

Meet America's Best Employers for Healthcare Professionals 2026



By Haniya Rae, Rachel Rabkin Peachman, Sept 23, 2026

While the numbers vary across the country and across specialties, the rate of burnout among healthcare professionals has remained high over the past several years, [ranging from roughly 35% to 50% of clinicians who report professional stress and feeling overwhelmed](#). In fact, a [recent survey from Harris Poll](#) found that more than half of healthcare workers are looking to change jobs—and with justifiable reasons. “Our patients are coming in more sick with more medical conditions than even five years ago, while the amount of administrative paperwork has risen,” says Dr. Tina Shah, a pulmonary and critical care physician in New Jersey who has advised three White House administrations on healthcare workforce well-being.

Healthcare tech advancements—particularly AI tools—are meant to lighten the administrative burden that falls on clinicians and other healthcare staff, but this isn’t always the case. While AI can be a blessing—assisting with chart notes, electronic health records and communications with patients—it can be a curse if, for instance, the automation of tasks leads to the erosion of human skills and medical errors that harm patients.

What can employers do to improve the status quo for clinicians and patients? “Clinicians need employers that understand well-being at a system level and take action,” says Shah. This means finding ways to support clinicians, not just through new tech, but also through substantive strategies, including, “empowering us to work flexible hours and easily find childcare. These are the things that can make healthcare not just good but great—and it starts with giving the healers in healthcare what they need to work at their best.”

Fortunately, *Forbes* has evaluated healthcare employers for the second year in a row to determine which organizations are prioritizing employee well-being and supporting the needs of their staff. The result: America’s Best Employers For Healthcare Professionals 2026.

To create this second-annual ranking, *Forbes* partnered with market research firm [Statista](#) to survey more than 30,000 employees working for healthcare and social services providers employing at least 1,000 people within the U.S. Participants were asked how likely they were to recommend their current employer to others and to rate it based on criteria including wages, working conditions and schedules, career advancement opportunities and safety. Survey respondents were also asked how likely they were to recommend a previous employer (within the last two years) and other healthcare organizations they knew through industry experience or through friends and family who had worked there. The responses were then analyzed and incorporated into a scoring system that also factored in data from the past three years of employer surveys at a lesser weight.

Ultimately, the 250 healthcare organizations with the highest scores made our list of America's Best Employers for Healthcare Professionals, which is presented below.

146-VNS Health

8 in New York State

VNS Health Stats

Industry: Healthcare & Social Services

Founded: 1893

Headquarters: New York, New York

Country/Territory: United States

CEO and President: Dan Savitt

Employees: 11,500

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