

2024 RANKINGS

Building on its #1 ranking last year, architecture, engineering, and construction firm The Haskell Company once again earned the top spot on the 2024 Training APEX Awards list. Haskell and the three companies ranked next—Transworld Systems Incorporated (#2); State Compensation Insurance Fund (#3); and Paychex, Inc (#4)—are now eligible to be inducted into the Training Hall of Fame in 2025 after achieving Top 10 rankings for four consecutive years. Applied Materials, Inc., broke into the Top 5 for the first time at #5. Some 26 newcomers earned a spot on the list this year, the 24th year in a row this publication has ranked the top companies of employer-sponsored workforce training and development.

Each Training APEX Award applicant was measured on quantitative (73 points) and qualitative (53 points) data. Factors influencing the rankings include: Training tied to business goals • Kirkpatrick Level 3 (behavior change) and 4 (business outcomes) results • Training budget • Training delivery methods and innovation. An outside research and statistical data company, under *Training* magazine's guidance, scored companies on quantitative data supplied by the applicants. Then, *Training's* editor/publisher and the Training Hall of Fame judges qualitatively reviewed the applications.

The 2024 Training APEX Awards winners light the way for engaging, innovative, and continuous learning. We salute these shining stars for their stellar accomplishments and dedication to helping their employees and organizations grow and succeed—today and tomorrow.





2024 RANKINGS 1-10

| 2024 Rank | 2023 Rank | Company Name/ Location/ Primary Business | Annual Revenue | No. of Employees | No. of Trainers Full-Time/Part-Time/SMEs | Total Training Budget | Training Budget as a Percentage of Payroll | Tuition Reimbursement | Training Infrastructure |
|-----------|-----------|--|----------------|------------------------------|---|-----------------------|--|-----------------------|-------------------------|
| 1 | 1 | The Haskell Company Jacksonville, FL Construction | NFP | 1,720 U.S. 2,001 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 2 | 2 | Transworld Systems Incorporated Lake Forest, IL Business Services | NFP | 5,415 U.S. 10,413 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 3 | 4 | State Compensation Insurance Fund Pleasanton, CA Government and Military | NFP | 3,800 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 4 | 5 | Paychex, Inc Rochester, NY Business Services | \$5B U.S. | 15,423 U.S. 16,594 Global | 165/376/924 | NFP | NFP | Yes | Yes |
| 5 | 8 | Applied Materials, Inc. Santa Clara, CA Manufacturing | NFP | 14,011 U.S. 33,306 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 6 | 7 | ESL Federal Credit Union Rochester, NY Finance/Banking | NFP | 909 U.S. | 7/NFP/NFP | NFP | NFP | Yes | Yes |
| 7 | 15 | Allianz Life Insurance Company of North America Minneapolis, MN Finance/Banking | NFP | 2,015 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 8 | 12 | Long & Foster Real Estate Fairfax, VA Real Estate | NFP | 1,100 U.S. | NFP/NFP/NFP | NFP | NFP | No | Yes |
| 9 | 13 | Michigan State University Federal Credit Union East Lansing, MI Finance/Banking | NFP | 1,195 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 10 | 10 | Ascend Federal Credit Union Tullahoma, TN Finance/Banking | NFP | 631 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |

* New entry; not ranked in the 2023 Training APEX Awards

Additional Information

The Haskell Company In 2022, The Haskell Company enhanced manager engagement by better communicating expectations and supporting the transition from individual contributor to people lead. The Training team partnered with the Executive Leadership Team to: craft formal Supervisor Expectations with accompanying guidance, self-assessment, a development plan, and regular check-ins; launch the Haskell Supervisor Experience, a yearlong program required for new people leads; and roll out a new Haskell Leadership Hub of resources, tools, and development opportunities. These initiatives helped increase the manager engagement rate 3% year over year and lower manager-and-above turnover by 4% year over year. **BP; Eligible for 2025 Hall of Fame induction**

Transworld Systems Incorporated In 2023, the CEO and president of Transworld Systems Incorporated (TSI) afforded Talent Development (TD) leadership the position to create economic value and cost savings through branding and design innovations, and the opportunity to productize TSI's training capabilities and content as external offerings through Content Solutions Management. In addition, the previous leader of the TD team was promoted to SVP of Operations, and the VP of TD entered a reporting relationship directly to TSI's CHRO. The partnership with the C-suite allows TSI's TD leaders to champion diversity, equity, inclusion, and belonging (DEIB) and drive organizational improvements via TSI initiatives such as Be the Brand and One Team culture. **Eligible for 2025 Hall of Fame induction**

State Compensation Insurance Fund The Emerging Professional Program supports upward mobility through a 12-month curriculum, which includes interviewing and resume writing workshops, StrengthsFinders, innovation, business writing and math courses, as well as individualized training in areas identified by participants and their managers. Participants receive formal mentoring and structured job shadowing, and complete a capstone project to address a challenge within State Compensation Insurance Fund. 63% of participants in the first cohort earned promotions while in the program. **BP; Eligible for 2025 Hall of Fame induction**

Paychex, Inc The Aspire program aligns with Paychex, Inc's goal of developing leadership talent for the future. The structure and content of the 8-week program are a direct result of input from leaders across the organization. Approved performing aspiring leaders gain education, exposure, and experience in 4 leadership competencies: Think Beyond Today, Be Agile, Inspire Others, and Drive Results. Through self-study, group discussions, and leader-led sessions, they experience business acumen activities such as SWOT analysis, Change Leadership, and Key Performance Indicator (KPI) exercises for their current organization. After 6 months, 18% of participants were promoted into leadership roles, and 34% created a formal Career Development Plan. **Eligible for 2025 Hall of Fame induction**

Applied Materials, Inc. The Applied Materials Field NCG (New College Graduate) Program is a 6-8-month onboarding structure designed to transform NCGs into successful customer-facing process engineers. Focusing on the company's culture, sciences/technologies, systems, and processes critical to their new role, it incorporates diverse learning modalities, including Web-based training, instructor-led classes, hands-on instruction, independent projects, simulators, modeling, and augmented and virtual reality. Enrollment includes more than 55% women and 50% underrepresented minorities. Managerial testimonials indicate that post-program NCGs can immediately deliver equivalent results as a 2-year employee, providing a net cost avoidance of \$95,000 per employee, totaling \$8.65 million+ for the fiscal year. **OTI**

ESL Federal Credit Union In 2023, L&D expanded ESL Federal Credit Union's private recording studio to enable it to more readily produce relevant and timely video training content. With professional grade cameras, lighting, and editing software, L&D can internally produce professional quality training videos without the time or expense of using an outside production company. The senior instructional designer is an expert in short video production and crafts dynamic video learning solutions that blend L&D "actors" with systems demonstrations, dynamic visual effects, stimulating music, and more. The Ask the Expert series features "talent" from other departments, as well. Employees access the extensive video learning library within the credit union's learning management system (LMS). **OTI**

Allianz Life Insurance Company of North America The Contact Center program uses engaging, activity-based learning to set up new Allianz Life Insurance Company of North America representatives for success. Learners build confidence using their on-the-job resources through scavenger hunts, mock calls, exploration exercises, and interactive games. They also develop skills to deliver a superior customer experience through specifically tailored, job-related scenarios, individualized coaching, and behavior-specific feedback. Participants also take live calls with the support of Contact Center coaches. This hands-on practice helps participants exceed their expected speed to proficiency by 4 months. **BP**

Long & Foster Real Estate Long & Foster Real Estate's 50+ years' commitment to providing outstanding training, marketing, and technology established a reputation for being THE brokerage where newly licensed agents should go. Its mantra—"Long & Foster is successful because its people are"—is fundamental in the LAUNCH New Agent Training program. LAUNCH delivers the foundational knowledge and tools agents need to launch their businesses properly from Day 1, teaches essential real estate sales skills, and engages students in daily income-producing activities immediately. LAUNCH targets what new agents need most to get into production faster with proficiency and confidence. **OTI**

Michigan State University Federal Credit Union (MSUFUCU) MSUFUCU's DEIB (diversity, equity, inclusion, and belonging) trainings do not seek to avoid discomfort. In fact, during the training in orientation, employees are reminded that "growth is at the edge of your comfort zone." MSUFUCU's internally designed DEIB training leverages content from thought leaders on intergroup relations, includes focus group feedback, and involves challenging topics such as reflecting on social identities and how we are shaped by our socialization. Employees explore examples of inequity, share microaggressions they have encountered, and learn how to address biased language/actions. These programs contributed to a score of 4.43 out of 5 on the credit union's Gallup DEI survey benchmark question.

Ascend Federal Credit Union Everything Ascend Federal Credit Union does aims to help improve the lives of its members and have a positive impact on the communities it serves. Ascend's commitment to financial education and literacy is practiced by every employee. Through a financial counseling certification program, Ascend prepares member-facing staff to engage in meaningful conversations to explore members' needs on their paths to financial well-being. This 10-week program includes 8 virtual sessions to review material in preparation for the certification exam. The program culminates with an interactive, role-play-based session. In 2022, 33 employees earned this certification.

NFP Information provided, but not for publication **ND** Information not disclosed **NA** Not applicable **BP** Honored for Best Practice **OTI** Honored for Outstanding Training Initiative



2024 RANKINGS 11-20

| 2024 Rank | 2023 Rank | Company Name/ Location/ Primary Business | Annual Revenue | No. of Employees | No. of Trainers Full-Time/Part-Time/SMEs | Total Training Budget | Training Budget as a Percentage of Payroll | Tuition Reimbursement | Training Infrastructure |
|-----------|-----------|---|-------------------|------------------------------|---|-----------------------|--|-----------------------|-------------------------|
| 11 | 19 | Southern New Hampshire University Manchester, NH Educational Services/ Academic Institution | NFP | 12,009 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 12 | 27 | Pilot Company Knoxville, TN Retail | NFP | 29,000 U.S. 30,000 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 13 | 21 | Shaw Industries Group, Inc Dalton, GA Manufacturing | NFP | 19,298 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 14 | * | Novartis China Shanghai, China Health/Medical Services | NFP | 10,000 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 15 | 22 | CBE Companies, Inc. Cedar Falls, IA Business Services | NFP | 833 U.S. 1,116 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 16 | 9 | AAA Northeast Providence, RI Roadside Svc., Travel, Insurance | NFP | 3,366 U.S. | 59/3/14 | NFP | 3.50 | Yes | Yes |
| 17 | 14 | Edward Jones St. Louis, MO Finance/Banking | \$12.4B Global | 49,556 U.S. 51,660 Global | 511/143/1,258 | \$136.7M | 2.47 | Yes | Yes |
| 18 | 30 | Union Pacific Railroad Omaha, NE Transportation | NFP | 33,055 U.S. 33,084 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 19 | * | Personnel Board of Jefferson County Birmingham, AL Government & Military | NFP | 58 U.S. | 15/46/10 | \$836K | 9.00 | Yes | Yes |
| 20 | 37 | Guardian Life Insurance New York, NY Insurance | NFP | 8,922 U.S. 11,641 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |

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Additional Information

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| <p>Southern New Hampshire University Southern New Hampshire University's Career Navigator offers a holistic approach to career development, combining learning, tools, and personalized coaching. Participants have the flexibility to select from a range of tailored support, including self-paced exercises, learning resources, and access to a dedicated Career Coach. The program covers crucial areas such as self-reflection, understanding motivations and values, gaining insights into job markets, identifying required skills, effective networking, and optimizing job search strategies. It equips learners with a comprehensive toolkit to navigate and excel in their career journey. BP</p> |
| <p>Pilot Company Pilot Company's First Five new hire onboarding program focuses on the knowledge and skills travel center team members need in their critical first 5 shifts. New hires are introduced to certified Team Member Trainers, who receive a monetary incentive for every team member they train who stays past 90 days. New team members complete check-in surveys at 5, 30, and 60 days to assess adherence to the training process and quality of the onboarding experience. First Five contributed to improving new hire retention approximately 5% at both the 90-day and 180-day marks, which saved the company about \$5 million.</p> |
| <p>Shaw Industries Group, Inc. Shaw Industries Group, Inc.'s Relief Supervisor Program provides hourly associates with foundational leadership strategies, principles, skills, techniques, and tools to help associates transition into a front-line relief supervisor role. The program includes formal classroom training, coaching, and cross-training, built around the 70/20/10 learning model. Since the Relief Supervisor Program was launched (at the height of the pandemic), the promotion rate to a salaried supervisor role has doubled, compared to previous iterations of the program.</p> |
| <p>Novartis China The Future Warrior program revolutionizes new employee induction at Novartis China by transitioning from a traditional 5-day classroom model to a 30-day digital learning experience. It covers vital areas such as compliance, 3K (product, disease, market strategy), and 6IBs call skills. Financially, the digital transformation, although initially costly, promises substantial long-term ROI as marginal costs approach 0. Customer satisfaction metrics from internal stakeholders spiked by 15% post-training. Efficiency gains include a 20% reduction in the time to competency for new hires. New hires' proficiency in 6IBs call skills jumped from an initial score of 67 to 80.6. Some 73.6% of new hires met their performance targets post-training. OTI</p> |
| <p>CBE Companies, Inc. Leading U training provides supervisors at CBE Companies, Inc., with tools to impact employee retention by shaping the employee experience and building engagement. Understanding how they can affect employee retention helps them find ways to build strong foundations that significantly influence the organization and set the tone for their smaller teams. The session includes a variety of courses that cover identifying and using the employee's strengths to their advantage, improving employee engagement, and building strong team connections. Courses provide tips on coaching their team, holding people accountable, and best practices to maintain a professional and supportive presence on the production floor.</p> |
| <p>AAA Northeast Life Insurance Sales Enablement Training provides newly hired AAA Northeast Life Insurance agents with the skills, knowledge, resources, and confidence to excel in their roles. New agents participate in a 2-week immersive and experiential formal learning program centered on service, products, and sales. The goal is for new Life Insurance agents to close 50% of their sales opportunities within their first 4 months in the role. Some 86.5% of new agents are exceeding this goal within their first month following Sales Enablement Training.</p> |
| <p>Edward Jones Elevate Mentorship Pilot, a test-and-learn mentoring program, is driving higher retention and talent mobility, especially among women, at Edward Jones. Matched using a proprietary algorithm, cohorts of mentor-mentee pairs participate in a 6-month guided experience anchored in the firm's new associate and leader behaviors and tailored to their own needs. Mentees receive support to drive career growth. Mentors grow as inclusive leaders. 96.1% of women were retained. 32.1% of women home-office associates moved up at least 1 grade level vs. 27.6% in the control group. 47.9% of women financial advisors moved up at least 1 practice management level vs. 35.2% in the control group.</p> |
| <p>Union Pacific Railroad Union Pacific Railroad is committed to creating an ethical, inclusive environment of mutual respect where employees can be their best selves and uphold the company's vision, mission, and values. All management and craft professionals annually complete The How Matters, a computer-based training that provides guidance for ethical decision-making. In 2022, 99% of employees completed the training (goal was 100%), up 1% from 2021. Reported allegations increased by 10%, a positive demonstration of employees' comfort and confidence in reporting potential misconduct. Union Pacific has a lower anonymous call rate than industry peers, indicating employees have less fear of retaliation.</p> |
| <p>Personnel Board of Jefferson County The 360 Degree Leader Certificate Program at the Personnel Board of Jefferson County consists of 4 specific sub-programs (Leading People, Managing Processes, Professional Development, and Civil Servant Leadership). When combined, these programs contain 45+ classroom sessions and 125 contact hours of learning. Employees in this program complete classes such as Coaching for Success, Creating a Respectful Workplace, and Giving and Receiving Feedback. The acquired knowledge from these participants helped decrease disciplinary actions and appeals by 21% over the prior year.</p> |
| <p>Guardian Life Insurance Client Builder Mastery (CBM) focuses on teaching financial professionals (FPs) at Guardian Life Insurance the early career habits that help drive activity and long-term success. As part of this program, FPs learn communication skills to help them nurture client relationships, establish favorable introductions with prospects, and overcome common objections within the industry. Successful completion of this program and achievement of the 90-Day Client Builder Award has resulted in FPs being 2.25 times more productive than non-qualifiers, and 3 times more likely to remain in the business long term.</p> |

NFP Information provided, but not for publication **ND** Information not disclosed **NA** Not applicable **BP** Honored for Best Practice **OTI** Honored for Outstanding Training Initiative



2024 RANKINGS 21-30

| 2024 Rank | 2023 Rank | Company Name/ Location/ Primary Business | Annual Revenue | No. of Employees | No. of Trainers Full-Time/Part-Time/SMEs | Total Training Budget | Training Budget as a Percentage of Payroll | Tuition Reimbursement | Training Infrastructure |
|-----------|-----------|---|----------------|------------------------------|---|-----------------------|--|-----------------------|-------------------------|
| 21 | 42 | BankWest, Inc. Pierre, SD Finance/Banking | NFP | 376 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 22 | 47 | Apple Federal Credit Union Fairfax, VA Finance/Banking | NFP | 527 U.S. | 9/2/62 | NFP | NFP | Yes | Yes |
| 23 | 39 | Walden Security Chattanooga, TN Security | NFP | 6,295 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 24 | 24 | FORVIS, LLP Charlotte, NC Business Services | NFP | 6,000 U.S. 6,050 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 25 | 31 | Two Men and a Truck Lansing, MI Moving Franchise | NFP | 210 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 26 | 17 | ArcBest Fort Smith, AR Transportation | NFP | 15,157 U.S. 15,217 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 27 | 81 | Hayes Locums Fort Lauderdale, FL Health/Medical Services | NFP | 264 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 28 | * | First Horizon Corporation Memphis, TN Finance/Banking | NFP | 7,539 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 29 | 11 | HD Supply Atlanta, GA Wholesale/Distribution | NFP | 11,400 U.S. 11,550 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 30 | 29 | VyStar Credit Union Jacksonville, FL Finance/Banking | \$648.8M U.S. | 2,422 U.S. | 25/26/215 | NFP | NFP | Yes | Yes |

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Additional Information

BankWest, Inc. Value Added Sales Training supports BankWest’s culture of deepening customer relationships. Sales training is a vital aspect of driving revenue and growth while ensuring customer needs are met with products and services. Participants are immersed in a 2-day intensive workshop that includes role-play, instructor-led discussions, an interactive workbook, a networking dinner with senior leaders, and a discussion panel with the organization’s top sales leaders. The workshop is followed up by quarterly calls, along with monthly e-mails and recognition. The program’s success is evident by the organization exceeding its Customer Relationship Management recommendation goal by more than 130%. **OTI**

Apple Federal Credit Union The HOPP program was created to provide staff members with an opportunity to gain experience in another area of interest at Apple Federal Credit Union. The program was designed for 2 main purposes: The first is for staff who want to cross-train to another area to gain knowledge, understanding, and skills to enhance their current role. The second is for staff to job shadow to explore future career options. The rotation can last up to 3 days based on the individual’s learning objectives. 30% of the HOPP participants received a job promotion and 100% have been retained.

Walden Security Michael and Amy Walden founded Walden Security on their vision: a company where employees feel like family and commitment thrives. As they grew, maintaining this unique culture became a challenge. To tackle it, L&D and HR collaborated to create The Walden Way. This pioneering program redefines onboarding and empowerment with key features, including: engaging dialogues with Michael and Amy Walden, expert-led training by key executives, technological workshops, practical role-play, teambuilding with department heads, engagement incentives, interactive reviews, and small group mentoring. The Walden Way doesn’t just train; it transforms, instilling Walden Security’s culture while empowering exceptional service.

FORVIS, LLP The FORVIS Leadership Institute is leading the example of unmatched client experience by building the next generation of leaders, equipping both leaders of today and tomorrow with the right tools to navigate the complexities of an uncertain and ever-changing future. By unlocking the skills, mindsets, and behaviors needed by leaders, FORVIS, LLP, and its people will continue to thrive, which is evidenced by FORVIS’ ability to increase retention by 5%. The FORVIS Leadership Institute exists to deliver a healthy, loyal, fully performing team member in every role, enabling FORVIS to meet its business goals and objectives.

Two Men and a Truck The Multi-Unit Manager Program, as part of the Career Development Program, is offered by Two Men and a Truck’s corporate training and development team as a way for franchise groups to increase skills in a beneficial way unique to them. Offered to franchise groups with 3 or more operating locations, employees representing the group engage with the program from 6-13 weeks. The duration depends on the courses chosen by the group, selected from a catalog of topics that range from communication to DOT regulations to finances. Outcomes include better synergy between operating units and increasing growth for franchises.

ArcBest For 100 years, ArcBest has served customers with excellence, and it is dedicated to continuing that legacy. Through the Quality Process, ArcBest uses a 5-step problem elimination process to equip employees with the knowledge and skills to provide error-free service and best-in-class experiences. It also teaches employees how to have a 0 defect working attitude and encourages creative problem solving. The company has seen positive results across the organization and received Quest for Quality Awards in 5 categories in 2022. ArcBest attributes this training program’s success to its growth core value—“We grow our people and our business”—which is ingrained into the culture.

Hayes Locums The Hayes Locums D.R.I.V.E. program is a 12-week Sales Enablement initiative focused on equipping new consultants with vital skills for enduring employee retention. The revamped program centers on 4 core competencies: communication, specialty knowledge, professionalism, and technology. Tailored content delivery supports early success and confidence, enhancing long-term retention. The company added desk-level coaching, offering 40% more personalized guidance, and monthly individual learning plans (ILPs) to foster continuous growth. Emphasizing the human element with personality exploration and group activities bolsters team cohesion. After completing the program, consultants undergo rigorous evaluations, ensuring autonomy.

First Horizon Corporation The Ascend for Banking Center Managers leadership development program was designed for high-potential Banking Center Managers at First Horizon Corporation. Associates increased their ability to convert a contact to a prospect and obtain a discovery call appointment in the winter in-person event. Associates improved their business client conversations in the spring in-person event. As a result, the call-to-contact ratio went from 8% to 50%, and the contact-to-appointment ratio showed 505 appointments conducted. Business portfolio growth results included business deposits over \$2 million; \$300,000 small business loans and lines of credit; and \$1.6 million owner-occupied commercial real estate.

HD Supply The New Hire Academy, a 30-day training program, was instrumental in meeting HD Supply’s 2022 strategic goals. Focused on a unified sales approach, the academy has yielded measurable results. Associates trained here engaged with customers 32% faster than untrained peers, accelerating their effectiveness. This quickened speed to competency has reduced new hire time to value and was key in achieving a 10.2% market share growth in 2022.

VyStar Credit Union The Future Fit mentoring program gives VyStar Credit Union employees a pathway to connect with experienced and knowledgeable leaders they might not interact with otherwise. A customized questionnaire uses an algorithm to align mentors with specific skills to mentees seeking to develop those skills. Participants connect every 2 to 3 weeks and actively engage in development to impact both mentors and mentees. A total of 31% of mentors and mentees had career advancement or career movement within a 6-month time frame after the program, and 27% had career advancement or career movement in the cohort that ended in January 2023.

NFP Information provided, but not for publication **ND** Information not disclosed **NA** Not applicable **BP** Honored for Best Practice **OTI** Honored for Outstanding Training Initiative



2024 RANKINGS 31-40

| 2024 Rank | 2023 Rank | Company Name/ Location/ Primary Business | Annual Revenue | No. of Employees | No. of Trainers Full-Time/Part-Time/SMEs | Total Training Budget | Training Budget as a Percentage of Payroll | Tuition Reimbursement | Training Infrastructure |
|-----------|-----------|--|-----------------|------------------------------|---|-----------------------|--|-----------------------|-------------------------|
| 31 | 26 | Dexian McLean, VA IT Staffing and Services | NFP | 1,110 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 32 | 70 | Premise Health Brentwood, TN Health/Medical Services | NFP | 8,354 U.S. 21 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 33 | 75 | The University of Texas MD Anderson Houston, TX Health/Medical Services | \$5.7B U.S. | 24,637 U.S. | 249/1,797/1,000 | \$29.4M | NFP | Yes | Yes |
| 34 | 62 | JLL Chicago, IL Real Estate | NFP | 43,000 U.S. 51,000 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 35 | 73 | Panda Restaurant Group Rosemead, CA Hospitality | NFP | 50,300 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 36 | 33 | Veeam Software Columbus, OH IT/Technology | NFP | 1,599 U.S. 5,000 Global | NFP/NFP/NFP | NFP | NFP | No | Yes |
| 37 | 43 | Gilbane Building Company Providence, RI Construction | NFP | 2,942 U.S. 3,018 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 38 | 80 | Limbach Holdings, Inc. Warrendale, PA Construction | \$496M U.S. | 1,500 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 39 | 48 | England Logistics Salt Lake City, UT Transportation | \$604.9M Global | 505 U.S. 649 Global | 4/0/106 | \$655K | 1.80 | Yes | Yes |
| 40 | 28 | Bell and Howell Durham, NC Services, Technology, Manufacturing | NFP | 812 U.S. 884 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |

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Additional Information

Dexian Dexian remains dedicated to and focused on realizing sustained organic growth through immersive sales development. Its Develop and Advance (D&A) program and career path exemplify this focus. Develop and Advance is a comprehensive training path that begins with a sales internship for college students, continues with entry-level sales training, and culminates with a 2-year sales development program that has trained more than 75% of the sales team. All of these programs are supported by 1-on-1 relationships with mentors who provide guidance and support through formal and on-the-job training.

Premise Health The ART of Quality Service provides guidance on customer service for all Premise Health team members. This proprietary training program teaches team members to use every interaction as an opportunity to create exceptional member experiences that build deeper connections and foster trusted relationships. Putting the ART pillars of Access, Respect, and Trust into practice allows Premise to build on a strong culture of communication, trust, and service. All team members are trained in ART of Quality Service behaviors, with ongoing reinforcement training. As a result, Premise's member satisfaction and net promoter scores are among the highest in the industry.

The University of Texas MD Anderson LEADing Teams Core helps leaders at The University of Texas MD Anderson identify and understand critical issues, engage in candid discussions about challenges, develop skills for strong and effective leadership, and broaden their perspective of organizational issues. This 75-person cohort program offers 50+ hours of development over 9 months, including facilitated discussion, mentoring, simulations, 360-degree feedback, and coaching sessions. Highly engaged program participants' direct reports hold more favorable perceptions of their manager, as measured by the organization's institution-wide engagement survey. After 5 cohorts, 78% of eligible leaders have participated; within 2 years, that number will reach 100%.

JLL The JLL 2023 motto, "See a Brighter Way," was showcased in its sustainability L&D training and program. It is JLL-designed and delivered tailored content to ensure that all JLL employees have the knowledge, confidence, and skills needed to help JLL and the world to see a brighter way into the future. JLL has set and is working toward industry-leading sustainability targets certified by the Science Based Targets initiative (SBTi). These targets include net 0 carbon emissions across all of JLL's occupied buildings by 2030 and 95% net 0 carbon emissions across all client buildings by 2040. JLL also has a goal of 5 times revenue and 10% staffing growth directly tied to its sustainability products and services.

Panda Restaurant Group The Store Leadership Training System is the foundation for all restaurant leader development at Panda Restaurant Group, focusing both on fundamental operations skills and the leadership skills necessary for emerging leaders to be successful. The program enables participants to progress at their own pace and be accountable for their own development through a blended and interactive approach to training delivery that includes eLearning, on-the-job (OJT) training, and in-person and virtual instructor-led classes. Proof that this investment in Panda's future leaders is paying dividends can be found in the data: More than 33 percent of Operations management was promoted in 2022.

Veeam Software High Velocity Onboarding provides a bespoke learning experience that supports the onboarding of new Veeam Software sales employees with learning paths tailored to each role. The program includes a combination of live virtual training with qualified facilitators, practical experience through job shadowing, role-play and time in team sessions, and reinforcement and development opportunities through a curated eLearning path. High Velocity Onboarding has provided a globally consistent approach, with excellent metrics: net promoter score of 88; improved time to productivity; and decreased time to making the first customer call.

Gilbane Building Company The Gilbane Leadership Development Program (GLDP) targets employees identified as top talent through performance and succession planning processes. This program prepares participants for future senior leadership roles at Gilbane Building Company by building their capabilities, enhancing their networks, and helping them gain practical experience solving business challenges. Participants work directly with an executive sponsor for up to 9 months. This program has a significant impact on graduates of the program, as evidenced by the turnover rate of GLDP graduates being more than 10% lower than the company average.

Limbach Holdings, Inc. LEAD Level 2 combines in-person experiences with virtual and eLearning sessions to build upon foundational servant leadership skills over the course of 1 year for nominated mid-level leaders at Limbach Holdings, Inc. Key focus areas include defining a personal leadership philosophy and applying that philosophy to team leadership by honing the skills of influencing, decision-making, and delegating. The capstone project has the cohort presenting solutions to real-world issues to the senior leadership team. 49% of participants are promoted into senior leadership roles at local and/or corporate levels.

England Logistics At England Logistics, sharing experiences and wisdom is vital due to the uniqueness of the industry. To nurture new employees' growth and success, there are 2 mentoring levels. First, current members of the leadership team can apply for a 9-month mentorship with the executive team, promoting accelerated growth for junior leaders. Regular meetings and exclusive sessions ensure a fruitful relationship. Additionally, the company offers mentoring for new employees in their first year, facilitating a smoother transition and long-term growth. These programs contribute more than 30% to annual employee promotions.

Bell and Howell Bell and Howell is proud to offer a certification program for every piece of machinery it services. Technicians must undergo rigorous training in hands-on applications and theoretical information before they are certified to take any calls unassisted. The pandemic transitioned the company to a "Smart Hand" approach in which learners must be guided by a mentor virtually on a machine or be observed virtually by those certifying them until the procedure is accurately performed. In some cases, this is coupled with shadowing and mentoring on calls to attain final certification.

NFP Information provided, but not for publication **ND** Information not disclosed **NA** Not applicable **BP** Honored for Best Practice **OTI** Honored for Outstanding Training Initiative



2024 RANKINGS 41-50

| 2024 Rank | 2023 Rank | Company Name/ Location/ Primary Business | Annual Revenue | No. of Employees | No. of Trainers Full-Time/Part-Time/SMEs | Total Training Budget | Training Budget as a Percentage of Payroll | Tuition Reimbursement | Training Infrastructure |
|-----------|-----------|---|----------------|------------------------------|---|-----------------------|--|-----------------------|-------------------------|
| 41 | 44 | CarMax Richmond, VA Retail | NFP | 30,621 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 42 | * | Carilion Clinic Roanoke, VA Health/Medical Services | NFP | 14,557 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 43 | 25 | One Nevada Credit Union Las Vegas, NV Finance/Banking | \$73.9M U.S. | 195 U.S. | 2/1/38 | \$404K | 4.50 | Yes | Yes |
| 44 | 57 | PPL Electric Utilities Allentown, PA Utilities | \$3B U.S. | 1,712 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 45 | 36 | Navient Herndon, VA Asset Management | NFP | 4,084 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 46 | 50 | CNO Financial Group Carmel, IN Insurance | NFP | 3,488 U.S. 3,507 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 47 | 45 | CVS Health Woonsocket, RI Health/Medical Services | NFP | 320,000 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 48 | 77 | Bronson Healthcare Kalamazoo, MI Health/Medical Services | \$1.6B U.S. | 8,800 U.S. | 70/41/1,525 | \$8.2M | 0.80 | Yes | Yes |
| 49 | 34 | Huntington National Bank Columbus, OH Finance/Banking | \$7.2B Global | 20,308 U.S. 20,328 Global | 105/69/60 | NFP | NFP | Yes | Yes |
| 50 | 32 | Mariner Finance LLC Nottingham, MD Finance/Banking | NFP | 2,136 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |

* New entry; not ranked in the 2023 Training APEX Awards

Additional Information

CarMax CarMax is focused on driving to new destinations with its customers and associates. One way the company does this is with its Management Development Program. This program allows associates to preview the skills needed to be successful in a management role before applying. Associates are guided by a coach who is dedicated to providing ongoing feedback and support. Multiple check-ins throughout the program review progress and discuss next steps. To manage according to the individual needs of each associate, the program timeline is flexible and offers virtual delivery for those associates who work remotely.

Carilion Clinic To reduce physician burnout, Carilion Clinic educators partnered with a certified life coach to enhance physicians' technical proficiency, while emphasizing well-being, empowerment, and resilience. The program resulted in a 5% increase in documentation proficiency scores, indicating decreased time in the EHR. Physicians noted feeling more confident using the EHR and reported increased job satisfaction, resulting in a positive impact on retention. In the primary care service line, physician turnover decreased by 3% compared to a year ago; department physicians now score higher than external benchmarks on the question, "This organization helps me deal with stress and burnout."

One Nevada Credit Union Cross-training opportunities are highly valued at One Nevada Credit Union. Employees are encouraged to volunteer for these opportunities, and managers actively develop a well-rounded staff. The cross-training process usually lasts for a week, during which the employee works closely with an experienced department member to learn about their job responsibilities and how they contribute to providing a positive experience for credit union members. It is emphasized that despite different daily tasks, every employee shares the same goal of delivering excellence in service to members.

PPL Electric Utilities PPL Electric Utilities' 4-year line worker apprenticeship program attracts, pays, and trains new employees to learn the craft of a line worker. Trainees progress through a formal in-house, instructor-led, self-paced, and on-the-job training program, earning a promotion every time they complete each of 6 levels and an assessment. Upon completion of the program, the journeyman line worker earns a salary higher than the average starting salary of an Ivy League graduate, as published by *U.S. News and World Report*.

Navient Navient established a cost-efficient role that consists of flexing between several work functions to meet company and department needs. The Hybrid Training Support specialist role allows the employee to flex between training, providing training support and operating in a call center role while allowing for the cost to be shared between those departments supported. This gave Navient the needed flexibility to support growing classroom needs at any given time, while also keeping departmental budgets in line with business needs. This new role was an integral addition to Navient's training success in 2023.

CNO Financial Group The Women's Leadership and Networking Committee constructed the Making Mentors program to provide mentorship to women at CNO Financial Group looking to grow their careers in the field. The mentors consist of successful female leaders from all over the country in various roles. As candidates apply to this program, their application is carefully reviewed to align groupings with similar goals and aspirations. The 2023 cohort reflected a 23% higher retention rate and a 59% higher production rate than non-participating peers. The impact on the promotion rate of female attendees is 4 times higher than peers not enrolled.

CVS Health Leading for Results is specifically tailored for new-to-role leaders at CVS Health. It begins with competency/skills assessments, forming the foundation for a personalized and customized blended curriculum for the participant's specific needs. The program guides and empowers managers and nurtures future leadership talent by recognizing strengths and pinpointing growth areas. The process involves self-assessment, leadership evaluation, alignment discussions, and data integration into the LMS, culminating in a customized curriculum for each person. This 8-month program fosters peer-to-peer learning and monthly reflection connections that facilitate senior leadership and peer-to-peer interaction, knowledge sharing, and networking opportunities.

Bronson Healthcare The Giving Inspiration for Tomorrow (GIFT) leadership program provided connection, self-care, and learning in a virtual environment, meeting a critical need for Bronson Healthcare leaders during the peak time of the pandemic. 53 leaders participated in the program, which included topics related to influence, emotional intelligence, mindfulness, leading difficult conversations, and planning for continued growth. During a time when healthcare was experiencing unprecedented stress and change, these topics were selected to help leaders build valuable skills to improve self-efficacy and resilience. Employee retention rates for participants is 92%, and 8% have been promoted to higher-level leadership roles.

Huntington National Bank Huntington National Bank's holistic support of its colleagues empowers them to take care of themselves and their customers and demonstrates their commitment to one another. The bank supports colleague emotional well-being in many ways, including via resilience training for colleagues. This training is designed to give colleagues time to reflect on what they need to show up as their best self for the people and things that matter most. This training helps colleagues avoid burnout and ultimately improves retention. As a result, the turnover rate from July 2022 to June 2023 was 18.3%, while the average industry turnover rate was 23.9%.

Mariner Finance LLC New and returning employees participate in a community-building, interactive orientation at Mariner Finance LLC. Content is geared toward developing new hires to be adept at maneuvering through company systems, introducing key individuals to act as mentors, and building community among new employees. The interactive new hire welcome calls leverage some of the same technologies and concepts that make livestreaming platforms impactful: guest speakers are shown live side-by-side with facilitators; participant chat is overlaid for all to see, with questions highlighted separately for hosts to answer; video, Web, image, animation, sound, and content resources capture and engage participants instead of displaying static slide deck images.

NFP Information provided, but not for publication **ND** Information not disclosed **NA** Not applicable **BP** Honored for Best Practice **OTI** Honored for Outstanding Training Initiative



2024 RANKINGS 51-60

| 2024 Rank | 2023 Rank | Company Name/ Location/ Primary Business | Annual Revenue | No. of Employees | No. of Trainers Full-Time/Part-Time/SMEs | Total Training Budget | Training Budget as a Percentage of Payroll | Tuition Reimbursement | Training Infrastructure |
|-----------|-----------|--|------------------|-----------------------------------|---|-----------------------|--|-----------------------|-------------------------|
| 51 | 35 | Sovos Wilmington, MA IT/Technology | NFP | 797 U.S. 2,558 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 52 | 54 | Western & Southern Financial Group Cincinnati, OH Finance/Banking | NFP | 3,433 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 53 | * | VSP Vision Rancho Cordova, CA Insurance, Retail, Manufacturing, Technology, Fashion | NFP | 5174 U.S. 6,074 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 54 | 49 | ConServe Fairport, NY Accounts Receivable Management | NFP | 321 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 55 | 46 | Cardinal Health Dublin, OH Health/Medical Services | \$205B Global | 48,000 U.S. | NFP/0/NFP | NFP | NFP | Yes | Yes |
| 56 | 63 | Fisher Investments Camas, WA Finance/Banking | NFP | 4,435 U.S. 5,147 Global | NFP/NFP/NFP | NFP | NFP | No | Yes |
| 57 | * | PartnerHero Boise, ID BPO/Operations Platform | NFP | 277 U.S. 2,816 Global | NFP/NFP/NFP | NFP | NFP | No | Yes |
| 58 | * | Northwestern Mutual Milwaukee, WI Financial Services | NFP | 8,492 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 59 | 56 | Allied Universal Conshohocken, PA Security Services, Systems, & Solutions | NFP | 280,000 U.S. 800,000 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 60 | * | MTM Lake St. Louis, MO Transportation | NFP | 3,491 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |

* New entry; not ranked in the 2023 Training APEX Awards

Additional Information

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|---|
| <p>Sovos The leadership development series targets high-caliber managers via nomination by executive leadership at Sovos. This 9-month, 10-course training program enables leaders within the business to connect globally, learn from peer-to-peer interaction with the aid of technology, and learn leadership strategies from executive leadership. Through the prompt of a final capstone, participants present on ideas to make improvements to the organization related to corporate goals and engagement survey results.</p> |
| <p>Western & Southern Financial Group Western & Southern Financial Group's strategy includes ensuring its associates have the right skills to drive results and innovative thinking. The company deployed skill sensing to identify skills gaps and inform its recruiting and hiring strategy, as well as its internal talent development program. As a result, leaders are able to understand their team's strengths and opportunities to maximize their team's talent and identify skills needed for future projects and work. For IT, skill sensing is critical. Nearly 60% of IT associates have built a skill profile, and IT leadership now has data to enhance their talent management plans today and into the future.</p> |
| <p>VSP Vision At VSP Vision, the company's values — "We care, we trust, we empower diversity, and we are one team" — are reflected across all its learning programs. One that demonstrates all 4 values is the Mentor Program. The multidimensional program supports employees' entire career journey from hire to retire. Program components include New Hire Buddies, Peer-to-Peer Career, Coffee-with-a-Colleague, Mentors, and Reverse Mentors. Engaging in these learning opportunities enhances each employee's experience with meaningful connections and sponsorship, authentic engagement and learning, and cross-enterprise collaboration. VSP Vision employees are in the top 10% of the most engaged and enabled workforce in the world, according to Korn Ferry.</p> |
| <p>ConServe ConServe provides continuous training for all employees, empowering them to deliver exemplary service in a consistent, compliant, and professional manner. ConServe University created a methodical training program encompassing a detailed curriculum for new hires, comprehensive continuous training for all employees, and career development instruction for its management teams. Together with world-class partners such as ACA International, ConServe University has delivered 22,000+ hours of training to its most valuable asset: its people.</p> |
| <p>Cardinal Health The Leader Connection Program encompasses learning on leadership skills and best practices to enable Manufacturing and Distribution people leaders at Cardinal Health to excel in their roles. The program is adaptable to the specific needs and experience level of the people leaders. It includes a mix of modalities, from workshops, ongoing coaching, activity-based online exercises, and access to just-in-time resources. The program is led by the Organizational Health & Labor Relations team with the support and endorsement of senior-level executives across the organization. The program has contributed to an increase in employee retention and employee engagement survey results around supervisor effectiveness in 47 business units.</p> |
| <p>Fisher Investments The Look Before You Leap series is designed for non-management employees interested in becoming leaders at Fisher Investments. The ideal outcome is to provide training that helps employees decide whether people management fits their career goals. Participants explore challenges and benefits of a career in leadership, discuss pros and cons of having direct reports, and practice making management decisions. While 40% of employees move into leadership positions within 2 years of participating, the goal is not to reach 100%, but instead to increase transparency as to what leadership involves. Participants who then choose a leadership path do so from a position of stronger knowledge and better expectations.</p> |
| <p>PartnerHero PartnerHero's OKR Training and Implementation Program aimed to educate the workforce in a strategic framework for ambitious goals. It started in October 2022 with a 3-day workshop with 25 senior leaders from 7 departments, resulting in 4 corporate goals for 2023. The program comprised 4 stages: OKR definition, piloting, launch, and scaling. 100% of the organization (2,800+ people) was trained, from executives to front-line associates, by several methods ranging from workshops to LMS courses. OKRs were applied at corporate and departmental levels, facilitated by OKR-certified internal champions. Communication, training, and governance reinforced the framework, boosting goal achievement over 40% in some targets.</p> |
| <p>Northwestern Mutual Northwestern Mutual launched a National Training Program (NTP) that provides new financial representative learning experiences, beginning with a 14-day training followed by a 3-year curriculum to help financial representatives thrive in a complex business and regulatory environment. In 2022, the program supported 1 of Northwestern Mutual's largest and most diverse recruiting classes (33% people of color, 24% women). 12 months after career launch, financial representatives from initial cohorts had acquired 12% more new clients and delivered 21.5% more financial plans than similar financial representatives trained outside the program. Currently, 97% of offices have implemented the non-mandatory program.</p> |
| <p>Allied Universal Allied Universal has made tremendous progress embedding I-Care Leadership training into its management community. By focusing on I-Care Leadership, Allied Universal ensures its people have a safe and inclusive environment in which they can excel and develop their careers. This also helps the company attract and retain the best people. The program has been delivered to 7,000+ managers in North America since it was implemented in second quarter 2022. Since the launch of I-Care Leadership in Allied Universal's International business, in 2023, an additional 160 managers have completed the training.</p> |
| <p>MTM MTM LEAD I- Business Skills Development training is a requirement for all leaders and is the first step in a leader's development journey at MTM. This program comprises on-demand microlearning training courses and is designed to immerse the leader into the organizational culture and show them what it means to be a leader at MTM. During the 4-week training program, a leader will complete on-demand training and participate in enrichment activities to help further their learning and development. 179 leaders completed the LEAD training program between June 2022 and June 2023.</p> |

NFP Information provided, but not for publication **ND** Information not disclosed **NA** Not applicable **BP** Honored for Best Practice **OTI** Honored for Outstanding Training Initiative



2024 RANKINGS 61-70

| 2024 Rank | 2023 Rank | Company Name/ Location/ Primary Business | Annual Revenue | No. of Employees | No. of Trainers Full-Time/Part-Time/SMEs | Total Training Budget | Training Budget as a Percentage of Payroll | Tuition Reimbursement | Training Infrastructure |
|-----------|-----------|---|----------------------------------|-----------------------------|---|-----------------------|--|-----------------------|-------------------------|
| 61 | * | EisnerAmper New York, NY Accounting | NFP | 3,326 U.S. 4,024 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 62 | * | Sunstates Security Raleigh, NC Safety | NFP | 4,727 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 63 | 88 | Collective Health San Francisco, CA Health/Medical Services | NFP | 735 U.S. | NFP/NFP/NFP | NFP | NFP | No | Yes |
| 64 | 85 | Persistent Systems Ltd. Pune, Maharashtra, India IT/Technology | NFP | 1,732 U.S. 22,569 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 65 | 94 | Blue Sprig Pediatrics Houston, TX Health/Medical Services | NFP | 3,000 U.S. | 13/0/NFP | NFP | NFP | No | Yes |
| 66 | 65 | Microchip Technology Chandler, AZ High Tech Semiconductor | NFP | 6,923 U.S. 21,812 Global | 116/14/1,469 | NFP | NFP | Yes | Yes |
| 67 | 74 | Compass One Healthcare Wayne, PA Health/Medical Services | NFP | 52,000 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 68 | * | Huntington Learning Center Oradell, NJ Educational Services/ Academic Institution | \$137.3M U.S. | 130 U.S. | 4/19/17 | \$443.9K | 5.00 | Yes | Yes |
| 69 | 58 | Zensar Technologies Pune, Maharashtra, India IT/Technology | \$427.4M U.S. \$604.2M Global | 1,269 U.S. 10,579 Global | 27/43/36 | \$1.5M | 4.00 | Yes | Yes |
| 70 | 60 | Penn Station East Coast Subs Milford, OH Hospitality | NFP | 5,500 U.S. | NFP/NFP/NFP | NFP | NFP | No | Yes |

* New entry; not ranked in the 2023 Training APEX Awards

Additional Information

EisnerAmper Leading@EisnerAmper Pathways (LEAP) is a digital-first blended leadership development program for mid-career professionals. Each pathway is aligned with 4 domains of EisnerAmper's competency model across 5 levels of increasing scope and rigor. Colleagues engage with curated content (articles, videos, and podcasts), share feedback both on-demand via message boards and live via Teams meetings, receive coaching through Peer Coaching Circles, and complete performance tasks aligned with each learning outcome. Participants have, on average, increased targeted skills by 16%. Transitioning from in-person events saved nearly \$100,000 dollars in travel expenses, while providing equal access to learning around all company locations.

Sunstates Security The Sunstates Quality Assurance program ensures active engagement of managers with employees and clients during site visits using a customizable smartphone app. The program tracks QA progress using Sunstates Security-tailored templates to assess sites and employees' satisfaction and performance. Digital records include date/time, location, results, and photos. Deficiencies prompt corrective actions and discussions and are monitored and resolved swiftly. An interactive eLearning dives into the business and operational influence these site checks have on the team. The program impacts internal retention of clients and employees, aiding in succession planning and promoting internal growth while identifying and remediating issues proactively.

Collective Health Collective Health has refined a flexible training design formula that it calls "plug and play." This model of analysis, design, and development of training curricula has proven highly effective. Its adaptive framework empowers the company to swiftly and effortlessly extend training support across the organization through the creation of modular adult learning theory-centered solutions. These modules are tailored to meet the evolving, specific needs of departments or individuals and promote engagement and knowledge retention. This scalable approach successfully reduces time to proficiency and increases learner confidence, which contributes to the satisfaction of clients and overall success of Collective Health.

Persistent Systems Ltd. Propeller (an Architecture Competency Development Program) is designed to build a pipeline of competent solution architects at Persistent Systems Ltd. It covers the foundational aspects of "solutioning" while fostering the technical and consulting mindset clients require. Propeller is linked with the company's promotion policy, enables lateral movement, and helps junior architects progress in their careers. This program has successfully certified 87% of total participants, with 38% moving to higher positions. It also helps arrest attrition and hiring costs while improving billing rates. The flagship Propeller program is delivered by Stack Route, NIIT.

Blue Sprig Pediatrics BlueSprig Pediatrics overhauled its training program that fulfills requirements to become a Registered Behavior Technician (RBT), a nationally recognized credential for those providing Applied Behavior Analysis (ABA) therapy to individuals with autism. The Learning and Performance Development (LPD) team took a 6-pronged approach to overhauling the RBT training program. The new training program has yielded an increase in the pass rate on the national certification exam, decreased days in training, and reduced turnover.

Microchip Technology Microchip Technology's PX leadership development programs assist in establishing a leadership pipeline that is critical for the company's continued success in its industry. Establishing the needed knowledge and skills, starting with emerging leaders and finishing with up-and-coming executives, allows Microchip to grow its talent from within to perpetuate the corporate culture that is its competitive advantage. The many interactions with the executive team during these programs demonstrate the use of skills participants are gaining while setting the highest expectations for the company's global leadership practices.

Compass One Healthcare Principles of Patient Experience Leadership (ProPEL) is a 3-day training experience that educates patient experience managers on 21 behavioral core standards that drive Compass One Healthcare's Positive Impressions program. ProPEL takes a blended instructional approach. From in-person workshops to collaborative hands-on experiences, the program fulfills educational goals while facilitating the formation of essential peer connections. After attending ProPEL, the company sees a 2.9% average increase in CMS HCAHPS performance, leading Compass One Healthcare to exceed the national benchmark for patient satisfaction. ProPEL is a key part of maintaining Compass One's 98% client retention rate and 97.5% nursing satisfaction score. **BP**

Huntington Learning Center Huntington Learning Center has successfully achieved its goal of enhancing employee performance and job satisfaction through its customized learning programs. Key performance indicators demonstrate remarkable improvements in various areas. Employee performance metrics have shown substantial growth, with increased sales numbers, higher customer satisfaction scores, and improved project completion rates across the organization. Feedback from employees through surveys consistently reflects the positive impact the customized training programs have on their job performance, indicating higher levels of engagement and satisfaction.

Zensar Technologies Zensar Technologies' dynamic approach to talent development serves as a testament to its unwavering commitment to excellence. The Learning and Training department structured the Development Action Plan (DAP) into T- and Pi-shaped skills, fostering continuous learning. The Guilds and Communities fuel innovation and collaboration, propelling associates' growth. Tailored Service Line Academies and Customer Academies equip Zensar teams with specialized expertise. This strategic investment not only empowers associates to flourish in their careers but delivers outstanding value to customers.

Penn Station East Coast Subs The My Penn Path Development tool located in the overall encompassing Training Portal is a self-directed program that maps necessary personal and professional proficiencies necessary for each level of employment at Penn Station East Coast Subs, with a clear path to learning the skills and procedures necessary for career growth. The modular structure is based on microlearning strategies utilizing printed media, video and online learning, and shoulder-to-shoulder training and testing for validation. It places responsibility and ownership of development on the learner with support from management at each level of development. My Penn Path integrates with the General Manager and Managing Owner Training Programs.

NFP Information provided, but not for publication **ND** Information not disclosed **NA** Not applicable **BP** Honored for Best Practice **OTI** Honored for Outstanding Training Initiative



2024 RANKINGS 71-80

| 2024 Rank | 2023 Rank | Company Name/ Location/ Primary Business | Annual Revenue | No. of Employees | No. of Trainers Full-Time/Part-Time/SMEs | Total Training Budget | Training Budget as a Percentage of Payroll | Tuition Reimbursement | Training Infrastructure |
|-----------|-----------|--|----------------|-------------------------------|---|-----------------------|--|-----------------------|-------------------------|
| 71 | 82 | Infosys Ltd Bangalore, Karnataka, India IT/Technology | NFP | 27,238 U.S. 343,234 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 72 | 68 | HGS (Hinduja Global Solutions) Lisle, IL Business Services | NFP | 1,209 U.S. 20,683 Global | NFP/NFP/NFP | NFP | NFP | No | Yes |
| 73 | 55 | Sundt Construction Tempe, AZ Construction | NFP | 2,653 U.S. | NFP/NFP/NFP | \$5.1M | 2.00 | Yes | Yes |
| 74 | 78 | Hackensack Meridian Health Edison, NJ Health/Medical Services | \$6.8B U.S. | 36,000 U.S. | 195/37/15 | \$13.8M | 0.52 | Yes | Yes |
| 75 | 101 | Apive Environmental Provo, UT Pest Control Services | NFP | 5,600 U.S. | 22/0/17 | NFP | NFP | No | Yes |
| 76 | 67 | Coast Professional Inc. Geneseo, NY Finance/Banking | NFP | 443 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 77 | * | Brose North America Auburn Hills, MI Manufacturing | NFP | 6,000 U.S. 32,000 Global | 5/1/1 | NFP | NFP | Yes | Yes |
| 78 | * | Dellbrook JKS Quincy, MA Construction | \$614M U.S. | 257 U.S. | 3/NA/40 | NFP | NFP | Yes | Yes |
| 79 | 103 | Greystar Charleston, SC Real Estate | NFP | 20,364 U.S. 23,734 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 80 | 91 | CCA Global Partners Manchester, NH Retail | NFP | 422 U.S. 427 Global | NFP/NFP/NFP | NFP | NFP | No | Yes |

* New entry; not ranked in the 2023 Training APEX Awards

Additional Information

Infosys Ltd Infosys Topaz is an AI-first offering to accelerate business value for global enterprises using generative artificial intelligence (AI). 40,000 employees have been trained on generative AI. Infosys Ltd is working with clients on both open-access and proprietary generative AI platforms. It has developed courses across the AI spectrum. The AI-aware courses are beginner and introductory courses that are applicable to all employees across the company for both working on software projects and those who belong to business enablement functions. Infosys now has 40+ courses, including prompt engineering, in the generative AI space. These courses are now part of the foundation program to provide entry-level graduates exposure to the latest technologies.

HGS (Hinduja Global Solutions) HGS highlights the advancement of coaching methodology and execution. After making the decision to be a virtual company, HGS knew its coaching model required updates to plug virtual gaps. Through a coaching process overhaul, the company introduced the RIME methodology to simplify the input and output of coaching for its people. To ensure compliance, adoption, and flexibility, HGS layered in AmplifAI Technology to serve as the guardrails and gatekeeper of coaching compliance and effectiveness. This represents the company's vision to achieve the perfect balance of human skill and digital innovation to help its people champion every moment.

Sundt Construction Manager Effectiveness Training was developed with the intent to ensure all managers understand the responsibilities and expectations of the manager role at Sundt Construction. This collaboration between Admin and Craft Talent Development, Human Resources, DEI, and Admin Talent Acquisition created a course that provides guidance, resources, and support for Sundt's managers leading projects and teams in an ever-changing work environment. Since September 2022, Sundt has facilitated 15 2-day sessions, with 330 managers completing the program. The company aimed to have all existing managers (approximately 350) complete the training by the end of 2023.

Hackensack Meridian Health Hackensack Meridian Health (HMH) continues to create an extraordinary new team member experience through its Connections orientation. This hybrid program includes a 90-minute virtual orientation, a Connections hub, and Connection Cafes to dive deeper into areas that matter most to team members. Last year, HMH expanded the Connections experience to include a new team member event at TopGolf to learn more about HMH's team member programs, and to meet with HMH executives and peers in a fun and engaging way. HMH has already seen an increase in new hire engagement from 75% to 77%.

Aptive Environmental Momentum is a 30-day video-based sales training. It was created for two specific purposes: 1) Incentivize pure participation in learning and professional improvement not tied to sales performance; 2) Help drive an increase in average generated revenue per rep by 10% from 2020 to 2021. The program delivers to sales representatives 1 video a day for 30 days via the company's LMS. These videos focus on specific pest control sales best practices, professionalism, and Aptive values and processes.

Coast Professional Inc. Coast Professional Inc. utilizes its Voice Analytics Module (VAM) to monitor telephone conversations with consumers. The VAM reviews all calls and flags any potential issue for further review. Coast's VAM provides valuable data analytics and has revolutionized the way its Consumer Care representatives listen to and assist consumers. Representatives receive individual training when an issue has been identified, and monthly refresher training, which focuses on new or trending information valuable to representatives' growth. Over the last 9 months, Coast has achieved an overall average of 99.81% for call monitoring compliance.

Brose North America The Brose North America Regional Leadership Program is a 15-month initiative that underscores the company's commitment to growing its employees within the organization, promoting 80% upon completion. Participants complete an immersive 4-module curriculum (120 training hours), 8-month financial acumen project, team presentations, and networking with upper management. Participants engage in a transformative journey that unveils not only their individual potential, but the intricacies of the organization itself. All together, this instills essential entrepreneurial skills, empowering participants to drive impactful changes within their scope.

Dellbrook|JKS New employees benefit from 1-on-1 subject matter expert (SME) and peer skill mentoring during onboarding, while existing employees continue to receive ongoing 1-on-1 SME training and skill mentoring throughout their career development. With the guidance of Dellbrook|JKS' 35+ experienced SMEs, team members engage in 15 sessions of 90-minute skill mentoring over 90 days, covering key topics such as project management and technology. This personalized training supports seamless integration into the company culture, enhances skills, and promotes a culture of continuous learning for all.

Greystar The Learning and Development team at Greystar offers a Delivering Effective Training Workshop. This course is designed to be a custom fit to the business needs for training and facilitation. This workshop assists team members with their professional facilitation skills as the workshop discusses showing up as your best self, preparation, confidence, learning preferences, audience engagement, and more. Once a team member attends the live course, they complete a recording of a presentation and then receive feedback from the L&D team. The areas of focus for this include: in-person and virtual training/facilitation, meeting or presentation practice, and overall public speaking skills.

CCA Global Partners CCA Global Partners' VantagePoint is a business premiere academy dedicated to developing courageous and knowledgeable leaders in the flooring industry. VantagePoint provides a commitment to professional and personal development over a 5-day training. The academy delivers a suite of core business skills and tools, including marketing strategies, operation flow, value creation, financial analysis, and leadership. These skills and tools are worked on to positively affect business outcomes immediately. The academy is followed up by a management team meeting with each business to ensure everyone is on the same page and creating value.

NFP Information provided, but not for publication **ND** Information not disclosed **NA** Not applicable **BP** Honored for Best Practice **OTI** Honored for Outstanding Training Initiative



2024 RANKINGS 81-90

| 2024 Rank | 2023 Rank | Company Name/ Location/ Primary Business | Annual Revenue | No. of Employees | No. of Trainers Full-Time/Part-Time/SMEs | Total Training Budget | Training Budget as a Percentage of Payroll | Tuition Reimbursement | Training Infrastructure |
|-----------|-----------|--|----------------|------------------------------|---|-----------------------|--|-----------------------|-------------------------|
| 81 | * | Nelnet Lincoln, NE Finance/Banking | NFP | 8,970 U.S. 9,119 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 82 | * | Bright Horizons Family Solutions Newton, MA Educational Services/ Academic Institution | NFP | 17,341 U.S. 29,100 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 83 | * | Cavco Industries, Inc. Phoenix, AZ Manufacturing | NFP | 7,000 U.S. | NFP/NFP/NFP | NFP | NFP | No | Yes |
| 84 | 99 | Prime Power Services, Inc. Austell, GA Industrial Services | NFP | 81 U.S. | 4/0/11 | NFP | NFP | No | Yes |
| 85 | 86 | Argo Group San Antonio, TX Insurance | NFP | 853 U.S. 921 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 86 | 79 | Johns Hopkins Medicine: Patient Access Baltimore, MD Health/Medical Services | \$10B U.S. | 40,000 U.S. | 22/0/17 | NFP | 7.00 | Yes | Yes |
| 87 | 97 | Thermo Fisher Scientific Research and Safety Division NA Pittsburgh, PA Health/Medical Services | NFP | 774 U.S. 926 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 88 | * | Nebraska Medicine Omaha, NE Health/Medical Services | NFP | 9,551 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 89 | * | Caris Life Sciences Irving, TX Health/Medical Services | NFP | 1,300 Global | 10/0/10 | NFP | NFP | Yes | Yes |
| 90 | 59 | Spectrum Enterprise Stamford, CT Telecommunications | NFP | 100,000 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |

* New entry; not ranked in the 2023 Training APEX Awards

Additional Information

Nelnet The Leading with Resilience program is an 8-month cohort experience. This instructor-led virtual classroom offers 42 immersive learning hours. It empowers leaders at Nelnet with tools to navigate change and overcome challenges. The program fosters resilience and provides clarity in uncertain times. This approach includes homework assignments for real-world application and a 1-hour Clifton Strengths Coaching session. Peer support is integral, with monthly sessions ending in accountability partner conversations. This holistic, experiential approach shapes leaders who embody resilience and inspire transformative change in their teams.

Bright Horizons Family Solutions The Child Development Associate (CDA) Credential is the most widely recognized credential in early childhood education. Earning this credential validates teachers' professional competence while qualifying them to meet requirements for state licensing and NAEYC Accreditation. Bright Horizons Family Solutions' Horizons CDA Program is a 10-month program, divided into 3-week cycles covering 13 competencies, that provides practical knowledge in early childhood education. The program follows a blended learning model, offering asynchronous learning, cohort discussions, learning assessments, and practical application experiences led by facilitators, along with support from student coaches and advisors. Since launching the program, Bright Horizons has realized 3,500+ credentials.

Cavco Industries, Inc. The Ignition Program empowers first-level leaders at Cavco Industries, Inc., with essential skills for team success. Through dynamic workshops, mentorship, and immersive experiences, participants cultivate trust, communication, and conflict resolution abilities. Over a 12-week period, leaders engage in interactive sessions, role-play, and real-world case studies. Notably, 85% of program graduates reported improved team collaboration, and 70% displayed enhanced decision-making confidence. Moreover, over the last year, 30% of Ignition alumni have been promoted to higher leadership roles, while program feedback highlights increased engagement and skill application.

Prime Power Services, Inc. Prime Power Services, Inc.'s Apprenticeship Program is a 2-year DOL-certified program that tackles the trade skills gap in the emergency power systems industry. Apprentices are immersed in emergency power theory and maintenance practices for 90 days. At the end of 90 days, they are fully certified EGSA technicians. For the remainder of their apprenticeship, they receive monthly training at Prime Power's Roger Bisher Training Center. The company trained 3 technicians from 2022-2023, all of whom matriculated to the Operations department. Graduates of this program account for 30% of Prime Power's current technical professionals.

Argo Group The SHINE Onboarding orientation program was created to better introduce and incorporate new employees to Argo Group. The multi-pronged approach includes a welcome kit for all new employees on their first day, as well as 3 virtual instructor-led training engagements over the employee's first 6 months, and a digital interactive tool that follows their first 90 days and walks them through a 3-month journey filled with Argo-specific learning, information, and activities that set them up for success. In 2022, Argo added a new section: a Technical Orientation that includes live demonstrations, tools and resources, and an overview of all platforms in the company's tech stack.

Johns Hopkins Medicine: Patient Access With the majority of its call center staff working remotely since 2020, Johns Hopkins Medicine's Patient Access training team provides human connections through its Quality Partners (QP) program. Each QP reviews 5 calls per month for each of their assigned agents using a Quality Monitoring Tool and has 1:1 meetings with them to review results and reinforce best practices. All call elements are rated, including customer service and adherence to scheduling and registration protocols with a goal of 80%. The average quality score in fiscal year 2023 for all departments was 88%, with all departments achieving their goal.

Thermo Fisher Scientific Research and Safety Division NA The Manager Academy is a Web-based experience that uses gamification to track a user's progress through a university-style curriculum. It is a blended offering of self-guided, instructor-led workshops, virtual master classes, and more. The academy prepares future managers and sharpens the skills of current managers at Thermo Fisher Scientific Research and Safety Division NA by offering topics within 3 primary pillars: Managing Self, Managing People, and Managing Business.

Nebraska Medicine Nebraska Medicine introduced a New Colleague Experience roadmap based on feedback from previous new hires. Aiming to provide information and connections, this roadmap consists of 5 different experiences, including Introduction to Well-Being; Introduction to Retirement; Further Education; Professional Growth; and Development, and Diversity, Equity and Inclusion at Nebraska Medicine. Each of the sessions is offered once a quarter, and colleagues have the option of attending when it's the right time for them throughout their first year. Since July 2022, 791 colleagues have attended the New Colleague Experience sessions. Results include an 89% retention rate for colleagues who attended at least 1 experience.

Caris Life Sciences At Caris Life Sciences, leadership training begins with New Leaders Academy, which includes virtual and in-person training focused on leadership skills, as well as training on how to use leaders' tools such as the Leaders Dashboard. New Leaders Academy is only offered after completion of the core Caris training that all employees go through to learn about Caris and its services. Following New Leaders Academy, leaders take part in peer-to-peer coaching, as well as a program known as Management Immersion Learning Experience or MILE. This is training focused on how to identify trends and opportunities through analytics and how to coach to them.

Spectrum Enterprise Spectrum Enterprise Sales Basecamp leverages the capabilities of the Cornerstone Learning Management System (LMS) to deliver personalized learning using modalities such as eLearning, microlearning, videos, and social communities. The program streamlines the onboarding process, providing new hires with the tools and knowledge they need to be effective sellers. With the goal to drive quota attainment and increase new products sold per opportunity, Sales Basecamp is a proven success.

NFP Information provided, but not for publication **ND** Information not disclosed **NA** Not applicable **BP** Honored for Best Practice **OTI** Honored for Outstanding Training Initiative



2024 RANKINGS 91-95

| 2024 Rank | 2023 Rank | Company Name/ Location/ Primary Business | Annual Revenue | No. of Employees | No. of Trainers Full-Time/Part-Time/SMEs | Total Training Budget | Training Budget as a Percentage of Payroll | Tuition Reimbursement | Training Infrastructure |
|-----------|-----------|--|----------------|------------------|---|-----------------------|--|-----------------------|-------------------------|
| 91 | 89 | Kimball Midwest Columbus, OH Wholesale/Distribution | NFP | 2,400 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 92 | * | General Dynamics Information Technology Falls Church, VA IT/Technology | NFP | 27,000 Global | 657/243/74 | NFP | NFP | Yes | Yes |
| 93 | * | BWH Hotels Phoenix, AZ Hospitality | NFP | 1,612 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 94 | 69 | University of New Mexico Hospital Albuquerque, NM Health/Medical Services | \$1.5B U.S. | 7,129 U.S. | 133/9/145 | \$11.3M | 1.82 | Yes | Yes |
| 95 | 96 | Fractal Analytics Pvt. Ltd Mumbai, Maharashtra, India Data Analytics & AI | \$303M Global | 4,119 Global | 5/30/5 | \$2.3M | 0.75 | Yes | Yes |

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Additional Information

Kimball Midwest One of Kimball Midwest's main strategic initiatives is expanding its Materials Management System program throughout the company. The program needed someone to take ownership of developing materials and training content. One manager who has had great success setting up and selling these systems led the way to getting at least 75% of managers trained in this program so they can train their own teams to have success. Kimball Midwest had exceeded this goal at the halfway point of 2023.

General Dynamics Information Technology (GDIT) General Dynamics Information Technology (GDIT) declared 2023 the Year of the People Manager. The company realized leaders' roles had evolved to become more complex and critical than ever before. The goal was to increasingly support them in doing what they do best—engage, inspire, and develop people. GDIT internally built an immersive half-day GDIT Leadership Experience championed by executives and supported by ongoing summits, speaker series, and collaboration tools. The experience emphasizes connectedness and skill advancement, with 96% of leaders reporting an enhanced ability to leverage best practices for driving employee engagement and growth.

BWH Hotels BWH Hotels introduced Because We Care, an experiential learning program that inspires the delivery of memorable moments that produce repeat business at each hotel. Participants walk away refreshed, inspired, and engaged. There has been an increase in satisfaction scores for properties that have gone through the program and continued the training on-site. These scores are tied directly to increased revenue and market share. This program is taking customer care to a higher level because it is about individuals giving the principles life. The program is true empowerment, allowing team members to show how much they care.

University of New Mexico Hospital The Employee Well-Being Department (EWB) focuses on supporting a culture of well-being in a healthcare environment, which poses continual risk of burnout and exhaustion for more than 7,000 clinical and non-clinical staff at the University of New Mexico Hospital. They aim to integrate well-being into daily hospital operations by involving organization-wide leaders. Strategies centered on developing well-being-centered leaders, and deploying the "relational pause" method, which leaders use to support teams facing crisis or overwhelming demand. EWB collaborated with senior leaders to develop and adopt a hospital-wide well-being strategic plan, and establish the hospital's first-ever well-being goal in its Unified Operating Plan.

Fractal Analytics Pvt. Ltd The EmPower Skills Program serves as a comprehensive library of customized courses designed to nurture behavioral and attitudinal competence among Fractal Analytics Pvt. Ltd's people leaders. These competencies are the bedrock upon which leaders at Fractal can effectively steer change and empower the growth of their teams. The EmPower Skills Program encompasses an array of essential skill sets, with a focus on soft skills, teamwork, collaboration, and leadership development.



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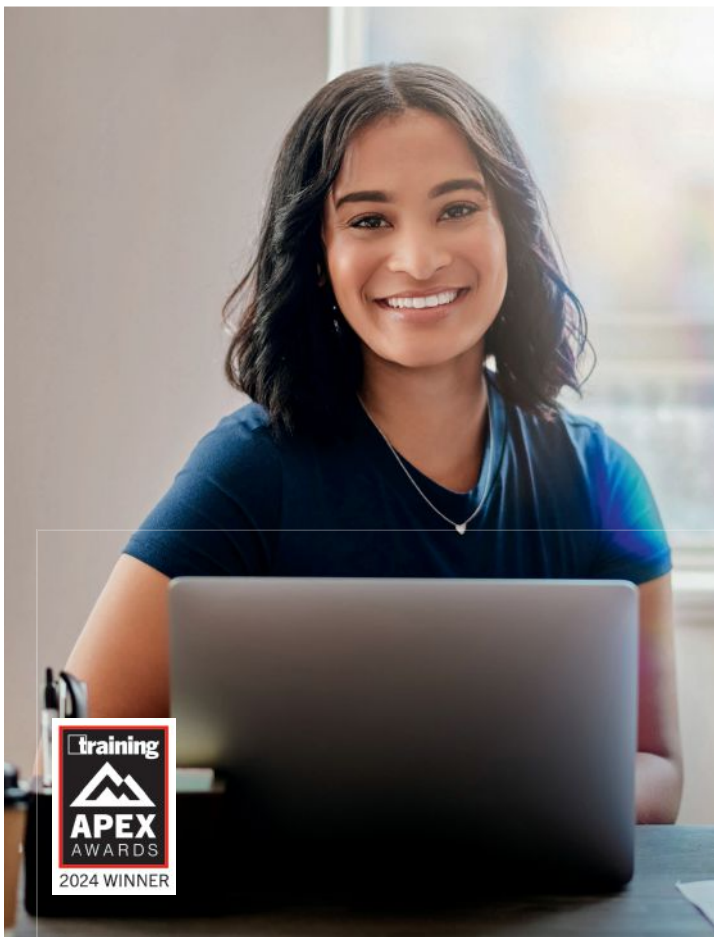
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2024 RANKINGS 96-100

| 2024 Rank | 2023 Rank | Company Name/ Location/ Primary Business | Annual Revenue | No. of Employees | No. of Trainers Full-Time/Part-Time/SMEs | Total Training Budget | Training Budget as a Percentage of Payroll | Tuition Reimbursement | Training Infrastructure |
|-----------|-----------|---|----------------|------------------------------|---|-----------------------|--|-----------------------|-------------------------|
| 96 | 90 | LaSalle Network Chicago, IL Business Services | NFP | 280 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | No |
| 97 | 102 | Unite Us New York, NY IT/Technology | NFP | 845 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 98 | 98 | Kraft Heinz Chicago, IL Manufacturing | NFP | 17,841 U.S. 38,300 Global | NFP/NFP/NFP | NFP | NFP | Yes | Yes |
| 99 | * | PLK Communities Cincinnati, OH Real Estate | NFP | 205 U.S. | 5/1/4 | NFP | NFP | Yes | Yes |
| 100 | 95 | Maryland Department of Transportation State Highway Administration Baltimore, MD Government & Military | NFP | 3,600 U.S. | NFP/NFP/NFP | NFP | NFP | Yes | Yes |



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Additional Information

LaSalle Network LaSalle Network is a staffing, recruiting, and culture firm that hires great people, equips them with the tools they need to develop and achieve career success, and ultimately provides outstanding service to its candidates and clients. The recruiter accreditation program has increased new hire retention and resulted in positive attrition. In an industry notorious for turnover, LaSalle Network is proud to retain nearly three-quarters of its new hires and keep all staff engaged.

Unite Us Leading Courageous Conversations is a quarterly interactive learning series for people managers, setting the standard for innovative diversity, equity, and inclusion (DEI) training at Unite Us. The virtual live instructor-led sessions empower managers to navigate DEI scenarios through real-play experiences, fostering dialogue and peer support in a safe space. Practical, scenario-based learning builds confidence and skills. The program leverages online collaboration to create communities of practice. Self-guided resources ensure continuous learning, while summative assessments earn managers digital badges for recognition. Success is reflected in the company's 90% Psychological Safety Score.

Kraft Heinz Facilitating leadership behavior change is an essential underpinning for successful organizational transformation. Kraft Heinz selected Humu, a platform that leverages the Nudge theory—which proposes that adaptive designs in the decision environment will influence the behavior and decision-making of groups or individuals. Results thus far reveal: Most managers at Kraft Heinz are activators who engage with nearly every nudge they receive and constantly try new things. These individuals don't just act; they make development a top priority in their daily work. The more managers engage with nudges, the more effective they are. 85% of users have been consistently engaged with the platform.

PLK Communities PLK Communities' customer experience (CX) and sales training trek for its onsite office/leasing team members increased overall leasing performance. The 2-day instructor-led training includes presentations, videos, exercises, role-playing, expectation scoring guides, and an interactive booklet to train on telephone techniques and in-person apartment touring. Telephone performance is monitored by a third-party company called LeaseHawk and scores up to 15 prospect calls for each property per month. Additionally, the company deploys mystery shoppers to capture the in-person experience through hidden cameras. Call-to-appointment ratios increased from 25% to 40%, and closing ratios increased by nearly 10% to 30%.

Maryland Department of Transportation State Highway Administration The Northbound Initiative's Ultimate Meeting Program and its 2023 update address Maryland Department of Transportation State Highway Administration team member turnover in an innovative way by giving both participants and leaders training on best practices in meeting facilitation and participation that will improve the teams' inclusiveness. This training gives participants critical insights into their DISC leadership style, strategies to work with team members of their own and different leadership styles, and an opportunity to put this knowledge into practice with teambuilding activities and meeting simulations.



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2024 RANKINGS 101-105

| 2024 Rank | 2023 Rank | Company Name/ Location/ Primary Business | Annual Revenue | No. of Employees | No. of Trainers Full-Time/Part-Time/SMEs | Total Training Budget | Training Budget as a Percentage of Payroll | Tuition Reimbursement | Training Infrastructure |
|-----------|-----------|---|------------------|----------------------------|---|-----------------------|--|-----------------------|-------------------------|
| 101 | * | Harris Health System Bellaire, TX Health/Medical Services | NFP | 10,275 U.S. | 32/0/NA | NFP | NFP | Yes | Yes |
| 102 | * | National Head Start Association Alexandria, VA Nonprofit/Social Services | \$10M U.S. | 250,075 U.S. | NA/3/2 | NFP | NFP | Yes | Yes |
| 103 | * | Discovery Sandton, Gauteng, South Africa Insurance | NFP | 13,500 Global | 14/0/14 | NFP | NFP | Yes | Yes |
| 104 | * | GoHealth Chicago, IL Insurance | \$850M Global | 2,622 U.S. 2,728 Global | 76/0/100+ | \$7.5M | 2.64 | No | Yes |
| 105 | * | OpenTable & KAYAK Cambridge, MA IT/Technology | NFP | 1,009 U.S. 2,125 Global | 4/0/0 | NFP | NFP | No | Yes |

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Additional Information

Harris Health System Mission Retention is a program designed for Harris Health System leaders to enhance employee engagement and retention. This is a 6-session series that includes the following: Hiring the Right Talent (steps in the recruitment selection process and why behavioral interviews work); Onboarding for Success (general orientation vs. departmental orientation onboarding); Empowering Growth (developing employees to meet both career and organizational goals); Conducting Stay Interviews (how to conduct and manage stay interviews); Becoming an Ambassador (distinguishing the differences between recognition and rewards); and Putting It All Together (creating and reviewing the quarterly retention plan).

National Head Start Association All of the National Head Start Association's credential courses are led virtually. They require 40 hours of course time over 16 weeks. Online meetings are 90 minutes long and take place approximately every other week. All credentials include a capstone project that is research based and includes some level of public presentation at the end of the course. Instructors engage with students in discussion boards, through journaling, and by providing assignment feedback. Most credential courses also include office hours where students can join a casual online conversation and ask questions of the instructor as needed.

Discovery Turning training into tangible performance: The Discovery Launch Your Business Academy combines the best of both worlds, with highly engaging theoretical training, and life-like, real-world simulations. Not only do participants get to engage with the people they will service after training, they leave having completed the full cycle of engagement—including both soft and hard skills elements—multiple times. This training has allowed consultants to step into the field with minimal errors and clear-cut developmental goals.

GoHealth GoLearn is GoHealth's 9-week, hands-on, workflow-based learning experience inspired by a learning-by-doing mindset. This immersive experience upskills participants by creating application-based learning experiences that emulate the workflows new employees will perform daily. Learning is supported during and after the learning event with extensive role-plays in the AI-based sales coach and with the dedicated Sales Enablement Team.

OpenTable & KAYAK My Career Journey empowers OpenTable & KAYAK employees to take control of their professional growth, defining their personal brand and aligning their behaviors with their career aspirations. Participants explore diverse development tools, learn effective communication techniques, and leverage productive 1:1 meetings. They gain insights from various frameworks, apply them during interactive sessions with peers, and foster valuable relationships across the organization. This holistic program ensures participants have the support of their network, their skills, and the vision to navigate their career with confidence and success.

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