

METHODOLOGY

America's Best Employers for Healthcare Professionals Ranking **2025**



America's Best Employers for Healthcare Professionals 2025 recognizes organizations which foster a supportive environment for employees

Ranking's cornerstones



Methodology

America's Best Employers for Healthcare Professionals have been identified in an independent survey from a vast sample of over **17,000 U.S. employees** working for **healthcare and social welfare providers** employing **at least 1,000 people** within the U.S.

The survey was conducted using several online access panels, providing a representative sample of the American workforce **working in the Healthcare industry**. Each respondent was asked which firm or institution he or she works for in an open-ended question and with an autofill option. The survey was conducted based around companies **from the Healthcare & Social sector**, with more than 1,000 employees in the U.S. In total, the survey took an average of 5-8 minutes to complete. In order to create the evaluated sample, the survey has been conducted periodically over the course of the previous 3 years. Over **300,000 employer evaluations** were considered. The consideration of data from a 3-year period allows a robust differentiation between organizations that consistently perform well from those that may only have had a single good year.

The final score is based on two types of evaluations: **personal evaluations** (those given by employees themselves) and **public evaluations** (those given by friends and family members of employees, or members of the public who work in the same industry)

The final result is the top 250 Best Employers for Healthcare Professionals.



Executive Summary

- **Title of ranking:** America's Best Employers for Healthcare Professionals 2025
- **Media partner:** Forbes
- **Edition:** 1st
- **Number of awardees:** 250
- **Methodology:** Survey
- **Criteria used for determining rank:** Online survey assessing various evaluations of company performance. Companies were scored across multiple dimensions, with the highest scores determining the final ranking based on healthcare professional responses.

America's Best Employers for Healthcare Professionals follows the same approach as other employer's projects

2

Process

Data-based results



The evaluation draws on data collected through online panels, with over 17,000 healthcare professionals evaluated from a range of employers

Data collection through online access panels



Online Access Panel

An online access panel is a sample group set up by a survey company and available for custom-built surveys. People register and agree to take part in online surveys.



> 17,000 Participants

- ✓ **Full-Time** (> 35 hours per week)
- ✓ **Part-Time** (< 35 hours per week)
- ✓ Work in **Healthcare & Social Industry**
- ✗ **Unemployed**
- ✗ **Self-employed**
- ✗ **Company size** < 1,000 employees



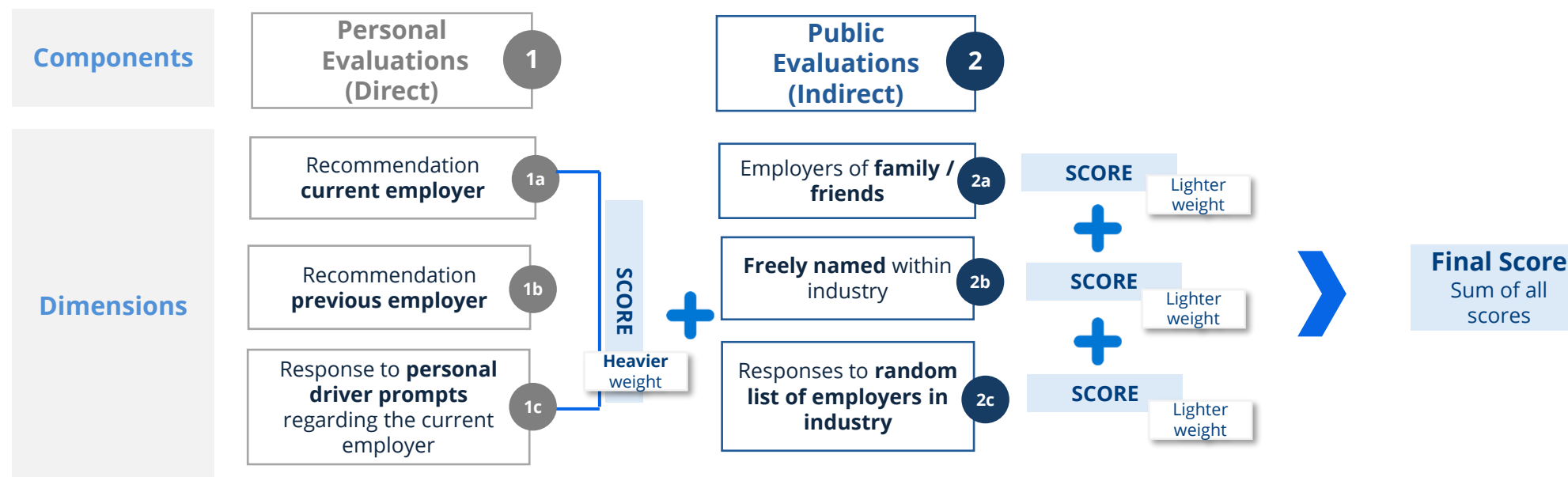
Survey Periods

February – June*, September – November*
Over a 3 year period

The survey utilizes an **online access panel** to gather a representative sample of **over 17,000 employees**—both part-time and full-time—from **U.S. companies and institutions with at least 1,000 employees** over the past three years.

The scoring model is founded on two key components: Personal Evaluations and Public Evaluations from healthcare professionals

Scoring Model



Only responses from healthcare professional are considered. Data from the **previous three years is considered**, with a **heavier weight put on more recent data**. The results of these elements are combined to calculate a final score for the U.S. employers captured in our sample.

Overview of "Personal Driver" Prompts – these are not included in the final score, but indicate employee preferences

Prompts categorized into six dimensions, shown below

Atmosphere & Development

- Good performance at work is recognized and praised
- The management is loyal to the employees
- There is a climate of fairness and trust
- I am given the necessary information I need to do my work
- My employer encourages me to take initiative and develop new ideas
- There are career advancement opportunities
- Colleagues work well together
- My direct supervisor makes his/her decisions clear

Salary / Wage

- My company pays fair wages/salaries
- Wages/salaries paid are in line with responsibilities
- The medical insurance, paid holidays/vacation/sick days, and retirement plan offered by my employer are competitive with comparable jobs in my industry

Image

- The company enjoys a good image
- I am proud of the product/service that my company produces/offers

Diversity

- My employer respects individuals and values their differences
- My employer provides an environment for the free and open expression of ideas, opinions and beliefs
- My employer takes appropriate action in response to incidents of discrimination

Working Conditions

- I can organize my own work
- I am satisfied with my working hours

Workplace

- Working equipment is state of the art
- Work stations are safe and ergonomic