

INTRODUCTION

Health care organizations are under pressure. They need to run efficiently while serving more patients and customers brought on by regulation and an aging population. Mergers and acquisitions are further squeezing operations and costs. Technological innovations are transforming everything from how patients are treated to how medical records are stored.

Keeping up with advancements and replacing retiring workers has created a health care employment boom. From 2000 to 2010, industry jobs outpaced the rest of the economy. Experts forecast health care providers will add another 4.2 million new positions by 2020. Demand is creating competition for in-demand positions, causing turnover to spike.

Amidst these changes, the [2016 Best Workplaces in Health Care](#) have created environments that employees say make them feel close to their colleagues and proud of what they do. The family-friendly atmosphere and culture of camaraderie and giving back that they create allows them to better attract and retain employees, as evidenced by high job application rates, strong job growth, and low turnover.

Take a closer look at how these 20 health care list winners built great workplaces

Highlights of the Best Workplaces in Health Care

38.8

average applications per opening

8.6%

percent annual voluntary turnover for full-time employees v. 14.4% industry average

15%

job growth last year v. 10.7% for non-winners

90%

of list winner employees agree "Taking everything into account, I would say this is a great place to work."

30.6%

of list winner employees work flex hours

Demographics

34,479

employees at 51 companies surveyed for the list

TX

4 Headquarters

CA

3 Headquarters

OH

3 Headquarters

PA

2 Headquarters

TN

2 Headquarters

Popular headquarters locations

64

average locations for list winners

5,500

average full-time employees for list winners

\$80,257

average annual pay for nurses, most common hourly employee at 11 of 20 list winners

ONE BIG HAPPY FAMILY



The ICU team at Baptist Health South Florida's Doctors Hospital. (Photo courtesy Baptist Health South Florida)

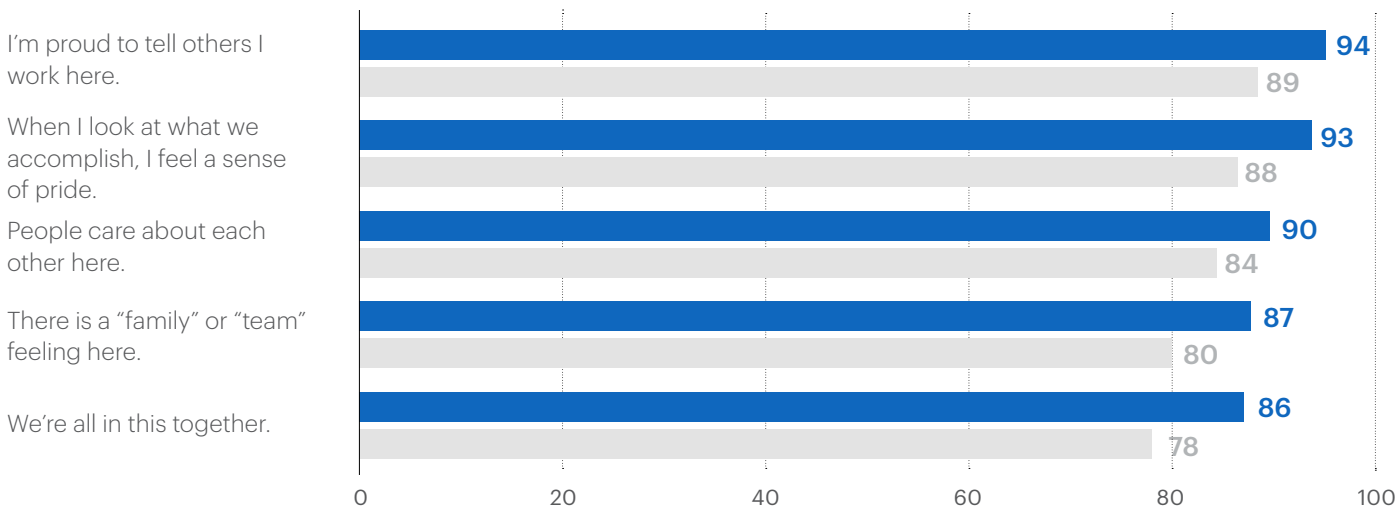
“The thing I enjoy most about working at Scripps is the welcoming and warm-heartedness of the employees, including housekeeping, contractors, nurses, doctors, and food services and administration. I love coming to work and feeling welcomed like a part of a big family.”

EMPLOYEE AT **SCRIPPS HEALTH (9)**, A SAN DIEGO HEALTH CARE SYSTEM WITH 13,281 EMPLOYEES

Best health care workplaces foster pride and esprit de corps. 2016 list winners cultivate workplaces that make employees feel close to coworkers and proud of what they do.

Survey Statement

■ Percent of employees at list winners who agree ■ Percent of employees at non-list winners who agree



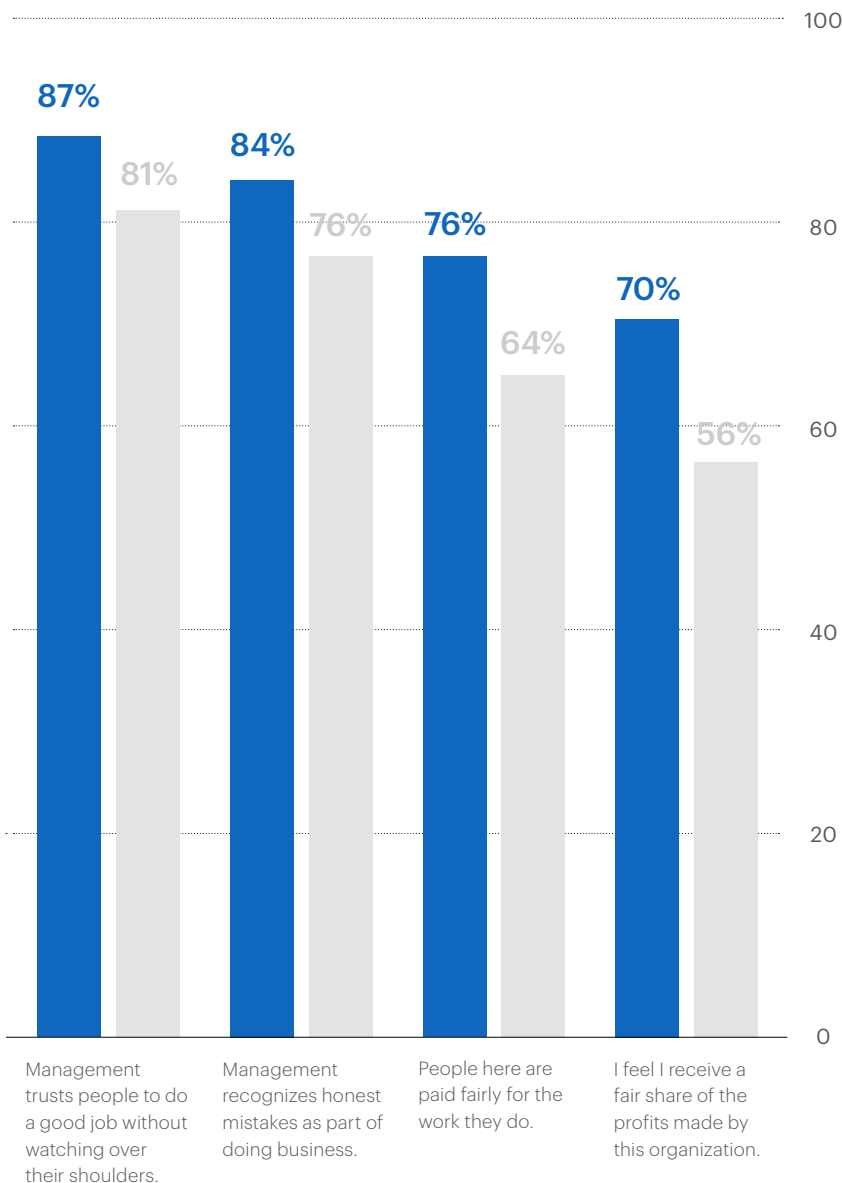
RESPECT AND FAIRNESS

An overwhelming majority of employees at list winners agree they're treated well, in everything from compensation and profit sharing to the way they have in the how they do their jobs:

Survey Statement

■ Percent of employees at list winners who agree

■ Percent of employees at non-list winners who agree



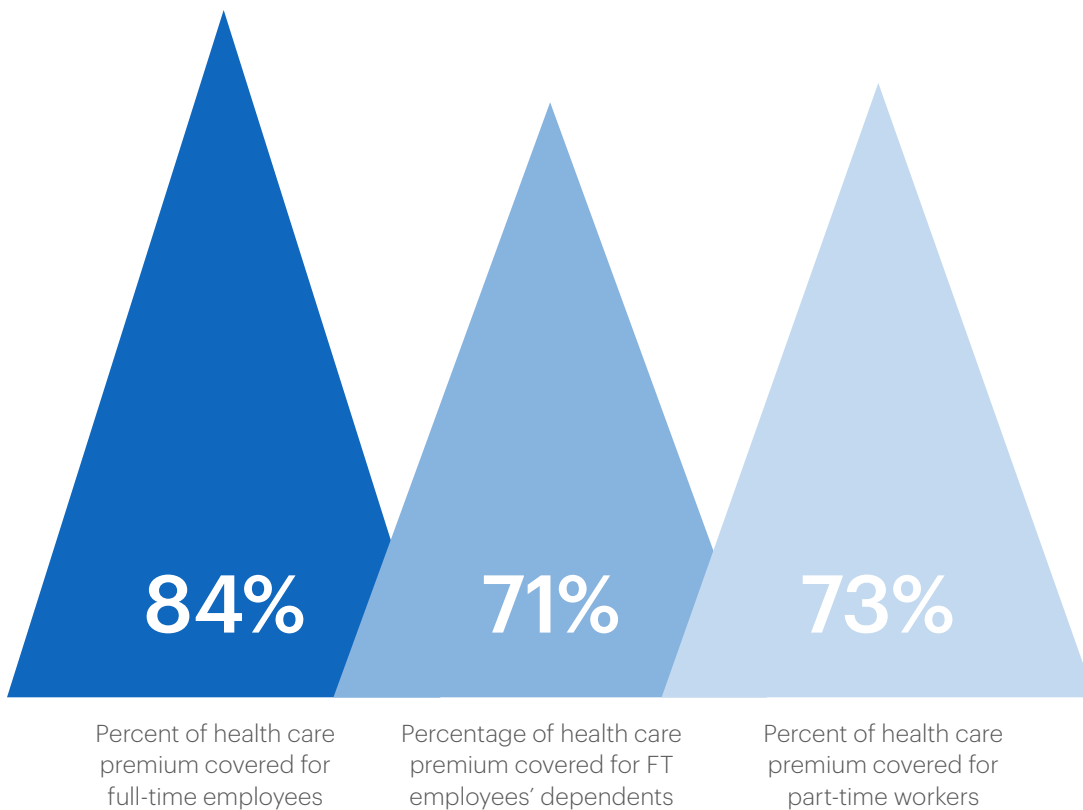
“We have shared governance, which encourages employees to get involved and point out opportunities for improvement. While we hold people accountable, we don’t blame people. The culture takes the sting out of making a mistake and encourages you to want to perform your very best.”

EMPLOYEE AT **COTTAGE HEALTH (19)**, A CENTRAL CALIFORNIA NONPROFIT HEALTH CARE PROVIDER WITH 3,173 WORKERS

HEALTH CARE

List winners understand that providing superior health care starts with taking care of their own. Best health care employers offer generous benefits and programs for employees and their families:

Average Benefits for List Winners



\$1,175

Average annual amount employees can earn by participating in wellness program.

\$1,912

Average maximum financial aid per adoption

“This organization cares about employees’ whole health! I appreciate the extra benefits given through the Be Healthy program. Employees are rewarded for healthy lifestyles and making changes to be healthy. This not only encourages employees, but sets an example for our community as a leader in health care.”

AN EMPLOYEE AT **TEXAS HEALTH RESOURCES (1)**,
A NONPROFIT HEALTH CARE SYSTEM WITH 18,381 EMPLOYEES

GIVING BACK

As you'd expect at organizations devoted to helping people, employees at best health care workplaces take pride in contributing to the community, and list winners support them in that endeavor:



Texas Health Resources employees participate in a Heart Walk sponsored by the American Heart Association. (Photo courtesy Texas Health Resources)

BENCO DENTAL

[Benco Dental](#) (20) employees logged 2,000 volunteer hours in 2015 and pledged \$55,000+ to United Way, an amount the company matched.

AMERISOURCEBERGEN CORP.

[AmerisourceBergen Corp.](#) (15) gives employees 8 hours a year of paid volunteer time off to work at a qualified charitable organization of their choice.

ADEPTUS HEALTH

[Adeptus Health](#) (11) donated 50,000+ toys to Operation Gratitude and 10,000 to Toys for Tots from employees and the community.

LICKING MEMORIAL HEALTH SYSTEMS

[Licking Memorial Health Systems](#) (12) uses vegetables from a garden on the grounds in its hospital café and donates excess produce to the community.

94% of employees say...

"I feel good about the ways we contribute to the community."

"I'm proud to tell others I work here."

on par with employees at the [2016 100 Best Companies to Work For](#).

BUSINESS BENEFITS

List winners' people practices make them more attractive to existing and potential employees, which benefits the organizations' bottom line. List winners average:



The clinical engineering department and other units at Atlantic Health System saw 4% voluntary turnover of full-time employees last year. (Photo courtesy Atlantic Health System)

15%

job growth, v. 10.7%
for non-winners

319

new positions added
in the past 12 months

38.8

applications per
opening

21.7%

new hires from em-
ployee referrals

8.6%

annual turnover of
full-time employees
v. 14.4% industry
average¹

“I can be myself. I don't need to put on a front when I'm with my team. I feel like the work I do is helping our community and making a difference in the lives of the people we serve. I am proud to work here and hope to stay for years.”

- EMPLOYEE AT MARTIN'S POINT HEALTH CARE (5), A MAINE HEALTH AND INSURANCE NONPROFIT WITH A STAFF OF 808

REFERENCES:

¹ Rising Turnover Rates in Healthcare and How Employers are Recruiting to Fill Openings, Compdata Surveys, Sept. 17, 2015

WE HEARD YOUR
BUSINESS IS AWESOME.

WE'D LOVE TO TELL
EVERYONE ABOUT IT.



Certification with Great Place to Work® lets the world know your company is a beacon for talent. Get recognized by the best.

LEARN MORE AT CLIENTS.GREATPLACETOWORK.COM

