



2025 RANKINGS 1-10

2025 Rank	2024 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	Use an LMS
1	6	ESL Federal Credit Union Rochester, NY Finance/Banking	NFP	945 U.S.	7/NFP/NFP	NFP	NFP	Yes	Yes
2	5	Applied Materials, Inc. Santa Clara, CA Manufacturing	NFP	14,890 U.S. 34,482 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
3	11	Southern New Hampshire University Manchester, NH Educational Services/ Academic Institution	NFP	14,568 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
4	9	Michigan State University Federal Credit Union East Lansing, MI Finance/Banking	NFP	1,275 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
5	7	Allianz Life Insurance Company of North America Minneapolis, MN Finance/Banking	NFP	2,190 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
6	29	HD Supply Atlanta, GA Wholesale/Distribution	NFP	11,400 U.S. 11,550 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
7	24	Forvis Mazars, LLP Charlotte, NC Business Services	NFP	7,000 U.S. 7,200 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
8	23	Walden Security Chattanooga, TN Security	NFP	8,490 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
9	10	Ascend Federal Credit Union Tullahoma, TN Finance/Banking	NFP	633 U.S.	8/NFP/NFP	NFP	NFP	Yes	Yes
10	35	Panda Restaurant Group Rosemead, CA Hospitality	NFP	50,413 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes

* New entry; not ranked in the 2024 Training APEX Awards

Additional Information

- 1 ESL Federal Credit Union** Manager Essentials is designed to prepare managers for their day-to-day responsibilities, minimize legal risk to the company, and improve workplace relationships. The modularized, blended curriculum comprises employment law, recognition, performance management, budgeting, and hiring fundamentals. Managers learn through a combination of self-paced, online lessons, instructor-led workshops, and hands-on skillshops facilitated by members of ESL Federal Credit Union's Legal, Human Resources, and Talent Management teams. The 8% rate of turnover and 98% retention rate of high performers speaks to the success of the curriculum. **BP; Eligible for 2026 Training Hall of Fame induction**
- 2 Applied Materials, Inc.** The Registered Apprenticeship Program (RAP) is the first of its kind in Texas and the first RAP in the semiconductor equipment industry in the nation. More than 80% of the 2023-2024 apprentices are from diverse ethnic, economic, and racial groups, gender identities, and sexual orientations. Apprentices receive 3,000+ hours of on-the-job and instructor-led training through the 16-month program, along with an Austin Community College Occupational Skills Award certificate and a Texas Department of Labor apprentice completion certificate. The program has an 80% retention rate improvement compared to prior informal programs and has spawned additional RAPs at Applied Materials, Inc. **Eligible for 2026 Training Hall of Fame induction**
- 3 Southern New Hampshire University** The Pinnacle Leadership Program is a 10-month cross-functional strategic leadership learning experience that helps to develop Southern New Hampshire University's (SNHU) high-potential leaders to take on more senior roles. The program equips leaders with the necessary skills and mindsets to advance their personal leadership journey. Pinnacle consists of instructor-led learning, project-based learning, and formal coaching engagements. The program helps participants collaborate across organizational boundaries, lead through complexity, and understand how their leadership can enhance SNHU's learning culture and drive greater organizational equity.
- 4 Michigan State University Federal Credit Union** At Michigan State University Federal Credit Union (MSUFCU), every employee, regardless of title or hierarchy, is a leader. This mindset is supported through the Discovering Leadership Program, a 6-month, cohort-based program focused on the foundational leadership competency of leading self and encompassing instructor-led and asynchronous learning, accountability partner meetings, and manager reinforcement conversations. Of the 101 participants in 2023, 57 were promoted within 12 months of participation in this leadership development program, contributing to the organization's 31% internal promotion and 92% retention. **OTI**
- 5 Allianz Life Insurance Company of North America** Quarterly Connect & Learn Days are designed to empower Allianz Life Insurance Company of North America employees with the skills they need for today and for the future. These dedicated business meeting-free days allow participants to engage in focused learning and build strong connections. Through a wide range of instructor-led sessions on technology, well-being, leadership, and business acumen, employees gain valuable knowledge and skills. Furthermore, they can take advantage of on-demand learning and tap into the expertise of colleagues for networking, mentoring, and coaching. Participants average 5.2 hours of learning per event.
- 6 HD Supply** Learning Day is a biannual virtual event aimed at enhancing personal and professional development at HD Supply. Delivered via WebEx, it features diverse topics such as time management, emotional intelligence, and unconscious bias, based on participant feedback. The program's use of interactive technology, such as Slido for engagement, ensures high accessibility and participation. Post-event evaluations reveal significant impacts, including a 15% productivity increase due to time management strategies and improved institutional knowledge. This evidence-based approach underscores Learning Day's effectiveness in driving continuous improvement across the organization.
- 7 Forvis Mazars, LLP** New Senior Manager Bootcamp includes an exercise designed to foster strong team dynamics and highlight the importance of problem solving in leadership roles. During Forvis Mazars, LLP's Build-a-Bike activity, the company divided 120 participants into teams of 8 to tackle a series of collaborative challenges. Each team worked on creating a bike banner, stacking objects to achieve balance, and completing short quizzes and games. Each team then presented their completed bike and reflected on the lessons learned through the challenges. The event concluded with donating the 40 newly built bikes to children from a local nonprofit organization. **BP**
- 8 Walden Security** Rooted in Walden Security's values, the Federal Officer Training Program incorporates leadership insights, expert mentorship, technical proficiency, real-world experience, teambuilding, recognition, and personalized support. This comprehensive approach equips officers with the skills and knowledge needed to excel in their roles, as evidenced by the firm's 95% client retention rate and 92% client satisfaction rate. By investing in its officers, Walden Security not only strengthens their skills but fosters a culture of excellence that drives exceptional performance and client satisfaction. **BP**
- 9 Ascend Federal Credit Union** The overarching vision to be the most loved institution in the marketplace compels Ascend Federal Credit Union to serve and create financial well-being for all. Ultimately, Ascend differentiates itself through the service it provides and the relationships it fosters. Delivering the Ascend Difference is a training program designed for all employees, ensuring service skills meet these expectations and instilling consultative and counseling skills needed to recognize and promote financial well-being. This program is one of many that prepare Ascend's people to make it stand out as a credit union and employer of choice.
- 10 Panda Restaurant Group** The new Fast-Track Leadership Development Initiative is preparing more future restaurant leaders faster to help Panda Restaurant Group keep pace with its continued rapid growth. The 3-pronged initiative is driven by a strategic partnership with restaurant leadership. It includes collaborating to identify high-potential talent earlier in their careers, personalized leader assessment, preparation, coaching to prepare them for promotion and career success, and accelerated curriculum completion to reduce time to promotion. Easily beating the company's annual goals, 37+ percent of restaurant leaders were promoted in 2023, on average 9 months faster than the year before.

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



2025 RANKINGS 11-20

2025 Rank	2024 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	Use an LMS
11	27	Hayes Locums Fort Lauderdale, FL Health/Medical Svcs.	NFP	294 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
12	26	ArcBest Fort Smith, AR Transportation	NFP	14,329 U.S. 14,412 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
13	8	Long & Foster Real Estate Fairfax, VA Real Estate	NFP	1,100 U.S.	NFP/NFP/NFP	NFP	NFP	No	Yes
14	20	The Guardian Life Insurance Company of America New York, NY Insurance	NFP	8,202 U.S. 10,249 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
15	76	Coast Professional, Inc. Geneseo, NY Finance/Banking	NFP	793 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
16	42	Carilion Clinic Roanoke, VA Health/Medical Services	NFP	14,655 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
17	17	Edward Jones St. Louis, MO Finance/Banking	\$13.7B U.S. \$14B Global	51,761 U.S. 54,137 Global	NFP/NFP/NFP	\$168M	3.10	Yes	Yes
18	13	Shaw Industries Group, Inc. Dalton, GA Manufacturing	NFP	18,328 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
19	33	The University of Texas MD Anderson Cancer Center Houston, TX Health/Medical Svcs.	\$6.6B U.S.	24,420 U.S.	298/1,797/1,000	\$31.5M	NFP	Yes	Yes
20	21	BankWest, Inc. Pierre, SD Finance/Banking	NFP	395 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes

* New entry; not ranked in the 2024 Training APEX Awards

Additional Information

11 Hayes Locums The Client Side Sales Training Program is a 12-week initiative aimed at upskilling Hayes Locums sales consultants for business-to-business sales in the hospital industry. It begins with key performance indicator (KPI) evaluations and sales enablement nominations for high-performing candidates. The program follows a 3-phased approach: Phase 1: Prospecting new businesses; Phase 2: Negotiating and closing deals; Phase 3: Managing closed deals and partnering with various departments. Quarterly evaluations ensure continuous improvement with KPI assessments, required to advance to the next phase. Upon completion, consultants undergo rigorous evaluations to ensure they possess vital skills to expand new business pipelines.

12 ArcBest For 100+ years, ArcBest has served customers with excellence, and in 2024, the company celebrated the 40th anniversary of its Quality Process. ArcBest's Quality Process uses a 5-step problem elimination method and equips employees with the knowledge and skills to provide error-free, best-in-class service. It teaches employees how to have a zero-defect mindset and encourages creative problem solving. As a result, ArcBest continues to receive industry recognition for its commitment to quality, including 2 2024 Quest for Quality Awards by Logistics Management—Household Goods & High Value Goods Carrier (ArcBest, 3X winner) and National LTL Carrier (ABF Freight, 8X winner).

13 Long & Foster Real Estate The Long & Foster Coach the Coach Training program is revolutionizing the real estate industry by transforming 180 office managers into dynamic sales leaders who drive agent productivity and profitability. This program equips managers with advanced coaching skills that help agents increase productivity by 6.8% while building successful businesses. With hands-on training, performance tracking, and a focus on measurable results, the program directly contributes to an increase in agent and office profitability. Additionally, by fostering stronger relationships and non-transferable value, the program enhances agent retention and recruitment, positioning Long & Foster Real Estate as an industry leader.

14 The Guardian Life Insurance Company of America As part of The Guardian Life Insurance Company of America's commitment to the continued growth of its entrepreneurial agency system, it constructed an advanced career trajectory for those who demonstrate leadership potential and exhibit interest in the role of an agency leader. This progression initiates with Leadership Foundations, where participants are educated about the recruitment and leadership of high-quality financial professionals (FPs) into the agency. More than 35% of program participants have ascended to a position of firstline supervisor or managing director, and the participants in this initiative have contributed to the recruitment of more than 400 new FPs to Guardian.

15 Coast Professional, Inc. The Voice Analytics Module (VAM) is a sophisticated tool that monitors telephone conversations with consumers, reviewing all calls and flagging potential issues. This system provides valuable data analytics, enhancing consumer interactions and revolutionizing how Coast Professional, Inc., consumer care representatives assist consumers. The VAM has significantly improved training and development, with individual training for identified issues and monthly refresher sessions on new trends. This continuous learning ensures representatives are always equipped with the latest skills. Over the last 9 months, Coast has achieved a 99.8% average for call monitoring compliance.

16 Carilion Clinic One challenging aspect of healthcare is helping patients plan for end-of-life care. Carilion Clinic is committed to empowering patients to express their preferences regarding end-of-life care through Advance Care Planning (ACP). Carilion clinicians were educated on compassionate care and relevant ACP documentation. AI helped identify patients who could most benefit from ACP, and community outreach informed and empowered future patients on ACP. Outcomes revealed a 200% increase in the monthly average of ACP forms completed and an 18% decrease in code status safety events. Additionally, Carilion achieved related business goals regarding staff compassion and the patient experience. **OTI**

17 Edward Jones The Trimester Challenge supports the professional development of Client Support Team professionals in Edward Jones' branches. Topics change each trimester and support the firm's ongoing evolution. The second trimester 2024 Challenge introduced peer-assisted learning (PAL), harnessing the power of collaborative learning for an enterprise-wide deployment of Salesforce. PAL is not a mentor-mentee relationship; participants are matched with a partner. They learn together, identify real-world experiences, share tips and tricks, and coach one another through understanding and using Salesforce. By enabling participants to learn from each other, PAL has saved an estimated \$1 million in training costs.

18 Shaw Industries Group, Inc. The PX Accelerator (PXA) Program at Shaw Industries Group, Inc., grounded in Arbinger Institute's Outward Mindset principles, has significantly enhanced leadership culture by promoting empathy, collaboration, and accountability. Through practical tools such as Meet to Learn, Meet to Give, and the 3A+ framework, leaders have driven substantial improvements in teamwork, communication, and process optimization. A notable success includes repurposing stagnant inventory, avoiding landfill waste, and generating net sales of more than half a million dollars. Overall, the PXA Program has achieved a reduction in process inefficiencies, as well as cost savings, underscoring its impact on operational efficiencies and strategic objectives.

19 The University of Texas MD Anderson Cancer Center LEADing Teams Core helps leaders at The University of Texas MD Anderson Cancer Center 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 more than 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 center's institution-wide engagement survey. After 6 cohorts, 80% of eligible leaders have participated; within 2 years, that number will reach 100%.

20 BankWest, Inc. Value Added Sales Training supports the BankWest, Inc., culture of deepening customer relationships. Sales training is a vital aspect to 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 and monthly e-mails and recognition. As a result, the organization exceeded its customer relationship management recommendation goal by more than 148%.

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

2025 Rank	2024 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	Use an LMS
21	15	CBE Companies, Inc. Cedar Falls, IA Business Services	NFP	567 U.S. 972 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
22	34	JLL Chicago, IL Real Estate	NFP	45,716 U.S. 52,000 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
23	36	Veeam Software Kirkland, WA IT/Technology	NFP	2,600 U.S. 7,000 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
24	31	Dexian McLean, VA IT Staffing & Services	NFP	1,110 U.S. 1,450 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
25	22	Apple Federal Credit Union Fairfax, VA Finance/Banking	NFP	545 U.S.	10/2/62	NFP	NFP	Yes	Yes
26	50	Mariner Finance LLC Nottingham, MD Finance/Banking	NFP	2,222 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
27	28	First Horizon Corporation Memphis, TN Finance/Banking	NFP	7,430 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
28	37	Gilbane Building Company Providence, RI Construction	NFP	3,107 U.S. 3,124 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
29	38	Limbach Holdings, Inc. Warrendale, PA Construction	\$516.3M U.S.	1,300 U.S.	5/190/75	\$500K	2.50	Yes	Yes
30	32	Premise Health Brentwood, TN Health/Medical Svcs.	NFP	6,308 U.S. 21 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes

* New entry; not ranked in the 2024 Training APEX Awards

Additional Information

21 CBE Companies, Inc. The 5-step Interview Certification Program teaches interviewing skills to CBE Companies, Inc., leaders, using synchronous and asynchronous learning modalities. Traditionally, mid-level leadership training focuses on advancement, teambuilding, and personal development, leaving strategic goals to senior leadership. This program broadens that focus from developing the current workforce to creating the workforce the company needs. As a result, these leaders gain a sense of ownership in the strategic goal of increasing retention. Understanding the impact their hiring decisions have leads them to better hiring selections, creating a quality vs. quantity mindset.

22 JLL JLL's 4-week blended learning program called Women in Leadership (WiL) Rise is a breakthrough program tackling critical challenges faced by women. The WiL Rise sessions start with a Clifton Strengths Assessment to showcase strengths content covering creating a career development plan, awareness of bias, mentorship, networking, politics in the workplace, and finally a Keep It Going (KIG) module where all participants create a plan to continue this. Women in leadership are targeted to build their skills and measure their success through follow-up calls with their mentor. To date, women fill 38.8% of leadership roles at JLL, on target for the 2025 goal of 40%. **BP**

23 Veeam Software High Velocity Onboarding supports the development of new sales employees at Veeam Software with learning paths tailored by role. The program includes a combination of live virtual training with qualified facilitators; practical experience through job shadow, role-play and time in team sessions; and reinforcement and development opportunities through a curated eLearning path, all aligned to role-specific competencies and over-arching business goals. High Velocity Onboarding has consistently met business goals focused on reduced time to productivity, and has a global net promoter score (NPS) of 73.

24 Dexian Dexian remains dedicated and focused on realizing sustained organic growth through immersive sales development. Its Develop and Advance (D&A) Career Path exemplifies 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 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. **OTI**

25 Apple Federal Credit Union The Apple Way of Integrity Selling Program is designed to help Apple Federal Credit Union staff understand how others like to communicate, learn to communicate in a manner that honors others, and build a trusting relationship with co-workers and members. The core belief is that service is sales and sales is service. The training program is delivered over an 8-week period with 20 hours of learning, not counting application of skills and homework. The success of this is measured by Apple's Member Relationship Net Promoter Score. The current score is 69.72 vs. a goal of 66.

26 Mariner Finance LLC The Branch Management Training (BMT) program develops newly hired managers at Mariner Finance LLC through a 14-month training program that, upon completion, enables the BMT to successfully manage their own branch. The BMT program employs a mixture of distance, in-person, and virtual learning to confer the necessary information. Socialized components of the program complement eLearning and lead directly to practical application by incorporating mentor relationships with certified mentors and network building, giving BMTs opportunities to learn from the previous generation of leaders and practice new skills in authentic settings. **OTI**

27 First Horizon Corporation The company's corporate strategy encompasses protecting profitability, accelerating transformation, and elevating people and communities. First Horizon Corporation's high-potential leadership initiative, which aligns with this strategy, consists of 5 talent programs: Ascend, Accelerate, Rise, Soar, and Soar Higher. The Ascend cohort for banking center managers is a 10-month program facilitated in 3 separate, 3-day, in-person sessions. Specific measurements include improving the call-to-contact and contact-to-appointment ratios, increasing new business, and improving client retention. Recent business results generated by the cohort include a 50% increase in call-to-contact proficiency and a \$375K commercial loan. First Horizon's client satisfaction score is 77%, up 5 points since 2023.

28 Gilbane Building Company The Gilbane Leadership Development Program (GLDP) is a 9-month blended learning program developed to ensure a sufficient supply of internal talent for critical leadership roles at Gilbane Building Company. This program targets mid-level leaders who have the potential to become business unit leaders or department heads. Participants in the program develop a career development plan, attend a 4-day coaching event with senior leaders, and work in teams on an action learning project tied to corporate strategy. Emerging leaders who complete this program are nearly 3 times more likely to remain with the company than those who do not. **OTI**

29 Limbach Holdings, Inc. The Sales and Special Projects Bootcamp fosters cross-collaboration and knowledge transfer between sales and project team members at Limbach Holdings, Inc. Over 2.5 days, they engage in interactive scenarios to develop skills in customer service, pipeline management, and relationship-building, among others. A key feature of this bootcamp is what happens when it ends: A 4-month local reinforcement curriculum is delivered by branch leaders. An instructor guide, printed materials, pre- and post-assessments, and slide deck support the branch leader's facilitation of each hour-long session; this combination has allowed teams to increase their knowledge and skills base by 22% pre- to post-training.

30 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.

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

2025 Rank	2024 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	Use an LMS
31	16	AAA Northeast Providence, RI Roadside Assistance, Insurance, Travel	NFP	3,739 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
32	25	Two Men and a Truck Lansing, MI Moving Franchise	NFP	214 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
33	75	Active Environmental Provo, UT Pest Control Services	NFP	5,600 U.S.	25/2/23	NFP	NFP	Yes	Yes
34	40	Bell and Howell, LLC Durham, NC Services, Technology, Manufacturing	NFP	697 U.S. 757 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
35	61	EisnerAmper New York, NY Accounting	NFP	3,582 U.S. 4,356 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
36	48	Bronson Healthcare Kalamazoo, MI Health/Medical Svcs.	\$1.8B U.S.	9,050 U.S.	70/45/1,780	\$6.2M	0.79	Yes	Yes
37	74	Hackensack Meridian Health Edison, NJ Health/Medical Svcs.	\$7.8B U.S.	36,000 U.S.	525/236/3,000	\$21.3M	0.60	Yes	Yes
38	47	CVS Health Woonsocket, RI Health/Medical Svcs.	\$357.8B Global	306,501 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
39	79	Greystar Charleston, SC Real Estate	NFP	24,985 U.S. 26,700 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
40	52	Western & Southern Financial Group Cincinnati, OH Finance/Banking	NFP	3,425 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes

* New entry; not ranked in the 2024 Training APEX Awards

Additional Information

31 AAA Northeast The Accelerate Rising Leader program equips participants with tools to lead inclusively and collectively, developing a common leadership language, and building a network of connections for future support and feedback. High-potential early career leaders at AAA Northeast were invited to participate in the 9-month blended curriculum, including virtual sessions, in-person labs, simulations, self-paced intercession work, and networking time with executive leadership. Participants who completed the Accelerate Rising Leader Program saw a 37% promotion rate during or directly after completing the program as compared to a 20% promotion rate of a matched-control group.

32 Two Men and a Truck Providing opportunities for skill and career advancement, Two Men and a Truck's Career Development Program (CDP) offers several levels of college-like courses in 6-month learning segments, helping participants to grow. From frontline basics to management to franchise ownership, participants can progress through 1 level each year; 19 have gone on to open their own franchise. Utilizing teaching from subject matter experts and an organizational effectiveness coach, the CDP focuses on a 2-prong approach of personal development skills tied in with business acumen to build well-rounded leaders with a proven track record of business success.

33 Aptive Environmental Rally is an asynchronous, 12-lesson program that teaches sales team leaders at Aptive Environmental the principles of effective recruiting for door-to-door seasonal sales. Production of this asset involved 20+ interviews and discovery sessions with upper sales leadership and 8 in-house, professionally produced videos of Aptive sales leaders demonstrating recruiting techniques. The results of this program contributed to the recruit-to-sale conversion rate improvement by 70.28%, reflecting a significant improvement in the quality of recruits and their training under the guidance of their leaders.

34 Bell and Howell, LLC The Skills360 Program has trained approximately 30% of Bell and Howell, LLC's workforce across 4 business units, including Field Services and Customer Support. This data-driven initiative uses advanced algorithms to create personalized training paths based on real-time service data. The program has achieved a 13% increase in technician realization, enhancing efficiency and contributing to meeting the company's goal of a 10% improvement in field efficiency by the end of 2024. Continuous reinforcement, including coaching and quarterly reviews, ensures technicians maintain peak performance, while leadership closely monitors progress through daily reports.

35 EisnerAmper Leading@EisnerAmper Pathways (LEAP) is a virtual-first blended leadership development program for mid-career professionals at EisnerAmper. Each Pathway is aligned with 4 domains of the company's competency model across 5 levels of increasing scope and rigor. Colleagues engage in curated content (articles, videos, and podcasts), share insights on-demand via forum message boards and live via Teams meetings, receive coaching through peer coaching circles, and complete performance tasks aligned with each learning outcome within current workflows. This gamified experience results in a digital badge and, on average, a 58% increase in skill improvement.

36 Bronson Healthcare The Provider Leadership Academy (PLA) is a transformative 8-month program for physicians and advanced practice providers to engage with key stakeholders and executive leaders to enrich and transform their healthcare leadership journey. The program aims to equip aspiring leaders with skills to lead organizational change. While aligning directly with Bronson Healthcare's strategic goals, it also aligns with the Partnership Compact, a social agreement between providers and administration outlining their commitments to each other. Participants build a robust network of peers and executive leaders, fostering an environment for continued learning, leadership development, and impactful contributions to the organization's excellence.

37 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. HMH expanded the Connections experience to include a unique Tee Off with the CEO at TopGolf for new hires to learn more about HMH's programs and meet with HMH executives and peers in a fun and engaging way. HMH has already seen an increase in engagement for new team members from 80% (2023) to 83% (2024).

38 CVS Health The CVS Retail Immunization Training Program is a key strategic initiative aimed at aligning with CVS Health's mission to enhance healthcare accessibility. This program trains new pharmacists and selected technicians to administer immunizations safely, extending CVS Health's reach beyond retail stores to community locations such as businesses and nursing homes. In 2023, this initiative was instrumental in protecting 30 million lives from preventable diseases, showcasing the profound impact of CVS Health's trained professionals in making healthcare more accessible. Through this program, CVS Health not only contributes significantly to public health but also underscores its commitment to accessible healthcare for all.

39 Greystar The RISE Mentor Program is designed to develop peer mentors at Greystar through ongoing coaching, virtual learning summits, and continuous engagement via a social networking platform. By applying learning in real-world contexts, RISE mentors accelerate their professional growth. The RISE Program achieved a mentor retention rate of 92% and a mentee retention rate of 93%, surpassing original goals. Additionally, the program exceeded promotion goals, with 28% of mentors and 11% of mentees earning promotions. These outcomes highlight the program's effectiveness in driving career advancement and contributing to a more skilled and promotable workforce, positively impacting Greystar's business goals.

40 Western & Southern Financial Group Western & Southern fosters continuous learning through its Learner Home, an AI-driven, personalized dashboard with predictive search capabilities to suggest specific training. Within Learner Home, learners can create custom playlists or learning journeys related to skills they wish to develop. This year, Western & Southern Financial Group created a custom learning journey for its AI Champions, of which 91% have interacted with the playlist. They received suggestions for relevant trainings and generated more than 200 ideas of genAI use. Overall, this tool improves learning for all associates, ensuring everyone can continuously develop their skills and advance their careers.

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



2025 RANKINGS 41-50

2025 Rank	2024 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	Use an LMS
41	56	Fisher Investments Plano, TX Finance/Banking	NFP	5,028 U.S. 6,135 Global	NFP/NFP/NFP	NFP	NFP	No	Yes
42	65	Blue Sprig Pediatrics Houston, TX Health/Medical Svcs.	NFP	4,000 U.S.	18/NFP/NFP	NFP	NFP	Yes	Yes
43	*	Core & Main St. Louis, MO Wholesale/Distribution	NFP	5,128 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
44	53	VSP Vision Rancho Cordova, CA Insurance, Retail, Manufacturing, Technology, Fashion	NFP	11,778 U.S. 12,698 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
45	62	Sunstates Security, LLC Raleigh, NC Safety	NFP	5,438 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
46	*	Valley Bank Morristown, NJ Finance/Banking	NFP	3,723 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
47	43	One Nevada Credit Union Las Vegas, NV Finance/Banking	\$81.8M U.S.	188 U.S.	2/1/35	\$404K	4.50	Yes	Yes
48	46	CNO Financial Group Carmel, IN Insurance	NFP	3,478 U.S. 3,584 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
49	63	Collective Health San Francisco, CA Health/Medical Svcs.	NFP	795 U.S.	NFP/NFP/NFP	NFP	NFP	No	Yes
50	39	England Logistics Salt Lake City, UT Transportation	\$452.3M Global	335 U.S. 464 Global	3/0/107	\$628K	1.30	Yes	Yes

* New entry; not ranked in the 2024 Training APEX Awards

Additional Information

- 41 Fisher Investments** The Look Before You Leap (LBYL) program is designed for non-management employees at Fisher Investments who are interested in becoming leaders. By exploring leadership challenges and benefits, pros and cons of having direct reports, and practicing hands-on management scenarios, employees decide whether people management fits their career goals. Since 2023, 29% of participants have moved into leadership positions. The goal of LBYL is not to achieve 100% placement but to increase transparency about leadership roles and align opportunity to interested employees. Notably, 94% of participants report that LBYL directly impacted their decision to pursue leadership.
- 42 Blue Sprig Pediatrics** The Registered Behavior Technician (RBT) Career Path at Blue Sprig Pediatrics is redefining professional growth for RBTs delivering Applied Behavior Analytic (ABA) services. This program offers a structured, competency-based progression that empowers team members to advance their skills and careers. With clear milestones and continuous learning opportunities, the RBT Career Path enhances both individual development and organizational success. It's a game-changer in ABA, fostering a highly skilled, motivated workforce aligned with Blue Sprig Pediatrics' mission to deliver exceptional care and service to children with autism.
- 43 Core & Main** Extraordinary Leader is Core & Main's leadership development experience for high-potential associates. Participants complete a 360-degree evaluation and pair with a certified coach to interpret their 360 report. They prepare for a 3-day instructor-led class where the participants create a detailed development plan and present it to the class. After class, coaches collaborate with participants to put their plans into action, partner with a peer, plus have 2 additional coaching sessions and a follow-up assessment. 65.6% of program participants received an Exceeds/Far Exceeds performance rating or were promoted within the last 12 months, compared to the general population at 36.4%.
- 44 VSP Vision** Organizational values We Care, We Trust, We Empower Diversity, and We Are One Team are reflected across VSP Vision's learning programs, including New Employee Onboarding. This program features many touchpoints for employees, including a welcome package, day 1 orientation, a continuous learning series, online resources, and self-paced learnings. These workshops are designed to create a sense of belonging, demonstrate how VSP values their unique perspectives and skills, and maximize engagement and enablement. Reflecting this investment, VSP employees are in the top 10% of engaged and enabled workforces in the world, according to Korn Ferry.
- 45 Sunstates Security, LLC** The Sunstates Leadership Candidate Program promotes leadership and career growth by encouraging managers to mentor 1 Sunstates Security, LLC, employee annually. Acknowledging that many leaders rise through operational and technical expertise, the program focuses on cultivating essential leadership skills. It is structured into 3 progressive tiers: Tier 1 for aspiring entry-level managers; Tier 2 for those aiming for regional, departmental, or national account roles; and Tier 3 for future directors or VPs. The tiers must be completed in sequence, regardless of the employee's current role. Managers nominate and mentor candidates throughout the year, with the goal of promoting their mentees into leadership positions.
- 46 Valley Bank** Valley Bank faced the challenge of implementing a new banking platform that significantly altered its traditional work processes. To ensure a smooth transition, the organization adopted a comprehensive change management strategy focused on communication, training, and support. A steering committee was formed to oversee the change process. A clear communication plan was developed to inform all associates about upcoming changes via e-mail, town hall meetings, and an internal Website dedicated to the change initiative. Customized training programs were designed to address the specific needs of different employee groups, including hands-on facilitated sessions, eLearning, workshops, and post-training reinforcement activities utilizing gamification.
- 47 One Nevada Credit Union** With its gamified learning approach, Cool Aid revolutionizes the way One Nevada Credit Union trains and provides the convenience of mobile accessibility. Cool Aid is designed to cater to the needs of the staff, ensuring they can use the platform on any mobile device. Through this innovative system, One Nevada Credit Union offers 2- to 3-minute video training segments covering various subjects. Going beyond traditional training methods, the platform features quizzes, crossword puzzles, and fun polygraph tests. These dynamic elements make learning fun and encourage active participation.
- 48 CNO Financial Group** The Women's Leadership and Networking Committee constructed the Making Mentors program to provide mentorship to women looking to grow their careers in the field at CNO Financial Group. The mentors consist of successful female leaders from all over the country in various roles and production goals. As candidates apply to this program, their application is carefully reviewed to align groupings with similar goals and aspirations. Since inception in 2021, the program has experienced a 33% annual growth with an impact of 21% higher retention, 34% higher production, and a promotion rate 2 times higher than that of non-participating peers.
- 49 Collective Health** The engaging leadership series at Collective Health spans several months, covering inclusive hiring, performance coaching, resilience, growth mindset, and more. This series is delivered to 100% of Customer Experience leaders and blends in-house content with industry-recognized programs such as Crucial Conversations for Mastering Dialogue and Situational Leadership. New leaders are paired with learning partners to gain outside perspectives, apply concepts, and stay motivated. Senior leaders regularly reinforce key concepts, enhancing retention and equipping leaders to develop talent and drive engagement within their teams. This program reflects Collective Health's commitment to exceptional leadership and delivering an excellent employee experience.
- 50 England Logistics** Continuous growth drives England Logistics and is embodied in its ELevation program. This 14-month, 14-module course spans 4 development levels: culture and communication, hard work and teamwork, problem solving and self-awareness, and networking and career development. Each level builds critical skills, culminating in certification and awards. ELevation is crucial to the company's culture and employee growth. Some 70% of last year's leadership positions were filled internally, with 17% of the leadership team having completed the course.

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

2025 Rank	2024 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	Use an LMS
51	*	MJHS New York, NY Health/Medical Svcs.	\$1.9B U.S.	3,400 U.S.	42/5/6	\$297K	4.50	Yes	Yes
52	58	Northwestern Mutual Milwaukee, WI Financial Services	NFP	8,310 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
53	86	Johns Hopkins Medicine: Patient Access Baltimore, MD Health/Medical Svcs.	\$10B U.S.	50,000 U.S.	12/8/17	NFP	7.46	Yes	Yes
54	57	PartnerHero Boise, ID Business Services	NFP	400 U.S. 3,045 Global	NFP/NFP/NFP	NFP	NFP	No	Yes
55	92	General Dynamics Information Technology Falls Church, VA IT/Technology	NFP	27,000 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
56	90	Spectrum Enterprise Stamford, CT Telecommunications	NFP	93,000 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
57	54	ConServe Fairport, NY Account Receivable Management	NFP	342 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
58	55	Cardinal Health Dublin, OH Health/Medical Svcs.	\$226.8B Global	30,406 U.S. 48,885 Global	NFP/0/NFP	NFP	NFP	Yes	Yes
59	49	Huntington National Bank Columbus, OH Finance/Banking	\$7.4B Global	20,288 U.S. 20,309 Global	98/67/123	NFP	NFP	Yes	Yes
60	67	Compass One Healthcare Wayne, PA Health/Medical Svcs.	NFP	83,000 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes

* New entry; not ranked in the 2024 Training APEX Awards

Additional Information

51 MJHS The MJHS Leadership Certification program transforms participants into dynamic leaders who leverage motivational drivers, emotional intelligence, and advanced communication to cultivate teamwork and professional growth. With newly acquired coaching skills, they inspire exceptional customer service and boost productivity, while effective delegation empowers the next generation of leaders. Over a 6-month journey, participants engage in 8 on-demand sessions via the learning management system (LMS) and 13 interactive, instructor-led sessions, many facilitated by chief business officers and senior executives. A dedicated program advisor guides participants through this transformative experience, ensuring they are well-prepared to achieve their certification and become MJHS Certified Leaders.

52 Northwestern Mutual The MD Development Program at Northwestern Mutual has delivered outstanding results among its managing directors and district directors, aligning with the goal to grow distribution capacity and enhance the size, capacity, and diversity of NM field leaders and advisors. Participants have shown improvements in financial acumen, leadership skills, and diversity and inclusion awareness. Success is driven by custom 360 assessments, facilitated discussions, peer interactions, and practical exercises. The program's tools, templates, and real-world case studies have equipped leaders for effective leadership. The program has fostered continuous growth, enhanced Network Office and District Network Office performance, and contributed to Northwestern Mutual's overall success.

53 Johns Hopkins Medicine: Patient Access With the majority of its call center staff working remotely since 2020, the Johns Hopkins Medicine: 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 2024 for all departments was 87.05%, with all departments achieving their goal. **BP**

54 PartnerHero In 2024, PartnerHero launched a new training program to provide skill building for its entry-level associates so they can achieve future promotion opportunities. The STEP Program (Succeed, Transform, Elevate, and Prepare) consists of a 9-month curriculum divided into 3 Tiers (Foundation, Intermediate, Advanced). This program was built in collaboration with the Operations executives and the Learning and Development team. It contains 26 interactive courses and 12 job rotation challenges where associates are given mentoring support with their team leads.

55 General Dynamics Information Technology General Dynamics Information Technology (GDIT) values the skills and experience of former military members, empowering them to excel in their transition to civilian careers. The Military Talent Acclimation, Acceleration, and Advancement Program (MTA3P) supports transitioning veterans from day 1 with sponsors to guide and connect them with the people and resources they need to thrive. The program continues to empower veterans at all career levels, ensuring sustained engagement, skill development, and career growth. This year-long program positions GDIT as a top employer for veterans, where they continue to make a difference with meaningful work supporting the nation.

56 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, social communities, and more. The program streamlines the onboarding process and provides 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. New hires have demonstrated a 6.7% increase in quota attainment and a 21.4% increase in sales opportunity conversion rates over their baseline counterparts.

57 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 unique training program with 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 more than 30,000 hours of training to its most valuable asset: its people.

58 Cardinal Health The Center of Excellence (COE) at Cardinal Health created the EHSMS portal for global Environment, Health & Safety (EHS) teams at 326 locations to drive documentation procedures, safety plan deployment tracking, incident reports, and hazards documentation. Within the first 48 hours of program launch, EHSMS portal traffic rose 300%. As of last March, there were more than 38,408 portal page views. By using a performance support model for this department, the Learning team saved the business approximately \$390,850 as training contact time was reduced by 97%. There have been 120 fewer injuries year over year, saving Cardinal Health approximately \$1.8 million in lost productivity and claims.

59 Huntington National Bank From investing in interns to ensuring that key leadership positions have successors, Huntington National Bank intentionally prepares its colleagues for their career journeys at the bank. One way it does so is via its Top Talent Programs, which provide opportunities for colleagues to accelerate career growth at each stage of their career journey. The bank is focused on developing and progressing key talent to become ready for the next level of leadership in a more efficient and intentional manner. As a result of these programs, 51% of participants have experienced a talent move compared to 28% of the total colleague population.

60 Compass One Healthcare Leadership Academy (LA) is a 6-month leadership development program for high-potential frontline associates and mid-level managers in TouchPoint Support Services at Compass One Healthcare. The program focuses on inclusive leadership and creating a diverse talent pool. LA exceeds designated classroom training, as each participant's learning path is customizable by specific development needs and offers a blended approach. 64% of graduates were female, 54% were culturally diverse, and 19% were promoted into leadership positions. Post-survey results show 98% of learners indicated preparedness for career advancement compared to 55% in pre-survey results. Through post-evaluations, managers indicated 95% demonstrated improved change in confidence.

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

2025 Rank	2024 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	Use an LMS
61	66	Microchip Technology Chandler, AZ High Tech, Semiconductor	\$1.9B U.S. \$7.6B Global	6,970 U.S. 22,333 Global	116/14/1,469	NFP	NFP	Yes	Yes
62	*	Impact Networking, LLC Lake Forest, IL Business Services	NFP	995 U.S.	NFP/NFP/NFP	NFP	NFP	No	Yes
63	105	OpenTable & KAYAK Stamford, CT IT/Technology	NFP	961 U.S. 1,993 Global	20/0/67	NFP	NFP	Yes	Yes
64	*	Ryan Companies US, Inc. Minneapolis, MN Construction	NFP	1,569 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
65	72	HGS (Hinduja Global Solutions) Lisle, IL Business Services	NFP	1,215 U.S. 20,700 Global	NFP/NFP/NFP	NFP	NFP	No	Yes
66	*	PointClickCare Ontario, Canada IT/Technology	NFP	1,029 U.S. 2,200 Global	8/0/68	NFP	NFP	Yes	Yes
67	*	Groundworks Virginia Beach, VA Foundation Repair & Water Management	NFP	5,312 U.S. 5,449 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
68	*	International SOS Singapore Health/Medical Svcs.	NFP	1,557 U.S. 11,856 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
69	64	Persistent Systems Ltd. IT/Technology Pune, India	NFP	2,638 U.S. 23,850 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
70	59	Allied Universal Conshohocken, PA Security Services, Systems, & Solutions	NFP	280,000 U.S. 800,000 Global	NFP/NFP/3,500	NFP	NFP	Yes	Yes

* New entry; not ranked in the 2024 Training APEX Awards

Additional Information

61 Microchip Technology Microchip Technology's leadership pipeline training and succession planning set it apart as an industry leader by cultivating an exceptional corporate culture. Through strategic development programs, it identifies and nurtures top talent, preparing them for future leadership roles. This proactive approach ensures a seamless transition in key positions, fostering stability and continuity. By emphasizing mentorship, skill development, and career progression, Microchip Technology not only enhances individual performance but also strengthens its organizational cohesion. This commitment to building a strong leadership foundation promotes innovation, drives performance, and reinforces a positive, dynamic corporate culture, positioning the company as a model of excellence in its industry.

62 Impact Networking, LLC Sales Training is a shining strength of Impact Networking, LLC's L&D and Sales Enablement operations, receiving national acclaim and widespread internal praise. At time of hire, sellers are enrolled in the company's proprietary learning program, Consultative Sales Fundamentals. This program is designed to develop sales skills, technical proficiency, business acumen, and product knowledge across the business portfolio of distinct managed expert services. It aligns activity quotas (leading indicators) with learning milestones to comprehensively measure performance against desired sales targets (lagging indicators). 90% of learners perceived a behavior change after attending the initial course while achieving 224% of dial quota and 97.2% of meeting quota.

63 OpenTable & KAYAK Supporting newly hired and promoted managers is a top priority for OpenTable & KAYAK. The Managing Essentials Program offers bespoke programming for team leads, supervisors, and managers throughout the company. This blended program includes eLearning, virtual instructor-led workshops, and completion of a 360-feedback survey. With a focus on skills such as transitioning into leadership, giving feedback, and holding effective 1-on-1 meetings, managers at Open Table & Kayak are equipped from day 1 with the tools needed to successfully manage and lead their teams, no matter how they prefer to engage in learning.

64 Ryan Companies US, Inc. New Employee Orientation (NEO) is an immersive educational and cultural experience that's been in place since 2016 at Ryan Companies US, Inc. All employees are invited to a 2-day onsite orientation at the home office that features an introduction and integration into the company culture and values. Sessions are held quarterly and feature participants from all business units and market sectors. Post-session follow-up discussions with their manager and team and virtual reinforcement trainings bring continued integration into the culture. This has resulted in tenure rates 37% higher for those who attend NEO and employee survey results around values that score above benchmark.

65 HGS (Hinduja Global Solutions) HGS is proud to highlight the advancement of coaching methodology and execution. Having made the decision to be a virtual company, HGS' coaching model required updates to plug virtual gaps. Through a coaching process overhaul, HGS 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 its vision to achieve the perfect balance of human skill and digital innovation to help its people champion every moment.

66 PointClickCare Since launching in 2023, the Talent Planning Program, powered by the 9-Box Model, has shaken up talent development at PointClickCare. This game-changing approach ensures fair and strategic assessments. It's not just talk—the company rolled out the Talent Advisory Program for mid-management, crafted targeted senior leadership programs, and created executive sponsorship opportunities. By tackling real-world challenges and providing top-notch mentorship, it's not just preparing future leaders, it's accelerating them into senior roles. The result: a dynamic leadership pipeline that's propelling the organization to new heights.

67 Groundworks Last year, Groundworks introduced the One Groundworks Way Sales Process and a new Certified Field Inspectors (CFIs) training program. Developed in collaboration with the company's chief sales officer and divisional sales leaders, the program features a structured learning path that includes prerequisite training, field experience, 3 weeks of in-person performance training, on-the-job verifications, and ongoing coaching. This comprehensive approach provides a consistent and measurable process that enhances CFIs' technical skills, sales expertise, and practical application across all of Groundworks' U.S. and Canadian branches. It ensures CFIs effectively build customer trust, conduct thorough inspections, and offer tailored solutions to meet customer needs.

68 International SOS The Executive Leadership Development Program (ELDP) at International SOS nurtures high-potential leaders through a 6-month initiative. It combines face-to-face sessions, virtual Webinars, and Gallup Clifton Strengths Assessment. Top management, including the CEO of Medical Services, actively mentors participants, fostering networking and growth. ELDP aligns with succession planning and diversity goals. Notably, 47% of participants were promoted or expanded their responsibilities, reinforcing the company's commitment to grooming future leaders. As a result, the retention rate for high performers has tripled.

69 Persistent Systems Ltd. The Persistent Digital Engineering Academy (PDEA) program facilitates employees' career progression by helping them acquire and upskill them to role-specific technical skills. PDEA is a prescriptive certification program across 115 technical clusters, focusing on enhancing and upskilling the proficiency in engineering and product life cycle management. This program helps baseline the skill inventory, reduce the technical debt, and create a future-ready talent pool that helps reduce the turnaround time to upskill employees and make them billable. PDEA provides best-in-class pre-curated eLearning modules supported by objective and subjective assessments.

70 Allied Universal Allied Universal has made tremendous progress embedding I-Care Leadership (ICL) into its management community. By focusing on an I-Care Culture, Allied Universal ensures its people have a safe and inclusive environment in which they can excel and develop their careers with the firm. This also helps attract and retain the best people. Allied Universal has trained more than 25,000 leaders globally since ICL was implemented in second quarter 2022 to ensure leaders are creating an exceptional employee experience.

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

2025 Rank	2024 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	Use an LMS
71	69	Zensar Technologies Pune, India IT/Technology	NFP	1,241 U.S. 10,349 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
72	101	Harris Health Bellaire, TX Health/Medical Svcs.	\$432.9M U.S.	10,856 U.S.	124/5/124	NFP	NFP	Yes	Yes
73	82	Bright Horizons Family Solutions Newton, MA Educational Services/ Academic Institution	NFP	15,982 U.S. 31,400 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
74	*	CCMR3 Syracuse, NY Financial Services	NFP	128 U.S.	NFP/NFP/NFP	NFP	NFP	No	Yes
75	*	Akbank Istanbul, Turkey Finance/Banking	NFP	12,806 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
76	80	CCA Global Partners Manchester, NH Real Estate	NFP	422 U.S. 427 Global	NFP/NFP/NFP	NFP	NFP	No	Yes
77	70	Penn Station East Coast Subs Milford, OH Hospitality	NFP	5,500 U.S.	5/345/625	\$1.9M	0.09	Yes	Yes
78	91	Kimball Midwest Columbus, OH Wholesale/Distribution	NFP	2,541 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
79	51	Sovos Compliance Atlanta, GA IT/Technology	NFP	759 U.S. 2,445 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
80	88	Nebraska Medicine Omaha, NE Health/Medical Svcs.	NFP	10,056 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes

* New entry; not ranked in the 2024 Training APEX Awards

Additional Information

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

72 Harris Health New Employee General Orientation (NEGO) is a 2-day learning experience offered every other week at Harris Health. It comprises various learning modalities that allow new employees to acclimate to the company culture. There are 3 parts: a live in-person full day, a live virtual half-day, and self-paced online modules. The orientation framework is based on the four "C's" of onboarding: Clarity, Connection, Compliance, and Culture. The orientation includes a family activity, personal introduction from the president and CEO, guest speakers, videos, activities, music, stories, and fun.

73 Bright Horizons Family Solutions The Child Development Associate (CDA) Credential is the most recognized competency-based credential in early childhood education (ECE). The Bright Horizons CDA Program prepares teachers for entry-level requirements through a 10-month program, covering 13 competencies that provide practical knowledge in early childhood education. The blended learning program is cohort-based, led by a facilitator, includes asynchronous learning, and is supported by an advisor. To date, the Bright Horizons CDA Program has awarded nearly 4,000 credentials. Earning this credential is the first step in Bright Horizons Family Solutions' free Horizons CDA & Degree program, paving the way for further professional development and growth.

74 CCMR3 CCMR3's Financial Wellness Program, led by co-founder and CEO Jacob Corlyon and VP of People and Culture Jill Czyz, offers both in-house and community financial literacy training. Tailored to meet the needs of employees in all locations and local communities in Syracuse, NY, this initiative focuses on critical topics such as debt management, budgeting, and saving strategies. Through engaging presentations, real-life financial scenarios, and actionable advice, participants gain skills to improve their financial health. These sessions foster financial independence, empower attendees, and align with CCMR3's mission to build long-term financial well-being.

75 Akbank Akbank Academy started its efforts to adapt to the future of the business and redesigned its working model and all its processes with a vision that will meet the needs of the future business world today while preparing Akbank employees for the future. Akbank Academy is positioned as a strategic business partner of the bank's business units. Instead of standardized curriculum-based programs, its development journeys are offered to a wide audience and presented with differentiated learning methods that cater to the learning needs of everyone and adapt to different learning preferences.

76 CCA Global Partners The Ready Set Go (RSG) Onboarding program has been successfully delivered to all divisions of CCA Global Partners' retail groups for use in the showrooms. The program focuses on a series of online and in-person trainings. Topics include selling skills, customer service skills, color & design, and product knowledge. A level-up option is the RSG Concierge Service, which includes more personalized coaching and development. The effective and successful Ready Set Go onboarding program has received a learner rating of 4.9 stars and has a completion rate of 95%.

77 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 personal and professional proficiencies necessary for each level of employment, with a clear path to learning the skills and procedures necessary for career growth at Penn Station East Coast Subs. The modular structure is based on microlearning strategies utilizing printed media, video and online learning, 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, and is designed to strengthen management in all directions.

78 Kimball Midwest One of Kimball Midwest's primary strategic initiatives is the companywide expansion of its Materials Management Systems program. This requires dedicated leadership to develop comprehensive materials and training content. The sales team has proven the program's effectiveness, generating significant incremental sales. Additionally, the corporate team has ensured that at least 90% of managers have received the training.

79 Sovos Compliance The Elevator Pitch Certification at Sovos Compliance is designed to empower employees with the skills and confidence to effectively communicate the company's value proposition, mission, and vision in a concise and impactful manner. This certification program is particularly valuable for those in customer-facing roles, as well as employees involved in business development, marketing, and leadership. The certification aims to teach employees how to deliver a compelling elevator pitch that captures the essence of Sovos' offerings and differentiates the company in a competitive marketplace. Employees gain confidence in their ability to represent Sovos in various settings, from client meetings to networking events.

80 Nebraska Medicine The New Colleague Experience roadmap provides crucial information, experiences and connections about benefits and organizational culture throughout the first year of hire at Nebraska Medicine. To reduce the firehose of information effect, each session is offered once a quarter, allowing colleagues to get acclimated to their department. They revisit benefits by attending sessions that work best for their schedule. Results include an 89% retention rate for colleagues who attended at least 1 experience. Feedback indicates that sessions are informative and interactive. Colleagues appreciate attending a session that fits their schedule and interacting with subject matter experts from benefits and leadership areas.

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

2025 Rank	2024 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	Use an LMS
81	87	Thermo Fisher Scientific Research & Safety Division NA Pittsburgh, PA Wholesale/Distribution	NFP	725 U.S. 907 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
82	*	Community First Credit Union of Florida Jacksonville, FL Finance/Banking	NFP	460 U.S.	6/0/2	NFP	NFP	Yes	Yes
83	97	Unite Us New York, NY IT/Technology	NFP	631 U.S.	4/1/NFP	NFP	NFP	No	Yes
84	*	Kwest Group, LLC Perrysburg, OH Construction	\$141M U.S.	352 U.S.	9/0/14	\$1.8M	5.00	Yes	Yes
85	100	Maryland Department of Transportation State Highway Administration Baltimore, MD Government & Military	NFP	3,867 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
86	*	LPT Realty, LLC Lake Mary, FL Real Estate	NFP	12,100 U.S.	NFP/NFP/NFP	NFP	NFP	No	Yes
87	96	LaSalle Network Chicago, IL Business Services	NFP	213 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	No
88	*	BankUnited Miami Lakes, FL Finance/Banking	NFP	1,655 U.S.	NFP/NFP/NFP	NFP	NFP	Yes	Yes
89	*	LCS Des Moines, IA Senior Living	NFP	24,252 U.S.	8/15/200	NFP	NFP	Yes	Yes
90	102	National Head Start Association Alexandria, VA Nonprofit Membership Organization	\$10M U.S.	250,035 U.S. members	0/4/3	NFP	NFP	Yes	Yes

* New entry; not ranked in the 2024 Training APEX Awards

Additional Information

81 Thermo Fisher Scientific Research & Safety Division NA The company redesigned and relaunched its New Manager Onboarding and Job Change Training in 2024 to update the content and deliverables to more closely align with Thermo Fisher Scientific Research & Safety Division NA's business goals. The program now includes pre-training sessions for topic awareness and knowledge, instructor-led training and activities for skill practice, and master classes for mastery. Topics include effective communication, developing frontline leaders, sales tools and resources, territory management, and negotiation. All topics include a business-specific case study activity complete with mock performance metrics and information for role-plays.

82 Community First Credit Union of Florida The 4-day orientation and onboarding experience offers new hires an engaging start with interactive group activities that foster teamwork and connection at Community First Credit Union of Florida. A highlight of the program is a 5-hour session where C-suite executives meet with all new employees, sharing insights into how their teams will contribute to each individual's success. This direct interaction with senior leadership deepens their understanding of the company's mission and also sets the stage for strong, supportive relationships beginning day 1. New employees also receive a survey at their 30-, 60-, 90-day, and 6-month and 1-year milestones requesting feedback on their experience to that point.

83 Unite Us The Technology Leader Academy revolutionized leadership development at Unite Us with dynamic Peer Learning Circles and customized, relevant content. By merging hands-on learning with continuous digital engagement, Unite Us has seen impressive results, including a 6-point surge in engagement scores in a single quarter. Feedback from participants has been stellar, with 100% praising the program's impact on their leadership skills and its invaluable resources. This approach has empowered leaders to excel in a fast-evolving tech landscape.

84 Kwest Group, LLC The labor crisis the construction industry now faces after the COVID era-led Great Resignation has resulted in a decrease in the amount of industrial knowledge that was taken for granted for years. Kwest Group, LLC, recognizes these challenges and declares, "Bring it on!" Kwest Group is leading the industry in developing its remaining talent corps, investing in the future of its leadership, and engaging its lettered organization partners to curb this knowledge gap by way of investment, innovation in its training practices, and creating the newest standard the heavy equipment construction industry needs to grow toward.

85 Maryland Department of Transportation State Highway Administration The Roadwork Operations and Advanced Development Summit (ROADS) is a training program to equip Maryland Department of Transportation State Highway Administration facilities maintenance technicians, mechanics, technicians, and supervisors with the tools to be effective leaders and team members. Selected participants review strengths and opportunities and outline steps to increase engagement. Supervisors discuss culture building, leadership accountability, unconscious bias, and the importance of self-care. Offsite training includes activities to foster connections, build trust and strong teams, instill confidence in one another, communicate effectively, and collaborate under pressure and in new situations.

86 LPT Realty, LLC The LPT BBA Marathon series is a 2-week skills training calendar engineered to empower and educate LPT Realty, LLC, agents and employees to remain compliant and build confidence under new industry regulations. This education marathon included more than 70 hours of live training from 19 different instructors from all facets of the business, ranging from LPT executives to state compliance brokers and LPT agents, all centered around making sure LPT agents and employees proceed in a confident and compliant manner. All of these trainings also are available in an on-demand format to ensure LPT is operating at the highest level of accessibility.

87 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. LaSalle Network's recruiter accreditation program has increased new hire retention and resulted in positive attrition. In an industry notorious for turnover, the company is proud to retain nearly three-fourths of its new hires and keep all staff engaged.

88 BankUnited BankUnited's high-potential program, EXCELerate, develops participants in key areas essential for career success, equipping learners with skills, tools, and knowledge to confidently navigate the rapidly evolving business landscape. 149 EXCELerate alumni have been promoted since the start of the program in 2021. Chosen applicants meet for 5 sessions over a 4-month period. Participants examine and outline their personal brand, map their current network and prepare skills for networking events, practice diplomatic communication, and analyze top leadership qualities through the lens of iconic movies.

89 LCS Leading @ LCS is specific to newly hired or newly promoted people leaders at LCS. Content includes an overview of LCS-specific programs to help promote to their teams; LCS history; the Employee Engagement Survey process; the company's compensation philosophy and practices; the talent acquisition process and tools; the budget process; benefits and leave of absence process; and the performance management, talent development, and succession planning processes and resources. Each of the topics is presented by subject matter experts from across the organization, so participants also are able to expand their network of resources.

90 National Head Start Association CDA Pathway provides online self-paced content and ongoing coaching to support entry-level early childhood education staff to full CDA award by The Council for Professional Recognition. The CDA is the first step in an individual's early childhood education professional journey. The Academy at the National Head Start Association (NHSA) provides personalized coaching to students in the CDA Pathway, including 120 hours of academic instruction, compilation of a portfolio that demonstrates mastery, the application process, coordination of a verification visit by The Council, and an assessment to authentic the learner's mastery.

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



2025 RANKINGS 91-95

2025 Rank	2024 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	Use an LMS
91	*	Minitab State College, PA IT/Technology	NFP	358 U.S. 110 Global	NFP/NFP/NFP	NFP	NFP	Yes	Yes
92	*	Towne Properties Cincinnati, OH Real Estate	NFP	916 U.S.	7/0/29	\$1M	2.00	Yes	Yes
93	95	Fractal Analytics Pvt. Ltd Mumbai, India Data Analytics & AI	\$303M Global	5,000 Global	NFP	NFP	NFP	Yes	Yes
94	*	Axon Scottsdale, AZ Safety	\$1.3B U.S. \$1.6B Global	4,616 U.S.	7/1/0	NFP	NFP	Yes	Yes
95	*	Alliant Insurance Services, Inc. Irvine, CA Insurance	\$4.6B U.S. \$4.7B Global	7,548 U.S. 12,500 Global	14/1/74	\$3M	2.00	Yes	Yes



A Purpose-Driven Culture

Compass One Healthcare is honored to be recognized for its steadfast commitment to employee development and engagement in a diverse range of specialty healthcare service areas.

Begin your career journey with purpose, creating memorable experiences for patients, their families, and clinical caregivers.

Learn more at:

CompassOneHealthcare.com/Careers



Additional Information

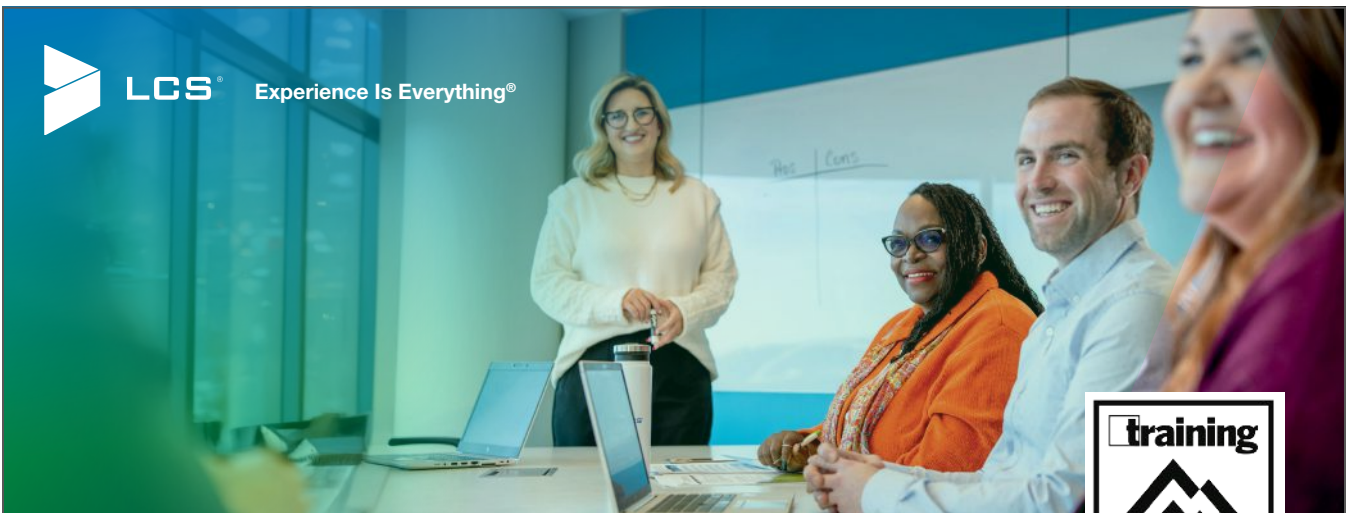
91 Minitab Manager Essentials addresses the 6 leadership styles of Daniel Goleman and builds upon 4 core competencies: ensures accountability, communicates effectively, manages complexity, and plans and aligns. Through this day-and-a-half program, managers are immersed in self-discovery of the legacy they wish to leave as a leader, as well as their role as a manager within Minitab. The result is a discussion framework that leads to productive and engaging performance conversations to empower and motivate an employee to higher standards within their respective role.

92 Towne Properties Towne University is the core of Towne Properties' professional development program. Towne University gives associates the skills to face their day-to-day jobs and the professional skills that help them excel in their careers. Towne University provides a blend of in-person and online training. Towne Properties focuses on its people and gives them tools to excel at work and in life. Annually more than 20 participants complete their training and graduate in front of 600 of their peers at the company appreciation day. They're recognized for their dedication to their careers and Towne Properties.

93 Fractal Analytics Pvt. Ltd The Imagineers program is designed to provide young professionals with a smooth transition from campus life to the corporate world and beyond by equipping them with the skills they need to succeed in their chosen career paths. Imagineers at Fractal Analytics Pvt. Ltd go through a 3-year process to develop into world-class analytics professionals. This includes 13 weeks of onboarding (self-based online content) and participating in a shadow project and a simulated client project, followed by 2 years of an upskilling and reskilling program known as the Imagineer Premier League (IPL), which includes hackathons, workshops, masterclasses, quiz contests, and Tech Fests facilitated by experts.

94 Axon Leadership Innovating and Investing for Tomorrow (LIIFT) is Axon's custom-built leadership development program designed for all Axon leaders, managers, and directors. LIIFT is a pillar-based strategy so people managers have a point of early entry that aligns with a skill gap. Leaders have the flexibility to complete the courses most relevant to them and their career development. The company's goal is to support the growth of people managers to improve the overall employee experience at Axon.

95 Alliant Insurance Services, Inc. Alliant Insurance Services, Inc., increased its training capacity from 2 Epic trainers to 75 Gold and Platinum Epic subject matter experts (SMEs) by implementing an Epic SME Certification program. Alliant Epic SMEs complete a rigorous certification process to obtain their status. The trained Epic SMEs provide continuous and timely notices of Epic updates and reduce potential team errors. This leads to an overall reduction in claim payment errors, contributing to fulfillment of revenue goals. In addition, the Epic training program offers weekly Q&A sessions with experts for quick and relevant guidance to all 5,000+ Epic users. This also allows an opportunity for professional growth and advancement.



 **LCS**® Experience Is Everything®



2025 WINNER

Extraordinary.

LCS is proud to receive a 2025 Apex Award to recognize our commitment to empowering our team members with the knowledge and skills needed to create exceptional experiences for our residents.

In an industry where quality is paramount, our innovative training programs are extraordinary and equip our teams with the tools to lead with compassion, expertise, and confidence. From personalized learning pathways to cutting-edge technologies, we invest in our people

because we believe they are the heart of our mission to enrich the lives of those we serve.

We invite you to learn more about our award-winning culture and the incredible work we do in the senior living industry at lcsnet.com.