

SHARE 2026 Contract Survey about Careers

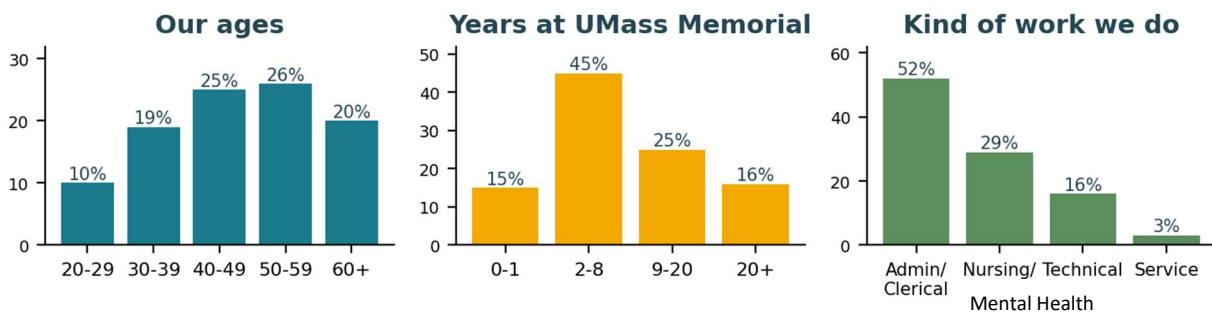


What we heard from each other — and what SHARE members want next

In April, **1,358 SHARE members** filled out the career survey, the first of three surveys to help us get ready for contract negotiations. Your answers help the SHARE Negotiating Team understand what members want.

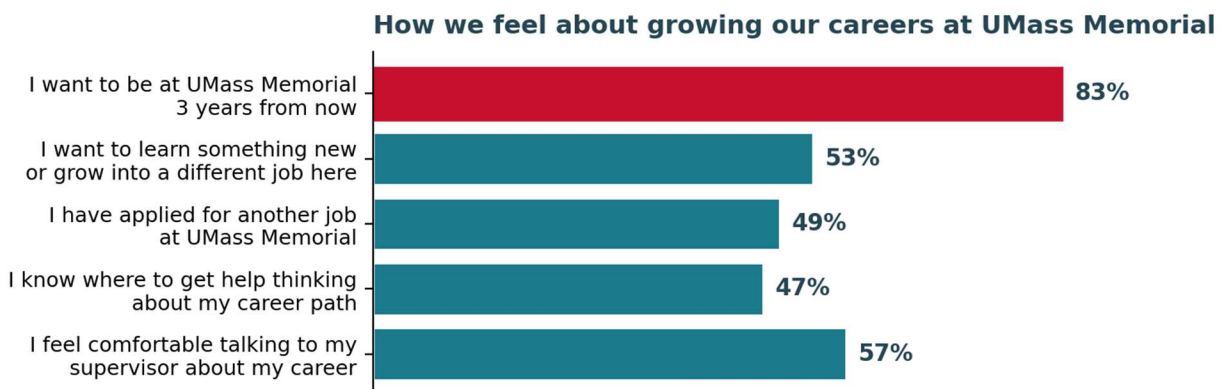
Who SHARE Members Are

We work in every part of the hospital and every kind of job. Most of us have been at UMass Memorial for more than two years. Most of us work full-time. Here is who answered this career survey:



How SHARE Members Feel about our Careers

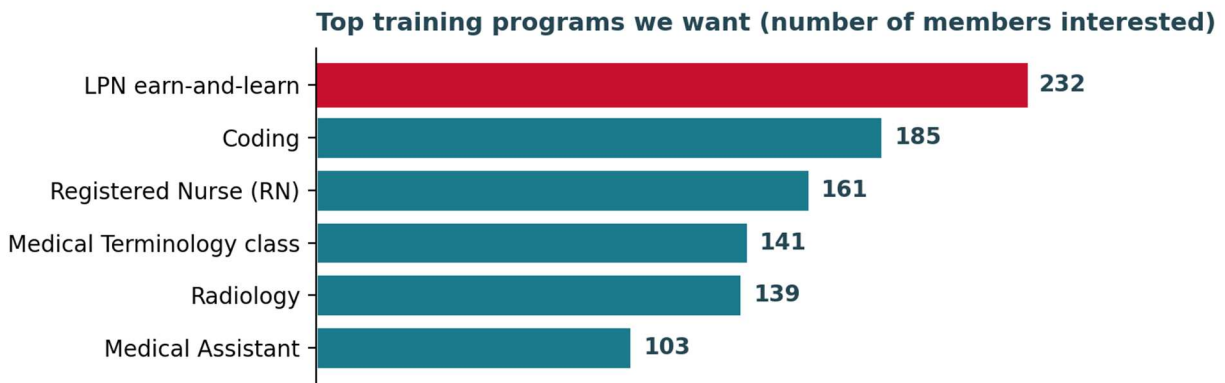
We love our jobs and we want to grow. 83% of us want to be at UMass Memorial three years from now. And more than half of us want to learn something new or grow into a different job here. Less than half of us know where to get help thinking about our career path.



"I would love to be able to advance my career in the hospital, I would love to expand and branch into another field, like radiology tech."

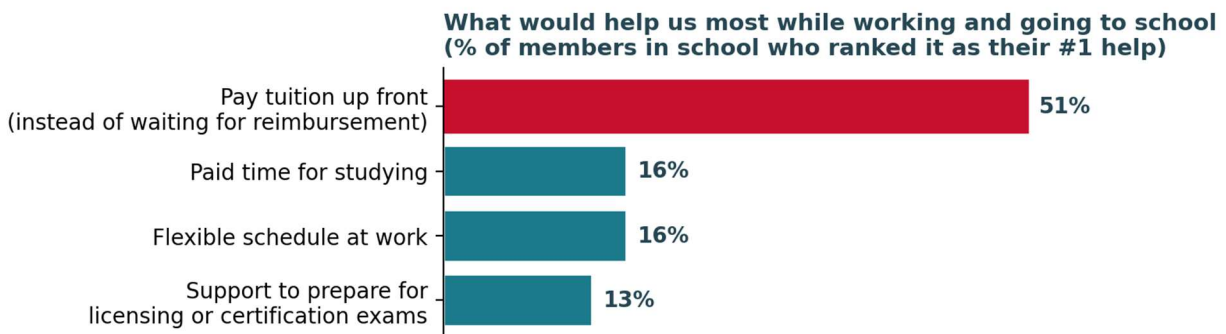
What SHARE Members Want to Learn

When we asked SHARE members which training programs we want, **the most popular is an LPN "earn and learn" program.** Coding, RN, and Med Terminology, Radiology and Medical Assistant training also had strong interest.



What Would Help SHARE Members in School the Most

For those of us balancing work and school, one kind of help stood out above the rest: **pay tuition up front**, so we don't have to wait to be paid back at the end.



"I would love some assistance to finish school. I just need to have some flexibility in my schedule and to keep my benefits for my family."

What SHARE Members Need to Build Our Careers

Your answers gave SHARE a clear set of goals to bring to our next contract talks with UMass Memorial.

Career help for everyone who wants to grow

Career coaching, resume help, access to college classes and clear info about how to move up — open to every SHARE member, not just those who know where to ask.

Real support for school and work together

Pay tuition up front instead of waiting for reimbursement. Paid time to study. Flexible schedules for members taking classes.

Get the word out about student loan help

The student loan repayment benefit was NOT cut for SHARE members. Let's make sure every member with student loans knows how to use it — many SHARE members don't know about the benefit.

Expand "earn and learn" programs

SHARE members who went through the PCT Pathway or MA Apprenticeship programs loved them. The #1 new program members asked for is an LPN "earn and learn" program.

Thank you again for taking the time to fill out this survey. Your voice is what makes SHARE strong in contract negotiations. We heard you, and we will bring what you said with us to the negotiating table. Stay tuned for the results of the 2nd and 3rd SHARE contract surveys.