	21 100%	104 100%	21 83%	1 100%	-	92 100%	33 89%	15 100%	5 100%	14 76%
Flexible scheduling or additional paid time off (PTO)	84 64%	51 72%	21 77%	49 69%	18 73%	28 75%	-	39 61%	34 70%	10 91%	1 29%	34 73%	7 60%	4 42%	27 66%	11 53%	74 71%	10 38%	-	-	58 63%	25 67%	13 87%	4 77%	9 48%
Improved compensation	79 61%	46 65%	17 64%	41 57%	18 70%	29 78%	-	32 51%	36 74%	11 95%	-	26 55%	8 67%	5 58%	25 60%	16 73%	66 63%	13 49%	1 100%	-	57 62%	22 57%	15 100%	2 49%	4 24%
Advancement opportunities or career pathways	70 54%	42 60%	19 71%	37 52%	18 69%	28 76%	1 11%	28 44%	31 63%	9 84%	1 71%	22 45%	8 67%	5 58%	22 53%	14 65%	60 58%	9 35%	1 100%	-	59 64%	11 28%	9 58%	1 25%	1 4%
Mental health or burnout support	64 49%	38 53%	18 68%	28 40%	13 53%	23 61%	4 89%	28 44%	28 57%	2 20%	2 100%	17 36%	7 60%	4 42%	23 56%	13 60%	53 51%	10 39%	1 100%	-	45 49%	18 49%	11 73%	2 49%	5 28%
Manager training and development	58 45%	31 43%	14 52%	25 36%	12 49%	18 49%	-	25 39%	28 57%	5 47%	-	17 36%	5 47%	3 33%	21 52%	11 52%	50 48%	8 32%	-	-	45 49%	14 36%	7 46%	2 51%	4 24%
Tuition assistance or education benefits	49 37%	27 38%	9 33%	27 38%	12 46%	18 47%	1 11%	23 36%	20 40%	4 35%	2 100%	13 27%	5 47%	5 50%	16 40%	10 45%	45 44%	4 14%	-	-	42 46%	6 17%	5 34%	1 26%	-
Other	2 1%	3 3%	1 2%	-	-	1 2%	-	1 2%	1 1%	-	-	-	1 7%	-	1 3%	-	1 1%	1 2%	-	-	2 2%	-	-	-	-
None - we are not making any efforts to address retention of younger or early-career employees	4 3%	-	-	4 6%	-	-	-	4 7%	-	-	-	4 9%	-	-	-	-	-	4 17%	-	-	-	4 11%	-	-	4 24%
Sigma	410 314%	237 333%	99 367%	211 298%	91 360%	144 387%	5 111%	181 284%	177 361%	41 371%	5 300%	134 282%	40 353%	26 283%	136 330%	74 347%	350 337%	58 224%	2 300%	-	308 335%	100 265%	59 397%	13 277%	27 152%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q300. How much do you agree or disagree with the following statement:  
Employers have a responsibility to help employees advance in their careers.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
STRONGLY/SOMEWHAT AGREE (NET)	271 89%	161 93% D	44 99%	103 82%	63 95% D	62 98% D	2 30%	109 85%	124 94%	31 98%	6 89%	73 77%	23 94%	26 94%	90 94%	59 96%	221 93%	46 75%	4 100%	3 100%	211 94%	57 75%	38 98%	7 85%	12 40%
Strongly agree	130 43%	75 43%	13 29%	42 33%	28 42%	30 47%	2 30%	47 36%	65 49%	13 40%	4 63%	26 27%	11 44%	12 44%	56 58%	26 42%	115 48%	15 23%	1 12%	1 19%	110 49%	19 26%	12 32%	4 46%	3 10%
Somewhat agree	141 46%	86 50%	31 70%	62 49%	35 53%	32 51%	-	62 49%	59 45%	18 58%	2 26%	47 50%	12 50%	14 50%	34 36%	33 54% O	105 44%	32 52%	4 88%	2 81%	100 45%	37 49%	25 66%	3 39%	9 30%
Neither agree nor disagree	24 8%	11 7%	-	17 14% F	4 5%	1 1%	-	15 12%	7 6%	1 2%	1 11%	13 14%	2 6%	2 6%	5 6%	2 4%	17 7%	6 10%	-	-	13 6%	11 14%	1 2%	1 15%	9 30%
STRONGLY/SOMEWHAT DISAGREE (NET)	9 3%	1 *	1 1%	5 4%	-	1 1%	4 70%	4 3%	1 *	-	-	9 9%	-	-	-	1 1%	-	9 15%	-	-	1 *	9 11%	-	-	9 30%
Somewhat disagree	9 3%	-	-	4 3%	-	-	4 70%	4 3%	-	-	-	9 9%	-	-	-	-	-	9 14%	-	-	-	9 11%	-	-	9 30%
Strongly disagree	1 *	1 *	1 1%	1 *	-	1 1%	-	-	1 *	-	-	-	-	-	-	1 1%	-	1 1%	-	-	1 *	-	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q300A. Which of the following, if any, describe what you believe is required from employers to invest in employees' career advancement? Please select all that apply.

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
SUPPORTING EDUCATION (NET)	245 81%	134 78%	30 68%	100 80%	63 95% BDF	44 69%	2 30%	96 75%	115 87%	27 85%	6 85%	69 73%	20 81%	22 81%	82 86%	52 84%	193 81%	49 80%	3 70%	2 81%	187 83%	55 73%	31 82%	8 100%	15 53%
Offering continuous learning and development opportunities	168 55%	83 48%	14 32%	75 60%	35 53%	30 47%	2 30%	64 50%	76 58%	20 65%	5 70%	47 50%	14 56%	17 61%	54 57%	36 57%	126 53%	39 63%	3 70%	2 81%	125 56%	40 53%	20 51%	4 56%	15 53%
Supporting education by providing financial support (e.g., reimbursement for educational workshops, courses, degree programs, etc.)	142 47%	79 46%	22 51%	54 43%	40 60% DF	26 41%	1 18%	44 35%	82 62% H	13 42%	2 30%	52 55%	11 44%	8 31%	36 38%	35 57% NO	117 49%	25 40%	-	-	107 48%	35 47%	24 62%	4 53%	7 23%
Supporting education by offering paid time off (PTO) or flexible schedules	118 39%	63 37%	16 35%	50 40%	29 43%	22 35%	2 30%	41 32%	57 43%	15 46%	4 62%	34 36%	10 41%	11 39%	40 42%	23 37%	91 38%	27 44%	-	-	86 39%	31 42%	20 52%	4 53%	7 23%
Offering mentoring and coaching from senior staff	158 52%	82 48%	24 55%	73 58%	28 42%	36 56%	1 18%	59 46%	73 56%	24 75%	2 23%	60 64%	9 38%	11 42%	47 49%	31 49%	127 53%	28 45%	4 82%	3 100%	116 52%	39 52%	21 55%	4 47%	14 47%
Providing regular feedback and performance reviews	150 49%	79 46%	17 39%	74 59% E	22 33%	35 55% E	1 18%	65 51%	57 43%	22 70%	5 71%	52 55%	12 50%	11 39%	48 51%	27 44%	121 51%	27 44%	2 36%	-	108 48%	40 53%	17 44%	7 86%	16 55%
Ensuring access to the necessary tools and technologies that enhance learning	148 49%	80 46%	22 49%	60 48%	31 46%	30 48%	2 30%	66 51%	59 45%	19 61%	3 36%	43 45%	14 59%	11 42%	50 52%	29 47%	109 46%	36 58%	3 64%	3 100%	112 50%	33 44%	21 54%	3 33%	9 33%
Establishing leadership development programs for aspiring leaders	136 45%	75 43%	19 43%	53 42%	34 51%	31 49%	1 18%	55 43%	60 46%	17 55%	2 26%	47 50%	10 41%	14 50%	40 42%	25 40%	114 48%	20 33%	2 36%	-	111 50%	23 30%	18 47%	2 23%	2 8%
Supporting participation in industry conferences and seminars	126 41%	69 40%	23 52%	61 48%	32 48%	32 50%	2 30%	55 43%	56 42%	13 40%	1 15%	43 45%	8 34%	8 28%	43 45%	24 39%	109 46%	17 27%	-	-	95 43%	31 40%	16 43%	5 62%	9 30%
Investing in health and wellness programs to maintain physical and mental well-being	125 41%	77 45%	22 50%	53 42%	35 52%	26 41%	5 88%	50 39%	57 43%	10 32%	3 38%	26 27%	9 38%	14 53%	48 50%	27 44%	100 42%	24 38%	1 18%	-	102 45%	22 29%	14 36%	4 46%	4 15%
Providing networking opportunities both within and outside the organization	106 35%	62 36%	19 44%	48 39%	23 35%	26 42%	2 30%	41 32%	55 42%	7 24%	2 23%	34 36%	11 44% O	9 33%	24 25%	28 45% O	97 41%	8 13%	1 30%	1 19%	89 40%	16 21%	12 31%	1 7%	3 10%
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q300A. Which of the following, if any, describe what you believe is required from employers to invest in employees' career advancement? Please select all that apply.

4 Aug 2025  
Table 26

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/only as needed	Only for licensing/licensure renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
							(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
(A)	(B)	(C)	(D)	(E)	(F)																				
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
None - I don't think employers are required to invest in employees' career advancement	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	1377	750	199	600	310	295	19	539	631	160	27	440	108	114	430	285	1111	251	14	8	1052	311	182	37	85
	453%	435%	449%	478%	464%	464%	312%	422%	479%	510%	394%	464%	444%	417%	450%	460%	467%	406%	336%	300%	470%	410%	476%	466%	296%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q300A. Which of the following, if any, describe what you believe is required from employers to invest in employees' career advancement? Please select all that apply.  
Base: Among Those Who Think Employers Are Required To Invest In Employee Career Advancement

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
SUPPORTING EDUCATION (NET)	245 81%	134 78%	30 68%	100 80%	63 95% BDF	44 69%	2 30%	96 75%	115 87%	27 85%	6 85%	69 73%	20 81%	22 81%	82 86%	52 84%	193 81%	49 80%	3 70%	2 81%	187 83%	55 73%	31 82%	8 100%	15 53%
Offering continuous learning and development opportunities	168 55%	83 48%	14 32%	75 60%	35 53%	30 47%	2 30%	64 50%	76 58%	20 65%	5 70%	47 50%	14 56%	17 61%	54 57%	36 57%	126 53%	39 63%	3 70%	2 81%	125 56%	40 53%	20 51%	4 56%	15 53%
Supporting education by providing financial support (e.g., reimbursement for educational workshops, courses, degree programs, etc.)	142 47%	79 46%	22 51%	54 43%	40 60% DF	26 41%	1 18%	44 35%	82 62% H	13 42%	2 30%	52 55%	11 44%	8 31%	36 38%	35 57% NO	117 49%	25 40%	-	-	107 48%	35 47%	24 62%	4 53%	7 23%
Supporting education by offering paid time off (PTO) or flexible schedules	118 39%	63 37%	16 35%	50 40%	29 43%	22 35%	2 30%	41 32%	57 43%	15 46%	4 62%	34 36%	10 41%	11 39%	40 42%	23 37%	91 38%	27 44%	-	-	86 39%	31 42%	20 52%	4 53%	7 23%
Offering mentoring and coaching from senior staff	158 52%	82 48%	24 55%	73 58%	28 42%	36 56%	1 18%	59 46%	73 56%	24 75%	2 23%	60 64%	9 38%	11 42%	47 49%	31 49%	127 53%	28 45%	4 82%	3 100%	116 52%	39 52%	21 55%	4 47%	14 47%
Providing regular feedback and performance reviews	150 49%	79 46%	17 39%	74 59% E	22 33%	35 55% E	1 18%	65 51%	57 43%	22 70%	5 71%	52 55%	12 50%	11 39%	48 51%	27 44%	121 51%	27 44%	2 36%	-	108 48%	40 53%	17 44%	7 86%	16 55%
Ensuring access to the necessary tools and technologies that enhance learning	148 49%	80 46%	22 49%	60 48%	31 46%	30 48%	2 30%	66 51%	59 45%	19 61%	3 36%	43 45%	14 59%	11 42%	50 52%	29 47%	109 46%	36 58%	3 64%	3 100%	112 50%	33 44%	21 54%	3 33%	9 33%
Establishing leadership development programs for aspiring leaders	136 45%	75 43%	19 43%	53 42%	34 51%	31 49%	1 18%	55 43%	60 46%	17 55%	2 26%	47 50%	10 41%	14 50%	40 42%	25 40%	114 48%	20 33%	2 36%	-	111 50%	23 30%	18 47%	2 23%	2 8%
Supporting participation in industry conferences and seminars	126 41%	69 40%	23 52%	61 48%	32 48%	32 50%	2 30%	55 43%	56 42%	13 40%	1 15%	43 45%	8 34%	8 28%	43 45%	24 39%	109 46%	17 27%	-	-	95 43%	31 40%	16 43%	5 62%	9 30%
Investing in health and wellness programs to maintain physical and mental well-being	125 41%	77 45%	22 50%	53 42%	35 52%	26 41%	5 88%	50 39%	57 43%	10 32%	3 38%	26 27%	9 38%	14 53%	48 50%	27 44%	100 42%	24 38%	1 18%	-	102 45%	22 29%	14 36%	4 46%	4 15%
Providing networking opportunities both within and outside the organization	106 35%	62 36%	19 44%	48 39%	23 35%	26 42%	2 30%	41 32%	55 42%	7 24%	2 23%	34 36%	11 44% O	9 33%	24 25%	28 45% O	97 41%	8 13%	1 30%	1 19%	89 40%	16 21%	12 31%	1 7%	3 10%
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	1377 453%	750 435%	199 449%	600 478%	310 464%	295 464%	19 312%	539 422%	631 479%	160 510%	27 394%	440 464%	108 444%	114 417%	430 450%	285 460%	1111 467%	251 406%	14 336%	8 300%	1052 470%	311 410%	182 476%	37 466%	85 296%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q300A. Which of the following, if any, describe what you believe is required from employers to invest in employees' career advancement? Please select all that apply.  
Base: Among Those Who Think Employers Are Required To Invest In Employee Career Advancement

4 Aug 2025  
Table 27

	Healthcare Organization Setting										Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/ e/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure				
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)					
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**				

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing



Base: All Qualified Respondents

Q310. In your experience, how does a lack of career development opportunities impact employee retention at your organization? Please select all that apply.

	Healthcare Organization Setting						Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
ANY IMPACT (NET)	301 99%	171 99%	44 100%	125 100%	66 99%	62 98%	6 100%	126 99%	130 99%	31 100%	7 100%	95 100%	24 97%	27 100%	94 98%	62 99%	235 99%	61 99%	4 100%	3 100%	221 99%	76 100%	38 100%	8 100%	29 100%
Reduces employee loyalty	174 57%	101 59%	27 62%	79 63%	40 60%	36 57%	1 21%	80 63%	71 54%	19 61%	3 41%	52 55%	15 63%	15 56%	51 54%	40 65%	141 59%	31 51%	1 30%	1 19%	140 62%	33 43%	17 46%	4 46%	12 40%
Leads to higher turnover among early-career employees	165 54%	89 52%	23 52%	77 61%	33 50%	32 50%	1 18%	76 59%	65 50%	19 60%	4 59%	60 64%	11 44%	13 47%	53 55%	28 46%	135 57%	27 44%	3 70%	2 81%	127 57%	35 47%	19 49%	4 54%	12 40%
Contributes to burnout	143 47%	98 57% E	28 64%	72 57% E	24 35%	34 54% E	1 22%	57 44%	64 48%	18 58%	3 49%	43 45%	14 56%	14 50%	39 41%	34 54%	116 49%	26 43%	1 12%	1 19%	109 48%	34 45%	19 50%	4 45%	11 38%
Leads to disengagement	141 46%	73 42%	20 45%	61 48%	32 47%	36 57% B	2 30%	55 43%	61 47%	19 61%	3 45%	43 45%	14 59%	14 53%	46 48%	23 37%	108 45%	31 50%	2 36%	- -	95 42%	44 59%	26 67%	5 63%	13 45%
Limits opportunities for internal promotion	129 42%	75 43%	18 40%	40 32%	37 55% DF	22 35%	5 88%	42 33%	61 47%	17 56%	2 33%	30 32%	8 31%	16 58% M	46 48%	29 47%	100 42%	26 41%	3 70%	2 81%	103 46%	22 29%	15 38%	3 32%	4 15%
Increases external hiring costs	124 41%	75 44%	24 54%	40 32%	39 58% D	27 42%	1 8%	48 38%	58 44%	13 40%	4 56%	30 32%	11 44%	11 42%	39 41%	33 53%	102 43%	18 29%	4 82%	3 100%	87 39%	33 44%	27 70%	4 44%	3 10%
Other	1	1	1%	-	-	1%	-	-	1	-	-	-	-	-	1%	-	-	1%	-	-	1	-	-	-	-
None - has little or no impact on retention	2 1%	2 1%	-	-	-	1	-	2 1%	1	-	-	-	1 3%	-	1	1	2 1%	-	-	-	2 1%	-	-	-	-
Not sure	1	-	-	1	1%	1%	-	-	1	-	-	-	-	-	1%	-	-	1%	-	-	1	-	-	-	-
Sigma	879 289%	513 298%	141 318%	369 294%	205 307%	190 298%	12 187%	360 281%	382 291%	106 337%	19 282%	259 273%	73 300%	84 306%	276 289%	188 303%	705 297%	161 260%	13 300%	8 300%	664 297%	202 267%	123 320%	23 285%	54 188%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q315. To what extent do you agree or disagree with the following statements?

SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
																			No/Not sure							
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)		
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
Investing in employees' career growth benefits our organization.	287	166	43	119	62	61	6	120	125	29	6	91	23	27	85	61	227	56	4	3	212	71	38	8	25	
	94%	96%	96%	94%	92%	96%	100%	94%	95%	93%	85%	95%	94%	97%	90%	99% O	95%	90%	100%	100%	95%	93%	98%	100%	85%	
It is critical that employees at our organization feel valued by their employer.	279	160	44	114	61	61	6	114	125	27	6	86	19	27	86	62	222	52	4	3	207	67	37	5	25	
	92%	93%	99%	91%	91%	97%	100%	89%	95%	86%	89%	91%	78%	100% MO	89%	99% MO	93%	84%	100%	100%	93%	89%	97%	63%	85%	
Employers that invest in career growth through education for their employees stand out in a competitive market.	277	161	43	110	62	62	6	113	123	29	6	86	22	27	82	60	214	59	4	3	203	69	37	7	25	
	91%	93%	96%	87%	92%	98% D	100%	88%	94%	91%	82%	91%	91%	97%	86%	97% O	90%	95%	100%	100%	91%	91%	97%	85%	85%	
Investing in employees' career growth benefits their career.	274	158	39	118	49	55	6	112	118	31	6	82	24	26	89	53	210	60	4	3	199	70	34	7	29	
	90%	91% E	89%	94% E	73%	87% E	100%	88%	90%	100%	85%	86%	97%	94%	93%	86%	88%	97%	100%	100%	89%	93%	89%	85%	100%	
Offering employees educational opportunities increases workforce morale.	272	159	36	103	57	60	6	112	117	30	6	82	23	26	84	57	214	53	4	3	201	67	38	8	20	
	89%	92% D	81%	82%	86%	95% D	100%	88%	89%	95%	93%	86%	94%	94%	88%	92%	90%	85%	100%	100%	90%	88%	99%	100%	70%	
Our organization promotes career growth through education, equally across clinical and non-clinical roles.	253	156	43	103	57	61	1	104	114	29	5	65	21	27	82	58	215	34	4	3	202	46	32	7	7	
	83%	91%	98%	82%	85%	97% DE	21%	81%	86%	92%	74%	68%	84%	97%	86%	94%	90%	54%	100%	100%	90%	61%	83%	93%	23%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q315. To what extent do you agree or disagree with the following statements?  
SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/ wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
Our organization promotes career growth, through education, equally across clinical and non-clinical roles.	14 5%	3 2%	-	7 6%	2 3%	1 2%	4 70%	6 4%	2 1%	2 5%	1 11%	9 9%	1 3%	-	4 4%	1 1%	2 1%	12 19%	-	-	3 2%	11 14%	1 3%	1 7%	9 30%
It is critical that employees at our organization feel valued by their employer.	7 2%	3 2%	-	2 2%	2 3%	-	-	1 1%	4 3%	2 5%	1 11%	-	4 16% NOP	-	3 4%	-	5 2%	2 4%	-	-	4 2%	3 4%	1 3%	2 23%	-
Offering employees educational opportunities increases workforce morale.	3 1%	3 2%	2 5%	3 2%	2 3%	2 4%	-	1 1%	2 2%	-	-	-	-	-	1 1%	2 4%	3 1%	1 1%	-	-	3 1%	-	-	-	-
Investing in employees' career growth benefits their career.	2 1%	2 1%	2 5%	2 2%	2 3%	2 4%	-	-	2 2%	-	-	-	-	-	-	2 4%	2 1%	-	-	-	2 1%	-	-	-	-
Employers that invest in career growth through education for their employees stand out in a competitive market.	1 *	1 1%	-	-	-	-	-	1 1%	-	-	-	-	-	1 3%	1 1%	-	1 1%	-	-	-	1 1%	-	-	-	-
Investing in employees' career growth benefits our organization.	1 *	1 1%	-	-	-	-	-	1 1%	-	-	-	-	-	-	1 1%	-	1 1%	-	-	-	1 1%	-	-	-	-

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q315\_1. To what extent do you agree or disagree with the following statements?

1. It is critical that employees at our organization feel valued by their employer.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/ wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)		
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
STRONGLY/SOMEWHAT AGREE (NET)	279 92%	160 93%	44 99%	114 91%	61 91%	61 97%	6 100%	114 89%	125 95%	27 86%	6 89%	86 91%	19 78%	27 100% MO	85 89%	62 99% MO	222 93%	52 84%	4 100%	3 100%	207 93%	67 89%	37 97%	5 63%	25 85%	
Strongly agree	156 51%	92 53%	19 44%	69 55% E	25 38%	36 57% E	5 88%	67 52%	61 46%	19 61%	3 40%	43 45%	13 53%	17 61%	49 52%	33 54%	128 54%	27 44%	1 18%	-	123 55%	32 42%	16 42%	4 48%	12 40%	
Somewhat agree	123 41%	68 40%	24 55%	46 36%	36 54% D	25 39%	1 12%	47 37%	64 49%	8 24%	3 49%	43 45%	6 25%	11 39%	35 37%	28 45%	94 40%	25 41%	4 82%	3 100%	85 38%	35 46%	21 55%	1 15%	13 45%	
Neither agree nor disagree	18 6%	9 5%	1 1%	9 7%	4 6%	2 3%	-	13 10% I	2 2%	3 9%	-	9 9%	2 6%	-	7 8%	1 1%	11 5%	7 12%	-	-	12 6%	5 7%	-	1 14%	4 15%	
STRONGLY/SOMEWHAT DISAGREE (NET)	7 2%	3 2%	-	2 2%	2 3%	-	-	1 1%	4 3%	2 5%	1 11%	-	4 16% NOP	-	3 4%	-	5 2%	2 4%	-	-	4 2%	3 4%	1 3%	2 23%	-	
Somewhat disagree	7 2%	3 2%	-	2 1%	2 3%	-	-	1 1%	4 3%	1 4%	1 11%	-	4 16% NOP	-	3 3%	-	5 2%	2 3%	-	-	4 2%	3 3%	1 2%	2 23%	-	
Strongly disagree	1 *	-	-	1 *	-	-	-	-	-	1 2%	-	-	-	-	1 1%	-	-	1 1%	-	-	-	1 1%	1 1%	-	-	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q315. 2. To what extent do you agree or disagree with the following statements?

2. Investing in employees' career growth benefits their career.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
STRONGLY/SOMEWHAT AGREE (NET)	274 90%	158 91% E	39 89%	118 94% E	49 73%	55 87% E	6 100%	112 88%	118 90%	31 100%	6 85%	82 86%	24 97%	26 94%	89 93%	53 86%	210 88%	60 97%	4 100%	3 100%	199 89%	70 93%	34 89%	7 85%	29 100%
Strongly agree	160 52%	82 47%	21 47%	76 61% E	27 41%	33 51%	2 30%	70 55%	71 54%	14 45%	3 40%	56 59%	11 44%	16 58%	49 51%	28 45%	119 50%	40 64%	1 30%	1 19%	110 49%	49 64%	24 63%	4 46%	20 70%
Somewhat agree	114 38%	76 44%	19 42%	42 33%	22 33%	23 36%	4 70%	42 33%	47 36%	17 55%	3 44%	26 27%	13 53%	10 36%	40 42%	25 41%	91 38%	20 32%	3 70%	2 81%	90 40%	22 28%	10 26%	3 39%	9 30%
Neither agree nor disagree	28 9%	13 7%	3 6%	5 4%	15 23% BDF	6 9%	-	16 12%	11 9%	-	1 15%	13 14%	1 3%	2 6%	6 7%	7 10%	26 11%	2 3%	-	-	22 10%	6 7%	4 11%	1 15%	-
STRONGLY/SOMEWHAT DISAGREE (NET)	2 1%	2 1%	2 5%	2 2%	2 3%	2 4%	-	-	2 2%	-	-	-	-	-	-	2 4%	2 1%	-	-	-	2 1%	-	-	-	-
Somewhat disagree	2 1%	2 1%	2 5%	2 2%	2 3%	2 4%	-	-	2 2%	-	-	-	-	-	-	2 4%	2 1%	-	-	-	2 1%	-	-	-	-
Strongly disagree	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q315. 3. To what extent do you agree or disagree with the following statements?

3. Investing in employees' career growth benefits our organization.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/long-term care	Home health-care hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/only as needed	Only for licensing/licensure renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)		
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
STRONGLY/SOMEWHAT AGREE (NET)	287 94%	166 96%	43 96%	119 94%	62 92%	61 96%	6 100%	120 94%	125 95%	29 93%	6 85%	91 95%	23 94%	27 97%	85 90%	61 99% O	227 95%	56 90%	4 100%	3 100%	212 95%	71 93%	38 98%	8 100%	25 85%	
Strongly agree	161 53%	98 57%	22 51%	58 46%	36 53%	30 47%	1 21%	69 54%	71 54%	16 52%	4 52%	43 45%	14 59%	17 64%	54 57%	32 52%	137 58%	23 37%	1 30%	1 19%	131 59%	29 38%	19 49%	5 62%	5 18%	
Somewhat agree	126 41%	68 39%	20 46%	61 49%	26 39%	31 49%	5 79%	52 40%	54 41%	13 41%	2 33%	47 50%	8 34%	9 33%	32 33%	29 47%	90 38%	33 54%	3 70%	2 81%	81 36%	42 55%	19 49%	3 38%	19 67%	
Neither agree nor disagree	16 5%	5 3%	2 4%	7 6%	5 8%	2 4%	-	6 5%	6 5%	2 7%	1 15%	4 5%	2 6%	1 3%	9 9% P	1 1%	10 4%	6 10%	-	-	11 5%	5 7%	1 2%	-	4 15%	
STRONGLY/SOMEWHAT DISAGREE (NET)	1*	1 1%	-	-	-	-	-	1 1%	-	-	-	-	-	-	1 1%	-	1 1%	-	-	-	1 1%	-	-	-	-	
Somewhat disagree	1*	1 1%	-	-	-	-	-	1 1%	-	-	-	-	-	-	1 1%	-	1 1%	-	-	-	1 1%	-	-	-	-	
Strongly disagree	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q315\_4. To what extent do you agree or disagree with the following statements?

4. Offering employees educational opportunities increases workforce morale.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/ wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure			Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
																					Yes	No/Not sure				
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
STRONGLY/SOMEWHAT AGREE (NET)	272 89%	159 92% D	36 81%	103 82%	57 86%	60 95% D	6 100%	112 88%	117 89%	30 95%	6 93%	82 86%	23 94%	26 94%	84 88%	57 92%	214 90%	53 85%	4 100%	3 100%	201 90%	67 88%	38 99%	8 100%	20 70%	
Strongly agree	144 47%	84 49%	13 29%	50 40%	25 37%	30 47%	6 100%	60 47%	56 42%	20 64%	2 26%	43 45%	11 47%	17 64% P	48 50%	24 39%	109 46%	32 52%	3 70%	2 81%	104 46%	37 49%	21 55%	3 32%	13 45%	
Somewhat agree	127 42%	75 43%	23 52%	53 42%	33 49%	31 48%	-	52 40%	61 47%	10 31%	5 67%	39 41%	11 47%	8 31%	36 37%	33 53% N	105 44%	21 34%	1 30%	1 19%	97 43%	29 39%	17 43%	5 68%	7 25%	
Neither agree nor disagree	29 10%	11 6%	6 14%	20 16% BF	7 11% F	1 2%	-	15 11%	12 9%	2 5%	1 7%	13 14%	2 6%	2 6%	11 11%	3 4%	21 9%	8 14%	-	-	20 9%	9 12%	1 1%	-	9 30%	
STRONGLY/SOMEWHAT DISAGREE (NET)	3 1%	3 2%	2 5%	3 2%	2 3%	2 4%	-	1 1%	2 2%	-	-	-	-	-	1 1%	2 4%	3 1%	1 1%	-	-	3 1%	-	-	-	-	
Somewhat disagree	3 1%	3 2%	2 5%	3 2%	2 3%	2 4%	-	1 1%	2 2%	-	-	-	-	-	1 1%	2 4%	3 1%	1 1%	-	-	3 1%	-	-	-	-	
Strongly disagree	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q315\_5. To what extent do you agree or disagree with the following statements?

5. Employers that invest in career growth through education for their employees stand out in a competitive market.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
STRONGLY/SOMEWHAT AGREE (NET)	277 91%	161 93%	43 96%	110 87%	62 92%	62 98% D	6 100%	113 88%	123 94%	29 91%	6 82%	86 91%	22 91%	27 97%	82 86%	60 97% O	214 90%	59 95%	4 100%	3 100%	203 91%	69 91%	37 97%	7 85%	25 85%
Strongly agree	151 50%	80 46%	14 31%	53 43%	35 53%	30 47%	2 30%	62 49%	68 51%	15 47%	4 59%	47 50%	13 53%	17 61%	42 44%	32 51%	120 51%	27 44%	3 70%	2 81%	110 49%	38 50%	25 65%	3 38%	9 33%
Somewhat agree	126 42%	80 47%	29 65%	56 45%	27 40%	32 50%	4 70%	51 40%	56 42%	14 44%	2 23%	39 41%	9 38%	10 36%	40 42%	28 46%	94 39%	31 51%	1 30%	1 19%	94 42%	31 41%	12 32%	4 46%	15 53%
Neither agree nor disagree	26 9%	11 6%	2 4%	16 13% F	5 8%	2 2%	-	14 11%	8 6%	3 9%	1 18%	9 9%	2 9%	-	13 14% NP	2 3%	23 10%	3 5%	-	-	19 9%	7 9%	1 3%	1 15%	4 15%
STRONGLY/SOMEWHAT DISAGREE (NET)	1*	1 1%	-	-	-	-	-	1 1%	-	-	-	-	-	1 3%	1 1%	-	1 1%	-	-	-	1 1%	-	-	-	-
Somewhat disagree	1*	1 1%	-	-	-	-	-	1 1%	-	-	-	-	-	1 3%	1 1%	-	1 1%	-	-	-	1 1%	-	-	-	-
Strongly disagree	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing



Q315\_6. To what extent do you agree or disagree with the following statements?

6. Our organization promotes career growth, through education, equally across clinical and non-clinical roles.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/ wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
							(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
STRONGLY/SOMEWHAT AGREE (NET)	253 83%	156 91%	43 98%	103 82%	57 85%	61 97% DE	1 21%	104 81%	114 86%	29 92%	5 74%	65 68%	21 84%	27 97%	82 86%	58 94%	215 90%	34 54%	4 100%	3 100%	202 90%	46 61%	32 83%	7 93%	7 23%	
Strongly agree	125 41%	88 51% E	22 49%	52 42%	18 27%	39 61% DE	1 8%	57 44%	51 39%	16 51%	2 22%	26 27%	9 38%	14 50%	43 45%	34 55%	114 48%	9 14%	3 64%	3 100%	101 45%	22 29%	18 47%	4 46%	-	
Somewhat agree	127 42%	68 39%	21 48%	51 40%	39 58% BDF	23 36%	1 12%	47 37%	63 48%	13 41%	4 52%	39 41%	11 47%	13 47%	40 42%	24 39%	101 42%	25 41%	2 36%	-	101 45%	24 32%	14 37%	4 46%	7 23%	
Neither agree nor disagree	37 12%	13 8%	1 2%	15 12%	8 12%	1 2%	1 10%	19 15%	16 12%	1 3%	1 15%	22 23%	3 13%	1 3%	9 9%	3 5%	21 9%	16 27%	-	-	18 8%	19 26%	5 13%	-	14 47%	
STRONGLY/SOMEWHAT DISAGREE (NET)	14 5%	3 2%	-	7 6%	2 3%	1 2%	4 70%	6 4%	2 1%	2 5%	1 11%	9 9%	1 3%	-	4 4%	1 1%	2 1%	12 19%	-	-	3 2%	11 14%	1 3%	1 7%	9 30%	
Somewhat disagree	8 3%	2 1%	-	2 1%	1 1%	1 2%	4 70%	1 1%	1 *	2 5%	1 11%	4 5%	1 3%	-	3 3%	1 1%	2 1%	6 10%	-	-	2 1%	6 8%	1 3%	1 7%	4 15%	
Strongly disagree	6 2%	1 1%	-	6 4%	1 2%	-	-	4 3%	1 1%	-	-	4 5%	-	-	1 1%	-	-	6 9%	-	-	1 1%	4 6%	-	-	4 15%	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q400. How would you describe your organization's approach to workforce education or upskilling? Please select one.

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
MORE COMPREHENSIVE (NET)	283 93%	167 97% D	44 100%	111 89%	64 96%	63 99%	6 100%	114 89%	127 97%	29 91%	7 100%	82 86%	23 94%	27 97%	93 98%	59 95%	238 100%	45 73%	-	-	222 99%	62 81%	37 97%	8 100%	16 55%
We have a comprehensive, strategic range of programs and support - education and upskilling are central to workforce planning and widely promoted.	146 48%	103 60% E	31 69%	63 50%	28 42%	38 60% E	1 21%	65 51%	66 50%	10 31%	4 56%	34 36%	17 69% O	15 56%	46 48%	34 54%	146 61%	-	-	-	126 56%	20 27%	18 48%	2 22%	-
We offer a range of programs and support, but they are not consistently promoted or integrated into workforce planning.	92 30%	48 28%	10 23%	33 26%	27 40%	19 29%	1 10%	41 32%	36 27%	12 38%	2 33%	26 27%	5 19%	9 33%	34 36%	18 29%	92 39%	-	-	-	69 31%	22 30%	12 31%	5 61%	5 18%
We provide some education or training opportunities, but access is limited or not consistently communicated.	45 15%	16 9%	4 8%	15 12%	10 14%	6 9%	4 70%	8 6%	25 19% H	7 22%	1 11%	22 23%	2 6%	2 8%	13 14%	7 11%	-	45 73%	-	-	26 12%	19 25%	7 18%	1 17%	11 38%
LESS COMPREHENSIVE (NET)	18 6%	3 2%	-	14 11% B	3 4%	1 1%	-	14 11%	4 3%	1 2%	-	13 14%	2 6%	1 3%	2 2%	1 1%	-	17 27%	2 36%	-	2 1%	14 19%	1 3%	-	13 45%
We only offer minimal education or training on an as-needed basis.	17 5%	2 1%	-	14 11% B	2 3%	1 1%	-	14 11%	3 2%	1 2%	-	13 14%	1 3%	-	2 2%	1 1%	-	17 27%	-	-	2 1%	14 19%	1 3%	-	13 45%
We only offer learning for licensing/license renewal.	2 1%	1	-	-	1 1%	-	-	-	2 1%	-	-	-	1 3% O	1 3%	-	-	-	-	2 36%	-	-	-	-	-	-
NONE/NOT SURE (NET)	3 1%	3 2%	-	-	-	-	-	-	1	2 7%	-	-	-	-	-	3 4%	-	-	3 64%	3 100%	-	-	-	-	-
None - We do not currently offer any formal workforce education or upskilling opportunities.	3 1%	3 2%	-	-	-	-	-	-	1	2 7%	-	-	-	-	-	3 4%	-	-	3 64%	3 100%	-	-	-	-	-
Not sure	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: Offers Workforce Edu/UpSkilling Q405. Specifically, does your organization currently offer its employees any education benefits (e.g., tuition reimbursement, tuition assistance, company scholarships, etc.)?

4 Aug 2025  
Table 38

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/licensure renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	300	193	49	103	71	73	4	128	126	31	11	22	31	35	143	69	253	47	-	-	254	46	26	11	8
Weighted Base	300	169	44**	126*	66*	64*	6**	128*	129*	29**	7**	95**	24*	27*	95	59*	238	62**	-**	-**	224	76**	38**	8**	29**
Yes	224 75%	145 86% DF	36 80%	86 69%	50 76%	45 71%	1 21%	88 69%	102 79%	26 90%	6 89%	47 50%	18 77%	22 83%	83 87%	53 89%	195 82%	29 46%	-	-	224 100%	-	-	-	-
NO/NOT SURE (NET)	76 25%	24 14%	9 20%	39 31% B	16 24%	19 29% B	5 79%	40 31%	27 21%	3 10%	11 11%	47 50%	5 23%	5 17%	12 13%	7 11%	43 18%	33 54%	-	-	-	76 100%	38 100%	8 100%	29 100%
No	75 25%	24 14%	9 20%	38 31% B	15 23%	19 29% B	4 70%	40 31%	27 21%	3 10%	11 11%	47 50%	5 23%	5 17%	11 12%	7 11%	42 18%	33 54%	-	-	-	75 99%	38 100%	8 100%	29 100%
Not sure	1	-	-	1	1%	-	1 10%	-	-	-	-	-	-	-	1 1%	-	1	-	-	-	-	1 1%	-	-	-
Sigma	300 100%	169 100%	44 100%	126 100%	66 100%	64 100%	6 100%	128 100%	129 100%	29 100%	7 100%	95 100%	24 100%	27 100%	95 100%	59 100%	238 100%	62 100%	-	-	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q410. Does your organization have plans to offer employees education benefits in the future?

4 Aug 2025  
Table 39

Base: Does Not Offer Workforce Edu/Upskilling

	Healthcare Organization Setting						Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home health-care/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	45	25	7	19	10	16	1	25	14	4	1	11	7	6	15	6	31	14	-	-	-	45	26	11	8
Weighted Base	75*	24**	9**	38**	15**	19**	4**	40**	27**	3**	1**	47**	5**	5**	11**	7**	42**	33**	..**	..**	..**	75**	38**	8**	29**
YES (NET)	46 62%	21 87%	9 100%	17 44%	15 100%	19 100%	-	23 57%	20 73%	3 100%	1 100%	22 45%	5 100%	4 83%	11 100%	4 66%	37 88%	9 28%	-	-	-	46 62%	38 100%	8 100%	-
Yes - In the next 1-2 years	38 51%	18 75%	8 93%	11 29%	11 76%	17 90%	-	17 43%	19 69%	2 62%	1 100%	22 45%	5 100%	2 50%	5 47%	4 58%	30 72%	8 24%	-	-	-	38 51%	38 100%	-	-
Yes - In the next 3+ years	8 11%	3 13%	1 7%	6 15%	4 24%	2 10%	-	6 14%	1 5%	1 38%	-	-	-	2 33%	6 53%	1 8%	7 16%	1 4%	-	-	-	8 11%	-	8 100%	-
NO/NOT SURE (NET)	29 38%	3 13%	-	22 56%	-	-	4 100%	17 43%	7 27%	-	-	26 55%	-	1 17%	-	2 34%	5 12%	24 72%	-	-	-	29 38%	-	-	29 100%
No - No plans to offer education benefits in the future	20 27%	3 13%	-	13 34%	-	-	4 100%	13 32%	3 11%	-	-	17 36%	-	1 17%	-	2 34%	5 12%	15 46%	-	-	-	20 27%	-	-	20 70%
Not sure	9 11%	-	-	9 22%	-	-	-	4 11%	4 16%	-	-	9 18%	-	-	-	-	-	9 26%	-	-	-	9 11%	-	-	9 30%
Sigma	75 100%	24 100%	9 100%	38 100%	15 100%	19 100%	4 100%	40 100%	27 100%	3 100%	1 100%	47 100%	5 100%	5 100%	11 100%	7 100%	42 100%	33 100%	-	-	-	75 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: Offers Workforce Edu/Upskilling

Q415. Which of the following education benefits does your organization offer? Please select all that apply.

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/ long-term care	Home health-care/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/licensure renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	254	168	42	83	60	57	2	103	112	27	10	11	24	29	127	63	221	33	-	-	254	-	-	-	-
Weighted Base	224	145*	36**	86*	50*	45*	1**	88*	102*	26**	6**	47**	18**	22**	83	53*	195	29**	-.**	-.**	224	-.**	-.**	-.**	-.**
TUITION ASSISTANCE (NET)	144 64%	97 67%	27 76%	55 64%	35 69%	29 64%	1 100%	54 62%	70 68%	14 52%	4 71%	22 45%	14 75%	14 66%	55 66%	38 73%	133 68%	11 38%	-	-	144 64%	-	-	-	-
Tuition assistance via reimbursement for degree programs	98 44%	64 44%	18 50%	38 45%	27 53%	20 45%	1 100%	36 41%	49 48%	9 35%	3 54%	13 27%	10 54%	9 41%	40 48%	26 50%	92 47%	6 23%	-	-	98 44%	-	-	-	-
Tuition assistance via upfront payment for degree programs	72 32%	55 38%	16 44%	24 28%	13 26%	14 30%	-	27 31%	37 36%	7 28%	1 17%	9 18%	8 42%	8 34%	26 31%	22 42%	67 34%	5 18%	-	-	72 32%	-	-	-	-
Access to learning and development platforms (e.g., LinkedIn Learning, Coursera, etc.)	121 54%	77 53%	18 52%	59 68% F	26 51%	18 41%	1 41%	47 53%	59 57%	12 46%	3 54%	39 82%	6 33%	7 31%	40 47%	30 57%	114 58%	7 26%	-	-	121 54%	-	-	-	-
On-site or online skill-building courses or training	102 46%	67 46%	13 36%	42 49%	19 38%	21 47%	-	32 36%	47 46%	20 77%	3 46%	26 55%	7 38%	5 24%	39 47%	25 47%	88 45%	14 50%	-	-	102 46%	-	-	-	-
Financial support for earning professional certifications or licenses	92 41%	57 39%	23 64%	39 45%	26 51%	18 40%	1 100%	41 46%	43 42%	6 22%	1 21%	17 36%	11 58%	9 41%	31 37%	24 45%	83 43%	8 29%	-	-	92 41%	-	-	-	-
Paid time off (PTO) to attend school or training	84 38%	54 37%	11 30%	38 44%	25 50%	22 49%	1 59%	32 36%	43 42%	8 30%	1 17%	26 55%	7 38%	7 31%	28 34%	17 31%	71 36%	14 48%	-	-	84 38%	-	-	-	-
Career counseling or education advising services	82 36%	59 41%	19 53%	30 35%	22 43%	18 41%	-	23 26%	47 46% H	9 35%	2 34%	13 27%	5 29%	7 31%	31 37%	26 49%	71 36%	11 38%	-	-	82 36%	-	-	-	-
Company-sponsored scholarships or grants	80 36%	53 36%	15 43%	36 42%	19 38%	14 31%	1 41%	30 34%	43 42%	5 19%	2 29%	26 55%	3 17%	7 31%	28 33%	17 31%	72 37%	8 29%	-	-	80 36%	-	-	-	-
Reimbursement for education units (EUs) or CME credits	75 34%	50 35%	17 48%	32 37%	22 43%	14 31%	-	25 28%	39 38%	10 40%	1 8%	13 27%	5 29%	6 28%	28 34%	23 43%	63 32%	13 44%	-	-	75 34%	-	-	-	-
Micro-credentials (i.e., short, focused certifications designed to provide learners with specific skills/competencies in a variety of subject areas)	75 33%	52 36%	18 50%	36 41%	21 42%	18 40%	-	27 30%	40 39%	6 23%	2 25%	22 45%	7 38%	5 24%	22 26%	19 36%	72 37%	2 9%	-	-	75 33%	-	-	-	-
Credit for prior learning or on-the-job experience	65 29%	40 28%	11 31%	32 37%	15 29%	16 36%	1 59%	31 35%	25 25%	6 22%	2 29%	13 27%	5 29%	6 28%	26 31%	15 28%	60 31%	5 18%	-	-	65 29%	-	-	-	-
Partnerships with specific colleges or universities (e.g., discounted tuition, etc.)	62 28%	48 33%	17 49%	27 31%	17 33%	12 28%	1 41%	22 25%	35 34%	3 12%	2 29%	4 9%	3 17%	6 28%	25 30%	23 44%	57 29%	5 17%	-	-	62 28%	-	-	-	-

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q415. Which of the following education benefits does your organization offer? Please select all that apply.

4 Aug 2025  
Table 40

Base: Offers Workforce Edu/Upskilling

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/licensure renewal/	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
																			No/Not sure						
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Weighted Base	224	145*	36**	86*	50*	45*	1**	88*	102*	26**	6**	47**	18**	22**	83	53*	195	29**	-**	-**	224	-**	-**	-**	-**
Other	1	1	2%	-	-	1%	-	-	1%	-	-	-	-	-	1%	-	-	2%	-	-	1	-	-	-	-
Not sure	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	1009 451%	677 466%	196 552%	433 501%	251 499%	207 460%	6 441%	371 422%	507 497%	103 390%	22 363%	220 464%	77 421%	82 372%	365 438%	265 503%	909 466%	100 350%	-	-	1009 451%	-	-	-	-

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q420. You mentioned that your organization offers employees education benefits. What percentage of employees at your organization use these education benefits? Your best estimate is fine.  
Base: Offers Workforce Edu/Upskilling

4 Aug 2025  
Table 41

	Healthcare Organization Setting						Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulat-ory/out-patient setting	Post-acute/ long-te-rm care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employ-ees	250-499 employ-ees	500-999 employ-ees	1,000-9,999 employ-ees	10,000+ employ-ees	Yes, compre-hensiv-e/wide range	Yes, some/ Only as needed	Only for li-censin-g/lice-nse re-newal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	254	168	42	83	60	57	2	103	112	27	10	11	24	29	127	63	221	33	-	-	254	-	-	-	-
Weighted Base	224	145*	36**	86*	50*	45*	1**	88*	102*	26**	6**	47**	18**	22**	83	53*	195	29**	-.**	-.**	224	-.**	-.**	-.**	-.**
LESS THAN 50% (NET)	157 70%	104 72%	24 69%	57 66%	39 77% F	27 60%	1 100%	62 70%	74 73%	14 55%	5 83%	34 73%	13 71%	14 66%	60 71%	35 67%	131 67%	26 91%	-	-	157 70%	-	-	-	-
0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<25%	44 19%	34 24% F	4 10%	17 20%	9 17%	3 8%	1 59%	19 22%	17 17%	6 24%	-	9 18%	4 21%	4 17%	19 23%	8 15%	36 18%	8 28%	-	-	44 19%	-	-	-	-
25%-49%	113 51%	70 48%	21 59%	39 45%	30 59%	23 52%	1 41%	43 48%	57 56%	8 31%	5 83%	26 55%	9 50%	11 48%	40 48%	27 52%	95 49%	18 63%	-	-	113 51%	-	-	-	-
50% OR MORE (NET)	67 30%	41 28%	11 31%	30 34%	12 23%	18 40% E	-	26 30%	28 27%	12 45%	1 17%	13 27%	5 29%	8 34%	24 29%	17 33%	65 33%	3 9%	-	-	67 30%	-	-	-	-
50%-74%	59 26%	37 25%	9 25%	26 30%	10 19%	15 33%	-	22 25%	24 24%	11 43%	1 17%	13 27%	4 21%	7 31%	19 23%	16 31%	57 29%	2 7%	-	-	59 26%	-	-	-	-
75%-100%	8 4%	4 3%	2 6%	3 4%	2 5%	3 7%	-	4 5%	3 3%	1 2%	-	-	2 8%	1 3%	5 6%	1 2%	8 4%	1 2%	-	-	8 4%	-	-	-	-
MEAN	39.1	38.1	41.2	39.4	37.7	45.9 BDE	22.0	39.1	38.6	41.4	41.8	34.5	39.6	39.8	40.4	40.9	40.3	31.5	-	-	39.1	-	-	-	-
STD. DEV.	18.44	18.25	16.57	18.50	16.63	17.70	-	18.64	17.85	21.67	12.63	18.59	19.65	18.99	19.28	16.17	18.59	15.58	-	-	18.44	-	-	-	-
STD. ERR.	1.16	1.41	2.56	2.03	2.15	2.34	-	1.84	1.69	4.17	4.00	5.61	4.01	3.53	1.71	2.04	1.25	2.71	-	-	1.16	-	-	-	-
MEDIAN	35	35	40	34	35	45	20	35	33	47	40	30	35	36	37	40	35	30	-	-	35	-	-	-	-
Sigma	224 100%	145 100%	36 100%	86 100%	50 100%	45 100%	1 100%	88 100%	102 100%	26 100%	6 100%	47 100%	18 100%	22 100%	83 100%	53 100%	195 100%	29 100%	-	-	224 100%	-	-	-	-

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: Offers Tuition Benefits

Q420B. What percentage of employees at your organization use tuition benefits specifically? Your best estimate is fine.

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/long-term care	Home health-care/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/licensure renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)		
Unweighted Base	171	118	28	56	40	37	2	68	75	19	7	5	18	19	84	45	155	16	-	-	171	-	-	-	-	
Weighted Base	144*	97*	27**	55**	35**	29**	1**	54*	70*	14**	4**	22**	14**	14**	55*	38**	133*	11**	..**	..**	144*	..**	..**	..**	..**	
LESS THAN 50% (NET)	120 83%	83 86%	25 92%	47 85%	31 90%	25 88%	1 100%	43 79%	62 89%	9 69%	4 88%	17 80%	14 100%	10 68%	46 83%	33 86%	109 82%	10 95%	-	-	120 83%	-	-	-	-	
0%	1 1%	1 1%	-	-	-	-	-	-	-	1 4%	-	-	-	-	-	1 1%	-	1 5%	-	-	1 1%	-	-	-	-	
<25%	55 39%	41 42%	6 23%	20 37%	17 48%	9 30%	1 59%	21 39%	29 42%	4 27%	1 12%	13 60%	6 44%	5 32%	21 37%	11 29%	51 39%	4 37%	-	-	55 39%	-	-	-	-	
25%-49%	64 45%	42 44%	18 69%	27 48%	15 42%	16 57%	1 41%	21 39%	33 48%	6 42%	3 76%	4 20%	8 56%	5 37%	25 46%	22 57%	58 44%	6 58%	-	-	64 45%	-	-	-	-	
50% OR MORE (NET)	24 17%	14 14%	2 8%	8 15%	4 10%	4 12%	-	12 21%	7 11%	4 31%	1 12%	4 20%	-	5 32%	10 17%	5 14%	23 18%	1 5%	-	-	24 17%	-	-	-	-	
50%-74%	21 15%	13 13%	2 6%	8 14%	2 7%	3 10%	-	10 18%	7 10%	4 31%	1 12%	4 20%	-	4 26%	8 14%	5 14%	21 16%	1 5%	-	-	21 15%	-	-	-	-	
75%-100%	3 2%	1 1%	1 2%	1 1%	1 4%	1 2%	-	2 3%	1 1%	-	-	-	-	1 5%	2 3%	-	3 2%	-	-	-	3 2%	-	-	-	-	
MEAN	30.8	29.9	33.0	30.3	28.6	32.1	19.1	31.3	30.0	33.6	31.4	25.0	27.1	37.1	30.9	32.8	31.2	25.1	-	-	30.8	-	-	-	-	
STD. DEV.	15.92	16.14	14.12	14.09	15.74	14.31	-	16.73	15.08	18.39	15.99	13.35	10.63	21.53	16.90	14.27	16.09	12.99	-	-	15.92	-	-	-	-	
STD. ERR.	1.22	1.49	2.67	1.88	2.49	2.35	-	2.03	1.74	4.22	6.04	5.97	2.51	4.94	1.84	2.13	1.29	3.25	-	-	1.22	-	-	-	-	
MEDIAN	25	25	35	25	25	32	15	27	25	30	35	20	25	32	25	35	25	25	-	-	25	-	-	-	-	
Sigma	144 100%	97 100%	27 100%	55 100%	35 100%	29 100%	1 100%	54 100%	70 100%	14 100%	4 100%	22 100%	14 100%	14 100%	55 100%	38 100%	133 100%	11 100%	-	-	144 100%	-	-	-	-	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing



Base: Offers Tuition Benefits

Q427. For which of the following reasons do you think employees use tuition benefits? Please select all that apply.

	Healthcare Organization Setting						Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
Unweighted Base	171	118	28	56	40	37	2	68	75	19	7	5	18	19	84	45	155	16	-	-	171	-	-	-	-
Weighted Base	144*	97*	27**	55**	35**	29**	1**	54*	70*	14**	4**	22**	14**	14**	55*	38**	133*	11**	..**	..**	144*	..**	..**	..**	..**
To feel more confident in their current role	75 52%	50 52%	11 39%	29 53%	17 49%	16 55%	-	36 66%	30 43%	9 62%	1 12%	13 60%	7 50%	8 53%	29 53%	19 48%	71 53%	4 41%	-	-	75 52%	-	-	-	-
To increase their salary or earning potential	73 51%	53 55%	14 54%	29 53%	14 41%	12 41%	-	21 38%	44 63% H	8 57%	1 12%	13 60%	5 39%	6 42%	25 45%	24 62%	68 51%	5 51%	-	-	73 51%	-	-	-	-
To stay current with changes in healthcare practices	73 51%	47 49%	17 63%	23 41%	19 55%	14 50%	-	28 51%	34 49%	9 62%	2 47%	13 60%	8 56%	7 47%	24 43%	21 56%	66 50%	7 63%	-	-	73 51%	-	-	-	-
To qualify for a promotion or new role in their current organization	72 50%	51 53%	13 48%	24 43%	21 61%	15 52%	1 41%	27 49%	33 47%	10 75%	2 48%	-	8 56%	6 42%	38 69%	20 53%	66 50%	6 59%	-	-	72 50%	-	-	-	-
To transition into a new specialty or area of healthcare	71 50%	53 55%	16 58%	32 58%	18 52%	17 60%	1 59%	29 53%	35 50%	6 45%	1 12%	9 40%	6 44%	7 47%	24 44%	25 66%	66 49%	5 50%	-	-	71 50%	-	-	-	-
To meet licensure or education requirements	70 49%	48 50%	14 52%	29 52%	12 35%	12 42%	1 59%	31 57%	28 41%	6 44%	4 88%	13 60%	7 50%	6 42%	28 50%	17 43%	65 49%	5 45%	-	-	70 49%	-	-	-	-
To stay competitive and employable in the industry	66 46%	43 44%	13 50%	31 55%	18 52%	14 48%	1 100%	25 46%	32 47%	5 39%	2 52%	9 40%	7 50%	11 74%	25 45%	16 40%	61 46%	5 47%	-	-	66 46%	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not sure	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	501 349%	345 357%	98 365%	197 356%	120 346%	100 348%	3 259%	197 362%	236 339%	53 385%	12 271%	69 320%	47 344%	50 347%	193 349%	142 368%	463 349%	38 355%	-	-	501 349%	-	-	-	-

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: Offers Workforce Edu/Upskilling

Q430. Which of the following, if any, motivates your organization to offer these benefits? Please select all that apply.

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	254	168	42	83	60	57	2	103	112	27	10	11	24	29	127	63	221	33	-	-	254	-	-	-	-
Weighted Base	224	145*	36**	86*	50*	45*	1**	88*	102*	26**	6**	47**	18**	22**	83	53*	195	29**	-.**	-.**	224	-.**	-.**	-.**	-.**
Employee retention	157 70%	96 66%	19 53%	62 71%	35 70%	31 69%	1 100%	71 81%	58 57%	22 83%	4 71%	34 73%	13 71%	17 76%	63 75%	30 57%	143 73%	14 48%	-	-	157 70%	-	-	-	-
Talent acquisition	144 64%	95 65%	27 76%	62 72%	35 69%	25 55%	1 100%	61 70%	63 62%	13 48%	5 84%	34 73%	11 58%	14 62%	52 62%	33 63%	132 68%	12 42%	-	-	144 64%	-	-	-	-
Closing skill gaps	93 41%	59 40%	18 51%	32 37%	28 55%	19 42%	1 59%	33 38%	43 43%	13 50%	2 37%	17 36%	11 62%	5 21%	33 40%	26 49%	74 38%	19 66%	-	-	93 41%	-	-	-	-
Employee engagement	155 69%	100 69%	26 74%	55 63%	38 76%	33 74%	1 41%	52 60%	77 75%	21 81%	3 55%	34 73%	11 58%	18 83%	53 64%	38 72%	135 69%	20 70%	-	-	155 69%	-	-	-	-
Competitive advantage against other organizations	111 50%	73 50%	14 39%	38 43%	29 58%	23 52%	1 41%	44 50%	47 46%	19 72%	1 17%	22 45%	8 46%	8 34%	43 51%	31 58%	97 50%	14 50%	-	-	111 50%	-	-	-	-
Other	1	1	1	-	-	1	-	-	1	-	-	-	-	-	1	-	-	1	-	-	1	-	-	-	-
Sigma	660 295%	423 292%	105 295%	248 287%	166 329%	132 283%	4 341%	262 297%	289 283%	88 335%	16 263%	142 300%	54 296%	61 276%	245 294%	158 299%	580 297%	80 278%	-	-	660 295%	-	-	-	-

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q440. To what extent do you agree or disagree with the following statements?

SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)		
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
I believe employers should be investing in employees' education.	288 95%	166 96%	43 96%	118 94%	63 94%	61 97%	6 100%	120 94%	124 95%	30 97%	7 100%	91 95%	22 91%	27 100%	88 93%	59 96%	223 94%	61 98%	4 100%	3 100%	212 95%	71 94%	38 100%	8 100%	25 85%	
Supporting employees' education makes them feel more valued.	287 95%	165 96%	43 97%	122 97% E	59 89%	61 95%	6 100%	122 96%	123 94%	29 93%	6 93%	95 100%	22 91%	27 100% O	84 88%	59 96%	223 94%	60 97%	4 100%	3 100%	210 94%	73 96%	38 99%	6 69%	29 100%	
I think that employees would be more likely to stay at our organization if they felt supported in their education.	276 91%	161 93%	43 98%	110 88%	64 96%	62 98% D	6 100%	112 87%	122 93%	29 93%	6 93%	82 86%	23 94%	26 94%	85 89%	60 97%	217 91%	55 89%	4 100%	3 100%	206 92%	66 87%	37 97%	8 100%	20 70%	
There is a clear return on investment from offering education benefits to employees.	271 89%	164 95% D	43 96%	107 85%	63 94%	58 92%	6 90%	114 89%	118 89%	29 91%	5 74%	78 82%	22 91%	27 97%	83 87%	62 100% MO	214 90%	54 87%	4 100%	3 100%	204 91%	63 84%	31 82%	8 100%	24 82%	
Our organization sees providing education and training for our employees as a strategic priority, not just a benefit.	264 87%	160 93% D	40 91%	101 80%	58 87%	62 98% DE	2 30%	109 85%	117 89%	30 95%	6 93%	73 77%	24 100% O	26 94%	85 89%	56 90%	217 91%	42 69%	4 100%	3 100%	207 92%	53 70%	38 100%	7 85%	7 25%	
Education benefits should be a standard part of employee compensation packages.	264 87%	157 91%	42 95%	106 84%	57 85%	61 96% DE	6 100%	102 80%	121 92% H	28 90%	6 89%	73 77%	23 94%	26 94%	83 87%	59 95%	209 88%	50 81%	4 100%	3 100%	204 91%	56 74%	33 87%	7 85%	15 53%	
Healthcare is an industry where it is difficult to progress in your career without education (e.g., degrees, certificates, licensures, etc.).	254 83%	151 88%	38 87%	105 83%	58 87%	56 89%	6 90%	112 87%	110 83%	23 73%	4 52%	82 86%	22 91%	24 86%	73 76%	53 86%	198 83%	52 84%	4 100%	3 100%	187 84%	62 82%	35 92%	7 85%	20 70%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q440. To what extent do you agree or disagree with the following statements?

SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/licensure renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
Healthcare is an industry where it is difficult to progress in your career without education (e.g., degrees, certificates, licensures, etc.).	20 6%	12 7%	1 1%	5 4%	1 2%	2 4%	-	5 4%	6 5%	7 23%	1 15%	-	1 3%	2 6%	12 13%	5 8%	16 7%	4 6%	-	-	18 8%	2 2%	2 5%	-	-
Education benefits should be a standard part of employee compensation packages.	6 2%	1*	-	5 4%	-	-	-	5 4%	-	1 2%	-	4 5%	-	-	1 1%	1 1%	2 1%	4 7%	-	-	1*	5 6%	-	1 7%	4 15%
Our organization sees providing education and training for our employees as a strategic priority, not just a benefit.	5 2%	1*	1 1%	5 4%	1 2%	1 1%	-	5 4%	1*	-	-	4 5%	-	-	1 1%	-	1*	5 8%	-	-	1*	4 6%	-	-	4 15%
There is a clear return on investment from offering education benefits to employees.	4 1%	2 1%	-	1 1%	1 1%	-	-	1 1%	1 1%	2 6%	-	-	1 3%	-	3 3%	-	2 1%	2 3%	-	-	1*	3 3%	3 7%	-	-
I think that employees would be more likely to stay at our organization if they felt supported in their education.	2 1%	1 1%	-	-	1 1%	-	-	1 1%	1*	-	-	-	-	-	2 2%	-	1 1%	1 1%	-	-	2 1%	-	-	-	-
I believe employers should be investing in employees' education.	2 1%	1 1%	-	-	-	1 1%	-	1 1%	-	1 2%	-	-	-	-	2 2%	-	1 1%	1 1%	-	-	2 1%	-	-	-	-
Supporting employees' education makes them feel more valued.	1*	-	-	-	1 2%	-	-	-	1 1%	-	-	-	-	-	1 1%	-	1 1%	-	-	-	-	1 2%	-	1 15%	-

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q440\_1. To what extent do you agree or disagree with the following statements?

1. I believe employers should be investing in employees' education.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
STRONGLY/SOMEWHAT AGREE (NET)	288 95%	166 96%	43 96%	118 94%	63 94%	61 97%	6 100%	120 94%	124 95%	30 97%	7 100%	91 95%	22 91%	27 100%	88 93%	59 96%	223 94%	61 98%	4 100%	3 100%	212 95%	71 94%	38 100%	8 100%	25 85%
Strongly agree	159 52%	88 51%	28 64%	76 61%	37 56%	35 55%	1 18%	70 55%	68 51%	17 54%	3 48%	47 50%	11 44%	16 58%	48 50%	37 60%	130 55%	29 47%	1 12%	1 19%	119 53%	40 53%	26 68%	5 57%	9 30%
Somewhat agree	129 42%	78 45%	14 33%	42 33%	26 39%	27 42%	5 82%	50 39%	57 43%	13 42%	4 52%	43 45%	11 47%	11 42%	40 42%	22 36%	93 39%	32 52%	4 88%	2 81%	93 42%	32 42%	12 32%	3 43%	16 55%
Neither agree nor disagree	15 5%	5 3%	2 4%	8 6%	4 6%	2 3%	-	7 5%	7 5%	1 2%	-	4 5%	2 9%	-	5 6%	3 4%	14 6%	1 1%	-	-	10 5%	4 6%	-	-	4 15%
STRONGLY/SOMEWHAT DISAGREE (NET)	2 1%	1 1%	-	-	-	1 1%	-	1 1%	-	1 2%	-	-	-	-	2 2%	-	1 1%	1 1%	-	-	2 1%	-	-	-	-
Somewhat disagree	2 1%	1 1%	-	-	-	1 1%	-	1 1%	-	1 2%	-	-	-	-	2 2%	-	1 1%	1 1%	-	-	2 1%	-	-	-	-
Strongly disagree	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q440\_2. To what extent do you agree or disagree with the following statements?

2. I think that employees would be more likely to stay at our organization if they felt supported in their education.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
STRONGLY/SOMEWHAT AGREE (NET)	276 91%	161 93%	43 98%	110 88%	64 96%	62 98% D	6 100%	112 87%	122 93%	29 93%	6 93%	82 86%	23 94%	26 94%	85 89%	60 97%	217 91%	55 89%	4 100%	3 100%	206 92%	66 87%	37 97%	8 100%	20 70%
Strongly agree	150 49%	80 47%	18 41%	65 51%	37 55%	33 52%	2 30%	55 43%	73 56%	17 56%	2 33%	47 50%	15 63%	14 53%	46 48%	27 44%	107 45%	40 65%	3 64%	3 100%	114 51%	33 44%	18 48%	4 45%	11 38%
Somewhat agree	126 41%	81 47%	25 57%	45 36%	28 41%	29 46%	4 70%	56 44%	49 37%	12 37%	4 59%	34 36%	8 31%	11 42%	39 41%	33 53%	110 46%	14 23%	2 36%	-	91 41%	33 43%	19 49%	4 55%	9 33%
Neither agree nor disagree	26 9%	10 6%	1 2%	16 12% EF	2 3%	1 2%	-	15 12%	9 6%	2 7%	1 7%	13 14%	2 6%	2 6%	8 9%	2 3%	20 8%	6 10%	-	-	16 7%	10 13%	1 3%	-	9 30%
STRONGLY/SOMEWHAT DISAGREE (NET)	2 1%	1 1%	-	-	1 1%	-	-	1 1%	1 *	-	-	-	-	-	2 2%	-	1 1%	1 1%	-	-	2 1%	-	-	-	-
Somewhat disagree	2 1%	1 1%	-	-	1 1%	-	-	1 1%	1 *	-	-	-	-	-	2 2%	-	1 1%	1 1%	-	-	2 1%	-	-	-	-
Strongly disagree	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q440\_3. To what extent do you agree or disagree with the following statements?

3. There is a clear return on investment from offering education benefits to employees.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/ wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure			Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
																					Yes	No/Not sure				
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
STRONGLY/SOMEWHAT AGREE (NET)	271 89%	164 95% D	43 96%	107 85%	63 94%	58 92%	6 90%	114 89%	118 89%	29 91%	5 74%	78 82%	22 91%	27 97%	83 87%	62 100% MO	214 90%	54 87%	4 100%	3 100%	204 91%	63 84%	31 82%	8 100%	24 82%	
Strongly agree	147 48%	90 52%	28 64%	66 53%	28 41%	29 46%	5 78%	65 51%	62 47%	14 45%	2 23%	43 45%	10 41%	19 69% MO	45 47%	31 49%	114 48%	33 53%	1 18%	-	117 52%	30 40%	9 23%	4 48%	17 60%	
Somewhat agree	124 41%	74 43%	14 33%	41 33%	35 53% D	29 45%	1 12%	49 38%	56 43%	14 46%	4 52%	34 36%	12 50%	8 28%	38 40%	31 51% N	100 42%	21 34%	4 82%	3 100%	87 39%	33 44%	23 59%	4 52%	7 23%	
Neither agree nor disagree	29 10%	7 4%	2 4%	17 14% B	3 5%	5 8%	1 10%	12 10%	13 10%	1 3%	2 26%	17 18%	2 6% P	1 3%	9 10% P	-	22 9%	6 10%	-	-	19 8%	10 13%	4 11%	-	5 18%	
STRONGLY/SOMEWHAT DISAGREE (NET)	4 1%	2 1%	-	1 1%	1 1%	-	-	1 1%	1 1%	2 6%	-	-	1 3%	-	3 3%	-	2 1%	2 3%	-	-	1 *	3 3%	3 7%	-	-	
Somewhat disagree	3 1%	2 1%	-	1 *	1 1%	-	-	1 *	1 1%	2 6%	-	-	1 3%	-	2 2%	-	2 1%	1 2%	-	-	1 *	3 3%	3 7%	-	-	
Strongly disagree	1 *	-	-	1 *	-	-	-	1 *	-	-	-	-	-	-	1 1%	-	-	1 1%	-	-	1 *	-	-	-	-	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q440\_4. To what extent do you agree or disagree with the following statements?

4. Education benefits should be a standard part of employee compensation packages.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/ wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes		Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
																					Yes	No/Not sure				(U)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
STRONGLY/SOMEWHAT AGREE (NET)	264 87%	157 91%	42 95%	106 84%	57 85%	61 96% DE	6 100%	102 80%	121 92% H	28 90%	6 89%	73 77%	23 94%	26 94%	83 87%	59 95%	209 88%	50 81%	4 100%	3 100%	204 91%	56 74%	33 87%	7 85%	15 53%	
Strongly agree	134 44%	81 47%	18 40%	51 41%	27 41%	28 45%	2 30%	46 36%	68 52%	14 45%	4 63%	34 36%	11 47%	13 47%	41 43%	35 56%	111 47%	22 36%	1 12%	1 19%	108 48%	26 34%	14 37%	5 60%	7 23%	
Somewhat agree	129 43%	76 44%	24 55%	55 43%	29 44%	33 52%	4 70%	56 43%	53 41%	14 45%	2 26%	39 41%	11 47%	13 47%	42 44%	24 39%	98 41%	28 45%	4 88%	2 81%	96 43%	30 39%	19 50%	2 25%	9 30%	
Neither agree nor disagree	34 11%	15 9%	2 5%	14 11%	10 15% F	2 4%	-	21 16%	10 8%	3 9%	1 11%	17 18%	2 6%	2 6%	11 12%	3 4%	27 11%	7 12%	-	-	19 9%	15 20%	5 13%	1 7%	9 33%	
STRONGLY/SOMEWHAT DISAGREE (NET)	6 2%	1 *	-	5 4%	-	-	-	5 4%	-	1 2%	-	4 5%	-	-	1 1%	1 1%	2 1%	4 7%	-	-	1 *	5 6%	-	1 7%	4 15%	
Somewhat disagree	6 2%	1 *	-	5 4%	-	-	-	5 4%	-	1 2%	-	4 5%	-	-	1 1%	1 1%	2 1%	4 7%	-	-	1 *	5 6%	-	1 7%	4 15%	
Strongly disagree	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing



Q440\_5. To what extent do you agree or disagree with the following statements?

5. Healthcare is an industry where it is difficult to progress in your career without education (e.g., degrees, certificates, licensures, etc.).

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/ wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)		
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
STRONGLY/SOMEWHAT AGREE (NET)	254 83%	151 88%	38 87%	105 83%	58 87%	56 89%	6 90%	112 87%	110 83%	23 73%	4 52%	82 86%	22 91%	24 86%	73 76%	53 86%	198 83%	52 84%	4 100%	3 100%	187 84%	62 82%	35 92%	7 85%	20 70%	
Strongly agree	164 54%	98 57%	26 59%	72 58%	37 56%	33 51%	6 90%	74 58%	64 49%	18 58%	2 26%	60 64%	13 53%	15 56%	44 46%	31 50%	126 53%	34 55%	4 82%	3 100%	117 52%	43 57%	25 65%	4 55%	14 47%	
Somewhat agree	90 30%	53 31%	12 28%	32 26%	21 32%	24 37%	-	38 30%	46 35%	5 15%	2 26%	22 23%	9 38%	8 31%	29 30%	22 36%	72 30%	18 28%	1 18%	-	70 31%	19 25%	10 27%	2 29%	7 23%	
Neither agree nor disagree	31 10%	10 6%	5 12%	16 13%	7 11%	5 8%	1 10%	11 9%	16 12%	1 4%	2 33%	13 14%	2 6%	2 8%	10 11%	4 6%	24 10%	6 10%	-	-	19 8%	12 15%	1 3%	1 15%	9 30%	
STRONGLY/SOMEWHAT DISAGREE (NET)	20 6%	12 7%	1 1%	5 4%	1 2%	2 4%	-	5 4%	6 5%	7 23%	1 15%	-	1 3%	2 6%	12 13%	5 8%	16 7%	4 6%	-	-	18 8%	2 2%	2 5%	-	-	
Somewhat disagree	13 4%	9 5%	1 1%	4 3%	1 1%	1 1%	-	2 1%	5 4%	6 20%	1 8%	-	-	1 3%	8 8%	4 7%	12 5%	1 2%	-	-	13 6%	-	-	-	-	
Strongly disagree	7 2%	3 2%	-	1 1%	1 1%	2 3%	-	4 3%	1 1%	1 3%	1 8%	-	1 3%	1 3%	4 4%	1 2%	4 2%	2 4%	-	-	5 2%	2 2%	2 5%	-	-	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q440. 6. To what extent do you agree or disagree with the following statements?

6. Supporting employees' education makes them feel more valued.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/outpatient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
STRONGLY/SOMEWHAT AGREE (NET)	287 95%	165 96%	43 97%	122 97% E	59 89%	61 95%	6 100%	122 96%	123 94%	29 93%	6 93%	95 100%	22 91%	27 100% O	84 88%	59 96%	223 94%	60 97%	4 100%	3 100%	210 94%	73 96%	38 99%	6 69%	29 100%
Strongly agree	156 51%	92 53%	20 45%	68 54%	28 42%	33 51%	2 30%	62 48%	76 58%	12 39%	4 52%	47 50%	14 59%	14 53%	49 51%	31 50%	117 49%	38 62%	1 18%	-	115 51%	40 53%	25 65%	3 40%	12 40%
Somewhat agree	132 43%	73 42%	23 52%	54 43%	31 47%	28 44%	4 70%	61 47%	47 36%	17 54%	3 41%	47 50%	8 31%	13 47%	35 37%	29 46%	107 45%	21 34%	4 82%	3 100%	96 43%	32 43%	13 34%	2 29%	17 60%
Neither agree nor disagree	15 5%	7 4%	1 3%	4 3%	6 9%	3 5%	-	6 4%	7 5%	2 7%	1 7%	-	2 9%	-	10 11% N	3 4%	13 6%	2 3%	-	-	13 6%	2 2%	1 1%	1 15%	-
STRONGLY/SOMEWHAT DISAGREE (NET)	1*	-	-	-	1 2%	-	-	-	1 1%	-	-	-	-	-	1 1%	-	1 1%	-	-	-	-	1 2%	-	1 15%	-
Somewhat disagree	1*	-	-	-	1 2%	-	-	-	1 1%	-	-	-	-	-	1 1%	-	1 1%	-	-	-	-	1 2%	-	1 15%	-
Strongly disagree	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q440\_7. To what extent do you agree or disagree with the following statements?

7. Our organization sees providing education and training for our employees as a strategic priority, not just a benefit.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
STRONGLY/SOMEWHAT AGREE (NET)	264 87%	160 93% D	40 91%	101 80%	58 87%	62 98% DE	2 30%	109 85%	117 89%	30 95%	6 93%	73 77%	24 100% O	26 94%	85 89%	56 90%	217 91%	42 69%	4 100%	3 100%	207 92%	53 70%	38 100%	7 85%	7 25%
Strongly agree	121 40%	79 46% D	14 31%	39 31%	26 39%	28 44%	1 18%	52 41%	47 36%	18 58%	2 34%	22 23%	10 41%	18 67% MP	48 50%	24 38%	102 43%	16 26%	3 70%	2 81%	103 46%	15 20%	11 29%	4 45%	-
Somewhat agree	143 47%	82 47%	27 60%	62 50%	32 48%	34 53%	1 12%	56 44%	70 53%	12 37%	4 59%	52 55%	14 59% NO	8 28%	37 39%	32 52% N	115 48%	26 43%	1 30%	1 19%	104 46%	38 50%	27 71%	3 39%	7 25%
Neither agree nor disagree	35 11%	12 7%	3 8%	20 16% BF	7 11%	1 2%	4 70%	15 11%	14 11%	2 5%	1 7%	17 18%	-	2 6%	10 10%	6 10%	20 9%	14 23%	-	-	16 7%	18 24%	-	1 15%	17 60%
STRONGLY/SOMEWHAT DISAGREE (NET)	5 2%	1 *	1 1%	5 4%	1 2%	1 1%	-	5 4%	1 *	-	-	4 5%	-	-	1 1%	-	1 *	5 8%	-	-	1 *	4 6%	-	-	4 15%
Somewhat disagree	1 *	1 *	1 1%	1 *	1 2%	1 1%	-	1 *	1 *	-	-	-	-	-	1 1%	-	1 *	1 1%	-	-	1 *	-	-	-	-
Strongly disagree	4 1%	-	-	4 3%	-	-	-	4 3%	-	-	-	4 5%	-	-	-	-	-	4 7%	-	-	-	4 6%	-	-	4 15%
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q500A. Does your organization have any goals around employee participation in education benefits? Please select all that apply.

	Healthcare Organization Setting						Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
YES (NET)	271 89%	166 96% D	44 100%	98 78%	63 85% D	64 100% D	6 92%	105 82%	123 93%	30 96%	7 100%	73 77%	24 100%	26 94%	88 92%	60 97%	223 94%	44 71%	4 100%	3 100%	211 94%	56 74%	38 100%	6 69%	12 40%
Yes, we have long-term goals	235 77%	140 81%	34 77%	87 70%	57 85% D	53 83%	6 92%	87 68%	111 85% H	25 79%	6 81%	65 68%	20 81%	21 78%	77 81%	52 84%	196 82%	35 56%	4 100%	3 100%	182 81%	48 64%	31 82%	5 60%	12 40%
Yes, we have short-term goals	125 41%	92 53%	36 81%	50 40%	35 52%	40 63% D	1 12%	49 38%	59 45%	15 46%	2 30%	30 32%	14 56%	16 58%	40 42%	25 40%	104 44%	21 34%	-	-	110 49%	15 20%	13 33%	3 32%	-
NONE/NOT SURE (NET)	33 11%	7 4%	-	27 22% BEF	4 5%	-	1 8%	23 18%	9 7%	1 4%	-	22 23%	-	2 6%	8 8%	2 3%	15 6%	18 29%	-	-	13 6%	20 26%	-	2 31%	17 60%
None - we don't have any goals around this right now	32 11%	7 4%	-	27 22% BEF	3 4%	-	-	23 18%	9 7%	1 4%	-	22 23%	-	2 6%	7 8%	2 3%	14 6%	18 29%	-	-	13 6%	20 26%	-	2 31%	17 60%
Not sure	1	-	-	-	1%	-	1 8%	-	-	-	-	-	-	-	1 1%	-	1	-	-	-	1	-	-	-	-
Sigma	393 129%	238 138%	70 158%	164 131%	95 143%	93 146%	7 112%	159 124%	178 136%	41 129%	8 111%	116 123%	33 138%	39 142%	125 131%	79 127%	315 132%	74 119%	4 100%	3 100%	305 136%	83 110%	44 114%	10 122%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: Offers Workforce Edu/Upskilling

Q500. How does your organization measure the return on investment of the education benefits offered? Please select all that apply.

	Healthcare Organization Setting						Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home health-care/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	254	168	42	83	60	57	2	103	112	27	10	11	24	29	127	63	221	33	-	-	254	-	-	-	-
Weighted Base	224	145*	36**	86*	50*	45*	1**	88*	102*	26**	6**	47**	18**	22**	83	53*	195	29**	-.**	-.**	224	-.**	-.**	-.**	-.**
Employee retention rates	157 70%	101 69%	22 62%	67 77%	38 75%	33 74%	1 100%	64 73%	69 68%	20 75%	3 42%	34 73%	17 92%	11 52%	58 70%	36 69%	140 71%	18 61%	-	-	157 70%	-	-	-	-
Internal promotions or advancement	120 54%	81 56%	23 64%	55 63%	27 54%	26 59%	1 59%	44 50%	62 60%	11 41%	3 54%	26 55%	10 54%	13 59%	42 50%	30 56%	107 55%	13 45%	-	-	120 54%	-	-	-	-
Employee engagement surveys	113 51%	83 57%	24 66%	46 53%	30 60%	23 51%	1 100%	43 49%	49 48%	15 56%	5 83%	17 36%	7 38%	11 48%	46 55%	33 62%	105 54%	9 30%	-	-	113 51%	-	-	-	-
Employee recruitment rates	109 48%	71 49%	20 57%	37 43%	27 53%	26 57%	-	37 42%	59 58%	9 34%	4 63%	13 27%	8 46%	14 66%	45 54%	28 53%	101 52%	8 26%	-	-	109 48%	-	-	-	-
Improved patient care outcomes	108 48%	68 47%	21 58%	49 56%	26 51%	23 52%	-	43 49%	49 48%	15 58%	1 16%	30 64%	9 50%	9 41%	33 39%	27 52%	92 47%	16 56%	-	-	108 48%	-	-	-	-
Cost savings or productivity gains	89 40%	60 41%	17 49%	31 36%	27 53%	20 44%	-	39 44%	40 39%	9 35%	1 17%	13 27%	7 38%	8 34%	40 48%	22 41%	81 41%	8 29%	-	-	89 40%	-	-	-	-
Other	1 1%	1 1%	1 2%	-	-	1 1%	-	-	1 1%	-	-	-	-	-	1 1%	-	-	1 2%	-	-	1 1%	-	-	-	-
None - we don't currently measure return on investment of these benefit offerings	3 1%	2 1%	-	1 1%	-	-	-	1 1%	2 2%	1 2%	-	-	-	1 3%	2 2%	1 1%	1 1%	2 6%	-	-	3 1%	-	-	-	-
Not sure	1 1%	1 1%	-	-	-	-	-	-	1 1%	-	-	-	-	1 3%	-	-	1 1%	-	-	-	1 1%	-	-	-	-
Sigma	701 313%	466 321%	127 358%	285 330%	174 345%	152 337%	3 259%	270 307%	331 324%	79 301%	17 276%	134 282%	58 317%	68 307%	266 318%	176 334%	627 321%	73 256%	-	-	701 313%	-	-	-	-

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q505. What, if any, are the biggest barriers your organization faces in offering or expanding education benefit offerings to employees? Please select all that apply.

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/ e/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
																			No/Not sure						
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
Budget constraints	154 51%	75 43%	22 51%	70 56%	43 64% BF	31 48%	6 100%	61 48%	70 53%	15 47%	2 34%	52 55%	11 44%	13 47%	47 49%	32 52%	116 49%	37 60%	1 30%	1 19%	106 47%	47 62%	21 54%	6 70%	20 70%
Ability to scale educational offerings for diverse roles, skill sets and learning styles	108 36%	62 36%	17 38%	33 27%	33 50% DF	20 31%	1 22%	37 29%	55 42%	10 32%	4 59%	17 18%	8 34%	8 31%	44 46%	31 50%	92 39%	15 24%	1 18%	-	81 36%	26 35%	18 47%	5 68%	2 8%
Low employee participation	102 34%	69 40%	23 53%	39 31%	32 47% D	26 40%	-	47 37%	49 37%	6 19%	1 8%	30 32%	11 47%	11 39%	28 30%	22 35%	84 35%	18 29%	1 12%	1 19%	83 37%	19 25%	18 46%	1 7%	1 3%
Logistical/operational challenges	95 31%	55 32%	14 32%	27 22%	30 45% D	20 32%	5 78%	41 32%	31 24%	15 48%	2 34%	22 23%	7 28%	7 25%	38 39%	22 35%	71 30%	20 33%	4 88%	2 81%	70 31%	21 28%	10 27%	2 23%	9 30%
Unclear return on investment of offering these benefits	93 31%	60 35%	26 58%	38 31%	24 35%	23 36%	1 12%	38 30%	43 33%	5 16%	6 81%	17 18%	8 34%	11 39%	33 35%	24 38%	77 32%	16 26%	-	-	76 34%	17 22%	8 20%	4 48%	5 18%
Lack of internal buy-in/champions	89 29%	57 33%	24 55%	46 37%	20 29%	29 46% E	-	39 30%	39 30%	9 29%	2 34%	30 32%	8 31%	8 31%	29 30%	14 23%	70 30%	17 28%	1 30%	1 19%	70 31%	18 23%	8 20%	1 16%	9 30%
Difficulty navigating education partnerships	82 27%	53 31%	13 30%	23 19%	21 31%	17 26%	-	27 21%	40 31%	11 35%	4 56%	13 14%	7 28%	12 44%	31 33%	19 31%	59 25%	21 33%	3 70%	2 81%	63 28%	16 21%	12 32%	1 15%	2 8%
Other	4 1%	-	-	4 3%	-	-	-	4 3%	-	-	-	4 5%	-	-	-	-	-	4 7%	-	-	-	4 6%	-	-	4 15%
None - we don't have any barriers in offering or expanding education benefit offerings	27 9%	12 7%	-	10 8%	1 2%	6 10% E	-	10 8%	15 12%	1 4%	-	9 9%	3 13%	3 11%	5 6%	6 10%	26 11%	1 1%	-	-	22 10%	5 6%	5 13%	-	-
Sigma	755 248%	443 257%	140 317%	291 232%	203 304%	172 270%	13 212%	305 239%	343 261%	72 231%	21 305%	194 205%	63 259%	73 267%	255 267%	170 274%	595 250%	149 241%	11 248%	6 219%	572 255%	173 228%	99 260%	20 247%	52 180%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q505. What, if any, are the biggest barriers your organization faces in offering or expanding education benefit offerings to employees? Please select all that apply.  
Base: Among Those Who Think There Are Barriers

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home health-care/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
							(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
Unweighted Base	280	183	49	95	70	69	4	119	116	30	11	20	28	32	135	65	230	46	4	2	232	44	24	11	8	
Weighted Base	277	161	44**	116*	66*	57*	6**	118*	116*	30**	7**	86**	21**	24*	90	56*	212	61**	4**	3**	202	71**	33**	8**	29**	
Budget constraints	154 56%	75 47%	22 51%	70 61%	43 66% B	31 53%	6 100%	61 52%	70 60%	15 49%	2 34%	52 60%	11 50%	13 53%	47 52%	32 58%	116 55%	37 61%	1 30%	1 19%	106 52%	47 66%	21 62%	6 70%	20 70%	
Ability to scale educational offerings for diverse roles, skill sets and learning styles	108 39%	62 39%	17 38%	33 29%	33 51% D	20 35%	1 22%	37 32%	55 48%	10 33%	4 59%	17 20%	8 39%	8 34%	44 48%	31 55%	92 44%	15 25%	1 18%	-	81 40%	26 37%	18 54%	5 68%	2 8%	
Low employee participation	102 37%	69 43%	23 53%	39 33%	32 48%	26 45%	-	47 40%	49 42%	6 20%	1 8%	30 35%	11 54%	11 44%	28 31%	22 39%	84 40%	18 29%	1 12%	1 19%	83 41%	19 27%	18 53%	1 7%	1 3%	
Logistical/operational challenges	95 34%	55 34%	14 32%	27 24%	30 45% D	20 35%	5 78%	41 35%	31 27%	15 50%	2 34%	22 25%	7 32%	7 28%	38 42%	22 39%	71 33%	20 33%	4 88%	2 81%	70 35%	21 30%	10 31%	2 23%	9 30%	
Unclear return on investment of offering these benefits	93 33%	60 37%	26 58%	38 33%	24 36%	23 40%	1 12%	38 32%	43 37%	5 17%	6 81%	17 20%	8 39%	11 44%	33 37%	24 42%	77 36%	16 26%	-	-	76 38%	17 23%	8 23%	4 48%	5 18%	
Lack of internal buy-in/champions	89 32%	57 36%	24 55%	46 40%	20 30%	29 51% BE	-	39 33%	39 33%	9 30%	2 34%	30 35%	8 36%	8 34%	29 32%	14 26%	70 33%	17 28%	1 30%	1 19%	70 35%	18 25%	8 23%	1 16%	9 30%	
Difficulty navigating education partnerships	82 30%	53 33%	13 30%	23 20%	21 32%	17 29%	-	27 23%	40 35%	11 37%	4 56%	13 15%	7 32%	12 50%	31 35%	19 34%	59 28%	21 34%	3 70%	2 81%	63 31%	16 22%	12 37%	1 15%	2 8%	
Other	4 2%	-	-	4 4%	-	-	-	4 4%	-	-	-	4 5%	-	-	-	-	-	4 7%	-	-	-	4 6%	-	-	4 15%	
Sigma	728 262%	431 269%	140 317%	282 243%	202 307%	166 289%	13 212%	295 250%	328 282%	71 236%	21 305%	185 215%	60 282%	70 287%	249 277%	163 294%	569 268%	148 243%	11 248%	6 219%	550 272%	168 237%	95 283%	20 247%	52 180%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: Offers Workforce Edu/Upskilling Q510. What do you believe are the biggest barriers preventing employees at your organization from using education or tuition benefits? Please select all that apply

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	254	168	42	83	60	57	2	103	112	27	10	11	24	29	127	63	221	33	-	-	254	-	-	-	-
Weighted Base	224	145*	36**	86*	50*	45*	1**	88*	102*	26**	6**	47**	18**	22**	83	53*	195	29**	..**	..**	224	..**	..**	..**	..**
TIME (NET)	176 79%	109 75%	30 83%	69 80%	41 82% F	30 66%	1 100%	69 78%	83 81%	18 70%	5 74%	43 91%	13 71%	18 83%	63 75%	39 74%	151 77%	26 90%	-	-	176 79%	-	-	-	-
Lack of time due to personal responsibilities	101 45%	53 37%	16 44%	48 55% BF	26 52% F	16 30%	1 100%	40 46%	47 46%	10 39%	2 37%	30 64%	10 54%	8 38%	31 37%	22 42%	90 46%	12 41%	-	-	101 45%	-	-	-	-
Lack of time due to work hours and responsibilities	88 39%	64 44%	17 49%	35 40%	17 35%	19 42%	1 100%	29 33%	46 45%	10 39%	1 17%	17 36%	6 33%	8 34%	33 40%	24 45%	75 38%	13 46%	-	-	88 39%	-	-	-	-
Difficulty finding time outside of work hours for additional learning	85 38%	45 31%	10 29%	31 36%	18 37%	15 33%	-	42 48%	29 28%	11 43%	2 29%	26 55%	6 33%	10 45%	29 35%	13 25%	73 37%	11 40%	-	-	85 38%	-	-	-	-
FINANCES (NET)	100 44%	68 47%	16 45%	37 43%	29 58%	18 41%	1 100%	40 45%	48 47%	7 27%	3 46%	13 27%	5 29%	11 48%	42 50%	29 55%	87 44%	13 45%	-	-	100 44%	-	-	-	-
Having to cover the cost of tuition or program fees up front	69 31%	48 33% F	9 25%	25 29%	21 41% F	8 17%	1 100%	27 30%	35 35%	3 11%	2 37%	13 27%	2 13%	6 28%	26 31%	22 41%	60 31%	9 30%	-	-	69 31%	-	-	-	-
Lack of employer financial support	36 16%	23 16%	7 20%	14 16%	10 20%	12 27%	-	14 15%	17 17%	5 19%	1 9%	-	3 17%	6 28%	19 23%	8 16%	32 16%	4 15%	-	-	36 16%	-	-	-	-
Having to vest or stay with their employer for a certain amount of time if the employer pays for tuition or program fees	67 30%	45 31%	14 40%	22 25%	21 42% D	12 26%	-	20 23%	37 37%	8 28%	2 29%	13 27%	5 25%	5 21%	24 29%	21 39%	54 28%	12 43%	-	-	67 30%	-	-	-	-
Lack of awareness about available options	60 27%	38 26%	10 27%	21 24%	18 35%	17 38%	-	23 26%	27 26%	7 28%	3 55%	9 18%	2 8%	8 38%	27 32%	15 29%	57 29%	12 12%	-	-	60 27%	-	-	-	-
Lack of flexibility scheduling or inconvenient program format	59 27%	38 26%	13 37%	24 28%	18 36%	16 35%	1 59%	17 19%	37 36%	3 11%	2 33%	9 18%	5 25%	5 21%	26 31%	16 30%	54 27%	6 20%	-	-	59 27%	-	-	-	-
Unclear career benefits or return on investment of education	54 24%	35 24%	16 45%	29 34%	20 40% B	11 25%	-	19 21%	32 31%	2 9%	1 17%	9 18%	5 29%	4 17%	21 26%	15 28%	50 26%	4 15%	-	-	54 24%	-	-	-	-
Difficulty accessing or navigating assistance programs	49 22%	30 21%	12 34%	16 19%	16 32%	13 28%	-	19 21%	21 21%	8 32%	1 17%	4 9%	5 25%	3 14%	25 30%	13 24%	39 20%	10 35%	-	-	49 22%	-	-	-	-
Lack of variety across course/degree options	49 22%	37 26%	15 41%	21 25%	11 22%	16 36%	1 59%	18 20%	25 25%	2 8%	3 54%	9 18%	5 29%	5 24%	20 24%	10 19%	44 22%	5 19%	-	-	49 22%	-	-	-	-
Other	5 2%	5 3%	1 2%	4 5%	-	5 11% BE	-	-	1 1%	4 16%	-	4 9%	-	-	1 1%	-	4 2%	1 2%	-	-	5 2%	-	-	-	-

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing



Base: Offers Workforce Edu/Upskilling Q510. What do you believe are the biggest barriers preventing employees at your organization from using education or tuition benefits? Please select all that apply

4 Aug 2025  
Table 58

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/ e/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
																			No/Not sure	(T)					
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Weighted Base	224	145*	36**	86*	50*	45*	1**	88*	102*	26**	6**	47**	18**	22**	83	53*	195	29**	-**	-**	224	-**	-**	-**	-**
None - we don't have any barriers preventing employees from using education or tuition benefits	12 5%	8 5%	-	3 4%	1 1%	3 6%	-	5 5%	6 6%	1 5%	-	-	3 17%	1 3%	5 6%	3 6%	11 6%	1 2%	-	-	12 5%	-	-	-	-
Sigma	734 328%	470 324%	139 392%	294 341%	197 391%	159 353%	5 419%	273 310%	360 353%	76 287%	21 334%	142 300%	56 308%	68 310%	286 343%	181 344%	643 329%	91 318%	-	-	734 328%	-	-	-	-

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q510. What do you believe are the biggest barriers preventing employees at your organization from using education or tuition benefits? Please select all that apply  
Base: Among Those Who Think There Are Barriers

4 Aug 2025  
Table 59

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	239	159	42	79	59	53	2	97	105	25	10	11	20	28	120	60	207	32	-	-	239	-	-	-	-
Weighted Base	212	138*	36**	83*	50*	42*	1**	83*	96*	25**	6**	47**	15**	21**	79	50*	184	28**	..**	..**	212	..**	..**	..**	..**
TIME (NET)	176 83%	109 79%	30 83%	69 83%	41 83%	30 70%	1 100%	69 83%	83 86%	18 73%	5 74%	43 91%	13 85%	18 86%	63 80%	39 79%	151 82%	26 92%	-	-	176 83%	-	-	-	-
Lack of time due to personal responsibilities	101 48%	53 39%	16 44%	48 58% BF	26 53% F	14 32%	1 100%	40 49%	47 49%	10 41%	2 37%	30 64%	10 65%	8 39%	31 39%	22 45%	90 49%	12 41%	-	-	101 48%	-	-	-	-
Lack of time due to work hours and responsibilities	88 41%	64 47%	17 49%	35 42%	17 35%	19 45%	1 100%	29 35%	46 48%	10 41%	1 17%	17 36%	6 40%	8 36%	33 42%	24 48%	75 41%	13 46%	-	-	88 41%	-	-	-	-
Difficulty finding time outside of work hours for additional learning	85 40%	45 33%	10 29%	31 38%	18 37%	15 35%	-	42 51%	29 30%	11 45%	2 29%	26 55%	6 40%	10 46%	29 37%	13 27%	73 40%	11 41%	-	-	85 40%	-	-	-	-
FINANCES (NET)	100 47%	68 50%	16 45%	37 44%	29 59%	18 43%	1 100%	40 48%	48 50%	7 28%	3 46%	13 27%	5 35%	11 50%	42 53%	29 58%	87 47%	13 46%	-	-	100 47%	-	-	-	-
Having to cover the cost of tuition or program fees up front	69 32%	48 35% F	9 25%	25 30%	21 41% F	8 18%	1 100%	27 32%	35 37%	3 11%	2 37%	13 27%	2 15%	6 29%	26 33%	22 44%	60 32%	9 31%	-	-	69 32%	-	-	-	-
Lack of employer financial support	36 17%	23 17%	7 20%	14 17%	10 20%	12 28%	-	14 16%	17 18%	5 19%	1 9%	-	3 20%	6 29%	19 24%	8 17%	32 17%	4 15%	-	-	36 17%	-	-	-	-
Having to vest or stay with their employer for a certain amount of time if the employer pays for tuition or program fees	67 31%	45 33%	14 40%	22 26%	21 42%	12 27%	-	20 24%	37 39%	8 30%	2 29%	13 27%	5 30%	5 21%	24 30%	21 42%	54 30%	12 43%	-	-	67 31%	-	-	-	-
Lack of awareness about available options	60 29%	38 28%	10 27%	21 25%	18 36%	17 40%	-	23 28%	27 28%	7 29%	3 55%	9 18%	2 10%	8 39%	27 34%	15 31%	57 31%	12%	-	-	60 29%	-	-	-	-
Lack of flexibility scheduling or inconvenient program format	59 28%	38 28%	13 37%	24 29%	18 36%	16 37%	1 59%	17 21%	37 38%	3 11%	2 33%	9 18%	5 30%	5 21%	26 33%	16 32%	54 29%	6 20%	-	-	59 28%	-	-	-	-
Unclear career benefits or return on investment of education	54 25%	35 25%	16 45%	29 35%	20 40% B	11 27%	-	19 23%	32 33%	2 10%	1 17%	9 18%	5 35%	4 18%	21 27%	15 30%	50 27%	4 15%	-	-	54 25%	-	-	-	-
Difficulty accessing or navigating assistance programs	49 23%	30 22%	12 34%	16 20%	16 32%	13 30%	-	19 23%	21 22%	8 33%	1 17%	4 9%	5 30%	3 14%	25 32%	13 25%	39 21%	10 35%	-	-	49 23%	-	-	-	-
Lack of variety across course/degree options	49 23%	37 27%	15 41%	21 26%	11 22%	16 38%	1 59%	18 21%	25 26%	2 8%	3 54%	9 18%	5 35%	5 25%	20 25%	10 20%	44 24%	5 19%	-	-	49 23%	-	-	-	-
Other	5 2%	5 4%	1 2%	4 5%	-	5 12% BE	-	-	1 1%	4 17%	-	4 9%	-	-	1 1%	-	4 2%	1 2%	-	-	5 2%	-	-	-	-

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q510. What do you believe are the biggest barriers preventing employees at your organization from using education or tuition benefits? Please select all that apply  
Base: Among Those Who Think There Are Barriers

4 Aug 2025  
Table 59

	Healthcare Organization Setting						Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/ wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
Weighted Base Sigma	212	138*	36**	83*	50*	42*	1**	83*	96*	25**	6**	47**	15**	21**	79	50*	184	28**	-**	-**	212	-**	-**	-**	-**
	723	462	139	291	197	156	5	268	354	74	21	142	53	68	281	178	632	90	-	-	723	-	-	-	-
	340%	336%	392%	350%	395%	369%	419%	321%	368%	296%	334%	300%	350%	318%	357%	360%	343%	322%	-	-	340%	-	-	-	-

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q520. Which of the following, if any, would make it easier for your organization to offer education or tuition benefits to employees? Please select all that apply.

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
More flexible or customizable program options from education partners (i.e., colleges, universities, or training providers that offer education programs in partnership with employers)	137 45%	78 45%	23 51%	48 39%	44 66% BD	33 51%	2 30%	50 39%	72 55%	11 34%	2 26%	39 41%	10 41%	13 47%	42 44%	34 54%	118 49%	16 26%	3 70%	2 81%	102 46%	31 41%	26 67%	3 38%	2 8%
Higher employee interest or demand for education programs	122 40%	65 38%	21 47%	54 43%	31 46%	34 53% B	-	48 37%	54 41%	17 54%	3 37%	43 45%	8 34%	13 47%	38 40%	19 30%	101 42%	20 32%	1 18%	-	85 38%	36 48%	23 61%	4 45%	9 33%
Greater budget or financial resources	120 39%	54 31%	12 27%	47 37%	26 38%	15 24%	5 82%	42 33%	54 41%	15 47%	4 55%	39 41%	8 31%	13 47%	44 46% P	16 26%	90 38%	30 48%	1 18%	-	91 41%	28 37%	11 29%	4 48%	13 45%
External incentives or subsidies (e.g., tax credits, grants, etc.)	118 39%	69 40%	16 36%	53 42%	25 37%	26 41%	-	50 39%	46 35%	19 60%	4 55%	43 45%	7 28%	8 31%	33 35%	27 43%	89 37%	27 44%	2 52%	2 81%	85 38%	32 42%	17 45%	3 32%	12 40%
More awareness of available education partnerships or vendors	117 38%	64 37%	20 45%	47 37%	21 31%	24 37%	5 82%	40 31%	58 44%	12 38%	2 30%	39 41%	11 44%	9 33%	33 35%	25 40%	89 37%	28 44%	1 18%	-	88 39%	28 37%	17 45%	2 29%	9 30%
Clearer return on investment or evidence of business impact (e.g., retention, performance, etc.)	115 38%	61 36%	13 28%	43 34%	28 43%	25 39%	1 12%	48 37%	54 41%	11 34%	2 30%	34 36%	13 53% N	7 25%	39 41%	22 35%	90 38%	23 37%	2 36%	-	81 36%	32 42%	20 53%	2 22%	9 33%
Internal leadership support or buy-in	94 31%	57 33%	22 50%	46 36%	26 39%	24 38%	-	38 29%	48 37%	5 17%	2 33%	30 32%	8 34%	7 25%	28 29%	20 32%	76 32%	16 26%	1 30%	1 19%	70 31%	23 30%	12 33%	4 45%	7 23%
Benchmarking data or peer examples from other organizations	92 30%	51 29%	19 42%	38 30%	23 35%	19 30%	-	32 25%	47 36%	11 34%	2 30%	26 27%	4 16%	8 28%	32 33%	23 36%	68 29%	20 33%	3 64%	3 100%	63 28%	26 34%	16 42%	3 38%	7 23%
Simpler administration or fewer logistical hurdles	91 30%	48 28%	20 46%	37 29%	28 42%	20 31%	1 10%	28 22%	50 38%	12 37%	1 19%	26 27%	5 22%	6 22%	28 30%	25 41%	72 30%	19 30%	1 12%	1 19%	66 29%	25 33%	16 42%	4 46%	4 15%
Other	1 0%	1 0%	1 1%	-	-	1 1%	-	-	1 0%	-	-	-	-	-	1 1%	-	-	1 1%	-	-	1 0%	-	-	-	-
None - we already offer comprehensive education or tuition benefits	7 2%	5 3%	-	2 1%	1 1%	2 4%	-	4 3%	2 1%	1 4%	-	-	1 3%	1 3%	5 5%	1 2%	7 3%	1 1%	-	-	7 3%	1 1%	1 2%	-	-
Sigma	1012 333%	554 321%	165 374%	414 330%	252 377%	222 349%	13 216%	380 297%	485 369%	112 357%	22 315%	319 336%	74 306%	84 308%	323 339%	211 340%	799 336%	199 322%	14 318%	8 300%	738 330%	260 344%	160 417%	28 345%	72 248%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q520. Which of the following, if any, would make it easier for your organization to offer education or tuition benefits to employees? Please select all that apply.  
Base: Among Those Who Don't Offer Comprehensive Benefits

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	293	188	49	101	71	69	4	122	126	30	11	22	31	35	136	69	243	46	4	2	244	45	25	11	8
Weighted Base	297	167	44**	124*	66*	61*	6**	124*	130*	30**	7**	95**	24*	27*	91	61*	231	61**	4**	3**	217	75**	38**	8**	29**
More flexible or customizable program options from education partners (i.e., colleges, universities, or training providers that offer education programs in partnership with employers)	137 46%	78 47%	23 51%	48 39%	44 67% BD	33 54%	2 30%	50 41%	72 56%	11 35%	2 26%	39 41%	10 42%	13 49%	42 46%	34 55%	118 51%	16 26%	3 70%	2 81%	102 47%	31 42%	26 68%	3 38%	2 8%
Higher employee interest or demand for education programs	122 41%	65 39%	21 47%	54 44%	31 47%	34 55% B	-	48 39%	54 42%	17 56%	3 37%	43 45%	8 35%	13 49%	38 42%	19 31%	101 44%	20 33%	1 18%	-	85 39%	36 48%	23 62%	4 45%	9 33%
Greater budget or financial resources	120 40%	54 32%	12 27%	47 38%	26 39%	15 25%	5 82%	42 34%	54 42%	15 49%	4 55%	39 41%	8 32%	13 49% P	44 49% P	16 27%	90 39%	30 48%	1 18%	-	91 42%	28 37%	11 29%	4 48%	13 45%
External incentives or subsidies (e.g., tax credits, grants, etc.)	118 40%	69 41%	16 36%	53 43%	25 37%	26 42%	-	50 41%	46 35%	19 62%	4 55%	43 45%	7 29%	8 31%	33 37%	27 43%	89 38%	27 45%	2 52%	2 81%	85 39%	32 42%	17 46%	3 32%	12 40%
More awareness of available education partnerships or vendors	117 39%	64 38%	20 45%	47 38%	21 31%	24 39%	5 82%	40 32%	58 45%	12 39%	2 30%	39 41%	11 45%	9 34%	33 37%	25 41%	89 38%	28 45%	1 18%	-	88 40%	28 37%	17 46%	2 29%	9 30%
Clearer return on investment or evidence of business impact (e.g., retention, performance, etc.)	115 39%	61 37%	13 28%	43 34%	28 43%	25 41%	1 12%	48 38%	54 41%	11 35%	2 30%	34 36%	13 55% N	7 26%	39 43%	22 35%	90 39%	23 37%	2 36%	-	81 37%	32 42%	20 54%	2 22%	9 33%
Internal leadership support or buy-in	94 32%	57 34%	22 50%	46 37%	26 39%	24 39%	-	38 30%	48 37%	5 18%	2 33%	30 32%	8 35%	7 26%	28 31%	20 33%	76 33%	16 26%	1 30%	1 19%	70 32%	23 30%	12 33%	4 45%	7 23%
Benchmarking data or peer examples from other organizations	92 31%	51 30%	19 42%	38 30%	23 35%	19 31%	-	32 26%	47 36%	11 35%	2 30%	26 27%	4 16%	8 29%	32 35% M	23 37%	68 30%	20 33%	3 64%	3 100%	63 29%	26 34%	16 42%	3 38%	7 23%
Simpler administration or fewer logistical hurdles	91 31%	48 29%	20 46%	37 30%	28 42%	20 32%	1 10%	28 23%	50 38%	12 38%	1 19%	26 27%	5 23%	6 23%	28 31%	25 42%	72 31%	19 30%	1 12%	1 19%	66 30%	25 33%	16 43%	4 46%	4 15%
Other	1	1	1 1%	-	-	1 1%	-	-	1	-	-	-	-	-	1 1%	-	-	1 1%	-	-	1	-	-	-	-
Sigma	1005 339%	548 328%	165 374%	412 333%	251 379%	219 359%	13 216%	376 304%	483 372%	111 367%	22 315%	319 336%	74 313%	84 314%	319 351%	210 344%	792 343%	199 324%	14 318%	8 300%	731 337%	260 345%	159 423%	28 345%	72 248%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q525. To what extent do you agree or disagree with the following statements?

SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
I think employees would be more likely to use employer-sponsored tuition benefits if tuition costs were covered up front.	264 87%	156 91%	44 99%	107 85%	58 87%	53 83%	6 100%	111 87%	116 88%	24 77%	6 92%	73 77%	21 84%	27 97%	88 92%	56 90%	209 88%	51 82%	4 100%	3 100%	202 90%	57 75%	30 77%	7 83%	20 70%
I think employees would be more likely to use employer-sponsored tuition benefits if they had the flexibility to choose what to study and which school to attend.	264 87%	145 84%	42 95%	107 85%	61 91%	56 88%	6 100%	116 91%	112 85%	23 74%	6 92%	86 91%	21 84%	27 97% O	77 80%	53 86%	204 86%	55 90%	4 100%	3 100%	189 84%	70 93%	38 99%	8 100%	24 82%
Education shouldn't be a separate burden - it should be built into how employees work.	259 85%	151 87%	39 89%	107 86%	55 82%	59 93% E	6 100%	106 83%	115 88%	26 82%	6 92%	78 82%	23 94%	26 94% O	77 80%	56 91%	206 86%	49 80%	4 100%	3 100%	198 88%	57 76%	32 84%	4 54%	20 70%
Lower-wage employees face more barriers to accessing education benefits than higher-wage employees.	248 82%	141 82% F	37 83%	99 79%	55 82% F	43 68%	6 100%	113 89%	106 81%	19 61%	4 52%	82 86%	21 84%	25 92% O	69 72%	52 84%	191 80%	54 87%	4 82%	3 100%	180 80%	65 85%	34 89%	6 70%	25 85%
We would offer more robust educational support if we had better data showing the return on investment.	241 79%	143 83% D	42 95%	88 70%	59 88% D	52 83%	6 100%	92 72%	117 89% H	21 67%	4 63%	65 68%	20 81%	26 94% O	75 79%	56 90%	192 81%	45 72%	4 100%	3 100%	183 81%	55 72%	31 82%	7 83%	16 55%
Current economic conditions have affected our organization's workforce education strategy.	227 75%	136 79%	40 89%	84 67%	54 80%	45 70%	6 90%	94 74%	105 80%	18 58%	4 59%	65 68%	21 87%	24 89% O	69 72%	48 77%	176 74%	47 76%	4 100%	3 100%	167 74%	56 74%	33 86%	7 93%	16 55%
Employees should not have to cover out-of-pocket education expenses.	213 70%	127 74% D	35 78%	73 58%	52 77% D	45 70%	6 90%	81 64%	99 76%	22 70%	5 74%	56 59%	19 78%	24 86%	71 74%	44 71%	170 71%	40 65%	4 82%	3 100%	157 70%	53 70%	33 87%	4 53%	15 53%
Employees often lack awareness of the education benefits we offer.	201 66%	127 74% D	37 84%	73 58%	53 79% D	44 69%	1 12%	81 63%	100 76%	15 48%	4 56%	47 50%	18 75%	23 83%	65 68%	47 76%	163 68%	34 54%	4 100%	3 100%	150 67%	46 61%	29 75%	6 76%	12 40%
Employees at our organization do not fully take advantage of the education opportunities available to them.	200 66%	132 77% DF	34 76%	76 60%	45 68%	39 61%	2 30%	94 74%	83 63%	17 53%	4 56%	52 55%	17 72%	24 86% O	64 67%	44 71%	166 70%	30 49%	4 82%	3 100%	159 71%	38 50%	25 64%	6 71%	7 25%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q525. To what extent do you agree or disagree with the following statements?  
SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
Employees often lack awareness of the education benefits we offer.	71 23%	30 17%	6 13%	42 33% BE	9 13%	16 26%	1 8%	38 30% I	18 13%	12 39%	3 37%	39 41%	3 13%	3 11%	17 18%	9 14%	49 21%	22 35%	- -	- -	50 22%	21 28%	8 22%	- -	13 45%
Employees at our organization do not fully take advantage of the education opportunities available to them.	55 18%	20 11%	8 19%	28 22% B	9 13%	17 26% BE	- -	20 16%	26 20%	6 18%	3 37%	22 23%	4 16%	2 8%	16 17%	11 17%	38 16%	17 28%	- -	- -	27 12%	28 37%	13 35%	2 22%	13 45%
Current economic conditions have affected our organization's workforce education strategy.	39 13%	13 8%	3 8%	23 19% BE	4 6%	7 11%	- -	21 17%	11 9%	4 13%	2 33%	22 23%	1 3%	2 6%	8 8%	7 12%	29 12%	10 16%	- -	- -	26 11%	13 18%	5 13%	- -	9 30%
Employees should not have to cover out-of-pocket education expenses.	34 11%	23 13%	5 11%	20 16%	10 15%	11 18%	- -	11 9%	14 11%	7 21%	2 26%	9 9%	2 9%	1 3%	10 10%	13 20% N	30 13%	3 5%	1 18%	- -	31 14%	2 3%	- -	2 30%	- -
Lower-wage employees face more barriers to accessing education benefits than higher-wage employees.	30 10%	17 10%	5 10%	15 12%	5 7%	15 24% BE	- -	6 5%	13 10%	8 27%	3 41%	9 9%	2 6%	2 6%	11 11%	8 12%	28 12%	2 3%	1 18%	- -	24 11%	5 6%	4 11%	1 7%	- -
We would offer more robust educational support if we had better data showing the return on investment.	16 5%	6 4%	1 2%	13 10%	2 3%	4 7%	- -	6 4%	3 2%	6 19%	2 26%	9 9%	1 3%	1 3%	5 5%	1 2%	11 5%	5 8%	- -	- -	10 5%	5 7%	1 1%	1 7%	4 15%
Education shouldn't be a separate burden - it should be built into how employees work.	11 3%	7 4%	1 1%	4 3%	2 4%	1 1%	- -	4 3%	3 2%	3 11%	- -	- -	- -	1 3%	7 7%	3 5%	10 4%	1 2%	- -	- -	8 3%	3 4%	1 2%	2 30%	- -
I think employees would be more likely to use employer-sponsored tuition benefits if they had the flexibility to choose what to study and which school to attend.	7 2%	6 3%	- -	4 3%	1 2%	5 8%	- -	1 1%	1 1%	4 14%	- -	4 5%	- -	- -	2 3%	- -	6 3%	1 1%	- -	- -	7 3%	- -	- -	- -	- -
I think employees would be more likely to use employer-sponsored tuition benefits if tuition costs were covered up front.	7 2%	6 3%	- -	6 4%	- -	5 8%	- -	1 1%	1 1%	4 14%	- -	4 5%	- -	1 3%	1 1%	1 2%	6 2%	1 1%	- -	- -	6 3%	1 1%	- -	1 9%	- -

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q525\_1. To what extent do you agree or disagree with the following statements?

1. Employees should not have to cover out-of-pocket education expenses.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/ wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure			Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
																					Yes	No/Not sure				
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
STRONGLY/SOMEWHAT AGREE (NET)	213 70%	127 74% D	35 78%	73 58%	52 77% D	45 70%	6 90%	81 64%	99 76%	22 70%	5 74%	56 59%	19 78%	24 86%	71 74%	44 71%	170 71%	40 65%	4 82%	3 100%	157 70%	53 70%	33 87%	4 53%	15 53%	
Strongly agree	111 36%	66 38%	20 44%	45 36%	17 26%	25 39%	-	38 30%	56 43%	14 46%	2 22%	34 36%	8 34%	13 47%	35 37%	20 32%	91 38%	16 26%	4 82%	3 100%	85 38%	22 29%	19 48%	4 45%	-	
Somewhat agree	103 34%	62 36% D	15 34%	28 22%	35 52% BDF	20 31%	6 90%	43 34%	43 33%	8 24%	4 52%	22 23%	11 44%	11 39%	36 37%	24 39%	78 33%	25 40%	-	-	72 32%	31 40%	15 39%	1 7%	15 53%	
Neither agree nor disagree	57 19%	22 13%	4 10%	32 25% BE	5 8%	8 12%	1 10%	35 27%	18 14%	3 9%	-	30 32%	3 13%	3 11%	15 15%	6 9%	38 16%	18 29%	-	-	36 16%	21 27%	5 13%	1 17%	14 47%	
STRONGLY/SOMEWHAT DISAGREE (NET)	34 11%	23 13%	5 11%	20 16%	10 15%	11 18%	-	11 9%	14 11%	7 21%	2 26%	9 9%	2 9%	1 3%	10 10%	13 20% N	30 13%	3 5%	1 18%	-	31 14%	2 3%	-	2 30%	-	
Somewhat disagree	31 10%	20 11%	5 11%	20 16%	10 15%	11 18%	-	11 9%	11 9%	7 21%	2 26%	9 9%	2 6%	1 3%	10 10%	10 17%	27 11%	3 5%	1 18%	-	28 12%	2 3%	-	2 30%	-	
Strongly disagree	3 1%	3 2%	-	-	-	-	-	-	3 2%	-	-	-	1 3% O	-	-	2 4%	3 1%	-	-	-	3 1%	-	-	-	-	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing



Q525. 2. To what extent do you agree or disagree with the following statements?

2. Education shouldn't be a separate burden - it should be built into how employees work.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/long-term care	Home health-care/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/ No/Not sure	No/Not sure	Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future			
																					Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
STRONGLY/SOMEWHAT AGREE (NET)	259 85%	151 87%	39 89%	107 86%	55 82%	59 93% E	6 100%	106 83%	115 88%	26 82%	6 92%	78 82%	23 94%	26 94% O	77 80%	56 91%	206 86%	49 80%	4 100%	3 100%	198 88%	57 76%	32 84%	4 54%	20 70%	
Strongly agree	132 44%	78 45%	17 38%	55 44%	23 34%	20 32%	6 100%	57 45%	52 39%	13 43%	4 59%	39 41%	11 44%	15 56%	36 38%	32 51%	100 42%	30 48%	2 52%	2 81%	107 48%	24 31%	8 21%	2 26%	13 45%	
Somewhat agree	127 42%	73 42%	23 51%	52 42%	32 48%	39 62% BD	-	49 38%	64 48%	12 39%	2 34%	39 41%	12 50%	11 39%	41 43%	25 40%	105 44%	20 32%	2 48%	1 19%	91 41%	34 45%	24 63%	2 28%	7 25%	
Neither agree nor disagree	34 11%	15 9%	4 10%	15 12%	10 15%	4 6%	-	18 14%	13 10%	2 7%	1 8%	17 18%	2 6%	1 3%	12 13%	3 4%	23 10%	12 19%	-	-	19 8%	15 20%	6 14%	1 15%	9 30%	
STRONGLY/SOMEWHAT DISAGREE (NET)	11 3%	7 4%	1 1%	4 3%	2 4%	1 1%	-	4 3%	3 2%	3 11%	-	-	-	1 3%	7 7%	3 5%	10 4%	1 2%	-	-	8 3%	3 4%	1 2%	2 30%	-	
Somewhat disagree	9 3%	7 4%	1 1%	3 2%	1 1%	1 1%	-	4 3%	2 1%	3 11%	-	-	-	1 3%	5 5%	3 5%	8 3%	1 1%	-	-	7 3%	2 2%	1 2%	1 15%	-	
Strongly disagree	2 1%	-	-	1 *	2 3%	-	-	1 *	1 1%	-	-	-	-	-	2 2%	-	1 1%	1 1%	-	-	1 *	1 2%	-	1 15%	-	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q525\_3. To what extent do you agree or disagree with the following statements?

3. I think employees would be more likely to use employer-sponsored tuition benefits if they had the flexibility to choose what to study and which school to attend.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/ wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future			
																					Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
STRONGLY/SOMEWHAT AGREE (NET)	264 87%	145 84%	42 95%	107 85%	61 91%	56 88%	6 100%	116 91%	112 85%	23 74%	6 92%	86 91%	21 84%	27 97% O	77 80%	53 86%	204 86%	55 90%	4 100%	3 100%	189 84%	70 93%	38 99%	8 100%	24 82%	
Strongly agree	121 40%	59 34%	17 38%	50 40%	25 38%	27 42%	4 70%	39 31%	58 44%	16 51%	3 41%	34 36%	8 31%	15 56% M	40 42%	24 39%	93 39%	25 40%	4 82%	3 100%	88 39%	30 40%	21 55%	4 55%	4 15%	
Somewhat agree	143 47%	86 50%	25 58%	57 45%	36 53%	29 46%	2 30%	77 60% I	53 40%	7 22%	4 52%	52 55%	13 53%	11 42%	37 39%	29 47%	111 47%	31 50%	1 18%	-	102 45%	40 53%	17 43%	4 45%	19 67%	
Neither agree nor disagree	34 11%	22 13%	2 5%	14 11%	5 7%	3 4%	-	10 8%	19 14%	4 13%	1 8%	4 5%	4 16%	1 3%	16 17% N	9 14%	28 12%	6 9%	-	-	28 13%	6 7%	1 1%	-	5 18%	
STRONGLY/SOMEWHAT DISAGREE (NET)	7 2%	6 3%	-	4 3%	1 2%	5 8%	-	1 1%	1 1%	4 14%	-	4 5%	-	-	2 3%	-	6 3%	1 1%	-	-	7 3%	-	-	-	-	
Somewhat disagree	6 2%	6 3%	-	4 3%	1 1%	5 8% E	-	1 1%	1 1%	4 14%	-	4 5%	-	-	2 2%	-	6 3%	-	-	-	6 3%	-	-	-	-	
Strongly disagree	1 0%	-	-	-	1 1%	-	-	-	1 1%	-	-	-	-	-	1 1%	-	-	1 1%	-	-	1 0%	-	-	-	-	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q525\_4. To what extent do you agree or disagree with the following statements?

4. I think employees would be more likely to use employer-sponsored tuition benefits if tuition costs were covered up front.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/ e/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure			Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
																					Yes	No/Not sure				
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
STRONGLY/SOMEWHAT AGREE (NET)	264 87%	156 91%	44 99%	107 85%	58 87%	53 83%	6 100%	111 87%	116 88%	24 77%	6 92%	73 77%	21 84%	27 97%	88 92%	56 90%	209 88%	51 82%	4 100%	3 100%	202 90%	57 75%	30 77%	7 83%	20 70%	
Strongly agree	149 49%	83 48%	17 38%	58 46%	32 48%	24 37%	6 100%	63 49%	65 50%	13 41%	1 15%	47 50%	12 50%	19 69% O	40 42%	30 49%	120 50%	28 45%	1 30%	1 19%	117 52%	31 41%	16 42%	3 32%	12 40%	
Somewhat agree	115 38%	73 42%	27 60%	49 39%	26 39%	29 46%	-	48 37%	51 39%	11 36%	5 77%	26 27%	8 34%	8 28%	48 50% N	26 41%	89 37%	23 37%	3 70%	2 81%	86 38%	26 35%	14 36%	4 51%	9 30%	
Neither agree nor disagree	33 11%	10 6%	1 1%	13 10%	9 13%	6 9%	-	16 12%	14 11%	3 9%	1 8%	17 18%	4 16% N	-	7 7%	5 9%	23 10%	10 16%	-	-	16 7%	18 24%	9 23%	1 7%	9 30%	
STRONGLY/SOMEWHAT DISAGREE (NET)	7 2%	6 3%	-	6 4%	-	5 8%	-	1 1%	1 1%	4 14%	-	4 5%	-	1 3%	1 1%	1 2%	6 2%	1 1%	-	-	6 3%	1 1%	-	1 9%	-	
Somewhat disagree	2 1%	2 1%	-	1 1%	-	1 1%	-	1 1%	1 1%	-	-	-	-	1 3%	1 1%	1 2%	2 1%	1 1%	-	-	2 1%	1 1%	-	1 9%	-	
Strongly disagree	4 1%	4 2%	-	4 3%	-	4 7%	-	-	-	4 14%	-	4 5%	-	-	-	-	4 2%	-	-	-	4 2%	-	-	-	-	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q525\_5. To what extent do you agree or disagree with the following statements?

5. Employees at our organization do not fully take advantage of the education opportunities available to them.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)		
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
STRONGLY/SOMEWHAT AGREE (NET)	200 66%	132 77% DF	34 76%	76 60%	45 68%	39 61%	2 30%	94 74%	83 63%	17 53%	4 56%	52 55%	17 72%	24 86% O	64 67%	44 71%	166 70%	30 49%	4 82%	3 100%	159 71%	38 50%	25 64%	6 71%	7 25%	
Strongly agree	80 26%	58 34%	11 24%	27 22%	17 25%	14 22%	-	29 23%	43 33%	5 17%	2 30%	17 18%	5 22%	14 50% MO	26 27%	18 29%	60 25%	16 25%	4 82%	3 100%	63 28%	13 18%	11 28%	2 23%	1 3%	
Somewhat agree	121 40%	74 43%	23 52%	48 38%	29 43%	25 39%	2 30%	65 51% I	40 30%	11 36%	2 26%	34 36%	12 50%	10 36%	38 40%	26 42%	106 45%	15 24%	-	-	96 43%	25 33%	14 36%	4 48%	7 23%	
Neither agree nor disagree	49 16%	21 12%	2 5%	22 18%	13 19%	8 13%	4 70%	13 10%	22 17%	9 28%	1 7%	22 23%	3 13%	2 6%	15 16%	7 12%	34 14%	14 23%	1 18%	-	38 17%	10 13%	1 1%	1 7%	9 30%	
STRONGLY/SOMEWHAT DISAGREE (NET)	55 18%	20 11%	8 19%	28 22% B	9 13%	17 26% BE	-	20 16%	26 20%	6 18%	3 37%	22 23%	4 16%	2 8%	16 17%	11 17%	38 16%	17 28%	-	-	27 12%	28 37%	13 35%	2 22%	13 45%	
Somewhat disagree	29 10%	14 8%	5 12%	7 6%	6 9%	12 20% BD	-	9 7%	13 10%	5 16%	2 29%	4 5%	2 9%	2 6%	14 14%	8 12%	27 11%	3 4%	-	-	20 9%	9 12%	8 20%	2 22%	-	
Strongly disagree	26 8%	5 3%	3 6%	21 16% BE	3 4%	4 7%	-	12 9%	13 10%	1 2%	1 8%	17 18%	2 6%	1 3%	3 3%	3 5%	11 5%	15 24%	-	-	7 3%	18 24%	6 14%	-	13 45%	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q525\_6. To what extent do you agree or disagree with the following statements?

6. Employees often lack awareness of the education benefits we offer.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
STRONGLY/SOMEWHAT AGREE (NET)	201 66%	127 74% D	37 84%	73 58%	53 79% D	44 69%	1 12%	81 63%	100 76%	15 48%	4 56%	47 50%	18 75%	23 83%	65 68%	47 76%	163 68%	34 54%	4 100%	3 100%	150 67%	46 61%	29 75%	6 76%	12 40%
Strongly agree	79 26%	57 33%	18 41%	29 23%	13 19%	18 29%	1 12%	30 23%	41 31%	4 13%	3 41%	17 18%	9 38%	13 47% OP	26 27%	14 22%	64 27%	11 17%	4 88%	2 81%	55 25%	20 26%	15 38%	3 40%	2 8%
Somewhat agree	122 40%	70 41%	19 43%	43 35%	40 60% BDF	25 40%	-	51 40%	59 45%	11 35%	1 15%	30 32%	9 38%	10 36%	40 42%	33 53%	99 42%	23 37%	1 12%	1 19%	95 42%	26 35%	14 37%	3 36%	9 33%
Neither agree nor disagree	32 11%	15 9%	2 4%	11 9%	5 7%	3 5%	5 79%	9 7%	14 11%	4 13%	1 7%	9 9%	3 13%	2 6%	13 14%	6 10%	26 11%	7 11%	-	-	24 11%	8 11%	1 3%	2 24%	4 15%
STRONGLY/SOMEWHAT DISAGREE (NET)	71 23%	30 17%	6 13%	42 33% BE	9 13%	16 26%	1 8%	38 30% I	18 13%	12 39%	3 37%	39 41%	3 13%	3 11%	17 18%	9 14%	49 21%	22 35%	-	-	50 22%	21 28%	8 22%	-	13 45%
Somewhat disagree	41 13%	13 7%	3 6%	17 14%	7 10%	9 14%	1 8%	18 14%	12 9%	8 25%	2 29%	17 18%	2 6%	2 8%	16 16%	4 6%	27 11%	13 21%	-	-	28 12%	13 17%	8 22%	-	4 15%
Strongly disagree	30 10%	18 10%	3 6%	24 19% E	2 3%	7 11%	-	20 16% I	6 4%	4 14%	1 8%	22 23%	2 6%	1 3%	2 2%	5 8%	22 9%	9 14%	-	-	22 10%	9 11%	-	-	9 30%
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q525. 7. To what extent do you agree or disagree with the following statements?

7. Lower-wage employees face more barriers to accessing education benefits than higher-wage employees.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
STRONGLY/SOMEWHAT AGREE (NET)	248 82%	141 82% F	37 83%	99 79%	55 82% F	43 68%	6 100%	113 89%	106 81%	19 61%	4 52%	82 86%	21 84%	25 92% O	69 72%	52 84%	191 80%	54 87%	4 82%	3 100%	180 80%	65 85%	34 89%	6 70%	25 85%
Strongly agree	119 39%	74 43%	21 48%	58 46% E	19 28%	25 40%	5 88%	62 48%	44 34%	6 19%	1 18%	34 36%	13 53% P	17 61% OP	40 41% P	15 24%	91 38%	27 43%	1 30%	1 19%	79 35%	38 50%	19 49%	3 40%	15 53%
Somewhat agree	130 43%	68 39%	16 35%	41 33%	36 54% DF	18 28%	1 12%	51 40%	62 47%	13 42%	2 33%	47 50%	8 31%	8 31%	29 31%	37 60% MNO	100 42%	27 44%	2 52%	2 81%	101 45%	27 35%	15 39%	2 29%	9 33%
Neither agree nor disagree	26 8%	15 8%	3 6%	12 10%	7 11%	5 8%	-	9 7%	13 10%	4 12%	1 8%	4 5%	2 9%	1 3%	16 17% NP	3 4%	20 8%	6 10%	-	-	20 9%	6 8%	-	2 23%	4 15%
STRONGLY/SOMEWHAT DISAGREE (NET)	30 10%	17 10%	5 10%	15 12%	5 7%	15 24% BE	-	6 5%	13 10%	8 27%	3 41%	9 9%	2 6%	2 6%	11 11%	8 12%	28 12%	2 3%	1 18%	-	24 11%	5 6%	4 11%	1 7%	-
Somewhat disagree	22 7%	12 7%	4 9%	12 9%	4 7%	14 22% BDE	-	5 4%	9 7%	7 23%	-	9 9%	1 3%	2 6%	6 7%	4 7%	20 8%	1 2%	1 18%	-	16 7%	5 6%	4 11%	1 7%	-
Strongly disagree	9 3%	5 3%	1 1%	3 2%	1 1%	1 2%	-	1 *	4 3%	1 4%	3 41%	-	1 3%	-	5 5%	3 5%	8 3%	1 1%	-	-	9 4%	-	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q525. 8. To what extent do you agree or disagree with the following statements?

8. We would offer more robust educational support if we had better data showing the return on investment.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/ No/Not sure	No/Not sure			Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
																					Yes	No/Not sure				
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
STRONGLY/SOMEWHAT AGREE (NET)	241 79%	143 83% D	42 95%	88 70%	59 88% D	52 83%	6 100%	92 72%	117 89% H	21 67%	4 63%	65 68%	20 81%	26 94% O	75 79%	56 90%	192 81%	45 72%	4 100%	3 100%	183 81%	55 72%	31 82%	7 83%	16 55%	
Strongly agree	111 37%	67 39%	20 46%	43 34%	35 52% D	29 46%	1 8%	47 37%	56 42%	6 20%	2 23%	26 27%	11 44%	14 53%	38 39%	23 37%	89 37%	22 36%	1 18%	-	81 36%	30 40%	19 50%	4 45%	7 25%	
Somewhat agree	130 43%	76 44%	22 50%	45 36%	24 36%	23 36%	6 92%	45 35%	61 47%	15 47%	3 41%	39 41%	9 38%	11 42%	38 39%	33 53%	104 44%	23 37%	4 82%	3 100%	102 45%	25 32%	12 32%	3 38%	9 30%	
Neither agree nor disagree	47 15%	24 14%	1 3%	25 20%	6 9%	7 11%	-	30 23% I	12 9%	4 13%	1 11%	22 23%	4 16%	1 3%	16 16% N	5 8%	34 14%	12 20%	-	-	31 14%	16 21%	6 16%	1 9%	9 30%	
STRONGLY/SOMEWHAT DISAGREE (NET)	16 5%	6 4%	1 2%	13 10%	2 3%	4 7%	-	6 4%	3 2%	6 19%	2 26%	9 9%	1 3%	1 3%	5 5%	1 2%	11 5%	5 8%	-	-	10 5%	5 7%	1 1%	1 7%	4 15%	
Somewhat disagree	10 3%	5 3%	-	8 6%	2 3%	4 7%	-	1 1%	1 1%	6 19%	2 26%	4 5%	-	-	5 5%	1 2%	10 4%	1 1%	-	-	9 4%	1 1%	1 1%	1 7%	-	
Strongly disagree	6 2%	1	1 2%	5 4%	-	-	-	4 3%	2 1%	-	-	4 5%	1 3% O	1 3%	-	-	2 1%	4 7%	-	-	2 1%	4 6%	-	-	4 15%	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q525\_9. To what extent do you agree or disagree with the following statements?

9. Current economic conditions have affected our organization's workforce education strategy.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
STRONGLY/SOMEWHAT AGREE (NET)	227 75%	136 79%	40 89%	84 67%	54 80%	45 70%	6 90%	94 74%	105 80%	18 58%	4 59%	65 68%	21 87%	24 89% O	69 72%	48 77%	176 74%	47 76%	4 100%	3 100%	167 74%	56 74%	33 86%	7 93%	16 55%
Strongly agree	85 28%	52 30%	12 27%	27 21%	13 19%	19 30%	4 70%	37 29%	33 25%	8 26%	2 33%	17 18%	9 38%	17 61% OP	25 26%	17 27%	67 28%	17 27%	2 36%	-	63 28%	20 27%	12 30%	4 54%	4 15%
Somewhat agree	142 47%	84 49%	28 63%	57 45%	41 61% F	25 40%	1 21%	57 45%	72 55%	10 31%	2 26%	47 50%	12 50%	8 28%	44 46%	31 50% N	109 46%	30 49%	3 64%	3 100%	103 46%	36 48%	21 56%	3 38%	12 40%
Neither agree nor disagree	38 12%	23 13%	1 3%	18 15%	9 14%	12 18%	1 10%	13 10%	15 11%	9 30%	1 8%	9 9%	2 9%	2 6%	19 20% N	7 11%	33 14%	5 8%	-	-	32 14%	6 8%	1 2%	1 7%	4 15%
STRONGLY/SOMEWHAT DISAGREE (NET)	39 13%	13 8%	3 8%	23 19% BE	4 6%	7 11%	-	21 17%	11 9%	4 13%	2 33%	22 23%	1 3%	2 6%	8 8%	7 12%	29 12%	10 16%	-	-	26 11%	13 18%	5 13%	-	9 30%
Somewhat disagree	32 11%	11 6%	3 8%	23 19% BEF	4 6%	3 4%	-	20 16% I	6 5%	3 10%	2 33%	17 18%	1 3%	-	7 8%	7 11%	22 9%	10 16%	-	-	23 10%	9 12%	1 1%	-	9 30%
Strongly disagree	7 2%	3 2%	-	-	-	4 7% D	-	1 1%	5 4%	1 2%	-	4 5%	-	2 6% O	1 1%	1 1%	7 3%	-	-	-	3 1%	4 6%	4 11%	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing



Base: All Qualified Respondents

QRA. In your own words, what advice would you give to other healthcare leaders looking to invest in education benefits as a retention strategy?

	Healthcare Organization Setting						Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/long-term care	Home health-care/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure		
				(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)			(U)	(V)		(W)	(X)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)		
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8		
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**		
EMPLOYEE WELFARE (NET)	251 82%	148 86%	33 75%	99 79%	52 79%	51 81%	6 92%	105 82%	108 82%	25 80%	6 93%	73 77%	18 75%	25 92%	82 86%	52 84%	198 83%	49 79%	4 100%	3 100%	186 83%	60 80%	33 85%	7 86%	20 70%		
TRAINING/EDUCATION (SUB-NET)	176 58%	100 58%	21 47%	64 51%	39 58%	38 60%	6 92%	75 59%	71 54%	19 61%	4 63%	52 55%	14 56%	17 64%	61 64%	32 52%	137 58%	36 59%	2 52%	2 81%	118 53%	55 73%	32 82%	7 86%	16 55%		
Offer better education/education resources	112 37%	72 42%	15 34%	39 31%	21 31%	27 42%	5 79%	42 33%	50 38%	11 36%	4 52%	34 36%	8 31%	11 39%	35 37%	24 39%	90 38%	22 36%	-	-	73 32%	39 52%	23 61%	4 48%	12 40%		
Better training/learning/courses	51 17%	21 12%	6 14%	22 18%	15 22%	10 15%	-	24 19%	21 16%	6 18%	1 8%	17 18%	5 19%	5 19%	18 18%	6 10%	39 16%	12 20%	-	-	36 16%	14 19%	8 20%	3 32%	4 15%		
Better experienced guidance/personnel	8 3%	6 3%	1 3%	2 2%	2 3%	1 2%	-	3 2%	1 3%	3 10%	11%	-	1 3%	1 3%	3 3%	3 5%	5 2%	1 1%	2 52%	2 81%	3 1%	3 3%	1 4%	1 15%	-		
Better knowledge enhancement	7 2%	5 3%	1 2%	1 1%	2 3%	2 3%	-	2 2%	4 3%	1 4%	-	-	-	2 6%	6 6%	-	6 3%	1 2%	-	-	5 2%	2 3%	1 3%	1 15%	-		
Better professional guidance/High quality trainers	7 2%	3 1%	-	-	2 3%	2 4%	1 12%	2 1%	2 2%	2 8%	-	-	1 3%	1 3%	5 6%	-	5 2%	2 3%	-	-	6 3%	1 2%	1 3%	-	-		
Offer personalized educational offerings	6 2%	4 2%	1 1%	1 1%	2 3%	1 2%	-	4 3%	2 1%	1 2%	-	-	1 3%	1 3%	4 4%	1 1%	6 3%	-	-	-	6 3%	-	-	-	-		
Offer online learning/courses	3 1%	2 1%	1 1%	1 1%	-	1 1%	-	1 1%	1 1%	1 2%	-	-	-	-	1 1%	2 3%	2 1%	1 2%	-	-	3 1%	-	-	-	-		
Other training/education mentions	7 2%	5 3%	1 1%	4 3%	2 3%	-	-	2 2%	4 3%	1 4%	-	-	-	1 3%	4 4%	3 4%	7 3%	1 1%	-	-	5 2%	2 3%	2 6%	-	-		
CAREER/GROWTH (SUB-NET)	84 28%	44 26%	10 24%	31 25%	22 32%	20 32%	-	19 15%	57 43% H	7 22%	1 15%	26 27%	6 25%	10 36%	26 27%	16 26%	64 27%	18 29%	2 48%	1 19%	57 26%	25 32%	17 43%	3 37%	5 18%		
Better career growth/success	46 15%	26 15%	5 12%	15 12%	14 21%	15 24% D	-	9 7%	33 25% H	4 11%	-	13 14%	5 22%	5 19%	11 11%	11 18%	37 16%	8 13%	1 18%	-	26 12%	19 25%	16 42%	2 29%	1 3%		
Better personal development/performance	21 7%	6 3%	5 11%	13 10%	3 4%	5 7%	-	6 4%	14 10%	1 4%	1 8%	9 9%	1 3%	3 11%	5 5%	4 6%	14 6%	5 9%	2 36%	-	15 7%	5 6%	1 1%	-	4 15%		
Better skills enhancement	15 5%	10 6%	1 2%	5 4%	4 6%	1 2%	-	4 3%	8 6%	2 7%	1 8%	-	-	2 8%	10 10%	3 5%	13 5%	2 3%	-	-	14 6%	1 2%	1 2%	1 7%	-		
Better promotions	11 4%	11 6%	1 1%	4 3%	3 4%	2 3%	-	2 2%	9 7%	-	-	4 5%	-	2 6%	4 4%	2 2%	5 2%	5 8%	1 30%	1 19%	10 4%	-	-	-	-		

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

QRA. In your own words, what advice would you give to other healthcare leaders looking to invest in education benefits as a retention strategy?

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
Build better/stronger team/workforce	2 1%	1*	-	-	1 2%	-	-	2 1%	-	-	-	-	-	-	2 2%	-	2 1%	-	-	-	1 1%	1 1%	1 2%	-	-
Other career/growth mentions	2 1%	1 1%	-	1*	-	-	-	-	2 1%	-	-	-	-	-	1 1%	1 1%	2 1%	-	-	-	2 1%	-	-	-	-
HIRE/RETENTION TALENT (SUB-NET)	30 10%	24 14%	11 24%	16 13%	7 11%	8 12%	1 10%	9 7%	14 11%	5 16%	1 18%	9 9%	2 6%	3 11%	8 9%	8 13%	25 10%	3 5%	1 30%	1 19%	24 11%	4 6%	1 2%	1 7%	2 8%
Better employee retention/talent	16 5%	12 7%	5 11%	7 5%	2 3%	1 1%	1 10%	5 4%	9 7%	1 2%	1 18%	4 5%	1 3%	2 8%	5 6%	3 4%	12 5%	2 4%	1 30%	1 19%	10 5%	4 6%	1 2%	1 7%	2 8%
Improve hiring	6 2%	4 2%	-	5 4%	1 2%	4 7%	-	2 2%	-	4 14%	-	4 5%	1 3%	-	1 1%	-	6 3%	-	-	-	6 3%	-	-	-	-
Reduce turnover	4 1%	3 2%	2 5%	2 2%	3 4%	2 4%	-	1 1%	3 2%	-	-	-	-	1 3%	1 1%	2 4%	4 1%	-	-	-	4 2%	-	-	-	-
Hire more Ai talent/Learn Ai tools	1*	1*	-	-	-	-	-	1*	-	-	-	-	-	-	1 1%	-	1*	-	-	-	1*	-	-	-	-
Other hire/retention talent mentions	5 2%	4 2%	3 7%	2 2%	3 4%	1 1%	-	2 2%	3 2%	-	-	-	-	-	2 2%	3 5%	4 2%	1 2%	-	-	5 2%	-	-	-	-
Better accessibility/flexibility	21 7%	17 10%	7 17%	7 6%	5 7%	8 13%	-	14 11%	5 4%	1 3%	2 22%	4 5%	4 16% O	2 6%	4 5%	7 12%	20 8%	2 3%	-	-	20 9%	1 2%	1 3%	-	-
Better communication/engagement	19 6%	15 8% D	3 8%	2 1%	4 7%	4 6%	-	8 6%	12 9%	-	-	-	1 3%	2 6%	5 5%	12 19% O	15 6%	3 6%	1 12%	1 19%	17 8%	1 2%	1 3%	-	-
Fair Employee Treatment	18 6%	11 7%	3 7%	7 5%	5 7%	-	-	12 10%	3 2%	1 4%	2 26%	9 9%	1 3%	3 11% P	6 6%	-	16 7%	2 3%	-	-	13 6%	5 7%	5 13%	-	-
Understand needs	12 4%	6 3%	1 2%	7 5%	2 3%	1 1%	-	9 7%	3 2%	-	1 8%	4 5%	1 3%	-	5 5%	2 4%	8 3%	5 8%	-	-	8 4%	4 6%	-	-	4 15%
Take employee feedback/suggestions	6 2%	6 4%	-	-	-	-	-	4 3%	3 2%	-	-	-	-	-	4 4%	2 4%	6 2%	1 1%	-	-	6 3%	-	-	-	-
Conduct surveys	5 2%	-	-	5 4%	1 1%	-	-	-	5 4%	-	-	4 5%	-	-	1 1%	-	5 2%	-	-	-	5 2%	-	-	-	-
Provide work life balance	4 1%	2 1%	-	2 1%	-	-	-	1 1%	1*	2 7%	-	-	1 3%	-	2 2%	1 2%	3 1%	1 2%	-	-	3 1%	1 1%	1 1%	-	-
Offer paid vacation	2 1%	2 1%	-	1*	-	1 1%	-	1 1%	1 1%	-	-	-	1 3% O	-	-	1 2%	2 1%	-	-	-	1*	1 1%	1 2%	-	-

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

QRA. In your own words, what advice would you give to other healthcare leaders looking to invest in education benefits as a retention strategy?

	Healthcare Organization Setting						Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
Offer part-time programs	1*	1%	1%	-	-	1%	-	1*	-	2%	-	-	-	-	1%	1%	1*	1%	-	-	1*	-	-	-	-
Other employee welfare mentions	14 5%	11 6%	1 3%	2 1%	4 6%	4 7%	-	7 6%	5 4%	1 4%	11%	4 5%	1 3%	2 6%	4 4%	4 6%	11 5%	3 6%	-	-	13 6%	2 2%	2 4%	-	-
EMPLOYEE BENEFITS (NET)	92 30%	51 30%	11 25%	31 25%	20 29%	20 31%	1 8%	42 33%	40 30%	8 24%	2 23%	13 14%	4 16%	8 31%	38 40% M	29 47% M	69 29%	21 33%	3 64%	3 100%	67 30%	23 30%	5 13%	2 31%	15 53%
MONETARY BENEFITS (SUB-NET)	56 18%	25 15%	6 14%	23 18%	9 13%	12 18%	1 8%	27 21%	23 18%	4 14%	1 15%	13 14%	3 13%	5 17%	22 23%	13 22%	40 17%	13 21%	3 64%	3 100%	35 16%	18 23%	4 10%	1 14%	13 45%
Better tuition assistance/subsidy	21 7%	6 3%	2 4%	13 10%	3 4%	4 6%	1 8%	14 11%	5 4%	1 4%	-	9 9%	1 3%	1 3%	8 9%	3 5%	16 7%	9 9%	-	-	11 5%	11 14%	1 2%	1 14%	9 30%
Cover upfront cost	20 6%	13 7%	3 6%	4 3%	4 6%	6 9%	-	7 6%	12 9%	1 2%	-	-	2 6%	1 3%	11 12%	6 10%	17 7%	2 3%	-	-	18 8%	1 2%	1 4%	-	-
Make it affordable/lower cost	6 2%	1 1%	-	4 3%	-	-	-	4 3%	1 1%	-	-	4 5%	-	1 3%	-	1 1%	1*	4 7%	1 12%	1 19%	1*	4 6%	-	-	4 15%
Offer better rewards/incentives	5 2%	2 1%	1 1%	2 2%	1 1%	1 1%	-	1*	3 2%	1 2%	1 15%	-	-	2 6%	2 2%	1 2%	4 2%	1 1%	-	-	5 2%	-	-	-	-
Other monetary benefit mentions	7 2%	6 3%	1 2%	1*	1 2%	2 3%	-	1 1%	4 3%	2 7%	-	-	1 3%	1 3%	2 2%	3 5%	4 2%	1 1%	2 52%	2 81%	3 1%	2 2%	2 4%	-	-
Better benefits	16 5%	8 5%	1 2%	9 7%	1 2%	1 2%	-	11 8%	4 3%	1 3%	1 8%	4 5%	1 3%	-	8 8%	3 5%	10 4%	6 10%	-	-	10 5%	6 7%	1 2%	1 7%	4 15%
Boost loyalty/commitment	15 5%	10 6%	3 8%	5 4%	7 11%	4 6%	-	6 5%	7 5%	2 5%	-	-	1 3%	3 11%	6 6%	5 8%	13 6%	1 2%	-	-	13 6%	1 2%	-	1 17%	-
Motivation to employees/boost morale	8 3%	7 4%	2 5%	-	1 1%	2 2%	-	4 3%	3 3%	-	1 7%	-	1 3%	1 3%	4 4%	2 3%	8 3%	-	-	-	6 3%	1 2%	1 4%	-	-
Better mental/emotional support	3 1%	3 2%	-	-	2 3%	1 2%	-	2 2%	1 1%	2 2%	-	-	-	-	1 1%	3 4%	3 1%	1 1%	-	-	3 1%	-	-	-	-
Offer awards/recognition	1*	-	-	-	-	1 2%	-	1 1%	-	-	-	-	-	-	1 1%	-	-	1 2%	-	-	-	1 2%	1 3%	-	-
Other benefit mentions	7 2%	5 3%	-	2 1%	-	-	-	1*	6 5%	-	-	-	-	-	1 1%	6 10% O	4 2%	3 4%	-	-	4 2%	2 3%	-	-	2 8%
MANAGEMENT/STRATEGY (NET)	34 11%	14 8%	9 20%	20 16%	5 7%	14 23% BE	-	11 8%	17 13%	6 19%	-	17 18%	4 16%	2 8%	8 8%	3 4%	27 11%	7 11%	-	-	24 11%	10 13%	9 24%	1 9%	-

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

QRA. In your own words, what advice would you give to other healthcare leaders looking to invest in education benefits as a retention strategy?

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/ wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
Develop program/policy	17 6%	1 1%	1 2%	8 6%B	1 1%	6 9%B	-	1 1%	8 8%	17 17%	-	13 14%	-	2 6%	2 2%	1 1%	12 5%	5 8%	-	-	13 6%	4 6%	11 11%	-	-
Invest wisely	7 2%	6 4%	1 3%	2 2%	2 3%	2 3%	-	3 3%	4 3%	-	-	-	3 13% NP	-	4 4%	-	7 3%	1 1%	-	-	7 3%	1 1%	1 2%	-	-
Improve/plan budget	6 2%	1 1%	-	2 1%	-	-	-	1 1%	1 2%	5 16%	-	4 5%	-	1 3%	1 1%	-	1 1%	6 9%	-	-	5 2%	1 1%	-	1 9%	-
Doing research	4 1%	3 2%	3 6%	4 3%	2 3%	3 4%	-	1 1%	2 2%	-	-	-	1 3%	-	1 1%	2 4%	4 2%	-	-	-	4 2%	-	-	-	-
Other management/strategy mentions	5 2%	4 2%	4 10%	5 4%	-	4 7%	-	5 4%	-	-	-	4 5%	-	-	1 1%	-	5 2%	-	-	-	1 1%	4 6%	4 11%	-	-
BUSINESS GROWTH OPPORTUNITIES (NET)	29 10%	9 5%	1 1%	14 12%	3 5%	6 9%	-	14 11%	13 10%	2 8%	-	17 18%	3 13% P	2 6%	6 7%	1 2%	19 8%	9 15%	1 18%	-	14 6%	15 20%	5 13%	1 16%	9 30%
Helps in business growth/success	20 7%	6 4%	1 1%	9 7%	1 2%	6 9%	-	8 6%	11 8%	2 6%	-	13 14%	2 9%	1 3%	3 4%	1 2%	16 7%	5 8%	-	-	11 5%	9 12%	4 11%	1 6%	4 15%
Analyze market demand/competition	2 1%	1 1%	-	-	1 2%	-	-	1 1%	-	1 2%	-	-	-	-	2 2%	-	2 1%	-	-	-	2 1%	-	-	-	-
Other business growth opportunities mentions	7 2%	2 1%	-	5 4%	1 1%	-	-	5 4%	2 1%	-	-	4 5%	1 3%	1 3%	1 1%	-	2 1%	4 7%	1 18%	-	1 1%	6 7%	1 2%	1 9%	4 15%
Better awareness	15 5%	8 5%	2 5%	6 5%	5 8%	2 3%	-	5 4%	10 7%	-	-	4 5%	2 9% O	1 3%	1 1%	7 10% O	15 6%	-	-	-	14 6%	1 1%	1 2%	1 7%	-
Other mentions	3 1%	1 1%	1 1%	1 1%	1 2%	2 3%	-	2 1%	1 1%	-	-	-	1 3%	-	2 3%	-	1 1%	3 4%	-	-	1 1%	2 3%	2 5%	-	-
None/Nothing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decline to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	625 206%	360 209%	87 197%	234 187%	133 200%	138 217%	7 110%	254 198%	286 218%	65 206%	14 200%	172 182%	46 187%	56 206%	211 221%	140 226%	485 204%	129 209%	11 260%	7 238%	449 201%	165 217%	90 234%	18 224%	56 193%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q600. Which of the following clinical/technical skills do you think will be most important in 5 years in the healthcare industry? Please select up to 3 responses.

	Healthcare Organization Setting						Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
Artificial Intelligence (AI) integration/decision support tools	160 53%	87 50% F	15 34%	66 53% F	36 55% F	20 32%	-	73 57%	61 46%	23 73%	3 41%	60 64%	5 19%	10 36%	57 60% MN	28 45% M	119 50%	38 62%	2 48%	1 19%	122 54%	36 48%	12 32%	6 71%	18 62%
Mental/behavioral health specialization	97 32%	52 30%	14 32%	40 32%	25 37%	15 24%	5 82%	32 25%	49 37%	9 28%	2 33%	39 41%	8 31%	6 22%	26 27%	19 31%	68 29%	27 43%	3 64%	3 100%	69 31%	26 34%	15 40%	2 21%	9 30%
Telehealth or virtual care delivery	96 32%	54 31%	10 23%	44 35%	18 27%	13 20%	2 30%	44 35%	44 34%	4 12%	2 26%	30 32%	7 28%	8 31%	23 24%	27 44% O	76 32%	20 32%	-	-	78 35%	18 24%	6 17%	3 31%	9 30%
Leadership and team collaboration	93 31%	50 29%	11 24%	33 26%	20 30%	29 46% BD	12 12%	27 21%	50 38% H	15 47%	1 19%	26 27%	10 41%	8 28%	30 31%	20 33%	80 33%	12 20%	2 36%	-	69 31%	22 30%	19 50%	3 38%	-
Project or workflow management	90 30%	60 35% E	21 47%	40 32%	12 18%	29 45% E	-	34 26%	43 32%	12 37%	2 33%	26 27%	10 41%	11 42%	26 27%	17 28%	71 30%	16 27%	3 70%	2 81%	65 29%	23 30%	16 41%	1 7%	7 23%
Health data analysis or interpretation	88 29%	52 30%	9 21%	33 26%	23 34%	14 22%	-	38 29%	42 32%	4 14%	3 48%	22 23%	9 38%	6 22%	30 31%	21 34%	70 30%	16 26%	1 30%	1 19%	69 31%	17 23%	9 24%	4 45%	4 15%
Personalized/precision medicine approaches	78 26%	49 28%	10 23%	26 21%	17 25%	20 31%	1 10%	39 30%	27 20%	11 35%	2 22%	17 18%	8 34%	8 28%	30 32%	15 24%	64 27%	12 20%	2 52%	2 81%	52 23%	24 32%	15 38%	2 21%	7 25%
Interdisciplinary care coordination	66 22%	32 19%	18 41%	26 20%	20 30%	20 31% B	-	32 25%	24 19%	7 23%	2 33%	26 27%	5 19%	8 31% P	20 21%	8 13%	58 24%	8 13%	-	-	49 22%	17 22%	11 28%	2 23%	4 15%
Remote monitoring/wearable device management	53 17%	29 17%	10 22%	29 23%	13 20%	9 14%	-	26 20%	20 16%	4 13%	3 37%	9 9%	5 19%	6 22%	20 21%	13 22%	42 18%	11 18%	-	-	43 19%	10 13%	3 8%	1 7%	7 23%
Genomics/genetic counseling	40 13%	28 16%	8 19%	14 11%	9 14%	14 22%	-	14 11%	23 18%	2 5%	1 7%	4 5%	5 19%	6 22%	11 11%	14 22%	29 12%	10 17%	-	-	26 12%	13 18%	7 19%	1 15%	5 18%
Other	1	1	1	-	-	1	-	-	1	-	-	-	-	-	1	-	-	1	-	-	1	-	-	-	-
Not sure	2 1%	1 1%	1 1%	1 1%	1 1%	-	-	1 1%	1 1%	-	-	-	-	-	1 1%	1 1%	2 1%	-	-	-	2 1%	-	-	-	-
Sigma	864 284%	494 286%	127 288%	351 280%	194 290%	183 287%	8 134%	360 282%	385 293%	90 286%	21 300%	259 273%	70 288%	78 283%	274 287%	184 297%	679 286%	172 278%	13 300%	8 300%	644 288%	207 273%	114 297%	23 281%	69 240%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents Q600B. What specific efforts, if any, is your organization making to ensure employees have the skills needed to be successful with emerging technologies? Please select all that apply.

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/ wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)		
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
Providing opportunities for higher education in AI	160 53%	102 59%	23 52%	65 52%	31 47%	30 47%	-	60 47%	80 61%	15 48%	5 70%	52 55%	11 44%	13 47%	51 53%	34 55%	139 59%	20 32%	1 30%	1 19%	125 56%	34 44%	25 64%	2 23%	7 25%	
Integrating AI training into career development strategies	147 48%	83 48%	15 34%	55 44%	32 47%	29 46%	-	64 50%	60 45%	19 59%	5 67%	34 36%	14 56%	16 58%	52 55%	31 50%	120 50%	24 39%	4 88%	2 81%	114 51%	29 39%	23 59%	2 30%	4 15%	
Equipping employees with AI tools and software	146 48%	77 44%	21 48%	66 53%	30 45%	32 51%	5 78%	65 51%	58 44%	14 45%	4 52%	52 55%	9 38%	17 64% MOP	43 45%	25 40%	111 47%	31 50%	4 82%	3 100%	105 47%	38 50%	18 47%	6 77%	14 47%	
Establishing mentorship programs with seasoned IT experts	140 46%	81 47%	22 51%	58 46%	36 55%	36 57%	1 22%	50 39%	75 57% H	12 37%	3 37%	39 41%	11 44%	11 42%	46 48%	34 55%	121 51%	19 31%	1 12%	1 19%	110 49%	30 39%	19 49%	3 38%	7 25%	
Conducting AI-focused workshops and training sessions	135 44%	88 51%	26 60%	47 37%	25 37%	37 58% DE	-	49 38%	64 49%	19 62%	2 33%	34 36%	15 63% N	8 28%	48 50% N	30 48%	117 49%	14 23%	4 82%	3 100%	99 44%	32 42%	28 73%	4 53%	-	
Offering tuition reimbursement for AI certifications and courses	134 44%	80 46%	22 49%	43 34%	43 64% BD	32 50%	1 10%	48 38%	68 51%	15 49%	3 38%	26 27%	8 31%	16 58% M	53 55% M	32 52%	117 49%	16 26%	1 18%	-	106 47%	28 37%	23 60%	2 31%	2 8%	
Other	1	1	1 1%	-	-	1 1%	-	-	1	-	-	-	-	-	1 1%	-	-	1 1%	-	-	1	-	-	-	-	
None - our organization is not making any specific efforts to ensure employees have these skills	11 4%	1 1%	-	9 7% B	1 1%	1 1%	-	6 5%	4 3%	1 2%	-	9 9%	1 3%	-	1 1%	1 1%	2 1%	9 15%	-	-	2 1%	9 11%	-	-	9 30%	
Sigma	874 288%	513 297%	130 295%	344 274%	197 295%	198 312%	7 110%	342 267%	410 312%	95 302%	20 296%	246 259%	68 278%	81 297%	294 308%	186 300%	727 306%	134 216%	13 312%	9 319%	662 295%	199 263%	134 351%	20 251%	43 151%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q605. What percentage of employees at your organization do you feel are proficient in using AI-based tools in their current role? Your best estimate is fine.

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
																			No/Not sure							
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
LESS THAN 50% (NET)	190 63%	111 65%	27 61%	68 54%	43 65%	33 51%	6 100%	71 55%	90 69%	20 62%	4 52%	60 64%	13 53%	17 61%	52 54%	48 78% MO	145 61%	41 66%	4 100%	3 100%	141 63%	45 60%	23 60%	6 71%	16 55%	
0%	4 1%	-	-	-	-	-	-	-	-	4 14%	-	4 5%	-	-	-	-	-	4 7%	-	-	4 2%	-	-	-	-	
<25%	67 22%	40 23% F	2 4%	19 15%	10 15%	7 10%	1 22%	16 13%	39 30% H	10 32%	-	26 27%	3 13%	7 25%	12 13%	19 30% O	43 18%	22 35%	3 64%	3 100%	52 23%	12 16%	5 12%	-	7 23%	
25%-49%	123 41%	71 41%	25 57%	49 39%	33 50%	26 41%	5 78%	54 43%	51 39%	9 30%	4 52%	34 36%	10 41%	10 36%	40 41%	29 47%	102 43%	20 32%	2 36%	-	88 39%	33 44%	18 48%	6 71%	9 33%	
50% OR MORE (NET)	114 37%	61 35%	17 39%	57 46%	24 35%	31 49%	-	57 45%	41 31%	12 38%	3 48%	34 36%	11 47% P	11 39%	43 46% P	14 22%	93 39%	21 34%	-	-	83 37%	31 40%	15 40%	2 29%	13 45%	
50%-74%	84 28%	49 28%	13 29%	43 34%	18 28%	21 34%	-	46 36% I	25 19%	10 33%	3 48%	22 23%	9 38%	8 31%	33 34%	12 19%	68 29%	15 25%	-	-	68 30%	16 21%	6 14%	2 23%	9 30%	
75%-100%	30 10%	13 7%	4 10%	14 11%	5 8%	10 15%	-	12 9%	17 13%	2 5%	-	13 14%	2 9%	2 8%	11 11%	2 3%	25 10%	5 9%	-	-	16 7%	15 19%	10 25%	1 7%	4 15%	
MEAN	42.6	41.5	46.3	45.7	42.4	51.6 BE	23.4	45.9	40.5	39.4	50.1	41.6	48.0 P	43.3	47.0 P	34.7	44.3	37.0	23.2	16.6	41.1	48.0	53.0	42.0	43.6	
STD. DEV.	23.14	20.72	17.94	23.63	18.64	22.39	3.49	21.03	24.31	26.94	17.87	27.42	20.30	24.13	20.55	18.24	22.45	25.06	10.64	0.98	21.75	26.41	27.05	17.15	27.04	
STD. ERR.	1.33	1.48	2.56	2.33	2.20	2.62	1.75	1.86	2.14	4.76	5.39	5.85	3.59	4.02	1.72	2.16	1.41	3.66	5.32	0.69	1.36	3.89	5.30	5.17	9.56	
MEDIAN	40	40	45	45	40	46	25	45	35	40	45	33	46	40	45	35	40	31	17	17	40	40	45	35	30	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q610. To what extent do you agree or disagree with the following statements?

SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
AI will require a new approach to workforce training in healthcare.	281 93%	162 94%	43 96%	116 92%	63 95%	60 94%	6 90%	117 91%	125 95%	29 92%	5 78%	91 95%	21 87%	27 100% MO	85 89%	57 93%	220 92%	58 93%	4 100%	3 100%	207 92%	70 93%	38 100%	7 93%	25 85%
It is critical for employees to learn AI/technical skills to keep up or stay competitive in the healthcare field.	272 89%	155 90%	39 89%	109 87%	56 84%	60 94% E	5 78%	115 90%	116 88%	29 91%	6 92%	86 91%	22 91%	27 97%	82 86%	55 89%	215 90%	53 85%	4 100%	3 100%	199 89%	69 90%	38 99%	6 77%	25 85%
Employers have a responsibility to equip employees with AI skills.	270 89%	158 92%	43 97%	111 88%	60 90%	61 96%	- -	110 86%	122 93%	31 98%	7 100%	82 86%	17 72%	27 97% M	86 90% M	59 95% M	218 92%	49 79%	4 82%	3 100%	205 91%	62 82%	38 100%	8 100%	16 55%
AI will help healthcare employees spend more time focusing on direct patient care.	263 86%	156 90%	43 97%	107 85%	55 83%	60 95% E	4 70%	112 87%	115 87%	27 85%	5 75%	82 86%	22 91%	26 94%	81 85%	52 83%	213 90%	45 73%	4 100%	3 100%	198 88%	60 80%	33 86%	7 93%	20 70%
Upskilling our workforce is part of our long-term AI strategy.	260 85%	157 91% E	42 95%	110 88%	52 77%	59 94% E	- -	113 88%	115 87%	26 81%	6 93%	78 82%	23 94%	25 92%	78 81%	57 91%	208 87%	48 77%	4 100%	3 100%	195 87%	61 81%	37 97%	8 100%	16 55%
Our organization is investing in strategies to prepare employees for AI integration.	256 84%	158 92% D	43 98%	99 79%	62 92% D	61 96% D	1 21%	106 83%	117 89%	25 79%	7 100%	69 73%	21 84%	26 94%	83 87%	58 94%	216 91%	36 59%	4 100%	3 100%	196 88%	56 74%	38 99%	7 83%	12 40%
We face a skills gap when it comes to emerging technologies like AI.	225 74%	136 79%	40 90%	89 71%	56 83%	46 73%	5 79%	97 76%	95 72%	22 71%	6 85%	65 68%	19 78%	25 92% O	65 68%	52 84% O	172 72%	49 79%	4 100%	3 100%	166 74%	55 72%	28 74%	6 71%	20 70%
AI training is currently only accessible to a select group of employees.	192 63%	120 69% D	40 91%	69 55%	54 81% D	44 70%	5 82%	78 61%	87 67%	15 49%	5 74%	47 50%	16 66%	23 83% O	61 64%	44 72%	156 66%	32 51%	4 82%	3 100%	146 65%	42 55%	26 69%	5 59%	11 38%
It is difficult to find the right resources to provide technical skills training on the job for employees.	182 60%	110 64%	31 69%	65 52%	44 66%	37 59%	1 8%	81 63%	78 59%	18 56%	5 77%	43 45%	18 75%	23 83% O	56 59%	42 68%	146 61%	33 53%	4 82%	3 100%	135 60%	44 58%	27 71%	5 63%	12 40%
It is difficult to find time to include technical skills training on the job for employees.	178 59%	112 65% D	33 74%	63 50%	40 59%	35 55%	5 78%	77 60%	77 58%	14 44%	6 85%	52 55%	15 63%	21 78% O	50 52%	40 64%	136 57%	39 63%	3 64%	3 100%	131 59%	44 58%	22 57%	6 77%	16 55%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing



Q610. To what extent do you agree or disagree with the following statements?  
SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)

Base: All Qualified Respondents

	Healthcare Organization Setting						Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/ wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)		
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
It is difficult to find the right resources to provide technical skills training on the job for employees.	82 27%	36 21%	7 15%	40 32%	13 20%	15 24%	5 82%	33 26%	35 26%	9 28%	1 15%	34 36%	5 22%	4 14%	25 26%	14 22%	66 28%	16 26%	1 18%	-	57 25%	25 33%	10 26%	2 22%	13 45%	
AI training is currently only accessible to a select group of employees.	80 26%	36 21%	1 3%	44 35% BEF	9 14%	13 20%	1 8%	41 32%	29 22%	9 28%	1 11%	39 41%	5 22%	2 8%	23 24% N	11 17%	61 26%	18 29%	1 18%	-	52 23%	27 36%	11 28%	3 41%	13 45%	
It is difficult to find time to include technical skills training on the job for employees.	79 26%	37 21%	8 19%	43 34% B	15 22%	23 36% B	1 22%	30 23%	36 28%	11 34%	1 15%	30 32%	6 25%	5 17%	27 28%	12 19%	67 28%	11 17%	2 36%	-	60 27%	18 24%	12 31%	1 16%	4 15%	
We face a skills gap when it comes to emerging technologies like AI.	33 11%	10 6%	1 3%	17 13%	1 2%	8 12%	1 8%	11 9%	19 15%	2 6%	-	17 18%	2 6%	1 3%	10 11%	3 5%	28 12%	6 9%	-	-	18 8%	15 19%	10 26%	1 7%	4 15%	
Our organization is investing in strategies to prepare employees for AI integration.	14 5%	4 2%	-	8 6%	1 1%	-	4 70%	8 6%	2 1%	1 2%	-	9 9%	-	-	4 4%	2 2%	5 2%	9 15%	-	-	5 2%	9 12%	-	1 7%	9 30%	
Upskilling our workforce is part of our long-term AI strategy.	12 4%	2 1%	-	5 4%	2 3%	-	5 79%	4 3%	2 1%	1 4%	-	9 9%	-	-	3 3%	1 1%	3 1%	9 15%	-	-	2 1%	10 14%	1 3%	-	9 30%	
AI will help healthcare employees spend more time focusing on direct patient care.	11 4%	2 1%	-	7 6%	2 3%	1 2%	2 30%	8 6%	1 1%	-	1 7%	4 5%	2 6%	1 3%	3 4%	1 2%	6 3%	5 8%	-	-	6 3%	5 6%	-	-	4 15%	
It is critical for employees to learn AI/technical skills to keep up or stay competitive in the healthcare field.	8 3%	5 3%	1 3%	4 3%	2 3%	1 2%	-	1 1%	5 4%	2 5%	-	-	1 3%	1 3%	3 4%	3 5%	5 2%	3 5%	-	-	8 3%	1 1%	1 1%	-	-	
Employers have a responsibility to equip employees with AI skills.	8 2%	2 1%	1 3%	1 *	2 3%	1 2%	5 79%	-	3 2%	-	-	4 5%	2 6%	-	1 1%	1 1%	2 1%	5 8%	1 18%	-	2 1%	5 6%	-	-	4 15%	
AI will require a new approach to workforce training in healthcare.	5 2%	2 1%	-	3 3%	2 3%	2 3%	10 1%	2 2%	2 2%	1 2%	-	-	1 3%	-	4 4%	1 1%	4 2%	1 2%	-	-	4 2%	1 2%	-	1 7%	-	

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q610\_1. To what extent do you agree or disagree with the following statements?

1. AI will help healthcare employees spend more time focusing on direct patient care.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
STRONGLY/SOMEWHAT AGREE (NET)	263 86%	156 90%	43 97%	107 85%	55 83%	60 95% E	4 70%	112 87%	115 87%	27 85%	5 75%	82 86%	22 91%	26 94%	81 85%	52 83%	213 90%	45 73%	4 100%	3 100%	198 88%	60 80%	33 86%	7 93%	20 70%
Strongly agree	131 43%	88 51%	21 48%	46 37%	31 46%	31 49%	-	65 51%	47 35%	18 58%	1 15%	30 32%	11 47%	13 47%	45 47%	31 51%	110 46%	18 30%	3 70%	2 81%	104 47%	23 31%	17 44%	4 53%	2 8%
Somewhat agree	132 43%	68 39%	22 49%	61 49%	25 37%	29 46%	4 70%	47 37%	68 52%	9 27%	4 60%	52 55%	11 44%	13 47%	36 38%	20 33%	103 44%	27 44%	1 30%	1 19%	94 42%	37 49%	16 41%	3 40%	18 62%
Neither agree nor disagree	30 10%	15 9%	2 3%	11 9%	10 14% F	2 3%	-	8 7%	16 12%	5 15%	1 18%	9 9%	1 3%	1 3%	11 11%	9 15%	19 8%	12 19%	-	-	20 9%	10 14%	6 14%	1 7%	4 15%
STRONGLY/SOMEWHAT DISAGREE (NET)	11 4%	2 1%	-	7 6%	2 3%	1 2%	2 30%	8 6%	1 1%	-	1 7%	4 5%	2 6%	1 3%	3 4%	1 2%	6 3%	5 8%	-	-	6 3%	5 6%	-	-	4 15%
Somewhat disagree	10 3%	2 1%	-	7 5%	1 2%	1 2%	1 21%	8 6%	1 1%	-	1 7%	4 5%	2 6%	1 3%	3 3%	1 2%	6 2%	5 8%	-	-	6 3%	4 6%	-	-	4 15%
Strongly disagree	1 *	-	-	1 *	1 1%	-	1 10%	-	-	-	-	-	-	-	1 1%	-	1 *	-	-	-	-	1 1%	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q610. 2. To what extent do you agree or disagree with the following statements?

2. It is critical for employees to learn AI/technical skills to keep up or stay competitive in the healthcare field.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
STRONGLY/SOMEWHAT AGREE (NET)	272 89%	155 90%	39 89%	109 87%	56 84%	60 94% E	5 78%	115 90%	116 88%	29 91%	6 92%	86 91%	22 91%	27 97%	82 86%	55 89%	215 90%	53 85%	4 100%	3 100%	199 89%	69 90%	38 99%	6 77%	25 85%
Strongly agree	133 44%	76 44%	12 28%	56 45%	25 38%	29 46%	-	56 44%	55 42%	18 58%	3 49%	39 41%	8 34%	16 58%	44 47%	25 41%	110 46%	21 33%	3 64%	3 100%	104 46%	26 35%	17 44%	4 54%	5 18%
Somewhat agree	139 46%	79 46%	27 61%	52 42%	31 46%	31 48%	5 78%	59 46%	61 47%	11 34%	3 44%	47 50%	14 56%	11 39%	37 39%	30 48%	105 44%	32 52%	2 36%	-	95 42%	42 56%	21 55%	2 23%	19 67%
Neither agree nor disagree	24 8%	13 7%	4 8%	13 10%	9 13% F	2 4%	1 22%	11 9%	10 8%	1 4%	1 8%	9 9%	2 6%	-	10 11% N	4 6%	18 8%	6 9%	-	-	17 8%	7 9%	-	2 23%	4 15%
STRONGLY/SOMEWHAT DISAGREE (NET)	8 3%	5 3%	1 3%	4 3%	2 3%	1 2%	-	1 1%	5 4%	2 5%	-	-	1 3%	1 3%	3 4%	3 5%	5 2%	3 5%	-	-	8 3%	1 1%	1 1%	-	-
Somewhat disagree	8 3%	5 3%	1 3%	4 3%	2 3%	1 2%	-	1 1%	5 4%	2 5%	-	-	1 3%	1 3%	3 4%	3 5%	5 2%	3 5%	-	-	8 3%	1 1%	1 1%	-	-
Strongly disagree	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q610. 3. To what extent do you agree or disagree with the following statements?

3. AI will require a new approach to workforce training in healthcare.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
STRONGLY/SOMEWHAT AGREE (NET)	281 93%	162 94%	43 96%	116 92%	63 95%	60 94%	6 90%	117 91%	125 95%	29 92%	5 78%	91 95%	21 87%	27 100% MO	85 89%	57 93%	220 92%	58 93%	4 100%	3 100%	207 92%	70 93%	38 100%	7 93%	25 85%
Strongly agree	144 47%	91 53%	24 54%	53 43%	32 48%	34 54%	-	62 48%	64 49%	15 49%	3 44%	43 45%	11 47%	19 69% O	40 42%	30 49%	115 48%	26 42%	3 70%	2 81%	110 49%	31 41%	20 51%	4 56%	7 25%
Somewhat agree	137 45%	71 41%	19 42%	63 50%	32 47%	25 40%	6 90%	55 43%	61 46%	13 43%	2 34%	47 50%	10 41%	8 31%	45 47%	27 43%	104 44%	32 51%	1 30%	1 19%	97 43%	39 51%	19 49%	3 37%	17 60%
Neither agree nor disagree	17 6%	9 5%	2 4%	6 5%	2 2%	2 3%	-	9 7%	4 3%	2 7%	2 22%	4 5%	2 9%	-	6 7%	4 7%	14 6%	3 5%	-	-	13 6%	4 6%	-	-	4 15%
STRONGLY/SOMEWHAT DISAGREE (NET)	5 2%	2 1%	-	3 3%	2 3%	2 3%	1 10%	2 2%	2 2%	1 2%	-	-	1 3%	-	4 4%	1 1%	4 2%	1 2%	-	-	4 2%	1 2%	-	1 7%	-
Somewhat disagree	4 1%	2 1%	-	3 2%	1 1%	2 3%	-	2 2%	2 1%	1 2%	-	-	1 3%	-	3 3%	1 1%	4 2%	1 1%	-	-	4 2%	1 1%	-	1 7%	-
Strongly disagree	1	-	-	1	1 2%	-	1 10%	-	1	-	-	-	-	-	1 1%	-	1	1 1%	-	-	1	1 1%	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q610\_4. To what extent do you agree or disagree with the following statements?

4. Our organization is investing in strategies to prepare employees for AI integration.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
							(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
STRONGLY/SOMEWHAT AGREE (NET)	256 84%	158 92% D	43 98%	99 79%	62 92% D	61 96% D	1 21%	106 83%	117 89%	25 79%	7 100%	69 73%	21 84%	26 94%	83 87%	58 94%	216 91%	36 59%	4 100%	3 100%	196 88%	56 74%	38 99%	7 83%	12 40%	
Strongly agree	141 46%	85 49%	24 54%	63 50%	25 37%	38 60% E	-	62 48%	58 44%	17 54%	4 51%	43 45%	12 50%	17 61% O	40 42%	29 46%	117 49%	21 33%	3 70%	2 81%	96 43%	41 55%	28 72%	3 37%	11 38%	
Somewhat agree	116 38%	73 42%	20 44%	36 29%	37 55% DF	23 35%	1 21%	44 35%	59 45%	8 25%	3 49%	26 27%	8 34%	9 33%	43 45%	30 48%	99 42%	16 25%	1 30%	1 19%	100 45%	15 19%	10 26%	4 46%	1 3%	
Neither agree nor disagree	33 11%	10 6%	1 2%	18 15% BF	5 7%	3 4%	1 10%	14 11%	13 10%	6 19%	-	17 18%	4 16% P	2 6%	9 9%	2 3%	17 7%	16 26%	-	-	23 10%	11 14%	1 1%	1 9%	9 30%	
STRONGLY/SOMEWHAT DISAGREE (NET)	14 5%	4 2%	-	8 6%	1 1%	-	4 70%	8 6%	2 1%	1 2%	-	9 9%	-	-	4 4%	2 2%	5 2%	9 15%	-	-	5 2%	9 12%	-	1 7%	9 30%	
Somewhat disagree	14 5%	4 2%	-	8 6%	1 1%	-	4 70%	8 6%	2 1%	1 2%	-	9 9%	-	-	4 4%	2 2%	5 2%	9 15%	-	-	5 2%	9 12%	-	1 7%	9 30%	
Strongly disagree	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q610\_5. To what extent do you agree or disagree with the following statements?

5. We face a skills gap when it comes to emerging technologies like AI.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/ No/Not sure	No/Not sure			Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
																					Yes	No/Not sure				
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
STRONGLY/SOMEWHAT AGREE (NET)	225 74%	136 79%	40 90%	89 71%	56 83%	46 73%	5 79%	97 76%	95 72%	22 71%	6 85%	65 68%	19 78%	25 92% O	65 68%	52 84% O	172 72%	49 79%	4 100%	3 100%	166 74%	55 72%	28 74%	6 71%	20 70%	
Strongly agree	93 31%	55 32%	19 44%	29 23%	22 33%	27 42% D	- -	39 31%	39 29%	10 31%	5 70%	22 23%	10 41%	15 56% O	24 25%	22 35%	70 29%	19 30%	4 100%	3 100%	62 28%	27 35%	21 55%	3 32%	3 10%	
Somewhat agree	132 44%	80 47% F	20 46%	60 48% F	33 50% F	20 31%	5 79%	58 45%	56 43%	13 40%	1 15%	43 45%	9 38%	10 36%	40 42%	30 48%	102 43%	30 49%	- -	- -	104 47%	28 37%	7 19%	3 38%	17 60%	
Neither agree nor disagree	46 15%	27 15%	3 8%	20 16%	10 15%	10 15%	1 12%	20 15%	17 13%	7 22%	1 15%	13 14%	4 16%	2 6%	21 22% N	7 11%	38 16%	8 12%	- -	- -	39 18%	6 8%	- -	2 23%	4 15%	
STRONGLY/SOMEWHAT DISAGREE (NET)	33 11%	10 6%	1 3%	17 13%	1 2%	8 12%	1 8%	11 9%	19 15%	2 6%	- -	17 18%	2 6%	1 3%	10 11%	3 5%	28 12%	6 9%	- -	- -	18 8%	15 19%	10 26%	1 7%	4 15%	
Somewhat disagree	23 7%	8 5%	1 3%	8 7%	1 2%	8 12%	1 8%	6 5%	14 10%	2 6%	- -	9 9%	1 3%	1 3%	10 10%	3 4%	21 9%	1 2%	- -	- -	17 7%	6 8%	6 14%	1 7%	- -	
Strongly disagree	10 3%	2 1%	- -	9 7%	- -	- -	- -	5 4%	6 4%	- -	- -	9 9%	1 3%	- -	1 1%	1 1%	6 3%	4 7%	- -	- -	2 1%	9 11%	4 11%	- -	4 15%	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q610. 6. To what extent do you agree or disagree with the following statements?

6. Upskilling our workforce is part of our long-term AI strategy.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
STRONGLY/SOMEWHAT AGREE (NET)	260 85%	157 91% E	42 95%	110 88%	52 77%	59 94% E	-	113 88%	115 87%	26 81%	6 93%	78 82%	23 94%	25 92%	78 81%	57 91%	208 87%	48 77%	4 100%	3 100%	195 87%	61 81%	37 97%	8 100%	16 55%
Strongly agree	139 46%	73 42%	19 42%	58 46%	32 48%	28 44%	-	64 50%	59 45%	11 34%	5 70%	43 45%	12 50%	14 53%	46 48%	23 37%	116 49%	21 34%	1 30%	1 19%	102 46%	35 46%	26 67%	4 56%	5 18%
Somewhat agree	121 40%	84 49% E	23 53%	52 42%	19 29%	31 49% E	-	49 38%	56 43%	15 48%	2 22%	34 36%	11 44%	11 39%	32 33%	34 54% O	91 38%	27 43%	3 70%	2 81%	92 41%	26 34%	12 30%	4 44%	11 38%
Neither agree nor disagree	32 11%	13 8%	2 5%	11 8%	14 20% BDF	4 6%	1 21%	11 8%	15 11%	5 15%	1 7%	9 9%	2 6%	2 8%	15 15%	5 8%	27 11%	5 8%	-	-	28 12%	4 6%	-	-	4 15%
STRONGLY/SOMEWHAT DISAGREE (NET)	12 4%	2 1%	-	5 4%	2 3%	-	5 79%	4 3%	2 1%	1 4%	-	9 9%	-	-	3 3%	1 1%	3 1%	9 15%	-	-	2 1%	10 14%	1 3%	-	9 30%
Somewhat disagree	12 4%	2 1%	-	4 3%	1 2%	-	4 70%	4 3%	2 1%	1 4%	-	9 9%	-	-	2 3%	1 1%	2 1%	9 15%	-	-	2 1%	10 13%	1 3%	-	9 30%
Strongly disagree	1 0%	-	-	1 0%	1 1%	-	1 10%	-	-	-	-	-	-	-	1 1%	-	1 0%	-	-	-	-	1 1%	-	-	-
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q610\_7. To what extent do you agree or disagree with the following statements?

7. AI training is currently only accessible to a select group of employees.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home health-care/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/ Only as needed	Only for licensing/ license renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
STRONGLY/SOMEWHAT AGREE (NET)	192 63%	120 69% D	40 91%	69 55%	54 81% D	44 70%	5 82%	78 61%	87 67%	15 49%	5 74%	47 50%	16 66%	23 83% O	61 64%	44 72%	156 66%	32 51%	4 82%	3 100%	146 65%	42 55%	26 69%	5 59%	11 38%
Strongly agree	89 29%	60 35% D	17 39%	26 21%	31 46% D	22 34%	-	34 27%	49 38%	4 14%	1 15%	22 23%	6 25%	13 47% O	25 26%	24 38%	69 29%	19 31%	1 12%	1 19%	73 33%	16 21%	10 26%	4 44%	2 8%
Somewhat agree	103 34%	60 35%	23 52%	43 34%	23 35%	23 36%	5 82%	44 35%	38 29%	11 35%	4 59%	26 27%	10 41%	10 36%	36 38%	21 34%	87 37%	13 21%	3 70%	2 81%	73 33%	26 35%	17 43%	1 15%	9 30%
Neither agree nor disagree	33 11%	17 10%	3 7%	12 10%	4 6%	7 10%	1 10%	9 7%	15 12%	7 23%	1 15%	9 9%	3 13%	2 8%	12 13%	7 11%	21 9%	12 20%	-	-	26 12%	7 9%	1 3%	-	5 18%
STRONGLY/SOMEWHAT DISAGREE (NET)	80 26%	36 21%	1 3%	44 35% BEF	9 14%	13 20%	1 8%	41 32%	29 22%	9 28%	1 11%	39 41%	5 22%	2 8%	23 24% N	11 17%	61 26%	18 29%	1 18%	-	52 23%	27 36%	11 28%	3 41%	13 45%
Somewhat disagree	53 18%	28 16%	1 1%	25 20%	7 10%	11 17%	1 8%	23 18%	21 16%	8 26%	1 11%	22 23%	4 16%	2 6%	17 18%	9 15%	45 19%	8 12%	1 18%	-	38 17%	14 19%	6 17%	3 41%	4 15%
Strongly disagree	26 9%	8 4%	1 1%	20 16% B	2 3%	2 3%	-	18 14%	8 6%	1 2%	-	17 18%	2 6%	1 3%	5 6%	2 2%	16 7%	10 17%	-	-	13 6%	13 17%	4 11%	-	9 30%
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing



Q610. 8. To what extent do you agree or disagree with the following statements?

8. It is difficult to find time to include technical skills training on the job for employees.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
STRONGLY/SOMEWHAT AGREE (NET)	178 59%	112 65% D	33 74%	63 50%	40 59%	35 55%	5 78%	77 60%	77 58%	14 44%	6 85%	52 55%	15 63%	21 78% O	50 52%	40 64%	136 57%	39 63%	3 64%	3 100%	131 59%	44 58%	22 57%	6 77%	16 55%
Strongly agree	71 23%	54 31% D	14 31%	17 14%	12 19%	17 26%	-	33 26%	27 21%	9 29%	1 11%	17 18%	9 38% O	10 36%	19 20%	15 24%	53 22%	16 26%	2 52%	2 81%	53 24%	15 20%	9 23%	4 55%	2 8%
Somewhat agree	107 35%	58 34%	19 43%	46 37%	27 41%	18 29%	5 78%	43 34%	49 38%	5 15%	5 74%	34 36%	6 25%	11 42%	30 32%	25 40%	84 35%	23 37%	1 12%	1 19%	78 35%	28 38%	13 34%	2 21%	14 47%
Neither agree nor disagree	47 15%	24 14%	3 7%	20 16%	12 18%	5 8%	-	21 17%	18 14%	7 22%	-	13 14%	3 13%	2 6%	19 20% N	10 17%	34 14%	13 20%	-	-	33 15%	14 19%	5 13%	1 7%	9 30%
STRONGLY/SOMEWHAT DISAGREE (NET)	79 26%	37 21%	8 19%	43 34% B	15 22%	23 36% B	1 22%	30 23%	36 28%	11 34%	1 15%	30 32%	6 25%	5 17%	27 28%	12 19%	67 28%	11 17%	2 36%	-	60 27%	18 24%	12 31%	1 16%	4 15%
Somewhat disagree	53 17%	27 16%	8 19%	24 19%	12 19%	21 33% BE	1 22%	16 13%	25 19%	10 32%	1 8%	13 14%	5 22%	4 14%	20 21%	11 17%	45 19%	6 10%	2 36%	-	43 19%	9 12%	7 19%	1 9%	-
Strongly disagree	26 9%	10 6%	-	19 15% B	2 4%	2 3%	-	14 11%	11 9%	1 2%	1 8%	17 18%	1 3%	1 3%	6 7%	1 2%	22 9%	4 7%	-	-	17 8%	9 12%	4 11%	1 7%	4 15%
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q610. 9. To what extent do you agree or disagree with the following statements?

9. It is difficult to find the right resources to provide technical skills training on the job for employees.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
STRONGLY/SOMEWHAT AGREE (NET)	182 60%	110 64%	31 69%	65 52%	44 66%	37 59%	1 8%	81 63%	78 59%	18 56%	5 77%	43 45%	18 75%	23 83% O	56 59%	42 68%	146 61%	33 53%	4 82%	3 100%	135 60%	44 58%	27 71%	5 63%	12 40%
Strongly agree	74 24%	46 27%	14 31%	21 16%	14 22%	17 26%	-	41 32%	23 18%	6 19%	3 48%	22 23%	5 22%	8 28%	22 23%	17 28%	65 27%	8 13%	1 12%	1 19%	59 26%	15 19%	14 37%	1 7%	-
Somewhat agree	108 36%	64 37%	17 38%	44 35%	30 44%	20 32%	1 8%	39 31%	54 41%	12 37%	2 29%	22 23%	13 53%	15 56% O	34 36%	25 40%	80 34%	25 40%	3 70%	2 81%	76 34%	29 39%	13 34%	4 56%	12 40%
Neither agree nor disagree	40 13%	26 15%	7 15%	21 17%	10 15%	11 18%	1 10%	15 11%	19 14%	5 15%	1 8%	17 18%	1 3%	1 3%	14 15% N	6 10%	27 11%	13 21%	-	-	32 14%	7 10%	1 3%	1 15%	4 15%
STRONGLY/SOMEWHAT DISAGREE (NET)	82 27%	36 21%	7 15%	40 32%	13 20%	15 24%	5 82%	33 26%	35 26%	9 28%	1 15%	34 36%	5 22%	4 14%	25 26%	14 22%	66 28%	16 26%	1 18%	-	57 25%	25 33%	10 26%	2 22%	13 45%
Somewhat disagree	52 17%	25 15%	7 15%	23 18%	11 17%	9 15%	5 82%	17 13%	21 16%	8 24%	1 15%	13 14%	4 16%	2 6%	21 22% N	13 20%	45 19%	7 11%	-	-	45 20%	7 9%	1 2%	2 22%	4 15%
Strongly disagree	30 10%	10 6%	-	17 14%	2 2%	6 9%	-	16 12%	14 10%	1 4%	-	22 23%	2 6%	2 8%	4 4%	1 2%	20 9%	9 15%	1 18%	-	12 5%	18 24%	9 24%	-	9 30%
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q610\_10. To what extent do you agree or disagree with the following statements?

10. Employers have a responsibility to equip employees with AI skills.

Base: All Qualified Respondents

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/long-term care	Home health-care/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)		
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
STRONGLY/SOMEWHAT AGREE (NET)	270 89%	158 92%	43 97%	111 88%	60 90%	61 96%	-	110 86%	122 93%	31 98%	7 100%	82 86%	17 72%	27 97% M	86 90% M	59 95% M	218 92%	49 79%	4 82%	3 100%	205 91%	62 82%	38 100%	8 100%	16 55%	
Strongly agree	127 42%	77 45%	25 56%	44 35%	31 46%	32 50%	-	49 38%	57 43%	18 58%	3 49%	30 32%	11 44%	17 61% P	47 49%	23 37%	108 45%	16 26%	3 70%	2 81%	98 44%	27 35%	21 55%	6 71%	-	
Somewhat agree	143 47%	81 47%	18 40%	67 53%	29 44%	29 46%	-	62 48%	65 50%	12 40%	4 51%	52 55%	7 28%	10 36%	39 40%	36 58% MO	110 46%	33 53%	1 12%	1 19%	107 48%	36 47%	17 45%	2 29%	16 55%	
Neither agree nor disagree	26 9%	13 7%	-	14 11% F	5 7%	1 2%	1 21%	17 14%	7 5%	1 2%	-	9 9%	5 22% NOP	1 3%	9 9%	3 4%	18 8%	8 13%	-	-	17 8%	9 11%	-	-	9 30%	
STRONGLY/SOMEWHAT DISAGREE (NET)	8 2%	2 1%	1 3%	1 *	2 3%	1 2%	5 79%	-	3 2%	-	-	4 5%	2 6%	-	1 1%	1 1%	2 1%	5 8%	1 18%	-	2 1%	5 6%	-	-	4 15%	
Somewhat disagree	6 2%	1 1%	1 2%	-	2 2%	1 1%	4 70%	-	2 2%	-	-	4 5%	2 6% O	-	-	1 1%	1 1%	4 7%	1 18%	-	1 1%	4 6%	-	-	4 15%	
Strongly disagree	1 *	1 *	1 1%	1 *	1 1%	1 1%	1 10%	-	1 *	-	-	-	-	-	1 1%	-	1 *	1 1%	-	-	1 *	1 1%	-	-	-	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q700. Approximately how many total employees work for your organization?

	Healthcare Organization Setting					Tenure at Current Organization						Organization Size					Range of Workforce Education/ Upskilling Options					Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home health-care/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/ No/Not sure	No/Not sure	Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future			
																					Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure	
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8	
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**	
>1,000 (NET)	147 48%	64 37%	20 45%	77 61% BE	22 33%	31 49% E	5 82%	69 54%	61 46%	10 32%	2 22%	95 100%	24 100% OP	27 100% OP	-	-	106 45%	39 63%	2 36%	-	88 39%	57 76%	29 76%	2 19%	27 92%	
Less than 250	95 31%	26 15%	9 20%	60 48% BEF	13 19%	13 20%	4 70%	43 34%	39 30%	9 27%	-	95 100%	-	-	-	-	60 25%	34 56%	-	-	47 21%	47 63%	22 56%	-	26 90%	
250 to 499	24 8%	17 10%	7 15%	5 4%	5 8%	8 12%	1 12%	14 11%	8 6%	1 2%	1 11%	-	24 100% NOP	-	-	-	21 9%	2 4%	1 18%	-	18 8%	5 7%	5 14%	-	-	
500 to 999	27 9%	21 12%	5 10%	11 9%	4 6%	11 17% E	-	11 9%	14 11%	1 2%	1 11%	-	-	27 100% MOP	-	-	24 10%	2 4%	1 18%	-	22 10%	5 6%	2 6%	2 19%	1 3%	
1,000-9,999 (NET)	95 31%	58 33%	10 23%	33 27%	31 46% D	20 31%	1 18%	46 36%	30 23%	14 45%	4 56%	-	-	-	95 100% MNP	-	80 34%	15 25%	-	-	83 37%	12 16%	5 14%	6 75%	-	
1,000 to 2,499	33 11%	22 13%	6 14%	14 11%	9 13%	10 15%	1 10%	20 16%	9 7%	4 11%	-	-	-	-	33 35% MNP	-	27 11%	7 11%	-	-	27 12%	6 8%	2 6%	3 37%	-	
2,500 to 4,999	29 9%	16 9%	-	9 7%	12 19% DF	4 6%	-	16 13%	6 5%	5 16%	1 18%	-	-	-	29 30% MNP	-	26 11%	2 4%	-	-	24 11%	5 7%	2 6%	2 31%	-	
5,000 to 9,999	33 11%	19 11%	4 9%	11 9%	9 14%	6 10%	1 8%	9 7%	15 12%	6 18%	3 38%	-	-	-	33 35% MNP	-	27 11%	6 10%	-	-	32 14%	1 1%	1 1%	1 7%	-	
10,000+ (NET)	62 20%	51 30% D	14 32%	15 12%	14 21%	13 20%	-	13 10%	40 31% H	7 22%	2 22%	-	-	-	-	62 100% MNO	52 22%	8 12%	3 64%	3 100%	53 24%	7 9%	4 10%	1 6%	2 8%	
10,000 to 14,999	18 6%	13 7%	3 6%	4 3%	5 7%	3 5%	-	6 5%	9 7%	2 6%	1 15%	-	-	-	-	18 29% MNO	17 7%	2 2%	-	-	17 8%	1 1%	1 1%	1 6%	-	
15,000 to 19,999	10 3%	7 4%	3 6%	3 2%	1 1%	3 5%	-	3 2%	7 5%	1 2%	1 7%	-	-	-	-	10 17% MNO	8 3%	2 3%	1 12%	1 19%	9 4%	1 1%	1 3%	-	-	
20,000+	33 11%	31 18% D	9 20%	9 7%	9 13%	7 11%	-	4 3%	25 19% H	4 14%	-	-	-	-	-	33 54% MNO	27 11%	4 7%	2 52%	2 81%	27 12%	4 6%	2 6%	-	2 8%	
Not sure	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%	

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q705. How long have you worked at your current organization? If it has been less than a year, then please enter 0.

	Healthcare Organization Setting						Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out-patient setting	Post-acute/long-term care	Home healthcare/hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000-9,999 employees	10,000+ employees	Yes, comprehensive/wide range	Yes, some/Only as needed	Only for licensing/licensure renewal/No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
0-2	6 2%	-	-	1 *	2 3%	-	6 100%	-	-	-	-	4 5%	1 3%	-	1 1%	-	2 1%	4 7%	-	-	1 1%	5 6%	-	-	4 15%
3-9	128 42%	73 42%	22 50%	67 53%	29 43%	29 45%	-	128 100%	-	-	-	43 45%	14 59% P	11 42% P	46 48% P	13 21%	107 45%	21 34%	-	-	88 39%	40 53%	17 44%	6 71%	17 60%
10-19	132 43%	79 46%	21 47%	46 36%	33 49%	28 44%	-	-	132 100% H	-	-	39 41%	8 31%	14 53% O	30 32%	40 65% MO	102 43%	28 45%	2 48%	1 19%	102 46%	27 36%	19 49%	1 15%	7 25%
20-29	31 10%	17 10%	1 2%	10 8%	3 5%	6 10%	-	-	-	31 100%	-	9 9%	1 3%	1 3%	14 15%	7 11%	22 9%	8 12%	2 52%	2 81%	26 12%	3 4%	2 5%	1 14%	-
30+	7 2%	3 2%	1 1%	3 2%	-	1 1%	-	-	-	-	7 100%	-	1 3%	1 3%	4 4%	2 2%	6 3%	1 1%	-	-	6 3%	1 1%	1 2%	-	-
MEAN	11.2	11.4	10.4	10.0	10.5	10.7	0.5	6.5	12.5 H	22.0	35.1	9.5	9.4	10.5	12.2	13.3 MN	11.3	10.7	17.3	20.2	12.0	8.5	10.1	10.4	6.1
STD. DEV.	6.51	5.73	5.71	6.22	4.63	5.38	0.91	1.73	2.38	2.72	4.39	5.73	6.05	5.27	7.47	5.99	6.23	7.49	4.74	1.96	6.58	5.53	5.13	6.17	5.08
STD. ERR.	0.37	0.41	0.82	0.61	0.55	0.63	0.45	0.15	0.21	0.48	1.32	1.22	1.07	0.88	0.62	0.71	0.39	1.09	2.37	1.39	0.41	0.82	1.01	1.86	1.80
MEDIAN	10	10	10	8	10	10	-	6	12	21	35	10	8	10	10	13	10	10	21	21	10	8	10	8	5
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

US REGION: Census Region (US Net)

	Healthcare Organization Setting						Tenure at Current Organization					Organization Size					Range of Workforce Education/ Upskilling Options				Organization Offers Education Benefits		Organization Plans to Offer Education Benefits in Future		
	Total	Hospital	Pharmacy	Ambulatory/out patient setting	Post-acute/ long-term care	Home healthcare/ hospice	2 years or less	3 to 9 years	10 to 19 years	20 to 29 years	30+ years	>250 employees	250-499 employees	500-999 employees	1,000- 9,999 employees	10,000+ employees	Yes, comprehensive/ wide range	Yes, some/ Only as needed	Only for licensin- g/lice- nse renewal/ No/Not sure	No/Not sure	Yes	No/Not sure	Yes, next 1-2 years	Yes, next 3+ years	No/Not sure
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)
Unweighted Base	304	196	49	103	72	73	4	128	129	32	11	22	32	36	143	71	253	47	4	2	254	46	26	11	8
Weighted Base	304	173	44**	126*	67*	64*	6**	128*	132*	31**	7**	95**	24*	27*	95	62*	238	62**	4**	3**	224	76**	38**	8**	29**
Northeast	63 21%	31 18%	15 34%	23 18%	19 28%	15 24%	1 10%	17 13%	35 27%	7 23%	3 40%	22 23%	5 19%	4 14%	19 20%	14 23%	49 21%	13 21%	1 30%	1 19%	44 19%	18 24%	10 26%	2 31%	5 18%
Midwest	59 19%	31 18%	5 11%	26 20%	16 23%	8 12%	-	33 26%	22 17%	2 8%	2 26%	22 23%	5 19%	5 19%	16 16%	12 19%	40 17%	18 30%	-	-	40 18%	19 25%	9 24%	1 17%	9 30%
South	133 44%	75 43%	18 42%	57 45% E	19 28%	31 48% E	5 78%	53 41%	54 41%	19 62%	2 34%	43 45%	12 50%	14 53%	40 42%	23 38%	112 47%	18 29%	3 70%	2 81%	106 47%	24 32%	14 36%	2 23%	9 30%
West	49 16%	36 21%	6 14%	21 17%	13 20%	10 16%	1 12%	25 20%	21 16%	2 8%	-	9 9%	3 13%	4 14%	21 22%	13 21%	37 15%	12 20%	-	-	35 16%	14 19%	5 14%	2 29%	7 23%
Sigma	304 100%	173 100%	44 100%	126 100%	67 100%	64 100%	6 100%	128 100%	132 100%	31 100%	7 100%	95 100%	24 100%	27 100%	95 100%	62 100%	238 100%	62 100%	4 100%	3 100%	224 100%	76 100%	38 100%	8 100%	29 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C/D/E/F - G/H/I/J/K - L/M/N/O/P - Q/R/S/T - U/V - W/X/Y  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

1	1	GENDER-MULTI: Do you currently describe yourself as...? Please select all that apply.
2	2	AGE: What is your age?
3	3	QS3. Which of the following types of healthcare organizations do you currently work in? Please select all that apply.
4	4	QS4. What is your current position at your organization?
5	5	QS5_1. What is your personal level of responsibility/decision-making for each of the following at your organization? 1. Hiring employees
6	6	QS5_2. What is your personal level of responsibility/decision-making for each of the following at your organization? 2. Training employees
7	7	QS5_3. What is your personal level of responsibility/decision-making for each of the following at your organization? 3. Workforce development (e.g., coaching, mentoring, skill development, etc.)
8	8	Q205. How much of a priority are each of the following at your current organization? SUMMARY TABLE OF HIGH PRIORITY
9	9	Q205. How much of a priority are each of the following at your current organization? SUMMARY TABLE OF HIGH/MEDIUM PRIORITY
10	10	Q205. How much of a priority are each of the following at your current organization? SUMMARY TABLE OF LOW/NOT A PRIORITY
11	11	Q205_1. How much of a priority are each of the following at your current organization? 1. Offering education opportunities to employees
12	12	Q205_2. How much of a priority are each of the following at your current organization? 2. Offering opportunities for career growth/advancement to employees
13	13	Q205_3. How much of a priority are each of the following at your current organization? 3. Retaining healthcare employees overall
14	14	Q205_4. How much of a priority are each of the following at your current organization? 4. Retaining younger or early-career workers (i.e., Gen Z)
15	15	Q205_5. How much of a priority are each of the following at your current organization? 5. Retaining more seasoned workers (e.g., Millennials, Gen X, Boomers, etc.)
16	16	Q205_6. How much of a priority are each of the following at your current organization? 6. Recruiting younger or early-career workers (i.e., Gen Z)
17	17	Q205_7. How much of a priority are each of the following at your current organization? 7. Recruiting more seasoned workers (e.g., Millennials, Gen X, Boomers, etc.)
18	18	Q205_8. How much of a priority are each of the following at your current organization? 8. Artificial intelligence (AI) skills training
19	19	Q205_9. How much of a priority are each of the following at your current organization? 9. Technical skills training (e.g., EHRs, digital health tools, data entry, telehealth, etc.)
20	20	Q210. Which of the following individuals or roles are most difficult to retain at your organization? Please select all that apply.
21	21	Q215. Which of the following, if any, do you think are the main reasons why employees are leaving your organization? Please select all that apply.
23	22	Q220. Which of the following strategies, if any, is your organization actively using to retain employees? Please select all that apply.
24	23	Q225. You mentioned that your organization has a hard time retaining younger workers or early-career workers (i.e., Gen Z). Why do you think retention is challenging for this group? Please be as descriptive as possible.
27	24	Q230. What specific efforts, if any, is your organization making to address retention of younger or early-career employees (i.e., Gen Z)? Please select all that apply.
28	25	Q300. How much do you agree or disagree with the following statement: Employers have a responsibility to help employees advance in their careers.
29	26	Q300A. Which of the following, if any, describe what you believe is required from employers to invest in employees' career advancement? Please select all that apply.
31	27	Q300A. Which of the following, if any, describe what you believe is required from employers to invest in employees' career advancement? Please select all that apply.
33	28	Q310. In your experience, how does a lack of career development opportunities impact employee retention at your organization? Please select all that apply.
34	29	Q315. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)
35	30	Q315. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)
36	31	Q315_1. To what extent do you agree or disagree with the following statements? 1. It is critical that employees at our organization feel valued by their employer.
37	32	Q315_2. To what extent do you agree or disagree with the following statements? 2. Investing in employees' career growth benefits their career.
38	33	Q315_3. To what extent do you agree or disagree with the following statements? 3. Investing in employees' career growth benefits our organization.
39	34	Q315_4. To what extent do you agree or disagree with the following statements? 4. Offering employees educational opportunities increases workforce morale.
40	35	Q315_5. To what extent do you agree or disagree with the following statements? 5. Employers that invest in career growth through education for their employees stand out in a competitive market.
41	36	Q315_6. To what extent do you agree or disagree with the following statements? 6. Our organization promotes career growth, through education, equally across clinical and non-clinical roles.

42	37	Q400. How would you describe your organization's approach to workforce education or upskilling? Please select one.
43	38	Q405. Specifically, does your organization currently offer its employees any education benefits (e.g., tuition reimbursement, tuition assistance, company scholarships, etc.)?
44	39	Q410. Does your organization have plans to offer employees education benefits in the future?
45	40	Q415. Which of the following education benefits does your organization offer? Please select all that apply.
47	41	Q420. You mentioned that your organization offers employees education benefits. What percentage of employees at your organization use these education benefits? Your best estimate is fine.
48	42	Q420B. What percentage of employees at your organization use tuition benefits specifically? Your best estimate is fine.
49	43	Q427. For which of the following reasons do you think employees use tuition benefits? Please select all that apply.
50	44	Q430. Which of the following, if any, motivates your organization to offer these benefits? Please select all that apply.
51	45	Q440. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)
52	46	Q440. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)
53	47	Q440_1. To what extent do you agree or disagree with the following statements? 1. I believe employers should be investing in employees' education.
54	48	Q440_2. To what extent do you agree or disagree with the following statements? 2. I think that employees would be more likely to stay at our organization if they felt supported in their education.
55	49	Q440_3. To what extent do you agree or disagree with the following statements? 3. There is a clear return on investment from offering education benefits to employees.
56	50	Q440_4. To what extent do you agree or disagree with the following statements? 4. Education benefits should be a standard part of employee compensation packages.
57	51	Q440_5. To what extent do you agree or disagree with the following statements? 5. Healthcare is an industry where it is difficult to progress in your career without education (e.g., degrees, certificates, licensures, etc.).
58	52	Q440_6. To what extent do you agree or disagree with the following statements? 6. Supporting employees' education makes them feel more valued.
59	53	Q440_7. To what extent do you agree or disagree with the following statements? 7. Our organization sees providing education and training for our employees as a strategic priority, not just a benefit.
60	54	Q500A. Does your organization have any goals around employee participation in education benefits? Please select all that apply.
61	55	Q500. How does your organization measure the return on investment of the education benefits offered? Please select all that apply.
62	56	Q505. What, if any, are the biggest barriers your organization faces in offering or expanding education benefit offerings to employees? Please select all that apply.
63	57	Q505. What, if any, are the biggest barriers your organization faces in offering or expanding education benefit offerings to employees? Please select all that apply.
64	58	Q510. What do you believe are the biggest barriers preventing employees at your organization from using education or tuition benefits? Please select all that apply.
66	59	Q510. What do you believe are the biggest barriers preventing employees at your organization from using education or tuition benefits? Please select all that apply.
68	60	Q520. Which of the following, if any, would make it easier for your organization to offer education or tuition benefits to employees? Please select all that apply.
69	61	Q520. Which of the following, if any, would make it easier for your organization to offer education or tuition benefits to employees? Please select all that apply.
70	62	Q525. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)
71	63	Q525. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)
72	64	Q525_1. To what extent do you agree or disagree with the following statements? 1. Employees should not have to cover out-of-pocket education expenses.
73	65	Q525_2. To what extent do you agree or disagree with the following statements? 2. Education shouldn't be a separate burden - it should be built into how employees work.
74	66	Q525_3. To what extent do you agree or disagree with the following statements? 3. I think employees would be more likely to use employer-sponsored tuition benefits if they had the flexibility to choose what to study and which school to attend.
75	67	Q525_4. To what extent do you agree or disagree with the following statements? 4. I think employees would be more likely to use employer-sponsored tuition benefits if tuition costs were covered up front.
76	68	Q525_5. To what extent do you agree or disagree with the following statements? 5. Employees at our organization do not fully take advantage of the education opportunities available to them.
77	69	Q525_6. To what extent do you agree or disagree with the following statements? 6. Employees often lack awareness of the education benefits we offer.
78	70	Q525_7. To what extent do you agree or disagree with the following statements? 7. Lower-wage employees face more barriers to accessing education benefits than higher-wage employees.
79	71	Q525_8. To what extent do you agree or disagree with the following statements? 8. We would offer more robust educational support if we had better data showing the return on investment.
80	72	Q525_9. To what extent do you agree or disagree with the following statements? 9. Current economic conditions have affected our organization's workforce education strategy.
81	73	QRA. In your own words, what advice would you give to other healthcare leaders looking to invest in education benefits as a retention strategy?
85	74	Q600. Which of the following clinical/technical skills do you think will be most important in 5 years in the healthcare industry? Please select up to 3 responses.
86	75	Q600B. What specific efforts, if any, is your organization making to ensure employees have the skills needed to be successful with emerging technologies? Please select all that apply.



87	76	Q605. What percentage of employees at your organization do you feel are proficient in using AI-based tools in their current role? Your best estimate is fine.
88	77	Q610. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)
89	78	Q610. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)
90	79	Q610_1. To what extent do you agree or disagree with the following statements? 1. AI will help healthcare employees spend more time focusing on direct patient care.
91	80	Q610_2. To what extent do you agree or disagree with the following statements? 2. It is critical for employees to learn AI/technical skills to keep up or stay competitive in the healthcare field.
92	81	Q610_3. To what extent do you agree or disagree with the following statements? 3. AI will require a new approach to workforce training in healthcare.
93	82	Q610_4. To what extent do you agree or disagree with the following statements? 4. Our organization is investing in strategies to prepare employees for AI integration.
94	83	Q610_5. To what extent do you agree or disagree with the following statements? 5. We face a skills gap when it comes to emerging technologies like AI.
95	84	Q610_6. To what extent do you agree or disagree with the following statements? 6. Upskilling our workforce is part of our long-term AI strategy.
96	85	Q610_7. To what extent do you agree or disagree with the following statements? 7. AI training is currently only accessible to a select group of employees.
97	86	Q610_8. To what extent do you agree or disagree with the following statements? 8. It is difficult to find time to include technical skills training on the job for employees.
98	87	Q610_9. To what extent do you agree or disagree with the following statements? 9. It is difficult to find the right resources to provide technical skills training on the job for employees.
99	88	Q610_10. To what extent do you agree or disagree with the following statements? 10. Employers have a responsibility to equip employees with AI skills.
100	89	Q700. Approximately how many total employees work for your organization?
101	90	Q705. How long have you worked at your current organization? If it has been less than a year, then please enter 0.
102	91	US REGION: Census Region (US Net)