

Base: All Qualified Respondents

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

5 Aug 2026
Table 1

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
Man	153 50%	153 100% C	-	83 49%	67 53%	4 37%
Woman	151 50%	-	151 100% B	86 51%	59 47%	6 63%
Non-binary	-	-	-	-	-	-
Gender non-conforming	-	-	-	-	-	-
I identify as	-	-	-	-	-	-
Prefer not to answer	-	-	-	-	-	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

AGE: What is your age?

5 Aug 2026
Table 2

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
21-34	43 14%	15 10%	28 19%	43 26% E	-	-
35-44	126 41%	68 44%	57 38%	126 74% E	-	-
45-54	93 30%	55 36%	37 25%	-	93 74% D	-
55-64	33 11%	11 7%	21 14%	-	33 26% D	-
65+	10 3%	4 2%	6 4%	-	-	10 100%
MEAN	44.3	43.9	44.7	37.9	50.8 D	71.3
STD. DEV.	9.59	8.14	10.89	5.32	5.30	3.62
STD. ERR.	0.55	0.63	0.92	0.40	0.48	1.28
MEDIAN	44	44	44	40	49	71
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base, ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

US REGION: Census Region (US Net)

5 Aug 2026
Table 3

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
Northeast	61 20%	37 24%	24 16%	32 19%	29 23%	1 10%
Midwest	46 15%	23 15%	23 15%	27 16%	19 15%	-
South	144 47%	60 39%	84 56%	82 49%	58 47%	3 32%
West	53 18%	34 22%	20 13%	28 17%	20 16%	6 58%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
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.

5 Aug 2026
Table 4

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
Hospital	171 56%	106 69% C	65 43%	105 63%	61 49%	4 42%
Long-term care facility (e.g., nursing home, rehabilitation center, etc.)	113 37%	57 37%	56 37%	67 40%	43 34%	3 32%
Private practice	72 24%	42 27%	30 20%	44 26%	23 18%	5 48%
Home healthcare	64 21%	33 22%	30 20%	43 26% E	18 14%	3 26%
Outpatient clinic	60 20%	39 26% C	21 14%	38 23%	21 17%	1 5%
Pharmacy	34 11%	22 14%	13 8%	23 13%	9 7%	3 26%
Hospice	31 10%	16 10%	15 10%	21 13%	9 8%	-
Other	8 3%	1 *	7 5% B	4 2%	4 3%	-
Sigma	552 182%	315 206%	237 157%	346 205%	188 150%	18 179%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

QS4. What is your current position at your organization?

5 Aug 2026
Table 5

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
Executive leadership/C-suite (e.g., CEO, CFO, COO, CIO, President, Chief Nursing Officer, etc.)	100 33%	54 35%	46 30%	63 37%	34 27%	3 26%
Senior leadership role (e.g., Senior Vice President, Vice President, Dean, Associate Dean, etc.)	47 15%	24 16%	23 15%	30 18%	16 13%	1 5%
Director-level role (e.g., Medical Director, Nursing Director, Program Director, Human Resources Director, etc.)	158 52%	75 49%	82 55%	75 45%	75 60% D	7 68%
Manager/Supervisor	-	-	-	-	-	-
Clinician or professional staff (e.g., Physician, Nurse Practitioner, PA, Pharmacist, Therapist, Lab/Tech Specialist, etc.)	-	-	-	-	-	-
Administrative or support staff (e.g., Coordinator, Scheduler, Billing Clerk, Front Desk, etc.)	-	-	-	-	-	-
None of these - other position not listed	-	-	-	-	-	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
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?

5 Aug 2026
Table 6

Base: All Qualified Respondents

1. Hiring employees

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
Have full responsibility/de cision-making	235 77%	123 80%	112 74%	130 77%	99 79%	6 58%
Have a lot of responsibility /decision-making	69 23%	30 20%	39 26%	38 23%	26 21%	4 42%
Have a little responsibility/ decision-making	-	-	-	-	-	-
Have no responsibility/deci sion-making	-	-	-	-	-	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

QS5_2. What is your personal level of responsibility/decision-making for each of the following at your organization?
2. Training employees

5 Aug 2026
Table 7

Base: All Qualified Respondents

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
Have full responsibility/de cision-making	227 75%	115 75%	112 74%	133 79%	87 70%	6 63%
Have a lot of responsibility /decision-making	77 25%	38 25%	39 26%	35 21%	38 30%	4 37%
Have a little responsibility/ decision-making	-	-	-	-	-	-
Have no responsibility/deci sion-making	-	-	-	-	-	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

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.)

5 Aug 2026
Table 8

Base: All Qualified Respondents

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
Have full responsibility/de cision-making	196 64%	95 62%	101 67%	106 63%	84 67%	6 58%
Have a lot of responsibility /decision-making	108 36%	58 38%	50 33%	63 37%	42 33%	4 42%
Have a little responsibility/ decision-making	-	-	-	-	-	-
Have no responsibility/deci sion-making	-	-	-	-	-	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q201. How important do you think each of the following are to employees at your organization today?
SUMMARY TABLE OF VERY/SOMEWHAT IMPORTANT (TOP 2 BOX)

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
Feeling that their work has purpose or meaning	293 96%	149 97%	143 95%	164 97%	121 97%	7 74%
Clear connection between effort and reward	292 96%	146 96%	145 96%	161 96%	123 98%	7 74%
Job stability/long-term security	292 96%	146 95%	146 97%	165 98%	119 95%	7 74%
Flexibility in when and how they work	285 94%	147 96%	138 91%	161 96%	114 91%	10 95%
Clear opportunities for advancement	283 93%	141 92%	142 94%	161 95%	112 90%	10 100%
Speed of career progression	271 89%	137 89%	135 89%	156 93%	106 84%	10 95%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q201. How important do you think each of the following are to employees at your organization today?
SUMMARY TABLE OF NOT AT ALL/NOT VERY IMPORTANT (BOTTOM 2 BOX)

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
Clear opportunities for advancement	7 2%	5 3%	2 1%	3 2%	4 3%	-
Flexibility in when and how they work	7 2%	1 1%	5 4%	1 1%	5 4%	1 5%
Speed of career progression	6 2%	6 4%	-	3 2%	3 2%	-
Clear connection between effort and reward	5 2%	2 1%	3 2%	1 1%	1 1%	3 26%
Job stability/long-term security	4 1%	4 2%	1 *	-	4 3%	-
Feeling that their work has purpose or meaning	1 *	1 1%	-	-	1 1%	-

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q201_1. How important do you think each of the following are to employees at your organization today?

5 Aug 2026
Table 11

Base: All Qualified Respondents

1. Flexibility in when and how they work

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
VERY/SOMEWHAT IMPORTANT (NET)	285 94%	147 96%	138 91%	161 96%	114 91%	10 95%
Very important	158 52%	73 47%	85 57%	82 49%	70 56%	6 58%
Somewhat important	127 42%	75 49% C	52 35%	79 47%	45 36%	4 37%
Neither important or unimportant	12 4%	5 3%	8 5%	7 4%	6 5%	-
NOT AT ALL/NOT VERY IMPORTANT (NET)	7 2%	1 1%	5 4%	1 1%	5 4%	1 5%
Not very important	7 2%	1 1%	5 4%	1 1%	5 4%	1 5%
Not important at all	-	-	-	-	-	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q201_2. How important do you think each of the following are to employees at your organization today?
2. Clear opportunities for advancement

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
VERY/SOMEWHAT IMPORTANT (NET)	283 93%	141 92%	142 94%	161 95%	112 90%	10 100%
Very important	182 60%	89 58%	92 61%	99 59%	78 63%	4 42%
Somewhat important	101 33%	52 34%	50 33%	61 36%	34 27%	6 58%
Neither important or unimportant	14 5%	8 5%	6 4%	5 3%	9 7%	-
NOT AT ALL/NOT VERY IMPORTANT (NET)	7 2%	5 3%	2 1%	3 2%	4 3%	-
Not very important	6 2%	4 3%	2 1%	3 2%	3 2%	-
Not important at all	1 *	1 1%	-	-	1 1%	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q201_3. How important do you think each of the following are to employees at your organization today?
3. Speed of career progression

5 Aug 2026
Table 13

Base: All Qualified Respondents

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
VERY/SOMEWHAT IMPORTANT (NET)	271 89%	137 89%	135 89%	156 93%	106 84%	10 95%
Very important	114 38%	58 38%	56 37%	64 38%	46 37%	4 37%
Somewhat important	157 52%	79 51%	79 52%	92 55%	60 48%	6 58%
Neither important or unimportant	27 9%	11 7%	16 11%	10 6%	17 13%	1 5%
NOT AT ALL/NOT VERY IMPORTANT (NET)	6 2%	6 4%	-	3 2%	3 2%	-
Not very important	6 2%	6 4%	-	3 2%	3 2%	-
Not important at all	-	-	-	-	-	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q201_4. How important do you think each of the following are to employees at your organization today?
4. Clear connection between effort and reward

5 Aug 2026
Table 14

Base: All Qualified Respondents

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
VERY/SOMEWHAT IMPORTANT (NET)	292 96%	146 96%	145 96%	161 96%	123 98%	7 74%
Very important	189 62%	92 60%	97 64%	99 59%	84 67%	6 58%
Somewhat important	102 34%	54 35%	48 32%	62 37%	39 31%	2 15%
Neither important or unimportant	8 3%	5 3%	3 2%	6 4%	1 1%	-
NOT AT ALL/NOT VERY IMPORTANT (NET)	5 2%	2 1%	3 2%	1 1%	1 1%	3 26%
Not very important	2 1%	2 1%	-	1 1%	1 1%	-
Not important at all	3 1%	-	3 2%	-	-	3 26%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q201_5. How important do you think each of the following are to employees at your organization today?
5. Job stability/long-term security

5 Aug 2026
Table 15

Base: All Qualified Respondents

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
VERY/SOMEWHAT IMPORTANT (NET)	292 96%	146 95%	146 97%	165 98%	119 95%	7 74%
Very important	228 75%	106 69%	122 81% 8	129 77%	95 76%	4 42%
Somewhat important	64 21%	40 26%	24 16%	36 21%	24 19%	3 32%
Neither important or unimportant	8 3%	4 3%	4 3%	3 2%	2 2%	3 26%
NOT AT ALL/NOT VERY IMPORTANT (NET)	4 1%	4 2%	1 *	-	4 3%	-
Not very important	4 1%	4 2%	1 *	-	4 3%	-
Not important at all	-	-	-	-	-	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q201_6. How important do you think each of the following are to employees at your organization today?
6. Feeling that their work has purpose or meaning

5 Aug 2026
Table 16

Base: All Qualified Respondents

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
VERY/SOMEWHAT IMPORTANT (NET)	293 96%	149 97%	143 95%	164 97%	121 97%	7 74%
Very important	201 66%	92 60%	109 72%	106 63%	88 71%	7 68%
Somewhat important	91 30%	57 37% C	34 23%	58 34%	33 26%	1 5%
Neither important or unimportant	10 3%	3 2%	7 5%	5 3%	3 3%	3 26%
NOT AT ALL/NOT VERY IMPORTANT (NET)	1 *	1 1%	-	-	1 1%	-
Not very important	1 *	1 1%	-	-	1 1%	-
Not important at all	-	-	-	-	-	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
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 (TOP BOX)

5 Aug 2026
Table 17

Base: All Qualified Respondents

	Total	Gender		Age		
		Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
Retaining healthcare employees overall	207 68%	93 61%	114 75% B	111 66%	91 73%	5 47%
Technical skills training (e.g., EHRs, digital health tools, data entry, telehealth, etc.)	173 57%	78 51%	95 63%	96 57%	70 56%	7 68%
Offering opportunities for career growth/advancement to employees	152 50%	76 49%	76 51%	89 53%	60 48%	3 27%
Offering education opportunities to employees	142 47%	71 46%	71 47%	82 48%	60 48%	1 5%
Artificial intelligence (AI) skills training	135 44%	75 49%	60 39%	84 50%	50 40%	1 10%
Retaining more seasoned workers (i.e., Millennials, Gen X, Boomers)	132 43%	71 46%	62 41%	74 44%	56 45%	2 15%
Recruiting more seasoned workers (i.e., Millennials, Gen X, Boomers)	119 39%	67 44%	52 34%	72 43%	43 34%	4 37%
Retaining younger or early-career workers (i.e., Gen Z)	103 34%	64 42% C	39 26%	55 33%	42 34%	6 58%
Recruiting younger or early-career workers (i.e., Gen Z)	98 32%	55 36%	43 29%	45 27%	47 37%	6 58%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F
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 (TOP 2 BOX)

5 Aug 2026
Table 18

Base: All Qualified Respondents

	Total	Gender		Age		
		Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
Retaining healthcare employees overall	294 97%	148 96%	146 97%	162 96%	121 97%	10 100%
Technical skills training (e.g., EHRs, digital health tools, data entry, telehealth, etc.)	280 92%	142 93%	138 91%	162 96%	111 89%	7 68%
Offering opportunities for career growth/advancement to employees	272 89%	136 89%	136 90%	158 94%	107 85%	7 74%
Retaining more seasoned workers (i.e., Millennials, Gen X, Boomers)	261 86%	138 90%	123 82%	158 94%	97 77%	7 68%
Offering education opportunities to employees	261 86%	129 84%	132 88%	148 87%	104 83%	10 95%
Recruiting more seasoned workers (i.e., Millennials, Gen X, Boomers)	239 79%	125 82%	114 76%	145 86%	88 70%	7 68%
Retaining younger or early-career workers (i.e., Gen Z)	238 78%	133 87%	105 70%	130 77%	98 78%	10 95%
Artificial intelligence (AI) skills training	233 77%	127 83%	106 70%	135 80%	91 73%	6 63%
Recruiting younger or early-career workers (i.e., Gen Z)	229 75%	133 87%	96 64%	128 76%	95 76%	6 63%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
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 (BOTTOM 2 BOX)

5 Aug 2026
Table 19

Base: All Qualified Respondents

	Total	Gender		Age		
		Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
Recruiting younger or early-career workers (i.e., Gen Z)	75 25%	20 13%	55 36% B	41 24%	30 24%	4 37%
Artificial intelligence (AI) skills training	71 23%	26 17%	45 30% B	33 20%	34 27%	4 37%
Retaining younger or early-career workers (i.e., Gen Z)	66 22%	20 13%	46 30% B	38 23%	28 22%	1 5%
Recruiting more seasoned workers (i.e., Millennials, Gen X, Boomers)	65 21%	28 18%	37 24%	24 14%	38 30% D	3 32%
Offering education opportunities to employees	43 14%	24 16%	19 12%	21 13%	21 17%	1 5%
Retaining more seasoned workers (i.e., Millennials, Gen X, Boomers)	43 14%	15 10%	28 18%	11 6%	29 23% D	3 32%
Offering opportunities for career growth/advancement to employees	32 11%	17 11%	15 10%	11 6%	19 15%	3 26%
Technical skills training (e.g., EHRs, digital health tools, data entry, telehealth, etc.)	24 8%	11 7%	13 9%	7 4%	14 11%	3 32%
Retaining healthcare employees overall	10 3%	5 4%	5 3%	6 4%	4 3%	-

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q205_1. How much of a priority are each of the following at your current organization?
1. Offering education opportunities to employees

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
HIGH/MEDIUM PRIORITY (NET)	261 86%	129 84%	132 88%	148 87%	104 83%	10 95%
High priority	142 47%	71 46%	71 47%	82 48%	60 48%	1 5%
Medium priority	119 39%	59 38%	61 40%	66 39%	45 36%	9 90%
LOW/NOT A PRIORITY (NET)	43 14%	24 16%	19 12%	21 13%	21 17%	1 5%
Low priority	32 11%	16 10%	16 11%	20 12%	12 10%	1 5%
Not a priority	10 3%	8 5%	2 1%	1 1%	9 7% D	- -
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
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

5 Aug 2026
Table 21

Base: All Qualified Respondents

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
HIGH/MEDIUM PRIORITY (NET)	272 89%	136 89%	136 90%	158 94%	107 85%	7 74%
High priority	152 50%	76 49%	76 51%	89 53%	60 48%	3 27%
Medium priority	120 39%	61 39%	59 39%	68 41%	47 37%	5 47%
LOW/NOT A PRIORITY (NET)	32 11%	17 11%	15 10%	11 6%	19 15%	3 26%
Low priority	29 10%	14 9%	15 10%	11 6%	16 13%	3 26%
Not a priority	3 1%	3 2%	-	-	3 2%	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q205_3. How much of a priority are each of the following at your current organization?
3. Retaining healthcare employees overall

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
HIGH/MEDIUM PRIORITY (NET)	294 97%	148 96%	146 97%	162 96%	121 97%	10 100%
High priority	207 68%	93 61%	114 75% B	111 66%	91 73%	5 47%
Medium priority	87 28%	54 35% C	32 21%	51 30%	30 24%	5 53%
LOW/NOT A PRIORITY (NET)	10 3%	5 4%	5 3%	6 4%	4 3%	-
Low priority	10 3%	5 4%	5 3%	6 4%	4 3%	-
Not a priority	-	-	-	-	-	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

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)

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
HIGH/MEDIUM PRIORITY (NET)	238 78%	133 87% C	105 70%	130 77%	98 78%	10 95%
High priority	103 34%	64 42% C	39 26%	55 33%	42 34%	6 58%
Medium priority	134 44%	69 45%	66 44%	75 44%	56 44%	4 37%
LOW/NOT A PRIORITY (NET)	66 22%	20 13%	46 30% B	38 23%	28 22%	1 5%
Low priority	51 17%	18 12%	33 22%	30 18%	21 16%	1 5%
Not a priority	16 5%	2 1%	13 9% B	9 5%	7 6%	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F
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?
5. Retaining more seasoned workers (i.e., Millennials, Gen X, Boomers)

5 Aug 2026
Table 24

Base: All Qualified Respondents

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
HIGH/MEDIUM PRIORITY (NET)	261 86%	138 90%	123 82%	158 94% E	97 77%	7 68%
High priority	132 43%	71 46%	62 41%	74 44%	56 45%	2 15%
Medium priority	129 42%	68 44%	61 41%	83 49% E	41 32%	5 53%
LOW/NOT A PRIORITY (NET)	43 14%	15 10%	28 18%	11 6%	29 23% D	3 32%
Low priority	31 10%	11 7%	20 13%	6 3%	23 18% D	3 32%
Not a priority	11 4%	4 2%	8 5%	5 3%	6 5%	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

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)

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
HIGH/MEDIUM PRIORITY (NET)	229 75%	133 87% C	96 64%	128 76%	95 76%	6 63%
High priority	98 32%	55 36%	43 29%	45 27%	47 37%	6 58%
Medium priority	131 43%	78 51% C	53 35%	83 49%	48 38%	1 5%
LOW/NOT A PRIORITY (NET)	75 25%	20 13%	55 36% B	41 24%	30 24%	4 37%
Low priority	60 20%	17 11%	43 28% B	31 18%	26 20%	4 37%
Not a priority	15 5%	3 2%	12 8%	10 6%	5 4%	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q205_7. How much of a priority are each of the following at your current organization?
7. Recruiting more seasoned workers (i.e., Millennials, Gen X, Boomers)

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
HIGH/MEDIUM PRIORITY (NET)	239 79%	125 82%	114 76%	145 86% E	88 70%	7 68%
High priority	119 39%	67 44%	52 34%	72 43%	43 34%	4 37%
Medium priority	120 39%	58 38%	62 41%	72 43%	44 36%	3 32%
LOW/NOT A PRIORITY (NET)	65 21%	28 18%	37 24%	24 14%	38 30% D	3 32%
Low priority	51 17%	25 16%	26 17%	18 11%	32 26% D	1 5%
Not a priority	14 5%	3 2%	11 7%	6 4%	5 4%	3 26%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q205_8. How much of a priority are each of the following at your current organization?
8. Artificial intelligence (AI) skills training

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
HIGH/MEDIUM PRIORITY (NET)	233 77%	127 83% C	106 70%	135 80%	91 73%	6 63%
High priority	135 44%	75 49%	60 39%	84 50%	50 40%	1 10%
Medium priority	98 32%	52 34%	46 31%	51 30%	42 33%	5 53%
LOW/NOT A PRIORITY (NET)	71 23%	26 17%	45 30% B	33 20%	34 27%	4 37%
Low priority	45 15%	22 14%	23 15%	22 13%	22 18%	1 5%
Not a priority	26 9%	4 3%	22 14% B	11 6%	12 9%	3 32%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

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.)

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
HIGH/MEDIUM PRIORITY (NET)	280 92%	142 93%	138 91%	162 96%	111 89%	7 68%
High priority	173 57%	78 51%	95 63%	96 57%	70 56%	7 68%
Medium priority	107 35%	64 42% C	43 28%	66 39%	41 33%	-
LOW/NOT A PRIORITY (NET)	24 8%	11 7%	13 9%	7 4%	14 11%	3 32%
Low priority	15 5%	9 6%	5 4%	7 4%	7 6%	1 5%
Not a priority	10 3%	2 1%	8 5%	-	7 6% D	3 26%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q235. Generally speaking, how loyal do you think employees are to your organization?

5 Aug 2026
Table 29

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
TOP 2 BOX (NET)	272 90%	144 94% C	128 85%	164 97% E	103 82%	5 47%
Very loyal	121 40%	64 42%	57 38%	74 44%	44 35%	3 32%
Somewhat loyal	152 50%	80 52%	71 47%	90 53%	60 48%	2 15%
Neither loyal nor disloyal	18 6%	5 3%	13 9%	4 3%	13 10% D	1 5%
BOTTOM 2 BOX (NET)	14 5%	4 3%	10 6%	-	9 7% D	5 48%
Not very loyal	8 2%	1 *	7 5% B	-	3 2%	5 48%
Not at all loyal	6 2%	4 2%	3 2%	-	6 5% D	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q237. On average, how long do employees typically stay at your organization? Your best estimate is fine.

5 Aug 2026
Table 30

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
0	-	-	-	-	-	-
1-2	33 11%	6 4%	27 18% B	17 10%	12 9%	5 48%
3-5	98 32%	50 33%	48 32%	61 36%	36 28%	1 10%
6-9	64 21%	35 23%	30 20%	36 21%	28 23%	-
10+	99 33%	59 38%	40 27%	48 29%	47 38%	4 37%
I'm not sure	10 3%	4 2%	6 4%	7 4%	3 2%	1 5%
MEAN	7.6	8.6 C	6.6	7.0	8.4	8.6
STD. DEV.	5.22	5.32	4.92	4.68	5.37	9.61
STD. ERR.	0.30	0.41	0.42	0.35	0.49	3.40
MEDIAN	6	7	5	6	7	2
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q245. What percentage of employees at your organization do you expect to look for job openings, interview for, or switch to new roles inside or outside your organization? Please use your best estimate.

5 Aug 2026
Table 31

Base: All Qualified Respondents

SUMMARY TABLE OF MEAN

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
NEW ROLES INSIDE OR OUTSIDE OUR ORGANIZATION (NET)	38.8	38.6	39.0	39.0	39.3	27.9
New roles inside our organization	45.5	46.0	45.0	46.2	46.5	22.2
New roles outside our organization	32.1	31.1	33.0	31.9	32.2	33.5

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q245_1. What percentage of employees at your organization do you expect to look for job openings, interview for, or switch to new roles inside or outside your organization? Please use your best estimate.

5 Aug 2026
Table 32

Base: All Qualified Respondents

1. New roles inside our organization

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
LESS THAN 50% (NET)	148 49%	75 49%	73 48%	84 50%	54 43%	9 90%
0%	11 4%	2 1%	9 6%	6 4%	4 3%	-
<25%	77 25%	39 25%	38 25%	38 23%	32 26%	6 63%
25%-49%	71 23%	36 23%	35 23%	46 27%	22 18%	3 26%
50% OR MORE (NET)	156 51%	78 51%	78 52%	84 50%	71 57%	1 10%
50%-74%	107 35%	60 39%	47 31%	62 37%	44 35%	1 5%
75%-100%	49 16%	18 12%	31 21%	22 13%	27 22%	1 5%
MEAN	45.5	46.0	45.0	46.2	46.5	22.2
STD. DEV.	25.87	23.56	28.10	24.60	26.89	25.38
STD. ERR.	1.48	1.83	2.38	1.87	2.43	8.97
MEDIAN	50	50	50	45	50	5
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q245_2. What percentage of employees at your organization do you expect to look for job openings, interview for, or switch to new roles inside or outside your organization? Please use your best estimate.

5 Aug 2026
Table 33

Base: All Qualified Respondents

2. New roles outside our organization

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
LESS THAN 50% (NET)	245 80%	126 82%	119 79%	138 82%	99 79%	8 79%
0%	8 2%	-	8 5% B	5 3%	2 2%	1 5%
<25%	115 38%	53 35%	62 41%	62 37%	49 39%	4 42%
25%-49%	129 43%	72 47%	57 38%	76 45%	50 40%	4 37%
50% OR MORE (NET)	59 20%	28 18%	32 21%	31 18%	27 21%	2 21%
50%-74%	42 14%	26 17%	16 10%	23 14%	19 15%	-
75%-100%	18 6%	1 1%	16 11% B	7 4%	8 6%	2 21%
MEAN	32.1	31.1	33.0	31.9	32.2	33.5
STD. DEV.	20.22	16.54	23.40	19.27	20.10	35.42
STD. ERR.	1.16	1.29	1.98	1.46	1.82	12.52
MEDIAN	30	30	30	30	25	25
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q245_3. What percentage of employees at your organization do you expect to look for job openings, interview for, or switch to new roles inside or outside your organization? Please use your best estimate.

5 Aug 2026
Table 34

Base: All Qualified Respondents

3. New roles inside or outside our organization

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
LESS THAN 50% (NET)	72 24%	38 25%	34 22%	41 24%	27 21%	4 37%
0%	2 1%	-	2 1%	2 1%	-	-
<25%	25 8%	12 8%	12 8%	12 7%	9 7%	4 37%
25%-49%	47 15%	25 17%	21 14%	29 17%	17 14%	-
50% OR MORE (NET)	232 76%	115 75%	117 78%	127 76%	99 79%	6 63%
50%-74%	33 11%	17 11%	16 11%	17 10%	13 10%	3 32%
75%-100%	199 66%	98 64%	101 67%	110 65%	86 68%	3 32%
MEAN	38.8	38.6	39.0	39.0	39.3	27.9
STD. DEV.	20.22	16.54	23.40	19.27	20.10	35.42
STD. ERR.	1.16	1.29	1.98	1.46	1.82	12.52
MEDIAN	100	100	100	100	100	65
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
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.

5 Aug 2026
Table 35

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
NURSES / NPS / PAS / NURSING ASSISTANTS (NET)	189 62%	98 64%	91 60%	111 66%	72 57%	6 63%
Nurses/NPs/PAs	125 41%	68 44%	58 38%	71 42%	49 39%	6 58%
Nursing assistants/personal care aides	115 38%	57 38%	57 38%	66 39%	48 38%	1 10%
Younger or early-career workers (i.e., Gen Z)	141 46%	73 48%	68 45%	78 46%	54 43%	9 85%
Behavioral health professionals	83 27%	50 32%	33 22%	51 30%	32 26%	-
Administrative or support staff	65 21%	39 26%	26 17%	42 25%	21 17%	2 21%
Supervisors/managers	64 21%	41 27% C	23 15%	40 23%	19 15%	5 48%
More seasoned later-career workers (i.e., Millennials, Gen X, Boomers)	61 20%	29 19%	31 21%	45 27% E	12 10%	3 32%
Allied health professionals	57 19%	34 22%	24 16%	31 18%	21 17%	5 53%
Physicians	51 17%	28 18%	23 15%	31 18%	18 15%	1 10%
Other	2 1%	1 *	1 1%	1 *	1 1%	-
None - No individuals or roles are particularly hard to retain at my organization	13 4%	6 4%	6 4%	4 2%	8 7%	1 5%
Sigma	776 255%	426 278%	350 232%	459 272%	284 227%	33 322%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
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.

5 Aug 2026
Table 36

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
Burnout or emotional fatigue	154 51%	73 48%	81 53%	80 48%	73 58%	1 5%
LACK OF OPPORTUNITIES FOR CAREER ADVANCEMENT/PERSONAL DEV/EDUCATION (NET)	144 47%	88 57% C	56 37%	83 49%	55 44%	6 58%
Lack of opportunities for career advancement	98 32%	60 39% C	37 25%	54 32%	41 32%	3 32%
Lack of opportunities for professional development	67 22%	38 25%	29 19%	38 22%	29 23%	1 5%
Limited education opportunities	45 15%	26 17%	19 13%	29 17%	13 11%	3 26%
INADEQUATE COMPENSATION/BENEFITS (NET)	122 40%	55 36%	67 44%	68 40%	50 40%	3 32%
Inadequate compensation	89 29%	43 28%	47 31%	45 27%	41 33%	3 32%
Inadequate benefits	64 21%	25 17%	39 26%	39 23%	23 18%	2 21%
Feeling undervalued or unrecognized	102 34%	46 30%	56 37%	53 31%	44 35%	5 53%
Personal health or other voluntary reasons	63 21%	41 27% C	22 15%	39 23%	21 17%	3 32%
Job insecurity	49 16%	26 17%	23 15%	26 15%	21 17%	3 27%
Poor management or leadership	45 15%	29 19%	16 10%	25 15%	18 15%	2 21%
Misalignment with organization's values or culture	44 15%	25 16%	20 13%	22 13%	19 15%	3 32%
Retirement	42 14%	25 16%	17 11%	22 13%	17 14%	3 32%
Other	6 2%	1 *	5 4%	1 *	3 2%	3 26%
Not sure	6 2%	3 2%	3 2%	3 2%	3 2%	-

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
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.

5 Aug 2026
Table 36

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Weighted Base	304	153	151*	169	125*	10**
None - Employees are not leaving our organization	11 4%	2 1%	9 6%	7 4%	3 3%	1 10%
Sigma	885 291%	463 302%	422 280%	480 285%	369 294%	36 354%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

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

5 Aug 2026
Table 37

Base: All Qualified Respondents

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
MORE COMPREHENSIVE (NET)	274 90%	143 93%	130 87%	157 93%	109 87%	8 79%
We have a comprehensive, strategic range of programs and support - education and upskilling are central to workforce planning and widely promoted.	145 48%	74 49%	70 47%	89 53%	53 42%	4 37%
We offer a range of programs and support, but they are not consistently promoted or integrated into workforce planning.	93 31%	50 32%	44 29%	51 30%	39 31%	4 37%
We provide some education or training opportunities, but access is limited or not consistently communicated.	35 12%	19 12%	16 11%	17 10%	18 14%	1 5%
LESS COMPREHENSIVE (NET)	21 7%	10 6%	11 7%	9 5%	12 9%	-
We only offer minimal education or training on an as-needed basis.	15 5%	7 5%	8 5%	8 5%	7 6%	-
We only offer learning for licensing/license renewal.	6 2%	3 2%	3 2%	1 1%	5 4%	-
NONE/NOT SURE (NET)	10 3%	1 *	9 6% B	3 2%	5 4%	2 21%
None - We do not currently offer any formal workforce education or upskilling opportunities.	8 2%	1 *	7 5% B	3 2%	3 2%	2 21%
Not sure	2 1%	-	2 1%	-	2 2%	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: Offers Workforce Edu/Upskilling

Q403. How does your organization primarily view education benefits and workforce upskilling programs today? Please select one.

5 Aug 2026
Table 38

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	293	162	131	170	116	7
Weighted Base	288	150	138*	165	116*	8**
A strategic investment that helps us attract, retain, and develop talent for the future	150 52%	78 52%	72 52%	85 51%	59 51%	6 74%
An important employee benefit, but not a core part of workforce or talent strategy	93 32%	47 32%	46 33%	60 36%	32 28%	1 13%
Primarily a tool for meeting required training or credentialing needs	36 12%	18 12%	18 13%	17 10%	18 16%	1 13%
More of a nice-to-have offering than a strategic priority	10 3%	6 4%	3 2%	4 2%	6 5%	-
Not sure	1 *	1 *	-	-	1 *	-
Sigma	288 100%	150 100%	138 100%	165 100%	116 100%	8 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
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.)?

5 Aug 2026
Table 39

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	293	162	131	170	116	7
Weighted Base	288	150	138*	165	116*	8**
Yes	223 77%	120 80%	103 75%	119 72%	98 85% D	7 87%
NO/NOT SURE (NET)	65 23%	30 20%	35 25%	46 28% E	18 15%	1 13%
No	63 22%	30 20%	33 24%	46 28% E	16 14%	1 13%
Not sure	2 1%	-	2 2%	-	2 2%	-
Sigma	288 100%	150 100%	138 100%	165 100%	116 100%	8 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: Offers Education Benefits

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

5 Aug 2026
Table 40

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
TUITION ASSISTANCE (NET)	155 69%	77 64%	78 75%	84 71%	65 67%	6 85%
Tuition assistance via reimbursement for degree programs	127 57%	55 45%	72 70% B	71 60%	53 54%	3 46%
Tuition assistance via upfront payment for degree programs	55 25%	30 25%	25 25%	28 23%	24 25%	3 39%
Paid time off (PTO) to attend school or training	106 48%	64 54%	42 40%	55 46%	45 47%	6 85%
Financial support for earning professional certifications or licenses	102 46%	59 49%	43 42%	51 43%	44 46%	6 92%
On-site or online skill-building courses or training	90 40%	49 41%	41 40%	41 35%	43 44%	6 92%
Reimbursement for education units (EUs) or CME credits	87 39%	55 46%	32 31%	37 31%	45 46%	6 85%
Access to learning and development platforms (e.g., LinkedIn Learning, Coursera, etc.)	84 38%	42 35%	42 41%	40 34%	41 42%	3 46%
Partnerships with specific colleges or universities (e.g., discounted tuition, etc.)	82 37%	42 35%	39 38%	43 37%	38 39%	- -
Career counseling or education advising services	66 30%	39 32%	27 27%	36 30%	27 28%	3 46%
Micro-credentials (i.e., short, focused certifications designed to provide learners with specific skills/competencies in a variety of subject areas)	65 29%	34 28%	31 30%	30 25%	35 36%	- -
Company-sponsored scholarships or grants	56 25%	26 21%	31 30%	37 31%	19 20%	1 8%
Credit for prior learning or on-the-job experience	43 19%	21 18%	22 21%	23 19%	20 21%	- -
Other	-	-	-	-	-	-
Not sure	1 *	-	1 1%	1 *	-	-

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: Offers Education Benefits

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

5 Aug 2026
Table 40

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Weighted Base	223	120*	103*	119*	98*	7**
Sigma	964	516	448	491	436	37
	432%	429%	434%	414%	446%	540%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: Offers Education Benefits

Q445. What percentage of employees at your organization do you believe are aware of the education benefits available to them? Your best estimate is fine.

5 Aug 2026
Table 41

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
LESS THAN 50% (NET)	35 16%	13 11%	22 22%	27 22% E	8 9%	-
0%	-	-	-	-	-	-
<25%	4 2%	3 3%	1 1%	4 3%	-	-
25%-49%	31 14%	9 8%	22 21% B	23 19%	8 9%	-
50% OR MORE (NET)	188 84%	107 89%	81 78%	92 78%	89 91% D	7 100%
50%-74%	73 33%	41 34%	32 31%	37 31%	33 34%	3 39%
75% OR MORE (SUB-NET)	116 52%	66 55%	49 48%	55 46%	56 58%	4 61%
75%-80%	60 27%	37 31%	23 22%	36 30%	23 24%	1 15%
81%-90%	34 15%	20 16%	15 14%	11 9%	21 21% D	3 39%
91%-100%	21 9%	9 8%	12 11%	8 7%	13 13%	1 8%
MEAN	69.2	71.5	66.5	64.7	73.8 D	81.1
STD. DEV.	20.24	18.23	22.13	21.37	17.90	11.24
STD. ERR.	1.33	1.59	2.21	1.89	1.80	5.03
MEDIAN	75	75	72	70	75	80
Sigma	223 100%	120 100%	103 100%	119 100%	98 100%	7 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: Offers Education Benefits

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.

5 Aug 2026
Table 42

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
LESS THAN 50% (NET)	125 56%	57 47%	69 67% B	72 61%	49 50%	4 61%
0%	2 1%	2 2%	-	-	2 2%	-
<25%	46 20%	19 16%	26 25%	26 22%	18 19%	1 15%
25%-49%	80 36%	37 31%	43 41%	46 38%	31 32%	3 46%
50% OR MORE (NET)	98 44%	64 53% C	34 33%	47 39%	48 50%	3 39%
50%-74%	70 31%	43 36%	27 26%	37 31%	30 30%	3 39%
75%-100%	28 13%	21 17%	7 7%	10 8%	19 19% D	-
MEAN	43.5	48.0 C	38.4	42.3	45.2	42.0
STD. DEV.	22.61	23.46	20.52	21.99	23.32	24.88
STD. ERR.	1.48	2.04	2.05	1.94	2.34	11.13
MEDIAN	40	50	35	40	40	25
Sigma	223 100%	120 100%	103 100%	119 100%	98 100%	7 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F
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.

5 Aug 2026
Table 43

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	161	88	73	90	68	3
Weighted Base	155	77*	78*	84*	65*	6**
LESS THAN 50% (NET)	110 71%	53 69%	56 73%	62 74%	42 65%	6 100%
0%	-	-	-	-	-	-
<25%	70 46%	38 50%	32 41%	43 51%	27 41%	1 9%
25%-49%	39 25%	15 19%	24 31%	19 22%	15 23%	5 91%
50% OR MORE (NET)	45 29%	24 31%	21 27%	22 26%	23 35%	-
50%-74%	37 24%	19 25%	18 23%	21 25%	16 25%	-
75%-100%	8 5%	4 6%	3 4%	1 1%	7 10% D	-
MEAN	31.0	31.7	30.4	28.7	34.5	26.4
STD. DEV.	21.01	22.20	19.88	20.66	22.02	4.71
STD. ERR.	1.66	2.37	2.33	2.18	2.67	2.72
MEDIAN	25	25	25	20	30	25
Sigma	155 100%	77 100%	78 100%	84 100%	65 100%	6 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: Offers Education Benefits

Q428. To what extent do you agree or disagree with the following statement?
Our organization sees better retention among employees that have used education or tuition benefits.

5 Aug 2026
Table 44

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
TOP 2 BOX (NET)	198 89%	114 95% C	85 82%	114 96% E	81 83%	4 54%
Strongly agree	94 42%	54 45%	40 39%	52 44%	42 43%	-
Somewhat agree	104 47%	60 50%	45 43%	62 52%	38 39%	4 54%
Neither agree nor disagree	14 6%	3 3%	11 10%	4 3%	7 7%	3 46%
BOTTOM 2 BOX (NET)	11 5%	3 3%	8 8%	1 1%	10 10% D	-
Somewhat disagree	7 3%	3 3%	4 4%	1 1%	6 6%	-
Strongly disagree	4 2%	-	4 4%	-	4 4%	-
Sigma	223 100%	120 100%	103 100%	119 100%	98 100%	7 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q429. To what extent do you agree or disagree with the following statement?
Our organization sees better career mobility among employees that have used education or tuition benefits.

5 Aug 2026
Table 45

Base: Offers Education Benefits

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
TOP 2 BOX (NET)	199 89%	112 94%	87 84%	113 95% E	82 84%	4 61%
Strongly agree	101 45%	60 50%	41 39%	56 47%	45 46%	1 8%
Somewhat agree	98 44%	52 43%	46 45%	57 48%	37 38%	4 54%
Neither agree nor disagree	16 7%	7 6%	9 9%	5 4%	9 9%	3 39%
BOTTOM 2 BOX (NET)	8 4%	1 *	8 7% B	1 1%	7 7% D	-
Somewhat disagree	6 3%	1 *	5 5%	1 1%	5 5%	-
Strongly disagree	2 1%	-	2 2%	-	2 2%	-
Sigma	223 100%	120 100%	103 100%	119 100%	98 100%	7 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q450. How well do you think your organization communicates the connection between education benefits and employees' opportunities for advancement within the organization?

5 Aug 2026
Table 46

Base: Offers Education Benefits

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
TOP 2 BOX (NET)	204 91%	114 95%	90 88%	115 97% E	85 87%	4 61%
Very well	141 63% C	86 71%	56 54%	86 72% E	52 53%	4 54%
Somewhat well	63 28%	28 23%	35 34%	30 25%	33 33%	1 8%
BOTTOM 2 BOX (NET)	19 8%	6 5%	13 12%	3 2%	13 13% D	3 39%
Not very well	19 8%	6 5%	13 12%	3 2%	13 13% D	3 39%
Not at all well	-	-	-	-	-	-
Don't know/Not sure	1 *	1 *	-	1 *	-	-
Sigma	223 100%	120 100%	103 100%	119 100%	98 100%	7 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q530. Besides time and money, what do you think are the top struggles for your employees as it comes to pursuing career development or additional education opportunities at your organization? Please select up to three.

5 Aug 2026
Table 47

Base: All Qualified Respondents

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
ANY (NET)	294 97%	147 96%	147 98%	167 99% E	117 93%	10 100%
UNDERSTANDING EDUCATION BENEFITS & CAREER PATHWAYS AVAILABLE TO THEM (SUB-NET)	176 58%	94 61%	82 54%	107 63%	65 52%	4 42%
Understanding the career pathways that education opportunities may open for them	108 35%	60 39%	47 31%	63 38%	41 33%	3 32%
Understanding what education benefits or development opportunities are available	103 34%	51 34%	52 34%	67 40%	36 28%	1 10%
Staying motivated to follow through	137 45%	69 45%	69 45%	72 43%	59 47%	6 58%
Determining which programs or options are right for them	117 38%	65 42%	52 35%	76 45% E	36 29%	5 53%
Reacclimating to being a student after being away from school for some time	98 32%	41 27%	57 38%	59 35%	33 26%	6 58%
Knowing what steps to take to get started	91 30%	47 30%	45 30%	57 34%	31 24%	4 42%
Accessing the support or guidance they need	67 22%	40 26%	27 18%	47 28%	21 16%	-
Other	3 1%	2 1%	1 1%	2 1%	1 1%	-
None	10 3%	6 4%	4 2%	1 1%	8 7% D	-
Sigma	735 242%	382 249%	354 235%	444 263%	266 212%	26 253%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q530. Besides time and money, what do you think are the top struggles for your employees as it comes to pursuing career development or additional education opportunities at your organization? Please select up to three.

5 Aug 2026
Table 48

Base: Offers Education Benefits

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
ANY (NET)	219 98%	116 97%	102 99%	118 99%	94 96%	7 100%
UNDERSTANDING EDUCATION BENEFITS & CAREER PATHWAYS AVAILABLE TO THEM (SUB-NET)	131 58%	73 61%	58 56%	79 66% E	48 49%	4 54%
Understanding what education benefits or development opportunities are available	82 37%	43 36%	39 38%	53 44% E	28 29%	1 15%
Understanding the career pathways that education opportunities may open for them	82 37%	46 38%	36 35%	49 41%	31 31%	3 39%
Staying motivated to follow through	101 45%	56 47%	45 43%	50 42%	48 49%	3 39%
Determining which programs or options are right for them	88 39%	56 47%	32 31%	51 43%	34 35%	3 39%
Reacclimating to being a student after being away from school for some time	76 34%	34 28%	42 41%	42 36%	28 28%	6 85%
Knowing what steps to take to get started	75 34%	38 31%	38 36%	43 37%	28 29%	4 54%
Accessing the support or guidance they need	50 23%	35 29% C	15 15%	34 29%	16 16%	-
Other	1 *	-	1 1%	-	1 1%	-
None	5 2%	4 3%	1 1%	1 1%	4 4%	-
Sigma	560 251%	311 259%	248 241%	324 273%	217 222%	19 270%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q535. Which of the following do you believe is a bigger barrier preventing employees from pursuing additional education opportunities? Please select one.

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
Financial cost	72 24%	35 23%	37 25%	41 24%	30 24%	1 10%
Time required	55 18%	36 23%	19 13%	27 16%	22 18%	5 53%
Both equally	177 58%	83 54%	94 62%	100 59%	73 58%	4 37%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q540. When developing your organization's education or tuition assistance offerings, which of the following has been most important to prioritize? Please select up to three.

5 Aug 2026
Table 50

Base: Offers Education Benefits

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
ENSURING PROGRAMS ARE RELEVANT (NET)	150 67%	90 75% C	60 58%	79 67%	64 66%	6 92%
Ensuring programs are relevant to employees' roles and skill needs	92 41%	60 50% C	32 31%	54 45%	33 33%	6 92%
Ensuring programs are relevant to the skill needs of the organization	81 36%	46 38%	35 34%	35 29%	43 44%	3 39%
Providing flexible options that fit employees' schedules	86 38%	42 35%	44 42%	44 37%	40 41%	1 15%
Supporting employee career growth and retention	81 36%	40 34%	41 40%	48 40%	30 31%	3 46%
Keeping programs affordable and cost-effective	81 36%	40 33%	41 39%	48 41%	32 32%	1 8%
Preparing the workforce for future changes and evolving skill needs	64 29%	38 31%	26 26%	32 27%	26 27%	6 85%
Creating clear career pathways aligned to education and skills development	63 28%	31 25%	32 31%	33 27%	30 31%	- -
Helping employees successfully complete programs	56 25%	33 27%	24 23%	41 34% E	15 15%	1 8%
Other	-	-	-	-	-	-
Sigma	604 271%	329 274%	275 267%	335 282%	250 255%	20 292%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q545. To what extent do you agree or disagree with the following statements about Gen Z (ages 18-29) or early-career employees specifically?
SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)

	Total	Gender		Age		
		Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
They expect faster returns from education investments	269 88%	139 90%	130 86%	148 88%	111 89%	10 95%
They are confident they already have the skills needed to succeed in their career	251 83%	130 85%	122 81%	139 83%	103 82%	10 95%
They prioritize flexibility and compensation over long-term development	245 80%	127 83%	117 78%	141 84%	97 77%	7 68%
They are less likely to commit to long-term career paths within one organization	232 76%	123 80%	109 72%	123 73%	102 81%	7 68%
They are highly interested in education and development opportunities	212 70%	118 77% C	94 62%	135 80% E	74 59%	3 32%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q545. To what extent do you agree or disagree with the following statements about Gen Z (ages 18-29) or early-career employees specifically?

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

	Total	Gender		Age		
		Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
They are highly interested in education and development opportunities	53 18%	23 15%	31 20%	19 11%	30 24% D	5 48%
They are less likely to commit to long-term career paths within one organization	41 13%	23 15%	18 12%	26 15%	12 10%	3 26%
They are confident they already have the skills needed to succeed in their career	18 6%	3 2%	14 9% B	14 8%	4 3%	-
They prioritize flexibility and compensation over long-term development	15 5%	5 3%	9 6%	7 4%	5 4%	3 26%
They expect faster returns from education investments	5 2%	-	5 3%	1 *	4 3%	-

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q545_1. To what extent do you agree or disagree with the following statements about Gen Z (ages 18-29) or early-career employees specifically?
1. They are highly interested in education and development opportunities

5 Aug 2026
Table 53

Base: All Qualified Respondents

	Total	Gender		Age		
		Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	212 70%	118 77% C	94 62%	135 80% E	74 59%	3 32%
Strongly agree	66 22%	38 25%	28 19%	37 22%	28 22%	1 5%
Somewhat agree	146 48%	80 52%	66 44%	97 58% E	46 37%	3 26%
Neither agree nor disagree	39 13%	12 8%	26 17% B	15 9%	22 17%	2 21%
STRONGLY/SOMEWHAT DISAGREE (NET)	53 18%	23 15%	31 20%	19 11%	30 24% D	5 48%
Somewhat disagree	36 12%	19 13%	16 11%	15 9%	21 17%	-
Strongly disagree	18 6%	3 2%	14 10% B	4 3%	9 7%	5 48%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q545_2. To what extent do you agree or disagree with the following statements about Gen Z (ages 18-29) or early-career employees specifically?
2. They prioritize flexibility and compensation over long-term development

5 Aug 2026
Table 54

Base: All Qualified Respondents

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	245 80%	127 83%	117 78%	141 84%	97 77%	7 68%
Strongly agree	126 42%	64 42%	62 41%	65 39%	58 46%	3 32%
Somewhat agree	118 39%	63 41%	55 37%	76 45% E	39 31%	4 37%
Neither agree nor disagree	45 15%	21 13%	24 16%	21 13%	23 18%	1 5%
STRONGLY/SOMEWHAT DISAGREE (NET)	15 5%	5 3%	9 6%	7 4%	5 4%	3 26%
Somewhat disagree	8 2%	5 3%	2 2%	4 3%	3 3%	-
Strongly disagree	7 2%	-	7 5% B	2 1%	2 2%	3 26%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q545_3. To what extent do you agree or disagree with the following statements about Gen Z (ages 18-29) or early-career employees specifically?
3. They expect faster returns from education investments

5 Aug 2026
Table 55

Base: All Qualified Respondents

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	269 88%	139 90%	130 86%	148 88%	111 89%	10 95%
Strongly agree	142 47%	66 43%	76 50%	69 41%	64 51%	9 85%
Somewhat agree	127 42%	73 47%	54 36%	78 47%	47 38%	1 10%
Neither agree nor disagree	30 10%	15 10%	16 10%	20 12%	10 8%	1 5%
STRONGLY/SOMEWHAT DISAGREE (NET)	5 2%	-	5 3%	1 *	4 3%	-
Somewhat disagree	4 1%	-	4 3%	-	4 3% D	-
Strongly disagree	1 *	-	1 *	1 *	-	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q545_4. To what extent do you agree or disagree with the following statements about Gen Z (ages 18-29) or early-career employees specifically?
4. They are confident they already have the skills needed to succeed in their career

5 Aug 2026
Table 56

Base: All Qualified Respondents

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	251 83%	130 85%	122 81%	139 83%	103 82%	10 95%
Strongly agree	108 35%	47 31%	61 40%	60 36%	43 34%	5 48%
Somewhat agree	144 47%	83 54%	61 40%	79 47%	60 48%	5 47%
Neither agree nor disagree	35 12%	20 13%	15 10%	16 9%	19 15%	1 5%
STRONGLY/SOMEWHAT DISAGREE (NET)	18 6%	3 2%	14 9% B	14 8%	4 3%	-
Somewhat disagree	14 5%	2 1%	12 8% B	10 6%	4 3%	-
Strongly disagree	4 1%	2 1%	2 1%	4 2%	-	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q545_5. To what extent do you agree or disagree with the following statements about Gen Z (ages 18-29) or early-career employees specifically?
5. They are less likely to commit to long-term career paths within one organization

5 Aug 2026
Table 57

Base: All Qualified Respondents

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	232 76%	123 80%	109 72%	123 73%	102 81%	7 68%
Strongly agree	110 36%	58 38%	52 35%	51 30%	56 45% D	3 32%
Somewhat agree	122 40%	65 42%	57 38%	72 43%	46 36%	4 37%
Neither agree nor disagree	31 10%	8 5%	24 16% B	20 12%	11 9%	1 5%
STRONGLY/SOMEWHAT DISAGREE (NET)	41 13%	23 15%	18 12%	26 15%	12 10%	3 26%
Somewhat disagree	27 9%	17 11%	11 7%	21 12%	6 5%	-
Strongly disagree	14 4%	6 4%	7 5%	5 3%	6 5%	3 26%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
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?

5 Aug 2026
Table 58

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
EMPLOYEE WELFARE (NET)	228 75%	119 78%	109 72%	118 70%	100 80%	10 95%
TRAINING/EDUCATION (SUB-NET)	111 37%	56 36%	55 37%	59 35%	49 39%	3 32%
Offer better education/education resources	54 18%	31 20%	23 15%	30 18%	23 18%	1 5%
Better training/learning/courses	29 9%	11 7%	17 11%	12 7%	16 13%	1 5%
Offer personalized educational offerings	10 3%	8 5%	2 2%	9 5%	1 1%	-
Better experienced guidance/personnel	7 2%	3 2%	5 3%	4 3%	3 2%	-
Better knowledge enhancement	5 2%	2 1%	3 2%	2 1%	3 3%	-
Partnering with local/regional educational institution	4 1%	3 2%	1 1%	4 2%	-	-
Better professional guidance/High quality trainers	4 1%	3 2%	1 1%	1 1%	4 3%	-
Offer online learning/courses	3 1%	2 1%	2 1%	2 1%	2 2%	-
Other training/education mentions	5 2%	2 1%	3 2%	1 1%	2 2%	2 21%
CAREER/GROWTH (SUB-NET)	84 28%	48 31%	36 24%	38 23%	42 34%	4 37%
Better career growth/success	56 18%	35 23%	20 13%	25 15%	27 21%	4 37%
Better skills enhancement	13 4%	5 3%	8 5%	9 6%	3 3%	-
Better personal development/performance	12 4%	8 5%	4 3%	7 4%	5 4%	-
Better promotions	11 3%	7 5%	4 2%	4 2%	7 5%	-
Build better/stronger team/workforce	3 1%	1 1%	3 2%	1 1%	3 2%	-

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
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?

5 Aug 2026
Table 58

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Weighted Base	304	153	151*	169	125*	10**
Other career/growth mentions	-	-	-	-	-	-
Better accessibility/flexibility	27 9%	20 13%	8 5%	19 12%	8 6%	-
Understand needs	27 9%	18 11%	9 6%	18 11%	6 4%	3 26%
Fair Employee Treatment	23 7%	5 3%	18 12% B	14 8%	6 5%	3 26%
Better communication/engagement	18 6%	12 8%	6 4%	7 4%	11 9%	1 5%
HIRE/RETENTION TALENT (SUB-NET)	18 6%	7 5%	10 7%	9 5%	8 7%	-
Better employee retention/talent	12 4%	5 4%	7 5%	7 4%	5 4%	-
Improve hiring	2 1%	-	2 1%	-	2 2%	-
Reduce turnover	2 1%	2 1%	1 *	2 1%	1 *	-
Hire more AI talent/Learn AI tools	1 *	1 *	1 *	1 *	1 *	-
Other hire/retention talent mentions	-	-	-	-	-	-
Take employee feedback/suggestions	9 3%	8 5% C	1 1%	7 4%	3 2%	-
Offer paid vacation	3 1%	1 1%	2 1%	2 1%	1 1%	-
Offer part-time programs	2 1%	1 1%	1 1%	2 1%	-	-
Provide work life balance	2 1%	1 1%	1 *	-	2 1%	-
Conduct surveys	1 *	1 1%	1 *	1 *	1 1%	-
Other employee welfare mentions	5 2%	2 1%	4 2%	4 2%	2 1%	-
EMPLOYEE BENEFITS (NET)	77 25%	42 28%	35 23%	44 26%	30 24%	3 26%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
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?

5 Aug 2026
Table 58

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Weighted Base	304	153	151*	169	125*	10**
MONETARY BENEFITS (SUB-NET)	30 10%	20 13%	10 7%	17 10%	13 10%	-
Better tuition assistance/subsidy	17 5%	10 6%	7 5%	9 5%	8 6%	-
Make it affordable/lower cost	5 2%	5 3%	-	3 2%	3 2%	-
Offer better rewards/incentives	5 2%	4 3%	1 *	3 2%	1 1%	-
Cover upfront cost	-	-	-	-	-	-
Other monetary benefit mentions	3 1%	1 *	3 2%	3 2%	1 *	-
Boost loyalty/commitment	24 8%	14 9%	10 7%	11 7%	10 8%	3 26%
Better benefits	14 5%	4 3%	10 6%	11 7%	3 2%	-
Motivation to employees/boost morale	11 4%	3 2%	8 6%	7 4%	1 1%	3 26%
Simpler/easier education benefits	7 2%	6 4%	1 1%	4 2%	3 3%	-
Better mental/emotional support	3 1%	3 2%	-	2 1%	1 *	-
Offer awards/recognition	3 1%	2 1%	1 1%	2 1%	1 1%	-
Other benefit mentions	1 *	1 *	-	-	1 *	-
MANAGEMENT/STRATEGY (NET)	50 16%	27 17%	23 15%	28 17%	19 15%	3 27%
Invest wisely	19 6%	7 5%	12 8%	10 6%	9 7%	-
Doing research	7 2%	6 4%	1 1%	1 1%	5 4%	1 5%
Work back agreement/contract	7 2%	5 3%	2 2%	5 3%	2 2%	-
Improve/plan budget	5 2%	3 2%	2 1%	3 2%	2 1%	-

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
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?

5 Aug 2026
Table 58

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Weighted Base	304	153	151*	169	125*	10**
Develop program/policy	4 1%	1 *	4 3%	2 1%	-	2 21%
Promote voluntary learning/non-coercive training policies	3 1%	3 2%	1 *	3 2%	-	-
Other management/strategy mentions	8 3%	4 2%	4 3%	6 4%	1 1%	1 5%
Better awareness	13 4%	7 4%	6 4%	8 5%	5 4%	-
BUSINESS GROWTH OPPORTUNITIES (NET)	9 3%	4 2%	6 4%	4 2%	5 4%	-
Helps in business growth/success	9 3%	4 2%	6 4%	4 2%	5 4%	-
Analyze market demand/competition	-	-	-	-	-	-
Other business growth opportunities mentions	-	-	-	-	-	-
Be patient	3 1%	2 1%	1 1%	2 1%	1 *	-
Other mentions	8 3%	2 1%	7 4%	5 3%	4 3%	-
None/Nothing	-	-	-	-	-	-
Don't know	5 2%	2 1%	3 2%	5 3%	-	-
Decline to answer	4 1%	-	4 2%	1 1%	3 2%	-
Sigma	537 177%	289 189%	248 164%	304 180%	212 169%	21 211%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q550. Thinking about the education and training opportunities offered at your organization, if you had to choose, which of the following best describes how you see their purpose? Please select one.

5 Aug 2026
Table 59

Base: Offers Education Benefits

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
Primarily to benefit employees' personal and professional growth	134 60%	73 61%	61 59%	74 62%	55 57%	4 61%
Primarily to meet business or workforce needs	90 40%	47 39%	42 41%	45 38%	42 43%	3 39%
Sigma	223 100%	120 100%	103 100%	119 100%	98 100%	7 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q555. When it comes to career development and additional education, if you had to choose, where do you feel the responsibility primarily lies?

5 Aug 2026
Table 60

Base: Offers Education Benefits

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
WITH THE EMPLOYEE (NET)	133 60%	69 58%	64 62%	60 51%	69 70% D	4 61%
Mostly with the employee	45 20%	20 17%	25 24%	22 19%	23 23%	-
More with the employee	88 40%	49 41%	39 38%	38 32%	46 47%	4 61%
WITH US AS THEIR EMPLOYER (NET)	90 40%	51 42%	39 38%	58 49% E	29 30%	3 39%
More with us as their employer	66 30%	36 30%	30 29%	45 38% E	21 22%	-
Mostly with us as their employer	24 11%	15 12%	9 9%	14 12%	8 8%	3 39%
Sigma	223 100%	120 100%	103 100%	119 100%	98 100%	7 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q240. To what extent do you think employees trust your organization to do each of the following?
SUMMARY TABLE OF TRUST A GREAT DEAL/SOMEWHAT (TOP 2 BOX)

5 Aug 2026
Table 61

Base: All Qualified Respondents

	Total	Gender		Age		
		Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
Support their long-term career growth	258 85%	134 88%	123 82%	154 91% E	100 80%	4 42%
Act in the best interest of employees	252 83%	136 89% C	115 77%	155 92% E	93 74%	4 42%
Clearly communicate available education benefits	247 81%	129 84%	118 78%	145 86%	96 76%	7 68%
Provide education opportunities that are worth their time	246 81%	132 86%	115 76%	149 89% E	94 75%	4 37%
Be a partner in helping them advance their career	244 80%	125 82%	120 79%	151 89% E	90 72%	4 42%
Implement new technologies like AI responsibly	230 76%	125 82% C	105 70%	138 82%	89 71%	4 37%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q240. To what extent do you think employees trust your organization to do each of the following?
SUMMARY TABLE OF DO NOT TRUST AT ALL/VERY LITTLE (BOTTOM 2 BOX)

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
Act in the best interest of employees	28 9%	8 5%	19 13%	5 3%	21 16% D	2 21%
Provide education opportunities that are worth their time	26 8%	9 6%	17 11%	4 3%	17 13% D	5 48%
Clearly communicate available education benefits	23 8%	7 5%	16 11%	9 5%	11 9%	3 27%
Be a partner in helping them advance their career	22 7%	6 4%	16 11%	2 1%	18 14% D	2 21%
Support their long-term career growth	21 7%	7 5%	14 9%	2 1%	15 12% D	5 48%
Implement new technologies like AI responsibly	16 5%	5 3%	11 8%	6 3%	8 6%	2 21%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q240_1. To what extent do you think employees trust your organization to do each of the following?

5 Aug 2026
Table 63

Base: All Qualified Respondents

1. Support their long-term career growth

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
TRUST A GREAT DEAL/SOMEWHAT (NET)	258 85%	134 88%	123 82%	154 91% E	100 80%	4 42%
Trust a great deal	128 42%	58 38%	70 46%	81 48%	44 35%	3 32%
Trust somewhat	130 43%	76 50% C	54 36%	73 43%	56 45%	1 10%
Neither trust or distrust	25 8%	12 8%	13 9%	13 8%	11 9%	1 10%
DO NOT TRUST AT ALL/VERY LITTLE (NET)	21 7%	7 5%	14 9%	2 1%	15 12% D	5 48%
Trust very little	18 6%	7 5%	11 7%	1 1%	15 12% D	3 26%
Do not trust at all	3 1%	-	3 2%	1 *	-	2 21%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q240_2. To what extent do you think employees trust your organization to do each of the following?
2. Provide education opportunities that are worth their time

5 Aug 2026
Table 64

Base: All Qualified Respondents

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
TRUST A GREAT DEAL/SOMEWHAT (NET)	246 81%	132 86%	115 76%	149 88% E	94 75%	4 37%
Trust a great deal	100 33%	50 33%	50 33%	55 33%	41 33%	4 37%
Trust somewhat	146 48%	81 53%	65 43%	94 56%	52 42%	-
Neither trust or distrust	32 10%	13 8%	19 13%	15 9%	15 12%	2 15%
DO NOT TRUST AT ALL/VERY LITTLE (NET)	26 8%	9 6%	17 11%	4 3%	17 13% D	5 48%
Trust very little	20 7%	8 5%	13 8%	1 1%	17 13% D	3 26%
Do not trust at all	5 2%	1 1%	4 3%	3 2%	-	2 21%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q240_3. To what extent do you think employees trust your organization to do each of the following?
3. Clearly communicate available education benefits

5 Aug 2026
Table 65

Base: All Qualified Respondents

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
TRUST A GREAT DEAL/SOMEWHAT (NET)	247 81%	129 84%	118 78%	145 86%	96 76%	7 68%
Trust a great deal	119 39%	61 40%	59 39%	71 42%	45 36%	4 37%
Trust somewhat	128 42%	69 45%	59 39%	74 44%	50 40%	3 32%
Neither trust or distrust	34 11%	17 11%	17 11%	15 9%	18 15%	1 5%
DO NOT TRUST AT ALL/VERY LITTLE (NET)	23 8%	7 5%	16 11%	9 5%	11 9%	3 27%
Trust very little	21 7%	7 5%	14 9%	7 4%	11 9%	3 27%
Do not trust at all	2 1%	-	2 1%	2 1%	-	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q240_4. To what extent do you think employees trust your organization to do each of the following?
4. Act in the best interest of employees

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
TRUST A GREAT DEAL/SOMEWHAT (NET)	252 83%	136 89% C	115 77%	155 92% E	93 74%	4 42%
Trust a great deal	124 41%	65 42%	59 39%	84 50% E	39 31%	1 10%
Trust somewhat	128 42%	71 46%	56 37%	71 42%	54 43%	3 32%
Neither trust or distrust	25 8%	9 6%	16 11%	9 5%	12 10%	4 37%
DO NOT TRUST AT ALL/VERY LITTLE (NET)	28 9%	8 5%	19 13%	5 3%	21 16% D	2 21%
Trust very little	20 7%	8 5%	13 9%	5 3%	15 12% D	-
Do not trust at all	7 2%	1 1%	6 4%	-	5 4% D	2 21%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q240_5. To what extent do you think employees trust your organization to do each of the following?
5. Implement new technologies like AI responsibly

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
TRUST A GREAT DEAL/SOMEWHAT (NET)	230 76%	125 82% C	105 70%	138 82%	89 71%	4 37%
Trust a great deal	99 32%	53 34%	46 30%	62 37%	36 29%	1 5%
Trust somewhat	132 43%	72 47%	59 39%	76 45%	52 42%	3 32%
Neither trust or distrust	58 19%	23 15%	34 23%	25 15%	29 23%	4 42%
DO NOT TRUST AT ALL/VERY LITTLE (NET)	16 5%	5 3%	11 8%	6 3%	8 6%	2 21%
Trust very little	13 4%	5 3%	9 6%	6 3%	5 4%	2 21%
Do not trust at all	3 1%	-	3 2%	-	3 2%	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q240_6. To what extent do you think employees trust your organization to do each of the following?
6. Be a partner in helping them advance their career

5 Aug 2026
Table 68

Base: All Qualified Respondents

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
TRUST A GREAT DEAL/SOMEWHAT (NET)	244 80%	125 82%	120 79%	151 89% E	90 72%	4 42%
Trust a great deal	109 36%	48 31%	61 40%	70 42%	38 30%	1 5%
Trust somewhat	136 45%	77 50%	59 39%	80 48%	52 41%	4 37%
Neither trust or distrust	37 12%	23 15%	15 10%	16 9%	18 14%	4 37%
DO NOT TRUST AT ALL/VERY LITTLE (NET)	22 7%	6 4%	16 11%	2 1%	18 14% D	2 21%
Trust very little	19 6%	6 4%	14 9%	2 1%	17 14% D	-
Do not trust at all	3 1%	-	3 2%	-	1 *	2 21%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: Offers Education Benefits

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

5 Aug 2026
Table 69

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
RETENTION/RECRUITMENT (NET)	192 86%	110 92% C	81 79%	107 90%	78 80%	6 92%
Employee retention rates	143 64%	81 68%	62 60%	71 59%	67 68%	6 92%
Employee recruitment rates	102 46%	63 53%	39 38%	59 50%	43 44%	-
Improved patient care outcomes	112 50%	56 46%	56 54%	60 51%	48 49%	4 54%
Cost savings or productivity gains	109 49%	58 48%	52 50%	54 46%	49 50%	6 92%
Employee engagement surveys	101 45%	61 50%	40 39%	51 43%	45 46%	6 85%
Internal promotions or advancement	88 39%	53 44%	35 34%	44 37%	44 46%	-
Other	2 1%	-	2 2%	-	2 2%	-
None - we don't currently measure the return on investment of these benefit offerings	6 3%	1 *	5 5%	1 1%	5 5%	-
Not sure	-	-	-	-	-	-
Sigma	664 297%	372 310%	292 283%	339 286%	302 309%	22 324%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: Offers Education Benefits

Q560. To what extent is there alignment within your organization's leadership on the importance of investing in employee education and development?

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
TOP 2 BOX (NET)	208 93%	112 93%	97 94%	115 97% E	87 89%	7 100%
High alignment	147 66%	81 68%	66 64%	79 66%	67 69%	1 15%
Some alignment	61 27%	31 26%	31 30%	36 31%	19 20%	6 85%
BOTTOM 2 BOX (NET)	15 7%	8 7%	7 6%	4 3%	11 11% D	-
Very little alignment	15 7%	8 7%	7 6%	4 3%	11 11% D	-
No alignment	-	-	-	-	-	-
Don't know/Not sure	-	-	-	-	-	-
Sigma	223 100%	120 100%	103 100%	119 100%	98 100%	7 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: Offers Education Benefits

Q565. To what extent do education benefits impact your organization's ability to compete for talent?

5 Aug 2026
Table 71

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
TOP 2 BOX (NET)	201 90%	119 99% C	82 80%	110 92%	88 90%	4 61%
A great deal	94 42%	59 49%	36 35%	49 41%	45 46%	1 8%
Somewhat	107 48%	60 50%	47 45%	61 51%	43 44%	4 54%
BOTTOM 2 BOX (NET)	22 10%	1 1%	21 20% B	9 8%	10 10%	3 39%
Not very	16 7%	1 *	15 15% B	6 5%	7 7%	3 39%
Not at all	6 3%	1 *	6 6%	3 3%	3 3%	-
Sigma	223 100%	120 100%	103 100%	119 100%	98 100%	7 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q570. 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

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
Employees expect opportunities for advancement but are not always willing to invest the time or effort required	239 79%	126 83%	113 75%	127 75%	104 83%	9 90%
Our organization is motivated to identify the most effective ways to communicate education and career development opportunities to employees	238 78%	117 76%	122 81%	146 86% E	88 70%	5 47%
Employees underestimate the long-term value of pursuing additional education	213 70%	107 70%	106 70%	120 71%	84 67%	9 85%
Employees do not fully take advantage of the education benefits available to them	213 70%	114 74%	98 65%	119 70%	87 70%	6 63%
It's difficult to know what level of time turns employees away from education opportunities	210 69%	109 71%	101 67%	122 73%	78 62%	10 95%
It's difficult to know what level of cost turns employees away from education opportunities	195 64%	104 68%	90 60%	111 66%	75 60%	9 90%
We struggle to clearly communicate to employees the return on their time and effort investments that result from education benefits	156 51%	86 56%	69 46%	86 51%	63 50%	7 68%
We struggle to clearly communicate the career pathways available to employees that result from education benefits	153 50%	80 52%	73 49%	83 49%	66 52%	4 42%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q570. To what extent do you agree or disagree with the following statements?
SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
We struggle to clearly communicate the career pathways available to employees that result from education benefits	107 35%	51 33%	56 37%	62 37%	44 35%	1 5%
We struggle to clearly communicate to employees the return on their time and effort investments that result from education benefits	99 33%	38 25%	61 40% B	59 35%	40 32%	- -
It's difficult to know what level of cost turns employees away from education opportunities	56 18%	24 15%	32 21%	26 16%	29 23%	1 5%
Employees do not fully take advantage of the education benefits available to them	44 15%	19 12%	25 17%	23 13%	21 17%	1 5%
It's difficult to know what level of time turns employees away from education opportunities	43 14%	23 15%	20 13%	22 13%	22 17%	- -
Employees underestimate the long-term value of pursuing additional education	42 14%	23 15%	18 12%	16 9%	25 20% D	1 10%
Our organization is motivated to identify the most effective ways to communicate education and career development opportunities to employees	25 8%	15 10%	10 7%	8 5%	15 12%	3 27%
Employees expect opportunities for advancement but are not always willing to invest the time or effort required	22 7%	10 6%	12 8%	13 8%	7 6%	1 10%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q570_1. To what extent do you agree or disagree with the following statements?
1. It's difficult to know what level of cost turns employees away from education opportunities

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	195 64%	104 68%	90 60%	111 66%	75 60%	9 90%
Strongly agree	61 20%	42 27% C	19 13%	33 20%	23 18%	5 53%
Somewhat agree	133 44%	62 41%	71 47%	77 46%	52 41%	4 37%
Neither agree nor disagree	54 18%	26 17%	28 19%	32 19%	21 17%	1 5%
STRONGLY/SOMEWHAT DISAGREE (NET)	56 18%	24 15%	32 21%	26 16%	29 23%	1 5%
Somewhat disagree	40 13%	15 10%	26 17%	19 12%	20 16%	1 5%
Strongly disagree	16 5%	9 6%	7 4%	7 4%	9 7%	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q570_2. To what extent do you agree or disagree with the following statements?
2. It's difficult to know what level of time turns employees away from education opportunities

5 Aug 2026
Table 75

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	210 69%	109 71%	101 67%	122 73%	78 62%	10 95%
Strongly agree	63 21%	30 20%	33 22%	40 24%	20 16%	3 26%
Somewhat agree	147 48%	79 52%	68 45%	82 49%	58 46%	7 68%
Neither agree nor disagree	51 17%	20 13%	30 20%	25 15%	25 20%	1 5%
STRONGLY/SOMEWHAT DISAGREE (NET)	43 14%	23 15%	20 13%	22 13%	22 17%	-
Somewhat disagree	35 12%	20 13%	15 10%	16 9%	19 15%	-
Strongly disagree	8 3%	3 2%	5 3%	6 3%	2 2%	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q570_3. To what extent do you agree or disagree with the following statements?
3. Employees underestimate the long-term value of pursuing additional education

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	213 70%	107 70%	106 70%	120 71%	84 67%	9 85%
Strongly agree	92 30%	45 29%	47 31%	58 34%	29 23%	6 58%
Somewhat agree	121 40%	62 40%	59 39%	62 37%	56 44%	3 26%
Neither agree nor disagree	50 16%	23 15%	27 18%	33 19%	16 13%	1 5%
STRONGLY/SOMEWHAT DISAGREE (NET)	42 14%	23 15%	18 12%	16 9%	25 20% D	1 10%
Somewhat disagree	31 10%	16 11%	15 10%	14 9%	15 12%	1 10%
Strongly disagree	11 3%	7 5%	4 2%	2 1%	9 7% D	- -
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q570_4. To what extent do you agree or disagree with the following statements?

5 Aug 2026
Table 77

4. We struggle to clearly communicate to employees the return on their time and effort investments that result from education benefits

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	156 51%	86 56%	69 46%	86 51%	63 50%	7 68%
Strongly agree	59 20%	28 18%	32 21%	38 22%	18 15%	3 32%
Somewhat agree	96 32%	58 38% C	38 25%	48 28%	45 36%	4 37%
Neither agree nor disagree	50 16%	29 19%	21 14%	24 14%	23 18%	3 32%
STRONGLY/SOMEWHAT DISAGREE (NET)	99 33%	38 25%	61 40% B	59 35%	40 32%	-
Somewhat disagree	66 22%	23 15%	44 29% B	39 23%	27 22%	-
Strongly disagree	33 11%	16 10%	17 11%	20 12%	12 10%	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q570_5. To what extent do you agree or disagree with the following statements?
5. We struggle to clearly communicate the career pathways available to employees that result from education benefits

	Total	Gender		Age		
		Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	153 50%	80 52%	73 49%	83 49%	66 52%	4 42%
Strongly agree	41 14%	23 15%	19 12%	26 16%	11 9%	4 37%
Somewhat agree	112 37%	57 37%	55 36%	56 33%	55 44%	1 5%
Neither agree nor disagree	44 15%	22 15%	22 15%	24 14%	15 12%	5 53%
STRONGLY/SOMEWHAT DISAGREE (NET)	107 35%	51 33%	56 37%	62 37%	44 35%	1 5%
Somewhat disagree	72 24%	38 25%	34 23%	44 26%	27 22%	1 5%
Strongly disagree	35 12%	13 9%	22 14%	18 11%	17 14%	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q570_6. To what extent do you agree or disagree with the following statements?
6. Employees expect opportunities for advancement but are not always willing to invest the time or effort required

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	239 79%	126 83%	113 75%	127 75%	104 83%	9 90%
Strongly agree	103 34%	50 33%	52 35%	47 28%	48 38%	8 79%
Somewhat agree	136 45%	76 50%	61 40%	80 47%	56 44%	1 10%
Neither agree nor disagree	43 14%	17 11%	26 17%	28 17%	15 12%	-
STRONGLY/SOMEWHAT DISAGREE (NET)	22 7%	10 6%	12 8%	13 8%	7 6%	1 10%
Somewhat disagree	17 6%	8 5%	10 6%	11 6%	6 4%	1 10%
Strongly disagree	4 1%	2 1%	2 1%	3 2%	2 1%	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q570_7. To what extent do you agree or disagree with the following statements?
7. Employees do not fully take advantage of the education benefits available to them

5 Aug 2026
Table 80

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	213 70%	114 74%	98 65%	119 70%	87 70%	6 63%
Strongly agree	89 29%	46 30%	44 29%	46 27%	40 32%	3 32%
Somewhat agree	123 41%	68 45%	55 36%	72 43%	48 38%	3 32%
Neither agree nor disagree	47 16%	20 13%	27 18%	27 16%	17 13%	3 32%
STRONGLY/SOMEWHAT DISAGREE (NET)	44 15%	19 12%	25 17%	23 13%	21 17%	1 5%
Somewhat disagree	24 8%	12 8%	12 8%	12 7%	11 9%	1 5%
Strongly disagree	21 7%	7 5%	13 9%	11 7%	10 8%	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q570_8. To what extent do you agree or disagree with the following statements?

8. Our organization is motivated to identify the most effective ways to communicate education and career development opportunities to employees

Base: All Qualified Respondents

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	238 78%	117 76%	122 81%	146 86% E	88 70%	5 47%
Strongly agree	105 34%	49 32%	55 37%	64 38%	40 32%	1 5%
Somewhat agree	134 44%	67 44%	67 44%	81 48%	48 39%	4 42%
Neither agree nor disagree	40 13%	21 14%	19 12%	15 9%	23 18%	3 26%
STRONGLY/SOMEWHA T DISAGREE (NET)	25 8%	15 10%	10 7%	8 5%	15 12%	3 27%
Somewhat disagree	18 6%	11 7%	7 5%	7 4%	11 9%	1 5%
Strongly disagree	7 2%	4 3%	3 2%	1 1%	4 3%	2 21%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: Offers Education Benefits

Q570. To what extent do you agree or disagree with the following statements?
SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
Employees do not fully take advantage of the education benefits available to them	166 74%	90 75%	75 73%	95 80%	65 66%	6 92%
We struggle to clearly communicate to employees the return on their time and effort investments that result from education benefits	123 55%	75 62%	48 47%	67 57%	51 53%	4 61%
We struggle to clearly communicate the career pathways available to employees that result from education benefits	118 53%	69 57%	50 48%	64 54%	53 54%	2 23%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: Offers Education Benefits

Q570. To what extent do you agree or disagree with the following statements?
SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
We struggle to clearly communicate the career pathways available to employees that result from education benefits	72 32%	35 29%	37 36%	39 33%	34 35%	-
We struggle to clearly communicate to employees the return on their time and effort investments that result from education benefits	72 32%	27 22%	45 44% B	39 33%	33 34%	-
Employees do not fully take advantage of the education benefits available to them	34 15%	17 14%	17 17%	14 11%	20 21%	-

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q570_4. To what extent do you agree or disagree with the following statements?

4. We struggle to clearly communicate to employees the return on their time and effort investments that result from education benefits

Base: Offers Education Benefits

	Total	Gender		Age		
		Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
STRONGLY/SOMEWHAT AGREE (NET)	123 55%	75 62%	48 47%	67 57%	51 53%	4 61%
Strongly agree	53 24%	26 21%	27 26%	34 29%	17 18%	1 15%
Somewhat agree	70 31%	49 41% C	21 21%	33 28%	34 35%	3 46%
Neither agree nor disagree	28 13%	19 16%	10 9%	12 10%	14 14%	3 39%
STRONGLY/SOMEWHAT DISAGREE (NET)	72 32%	27 22%	45 44% B	39 33%	33 34%	-
Somewhat disagree	47 21%	14 11%	33 32% B	24 20%	23 24%	-
Strongly disagree	26 11%	13 11%	13 12%	16 13%	10 10%	-
Sigma	223 100%	120 100%	103 100%	119 100%	98 100%	7 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q570_5. To what extent do you agree or disagree with the following statements?
5. We struggle to clearly communicate the career pathways available to employees that result from education benefits

Base: Offers Education Benefits

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
STRONGLY/SOMEWHAT AGREE (NET)	118 53%	69 57%	50 48%	64 54%	53 54%	2 23%
Strongly agree	33 15%	20 17%	13 12%	21 18%	11 11%	1 15%
Somewhat agree	85 38%	49 40%	37 36%	42 36%	42 43%	1 8%
Neither agree nor disagree	33 15%	16 13%	17 16%	16 14%	11 11%	5 77%
STRONGLY/SOMEWHAT DISAGREE (NET)	72 32%	35 29%	37 36%	39 33%	34 35%	-
Somewhat disagree	45 20%	24 20%	21 21%	26 22%	19 20%	-
Strongly disagree	27 12%	11 9%	16 15%	13 11%	14 15%	-
Sigma	223 100%	120 100%	103 100%	119 100%	98 100%	7 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: Offers Education Benefits

Q570_7. To what extent do you agree or disagree with the following statements?
7. Employees do not fully take advantage of the education benefits available to them

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
STRONGLY/SOMEWHAT AGREE (NET)	166 74%	90 75%	75 73%	95 80%	65 66%	6 92%
Strongly agree	70 31%	40 33%	30 29%	38 32%	29 30%	3 46%
Somewhat agree	95 43%	51 42%	45 43%	57 48%	35 36%	3 46%
Neither agree nor disagree	24 11%	13 11%	11 11%	10 9%	13 13%	1 8%
STRONGLY/SOMEWHAT DISAGREE (NET)	34 15%	17 14%	17 17%	14 11%	20 21%	-
Somewhat disagree	19 9%	9 8%	10 10%	8 7%	11 12%	-
Strongly disagree	15 7%	7 6%	7 7%	6 5%	9 9%	-
Sigma	223 100%	120 100%	103 100%	119 100%	98 100%	7 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: Offers Education Benefits

Q800. Which of the following, if any, do you offer in communicating education opportunities to employees? Please select all that apply.

5 Aug 2026
Table 87

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
ANY (NET)	223 100%	120 100%	103 100%	119 100%	98 100%	7 100%
INTERPERSONAL CHANNELS (SUB-NET)	184 82%	97 80%	88 85%	98 82%	79 81%	7 100%
Team/company-wide meetings or information sessions	140 63%	65 54%	76 73%	75 63%	62 64%	4 54%
Manager conversation	112 50%	58 48%	54 52%	50 42%	55 56%	6 92%
Coworker/peer recommendation	69 31%	41 34%	28 27%	40 34%	29 29%	-
DIGITAL COMMUNICATION CHANNELS (SUB-NET)	167 75%	98 81% C	70 67%	93 78%	68 70%	6 92%
Email	147 66%	80 67%	66 64%	81 68%	60 61%	6 92%
Text/message	67 30%	44 37%	23 22%	41 35%	25 26%	1 8%
DIGITAL PORTALS (SUB-NET)	143 64%	85 71%	58 56%	67 56%	69 71%	7 100%
Internal benefits portal	107 48%	56 47%	51 49%	55 46%	51 52%	2 23%
Intranet	70 31%	50 41% C	20 20%	25 21%	40 41% D	5 77%
Flyers/handouts	62 28%	32 27%	30 29%	32 27%	23 24%	6 85%
Other	-	-	-	-	-	-
None	-	-	-	-	-	-
Sigma	774 347%	425 354%	348 338%	399 336%	345 353%	30 431%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: Offers Communications About Edu Opportunities To Employees - Variable Base Q805. Which of these do you find most effective in garnering interest, engagement, or enrollment in these benefit offerings? Please select one.

5 Aug 2026
Table 88

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
INTERPERSONAL CHANNELS (NET)	119 53%	59 49%	59 57%	62 53%	53 54%	3 46%
Team/company-wide meetings or information sessions	67 30%	28 23%	39 38%	38 32%	27 27%	3 39%
Manager conversation	39 17%	25 21%	14 13%	17 14%	21 22%	1 8%
Coworker/peer recommendation	12 6%	6 5%	6 6%	7 6%	5 6%	-
DIGITAL PORTALS (NET)	51 23%	30 25%	21 20%	25 21%	26 26%	1 8%
Internal benefits portal	40 18%	20 17%	19 19%	21 18%	18 19%	1 8%
Intranet	11 5%	10 8%	2 2%	4 3%	7 8%	-
DIGITAL COMMUNICATION CHANNELS (NET)	47 21%	27 22%	20 20%	29 24%	18 19%	1 8%
Email	25 11%	11 9%	14 14%	17 15%	7 7%	1 8%
Text/message	23 10%	16 13%	6 6%	11 10%	11 11%	-
Flyers/handouts	6 3%	4 3%	3 2%	3 2%	1 1%	3 39%
Other	-	-	-	-	-	-
Sigma	223 100%	120 100%	103 100%	119 100%	98 100%	7 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: Offers Education Benefits

Q810. Which of the following individuals or roles do you rely on most to communicate these benefit opportunities to employees? Please select up to two.

5 Aug 2026
Table 89

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	232	132	100	128	99	5
Weighted Base	223	120*	103*	119*	98*	7**
ANY (NET)	223 100%	120 100%	103 99%	118 100%	98 100%	7 100%
INTERNAL WORKPLACE GUIDANCE (SUB-NET)	212 95%	117 97%	95 92%	109 92%	96 98%	7 100%
HR or benefits team	101 45%	51 43%	50 48%	49 41%	49 50%	4 54%
Direct managers or supervisors	82 37%	54 45% C	28 27%	42 36%	39 40%	1 8%
Learning & development (L&D) or training teams	59 26%	31 26%	27 27%	36 30%	22 22%	1 15%
Internal communications channels (e.g., intranet, newsletters, internal portal)	50 22%	31 26%	19 19%	23 19%	25 25%	3 39%
Senior leadership communications	48 21%	27 23%	21 20%	27 23%	18 19%	3 39%
Peer or employee ambassadors (e.g., employees who have participated in programs)	46 21%	23 19%	23 22%	26 22%	18 18%	3 39%
External education partners (e.g., colleges, universities, training providers)	31 14%	16 13%	15 14%	25 21% E	5 5%	-
Other	-	-	-	-	-	-
None	1 *	-	1 1%	1 *	-	-
Sigma	417 187%	234 195%	183 178%	228 192%	176 180%	13 192%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F
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.

5 Aug 2026
Table 90

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
Artificial Intelligence (AI) integration/decision support tools	148 49%	75 49%	73 49%	83 49%	61 49%	4 37%
Telehealth or virtual care delivery	123 40%	66 43%	57 38%	70 42%	47 38%	5 53%
Mental/behavioral health specialization	104 34%	50 33%	54 36%	63 38%	36 28%	5 53%
Health data analysis or interpretation	99 32%	58 38%	41 27%	52 31%	46 36%	1 5%
Leadership and team collaboration	81 26%	39 26%	41 27%	47 28%	33 26%	1 10%
Project or workflow management	70 23%	36 23%	35 23%	40 24%	29 23%	1 10%
Personalized/precision medicine approaches	68 22%	34 22%	34 23%	44 26%	20 16%	4 37%
Remote monitoring/wearable device management	62 21%	35 23%	28 19%	35 20%	23 18%	5 53%
Interdisciplinary care coordination	47 15%	23 15%	23 16%	28 17%	18 14%	1 5%
Genomics/genetic counseling	36 12%	17 11%	18 12%	20 12%	13 11%	3 26%
Other	-	-	-	-	-	-
Not sure	2 1%	2 1%	-	-	2 2%	-
Sigma	839 276%	434 283%	406 269%	483 286%	327 261%	29 290%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q900. Which of the following describes how AI is impacting your organization's approach to workforce strategy and planning? Please select all that apply.

5 Aug 2026
Table 91

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
It is accelerating our focus on upskilling and developing employees	209 69%	118 77% C	91 60%	125 74%	80 64%	4 37%
It is creating uncertainty about future workforce needs and roles	114 37%	70 46% C	43 29%	63 37%	47 37%	4 37%
It has not meaningfully changed our workforce strategy	48 16%	15 10%	33 22% B	21 12%	22 17%	5 53%
Sigma	371 122%	203 132%	168 111%	209 124%	149 119%	13 126%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q910. How much do you think that employees trust AI in general?

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
TOP 2 BOX (NET)	195 64%	108 71%	87 58%	123 73% E	66 53%	6 58%
Trust a great deal	54 18%	34 22%	19 13%	35 21%	19 15%	-
Trust somewhat	142 47%	74 48%	68 45%	89 53% E	47 38%	6 58%
Neither trust or distrust	44 14%	16 11%	28 18%	18 11%	25 20%	1 5%
BOTTOM 2 BOX (NET)	65 21%	29 19%	36 24%	27 16%	34 27% D	4 37%
Trust very little	48 16%	24 16%	24 16%	24 14%	23 19%	1 10%
Do not trust at all	17 6%	5 3%	12 8%	3 2%	11 9% D	3 26%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q905. How much do you think that employees trust the organization's implementation or expansion of AI tools?

5 Aug 2026
Table 93

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
TOP 2 BOX (NET)	213 70%	122 80% C	91 60%	131 78% E	78 63%	4 37%
Trust a great deal	67 22%	44 28% C	24 16%	42 25%	25 20%	-
Trust somewhat	146 48%	79 51%	67 44%	89 53%	53 43%	4 37%
Neither trust or distrust	57 19%	18 12%	39 26% B	30 18%	21 17%	5 53%
BOTTOM 2 BOX (NET)	34 11%	13 9%	20 14%	7 4%	25 20% D	1 10%
Trust very little	20 6%	7 4%	13 9%	5 3%	14 11% D	1 5%
Do not trust at all	14 5%	6 4%	8 5%	2 1%	12 9% D	1 5%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
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.

5 Aug 2026
Table 94

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
LESS THAN 50% (NET)	170 56%	82 53%	88 59%	89 53%	71 57%	10 95%
0%	2 1%	2 1%	-	-	2 2%	-
<25%	59 20%	23 15%	37 24%	26 15%	27 22%	6 63%
25%-49%	111 36%	59 38%	52 34%	63 38%	44 35%	3 32%
50% OR MORE (NET)	134 44%	72 47%	62 41%	79 47%	54 43%	1 9%
50%-74%	83 27%	47 31%	36 24%	53 31%	30 24%	1 9%
75%-100%	51 17%	25 16%	26 17%	26 15%	25 20%	-
MEAN	45.1	46.6	43.6	47.3	44.2	20.1
STD. DEV.	24.73	22.87	26.48	23.42	25.96	16.43
STD. ERR.	1.42	1.78	2.25	1.78	2.35	5.81
MEDIAN	42	45	40	45	40	21
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

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

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
AI is becoming increasingly important in healthcare, but human oversight will remain essential due to the nature of patient care.	259 85%	137 89%	123 81%	141 83%	112 89%	7 68%
It is critical for employees to learn AI/technical skills to keep up with or stay competitive in the healthcare field.	239 79%	120 78%	119 79%	134 79%	98 78%	7 68%
Employers have a responsibility to equip employees with AI skills.	237 78%	126 82%	112 74%	127 75%	105 83%	6 58%
Compared to other industries, I feel that healthcare is less at risk of AI replacing jobs entirely.	226 74%	125 81% C	101 67%	113 67%	106 85% D	6 63%
AI will help healthcare employees spend more time focusing on direct patient care.	224 74%	120 78%	104 69%	124 73%	94 75%	6 63%
Overall, I believe the growing use of AI is moving the healthcare field in the right direction.	217 71%	114 75%	103 68%	127 75%	85 68%	6 58%
There is uncertainty within our organization about how AI will reshape roles and responsibilities.	178 59%	94 61%	84 56%	101 60%	71 56%	7 68%
It is difficult to find time to include technical skills training on the job for employees.	175 57%	92 60%	83 55%	90 53%	76 61%	9 90%
It is difficult to find the right resources to provide technical skills training on the job for employees.	166 55%	93 61%	73 49%	91 54%	67 53%	9 85%
AI training is currently only accessible to a select group of employees.	156 51%	96 63% C	60 40%	82 49%	68 55%	6 58%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

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

	Total	Gender		Age		
		Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
AI training is currently only accessible to a select group of employees.	103 34%	34 22%	69 46% B	59 35%	42 34%	2 15%
It is difficult to find the right resources to provide technical skills training on the job for employees.	90 30%	35 23%	55 37% B	53 31%	37 29%	1 5%
It is difficult to find time to include technical skills training on the job for employees.	84 28%	39 26%	44 29%	52 31%	32 25%	1 5%
There is uncertainty within our organization about how AI will reshape roles and responsibilities.	68 22%	29 19%	39 26%	35 21%	33 26%	- -
Compared to other industries, I feel that healthcare is less at risk of AI replacing jobs entirely.	41 13%	18 12%	23 15%	27 16%	10 8%	4 37%
Overall, I believe the growing use of AI is moving the healthcare field in the right direction.	39 13%	13 8%	26 18% B	15 9%	20 16%	4 37%
AI will help healthcare employees spend more time focusing on direct patient care.	34 11%	12 8%	22 15%	18 10%	13 11%	3 32%
Employers have a responsibility to equip employees with AI skills.	34 11%	11 7%	23 15%	23 13%	8 6%	3 32%
It is critical for employees to learn AI/technical skills to keep up with or stay competitive in the healthcare field.	29 10%	12 8%	17 11%	16 9%	10 8%	3 32%
AI is becoming increasingly important in healthcare, but human oversight will remain essential due to the nature of patient care.	14 5%	1 1%	13 8% B	10 6%	4 3%	1 5%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

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.

5 Aug 2026
Table 97

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	224 74%	120 78%	104 69%	124 73%	94 75%	6 63%
Strongly agree	104 34%	47 31%	57 37%	53 32%	49 39%	2 21%
Somewhat agree	120 40%	72 47% C	48 32%	71 42%	45 36%	4 42%
Neither agree nor disagree	46 15%	21 14%	24 16%	27 16%	18 14%	1 5%
STRONGLY/SOMEWHA T DISAGREE (NET)	34 11%	12 8%	22 15%	18 10%	13 11%	3 32%
Somewhat disagree	19 6%	9 6%	10 7%	11 6%	9 7%	-
Strongly disagree	15 5%	3 2%	12 8%	7 4%	5 4%	3 32%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

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 with or stay competitive in the healthcare field.

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	239 79%	120 78%	119 79%	134 79%	98 78%	7 68%
Strongly agree	106 35%	48 31%	58 39%	53 31%	51 40%	3 32%
Somewhat agree	132 44%	72 47%	60 40%	81 48%	48 38%	4 37%
Neither agree nor disagree	36 12%	21 14%	15 10%	19 11%	17 14%	-
STRONGLY/SOMEWHAT DISAGREE (NET)	29 10%	12 8%	17 11%	16 9%	10 8%	3 32%
Somewhat disagree	21 7%	11 7%	10 7%	11 6%	8 6%	3 32%
Strongly disagree	8 2%	1 *	7 5% B	5 3%	3 2%	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
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.

5 Aug 2026
Table 99

Base: All Qualified Respondents

	Total	Gender		Age		
		Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	156 51%	96 63% C	60 40%	82 49%	68 55%	6 58%
Strongly agree	56 19%	33 21%	24 16%	37 22%	16 13%	3 32%
Somewhat agree	100 33%	63 41% C	37 24%	45 27%	52 42% D	3 26%
Neither agree nor disagree	45 15%	24 15%	21 14%	27 16%	15 12%	3 26%
STRONGLY/SOMEWHA T DISAGREE (NET)	103 34%	34 22%	69 46% B	59 35%	42 34%	2 15%
Somewhat disagree	53 17%	20 13%	33 22%	26 16%	26 20%	1 10%
Strongly disagree	50 16%	14 9%	36 24% B	33 20%	17 13%	1 5%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

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.

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	175 57%	92 60%	83 55%	90 53%	76 61%	9 90%
Strongly agree	54 18%	32 21%	22 15%	30 18%	19 15%	5 53%
Somewhat agree	120 40%	60 39%	61 40%	60 36%	57 45%	4 37%
Neither agree nor disagree	46 15%	22 15%	23 15%	27 16%	18 14%	1 5%
STRONGLY/SOMEWHA T DISAGREE (NET)	84 28%	39 26%	44 29%	52 31%	32 25%	1 5%
Somewhat disagree	58 19%	29 19%	29 20%	38 22%	20 16%	1 5%
Strongly disagree	25 8%	10 7%	15 10%	14 8%	11 9%	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

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.

	Total	Gender		Age		
		Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	166 55%	93 61%	73 49%	91 54%	67 53%	9 85%
Strongly agree	58 19%	41 27% C	17 11%	37 22%	18 15%	2 21%
Somewhat agree	108 36%	52 34%	56 37%	54 32%	48 39%	6 63%
Neither agree nor disagree	48 16%	26 17%	22 15%	25 15%	22 17%	1 10%
STRONGLY/SOMEWHAT DISAGREE (NET)	90 30%	35 23%	55 37% B	53 31%	37 29%	1 5%
Somewhat disagree	61 20%	23 15%	38 25%	37 22%	23 19%	1 5%
Strongly disagree	29 10%	11 7%	18 12%	16 9%	13 11%	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

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.

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	237 78%	126 82%	112 74%	127 75%	105 83%	6 58%
Strongly agree	111 36%	54 35%	57 38%	55 33%	50 40%	5 53%
Somewhat agree	127 42%	72 47%	55 36%	72 43%	54 43%	1 5%
Neither agree nor disagree	33 11%	17 11%	16 11%	19 11%	13 10%	1 10%
STRONGLY/SOMEWHA T DISAGREE (NET)	34 11%	11 7%	23 15%	23 13%	8 6%	3 32%
Somewhat disagree	19 6%	6 4%	13 9%	16 9%	3 3%	1 5%
Strongly disagree	14 5%	5 3%	10 6%	7 4%	5 4%	3 26%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q610_11. To what extent do you agree or disagree with the following statements?
11. Compared to other industries, I feel that healthcare is less at risk of AI replacing jobs entirely.

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	226 74%	125 81% C	101 67%	113 67%	106 85% D	6 63%
Strongly agree	94 31%	51 33%	44 29%	51 30%	44 35%	-
Somewhat agree	131 43%	74 48%	58 38%	62 37%	63 50%	6 63%
Neither agree nor disagree	37 12%	11 7%	27 18% B	29 17% E	9 7%	-
STRONGLY/SOMEWHA T DISAGREE (NET)	41 13%	18 12%	23 15%	27 16%	10 8%	4 37%
Somewhat disagree	25 8%	14 9%	11 7%	21 12% E	4 3%	1 10%
Strongly disagree	15 5%	4 2%	12 8%	6 4%	6 5%	3 26%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q610_12. To what extent do you agree or disagree with the following statements?
12. Overall, I believe the growing use of AI is moving the healthcare field in the right direction.

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	217 71%	114 75%	103 68%	127 75%	85 68%	6 58%
Strongly agree	105 34%	49 32%	56 37%	65 39%	40 32%	-
Somewhat agree	113 37%	65 43%	47 31%	62 37%	45 36%	6 58%
Neither agree nor disagree	48 16%	26 17%	21 14%	27 16%	20 16%	1 5%
STRONGLY/SOMEWHAT DISAGREE (NET)	39 13%	13 8%	26 18% B	15 9%	20 16%	4 37%
Somewhat disagree	20 7%	9 6%	11 8%	9 5%	10 8%	1 10%
Strongly disagree	19 6%	4 3%	15 10% B	6 3%	11 8%	3 26%
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

Q610_13. To what extent do you agree or disagree with the following statements?
13. There is uncertainty within our organization about how AI will reshape roles and responsibilities.

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	178 59%	94 61%	84 56%	101 60%	71 56%	7 68%
Strongly agree	63 21%	33 21%	30 20%	36 21%	27 22%	1 5%
Somewhat agree	115 38%	61 40%	54 36%	65 39%	44 35%	6 63%
Neither agree nor disagree	58 19%	30 20%	28 18%	33 19%	22 17%	3 32%
STRONGLY/SOMEWHAT DISAGREE (NET)	68 22%	29 19%	39 26%	35 21%	33 26%	-
Somewhat disagree	45 15%	23 15%	22 15%	22 13%	23 19%	-
Strongly disagree	23 7%	6 4%	17 11%	13 8%	10 8%	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q610_14. To what extent do you agree or disagree with the following statements?
14. AI is becoming increasingly important in healthcare, but human oversight will remain essential due to the nature of patient care.

Base: All Qualified Respondents

	Total	Gender		Age		
		Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
STRONGLY/SOMEWHAT AGREE (NET)	259 85%	137 89%	123 81%	141 83%	112 89%	7 68%
Strongly agree	133 44%	57 37%	76 50%	65 38%	65 52%	3 32%
Somewhat agree	126 42%	80 52% C	47 31%	76 45%	47 37%	4 37%
Neither agree nor disagree	31 10%	16 10%	15 10%	18 11%	10 8%	3 26%
STRONGLY/SOMEWHAT DISAGREE (NET)	14 5%	1 1%	13 8% B	10 6%	4 3%	1 5%
Somewhat disagree	8 3%	1 1%	7 5%	5 3%	3 3%	1 5%
Strongly disagree	5 2%	-	5 4%	5 3%	1 *	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
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?

5 Aug 2026
Table 107

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
>1,000 (NET)	152 50%	65 42%	87 58% B	78 47%	70 56%	4 37%
Less than 250	95 31%	32 21%	63 42% B	43 26%	50 40% D	2 21%
250 to 499	27 9%	17 11%	10 7%	16 9%	10 8%	1 10%
500 to 999	31 10%	16 10%	15 10%	20 12%	10 8%	1 5%
1,000-9,999 (NET)	82 27%	50 33%	32 21%	50 30%	31 25%	1 10%
1,000 to 2,499	28 9%	16 10%	13 8%	16 9%	11 9%	1 10%
2,500 to 4,999	23 7%	13 8%	10 7%	18 10%	5 4%	-
5,000 to 9,999	32 10%	22 14%	10 6%	17 10%	14 11%	-
10,000+ (NET)	66 22%	37 24%	29 19%	37 22%	24 19%	5 53%
10,000 to 14,999	16 5%	9 6%	7 5%	6 4%	10 8%	-
15,000 to 19,999	12 4%	6 4%	6 4%	9 5%	3 2%	-
20,000+	37 12%	21 14%	16 11%	21 13%	11 9%	5 53%
Not sure	3 1%	1 1%	2 1%	3 2%	-	-
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
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.

5 Aug 2026
Table 108

	Gender			Age		
	Total	Man	Woman	21-44	45-64	65+
	(A)	(B)	(C)	(D)	(E)	(F)
Unweighted Base	304	165	139	174	122	8
Weighted Base	304	153	151*	169	125*	10**
0-2	8 3%	5 3%	4 2%	1 *	8 6% D	- -
3-9	140 46%	57 37%	83 55% B	97 58% E	40 32%	3 27%
10-19	123 40%	72 47%	51 34%	65 39%	57 46%	1 5%
20-29	27 9%	16 11%	10 7%	6 4%	17 13% D	4 37%
30+	6 2%	3 2%	3 2%	- -	3 2%	3 32%
MEAN	10.9	11.7	10.2	9.3	12.3 D	20.8
STD. DEV.	6.51	6.46	6.49	4.53	7.29	10.97
STD. ERR.	0.37	0.50	0.55	0.34	0.66	3.88
MEDIAN	10	11	8	8	12	23
Sigma	304 100%	153 100%	151 100%	169 100%	125 100%	10 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F
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	US REGION: Census Region (US Net)
4	4	QS3. Which of the following types of healthcare organizations do you currently work in? Please select all that apply.
5	5	QS4. What is your current position at your organization?
6	6	QS5_1. What is your personal level of responsibility/decision-making for each of the following at your organization? 1. Hiring employees
7	7	QS5_2. What is your personal level of responsibility/decision-making for each of the following at your organization? 2. Training employees
8	8	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.)
9	9	Q201. How important do you think each of the following are to employees at your organization today? SUMMARY TABLE OF VERY/SOMEWHAT IMPORTANT (TOP 2 BOX)
10	10	Q201. How important do you think each of the following are to employees at your organization today? SUMMARY TABLE OF NOT AT ALL/NOT VERY IMPORTANT (BOTTOM 2 BOX)
11	11	Q201_1. How important do you think each of the following are to employees at your organization today? 1. Flexibility in when and how they work
12	12	Q201_2. How important do you think each of the following are to employees at your organization today? 2. Clear opportunities for advancement
13	13	Q201_3. How important do you think each of the following are to employees at your organization today? 3. Speed of career progression
14	14	Q201_4. How important do you think each of the following are to employees at your organization today? 4. Clear connection between effort and reward
15	15	Q201_5. How important do you think each of the following are to employees at your organization today? 5. Job stability/long-term security
16	16	Q201_6. How important do you think each of the following are to employees at your organization today? 6. Feeling that their work has purpose or meaning
17	17	Q205. How much of a priority are each of the following at your current organization? SUMMARY TABLE OF HIGH PRIORITY (TOP BOX)
18	18	Q205. How much of a priority are each of the following at your current organization? SUMMARY TABLE OF HIGH/MEDIUM PRIORITY (TOP 2 BOX)
19	19	Q205. How much of a priority are each of the following at your current organization? SUMMARY TABLE OF LOW/NOT A PRIORITY (BOTTOM 2 BOX)
20	20	Q205_1. How much of a priority are each of the following at your current organization? 1. Offering education opportunities to employees
21	21	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
22	22	Q205_3. How much of a priority are each of the following at your current organization? 3. Retaining healthcare employees overall
23	23	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)
24	24	Q205_5. How much of a priority are each of the following at your current organization? 5. Retaining more seasoned workers (i.e., Millennials, Gen X, Boomers)
25	25	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)
26	26	Q205_7. How much of a priority are each of the following at your current organization? 7. Recruiting more seasoned workers (i.e., Millennials, Gen X, Boomers)
27	27	Q205_8. How much of a priority are each of the following at your current organization? 8. Artificial intelligence (AI) skills training
28	28	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.)
29	29	Q235. Generally speaking, how loyal do you think employees are to your organization?
30	30	Q237. On average, how long do employees typically stay at your organization? Your best estimate is fine.
31	31	Q245. What percentage of employees at your organization do you expect to look for job openings, interview for, or switch to new roles inside or outside your organization? Please use your best estimate. SUMMARY TABLE OF MEAN
32	32	Q245_1. What percentage of employees at your organization do you expect to look for job openings, interview for, or switch to new roles inside or outside your organization? Please use your best estimate. 1. New roles inside our organization
33	33	Q245_2. What percentage of employees at your organization do you expect to look for job openings, interview for, or switch to new roles inside or outside your organization? Please use your best estimate. 2. New roles outside our organization
34	34	Q245_3. What percentage of employees at your organization do you expect to look for job openings, interview for, or switch to new roles inside or outside your organization? Please use your best estimate. 3. New roles inside or outside our organization

35	35	Q210. Which of the following individuals or roles are most difficult to retain at your organization? Please select all that apply.
36	36	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.
38	37	Q400. How would you describe your organization's approach to workforce education or upskilling? Please select one.
39	38	Q403. How does your organization primarily view education benefits and workforce upskilling programs today? Please select one.
40	39	Q405. Specifically, does your organization currently offer its employees any education benefits (e.g., tuition reimbursement, tuition assistance, company scholarships, etc.)?
41	40	Q415. Which of the following education benefits does your organization offer? Please select all that apply.
43	41	Q445. What percentage of employees at your organization do you believe are aware of the education benefits available to them? Your best estimate is fine.
44	42	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.
45	43	Q420B. What percentage of employees at your organization use tuition benefits specifically? Your best estimate is fine.
46	44	Q428. To what extent do you agree or disagree with the following statement? Our organization sees better retention among employees that have used education or tuition benefits.
47	45	Q429. To what extent do you agree or disagree with the following statement? Our organization sees better career mobility among employees that have used education or tuition benefits.
48	46	Q450. How well do you think your organization communicates the connection between education benefits and employees' opportunities for advancement within the organization?
49	47	Q530. Besides time and money, what do you think are the top struggles for your employees as it comes to pursuing career development or additional education opportunities at your organization? Please select up to three.
50	48	Q530. Besides time and money, what do you think are the top struggles for your employees as it comes to pursuing career development or additional education opportunities at your organization? Please select up to three.
51	49	Q535. Which of the following do you believe is a bigger barrier preventing employees from pursuing additional education opportunities? Please select one.
52	50	Q540. When developing your organization's education or tuition assistance offerings, which of the following has been most important to prioritize? Please select up to three.
53	51	Q545. To what extent do you agree or disagree with the following statements about Gen Z (ages 18-29) or early-career employees specifically? SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)
54	52	Q545. To what extent do you agree or disagree with the following statements about Gen Z (ages 18-29) or early-career employees specifically? SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)
55	53	Q545 1. To what extent do you agree or disagree with the following statements about Gen Z (ages 18-29) or early-career employees specifically? 1. They are highly interested in education and development opportunities
56	54	Q545 2. To what extent do you agree or disagree with the following statements about Gen Z (ages 18-29) or early-career employees specifically? 2. They prioritize flexibility and compensation over long-term development
57	55	Q545 3. To what extent do you agree or disagree with the following statements about Gen Z (ages 18-29) or early-career employees specifically? 3. They expect faster returns from education investments
58	56	Q545 4. To what extent do you agree or disagree with the following statements about Gen Z (ages 18-29) or early-career employees specifically? 4. They are confident they already have the skills needed to succeed in their career
59	57	Q545 5. To what extent do you agree or disagree with the following statements about Gen Z (ages 18-29) or early-career employees specifically? 5. They are less likely to commit to long-term career paths within one organization
60	58	QRA. In your own words, what advice would you give to other healthcare leaders looking to invest in education benefits as a retention strategy?
64	59	Q550. Thinking about the education and training opportunities offered at your organization, if you had to choose, which of the following best describes how you see their purpose? Please select one.
65	60	Q555. When it comes to career development and additional education, if you had to choose, where do you feel the responsibility primarily lies?
66	61	Q240. To what extent do you think employees trust your organization to do each of the following? SUMMARY TABLE OF TRUST A GREAT DEAL/SOMEWHAT (TOP 2 BOX)
67	62	Q240. To what extent do you think employees trust your organization to do each of the following? SUMMARY TABLE OF DO NOT TRUST AT ALL/VERY LITTLE (BOTTOM 2 BOX)
68	63	Q240 1. To what extent do you think employees trust your organization to do each of the following? 1. Support their long-term career growth
69	64	Q240 2. To what extent do you think employees trust your organization to do each of the following? 2. Provide education opportunities that are worth their time
70	65	Q240 3. To what extent do you think employees trust your organization to do each of the following? 3. Clearly communicate available education benefits
71	66	Q240 4. To what extent do you think employees trust your organization to do each of the following? 4. Act in the best interest of employees
72	67	Q240 5. To what extent do you think employees trust your organization to do each of the following? 5. Implement new technologies like AI responsibly
73	68	Q240 6. To what extent do you think employees trust your organization to do each of the following? 6. Be a partner in helping them advance their career
74	69	Q500. How does your organization measure the return on investment of the education benefits offered? Please select all that apply.
75	70	Q560. To what extent is there alignment within your organization's leadership on the importance of investing in employee education and development?

76	71	Q565. To what extent do education benefits impact your organization's ability to compete for talent?
77	72	Q570. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)
78	73	Q570. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)
79	74	Q570_1. To what extent do you agree or disagree with the following statements? 1. It's difficult to know what level of cost turns employees away from education opportunities
80	75	Q570_2. To what extent do you agree or disagree with the following statements? 2. It's difficult to know what level of time turns employees away from education opportunities
81	76	Q570_3. To what extent do you agree or disagree with the following statements? 3. Employees underestimate the long-term value of pursuing additional education
82	77	Q570_4. To what extent do you agree or disagree with the following statements? 4. We struggle to clearly communicate to employees the return on their time and effort investments that result from education benefits
83	78	Q570_5. To what extent do you agree or disagree with the following statements? 5. We struggle to clearly communicate the career pathways available to employees that result from education benefits
84	79	Q570_6. To what extent do you agree or disagree with the following statements? 6. Employees expect opportunities for advancement but are not always willing to invest the time or effort required
85	80	Q570_7. To what extent do you agree or disagree with the following statements? 7. Employees do not fully take advantage of the education benefits available to them
86	81	Q570_8. To what extent do you agree or disagree with the following statements? 8. Our organization is motivated to identify the most effective ways to communicate education and career development opportunities to employees
87	82	Q570. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)
88	83	Q570. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)
89	84	Q570_4. To what extent do you agree or disagree with the following statements? 4. We struggle to clearly communicate to employees the return on their time and effort investments that result from education benefits
90	85	Q570_5. To what extent do you agree or disagree with the following statements? 5. We struggle to clearly communicate the career pathways available to employees that result from education benefits
91	86	Q570_7. To what extent do you agree or disagree with the following statements? 7. Employees do not fully take advantage of the education benefits available to them
92	87	Q800. Which of the following, if any, do you offer in communicating education opportunities to employees? Please select all that apply.
93	88	Q805. Which of these do you find most effective in garnering interest, engagement, or enrollment in these benefit offerings? Please select one.
94	89	Q810. Which of the following individuals or roles do you rely on most to communicate these benefit opportunities to employees? Please select up to two.
95	90	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.
96	91	Q900. Which of the following describes how AI is impacting your organization's approach to workforce strategy and planning? Please select all that apply.
97	92	Q910. How much do you think that employees trust AI in general?
98	93	Q905. How much do you think that employees trust the organization's implementation or expansion of AI tools?
99	94	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.
100	95	Q610. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)
101	96	Q610. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)
102	97	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.
103	98	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 with or stay competitive in the healthcare field.
104	99	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.
105	100	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.
106	101	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.
107	102	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.
108	103	Q610_11. To what extent do you agree or disagree with the following statements? 11. Compared to other industries, I feel that healthcare is less at risk of AI replacing jobs entirely.
109	104	Q610_12. To what extent do you agree or disagree with the following statements? 12. Overall, I believe the growing use of AI is moving the healthcare field in the right direction.
110	105	Q610_13. To what extent do you agree or disagree with the following statements? 13. There is uncertainty within our organization about how AI will reshape roles and responsibilities.
111	106	Q610_14. To what extent do you agree or disagree with the following statements? 14. AI is becoming increasingly important in healthcare, but human oversight will remain essential due to the nature of patient care.

112	107	Q700. Approximately how many total employees work for your organization?
113	108	Q705. How long have you worked at your current organization? If it has been less than a year, then please enter 0.