

The 25 Companies Where Top Millennials Most Want To Work In 2014



Where do members of the millennial generation most want to work in 2014? According to a new [survey](#) by an organization called the National Society of High School Scholars (NSHSS), health care companies and U.S. government agencies are the most sought after, each category taking seven of the top 25 slots out of a list of 200 companies ranked. The No. 1 company: St. Jude's Children's Research Hospital in Memphis, TN, a pediatric treatment and research hospital that focuses on catastrophic children's diseases like cancer and aplastic anemia.

Among the other seven top-ranked health care companies that placed in the top 25 are Health Care Service Corp., the nation's largest customer-owned health insurer, at No. 8, Children's Healthcare of Atlanta at No. 9, and the [Mayo Clinic](#) at No. 12. Government agencies also took seven slots, with the FBI (No. 6), the CIA (No. 10) and the State Department (No. 13) ranked most highly.

Based in Atlanta, the NSHSS is a 12-year-old membership honor society founded by Claes Nobel, a member of the Swedish Nobel family (Alfred Nobel, inventor of dynamite and creator of the Nobel Prize, is the best known). NSHSS's membership, aged 15-27, is international, representing 160 countries, though 96% of its 1 million members come from the U.S. The organization is diverse, with 49% identifying as non-white. To be admitted to the group, students need to have a minimum grade point average of 3.5. Members are nominated by high school teachers or counselors and they pay one-time dues of \$60, though the fee is waived for students who can't afford it. Membership lasts a lifetime, which is why some members are in their late 20s.

To conduct the survey, which is in its seventh year, NSHSS sent out email questionnaires to all its members and took responses from March 10-23. More than 12,000 members participated. They were given a list of 220 companies drawn from *Fortune* magazine's 100 Best Companies to Work For, Diversity Inc.'s Top 50 Companies for Diversity, additional companies from *Fortune*'s Global 400 and write-in choices from prior surveys. NSHSS asked respondents to pick up to three top choices. They could also add their own companies. You can read the list of the top 200 companies [here](#).

One side note about the respondents: while 62% of NSHSS's members are female, young women made up 73% of the survey's participants. "Young women are engaged, involved and expressing their opinions," says NSHSS CEO James Lewis, which is striking in light of all the controversy surrounding professional women and leadership.

Why did health care companies and government agencies come out on top for millennials? Lewis points out that a striking 80% of its scholar members are studying in the STEM fields (science, technology, engineering and math) and many of them want to work in health care. It also helps explain why [Google](#) GOOG -0.97% is No. 2, [Apple](#) AAPL +0.12% is No. 4. And [Microsoft](#) MSFT -0.91% is No. 11. Still, I would have expected more tech companies to rate on top, like Facebook, No. 31, up from 37 last year, and Adobe, down to 65 from 56. LinkedIn came in at No. 111 and Twitter didn't rank.

As for health care companies, "these millennials have a passion for helping other people," says Lewis. Plus an organization like St. Jude's has a long history of star-studded supporters. It was founded by the late Danny Thomas, star of the '50s and '60s hit TV serial *The Danny Thomas show*. Frank Sinatra, Sammy Davis, Jr. and Elvis Presley did early fundraising concerts and daughter Marlo Thomas is a spokesperson along with Jennifer Aniston, Robin Williams, Ray Romano and Bernie Mac.

I am especially intrigued by the high interest in working for the FBI, the CIA and particularly the NSA, which has gotten such horrible publicity for its widespread spying. The millennial generation has grown up in the shadow of 9/11, says Lewis. "These millennials want to protect our country," he says. "With an organization like the NSA, they're not running from it but instead saying, 'let's get in there and fix the problem.'"

Employers who read through the NSHSS survey will find some insightful info about what this generation is looking for. When it comes to employers' perception and image, 72% care about whether companies treat workers fairly, while only 33.6% care about a company's prestige. When it comes to salary and perks, a striking majority, 78.7%, care about benefits including health care and retirement contributions, compared to just 35.1% who care about basic salary.

Here is the list of the top 25:

- 1. St. Jude Children's Research Hospital**
- 2. Google**
- 3. Walt Disney Company**
- 4. Apple**
- 5. Local hospital**
- 6. FBI**
- 7. Dreamworks Animation**
- 8. Health Care Service Corp.**
- 9. Children's Healthcare of Atlanta**
- 10. CIA**
- 11. Microsoft**
- 12. Mayo Clinic**
- 14. State Department**
- 14. NSA**
- 15. SONY**
- 16. The New York Times**
- 17. Air Force**
- 18. Nordstrom**
- 19. UnitedHealth Group**
- 20. Kaiser Permanente**
- 21. Starbucks**
- 22. Amazon**
- 23. Abercrombie & Fitch**
- 24. Army**
- 25. Navy**