



**Central Valley  
Education Survey**  
Responses as of April 9, 2024

<i>HR Topics</i>	% out of all responses
<b>Labor Laws</b>	<b>72%</b>
<b>Employee leaves of absence</b>	<b>57%</b>
<b>Building Company Culture</b>	<b>56%</b>
<b>Attracting Talent</b>	<b>54%</b>
<b>Retention</b>	<b>52%</b>
<b>Benefits</b>	<b>52%</b>
<b>Family and Medical Leave Act (FMLA)</b>	<b>50%</b>
<b>Difficult Conversations</b>	<b>50%</b>
<b>AI in HR</b>	<b>50%</b>
<b>Labor Relations</b>	<b>48%</b>
<b>Compensation Knowledge/Strategy</b>	<b>48%</b>
<b>Workers Comp/Risk &amp; Safety</b>	<b>46%</b>
<b>Leader and Manager Development</b>	<b>46%</b>
<b>Employee Relations</b>	<b>46%</b>
<b>Emotional Intelligence</b>	<b>46%</b>
<b>Certification Options/Reasons</b>	<b>46%</b>
<b>Business Acumen (Leadership Training)</b>	<b>46%</b>
<b>Interviewing</b>	<b>41%</b>
<b>Wellness and Mental Health</b>	<b>39%</b>
<b>Upskilling Your Employees</b>	<b>39%</b>
<b>Succession Planning</b>	<b>39%</b>

Efficiency	39%
Onboarding	37%
Diversity Equity & Inclusion (DE&I)	37%
Creating Pathways Within Your Organization	37%
Talent Acquisition	35%
Emergency Preparedness (Pandemics/Workplace Violence/etc)	33%
Organizational Culture	31%
HR Technology	31%
Ethics & Social Responsibility	30%
Soft Skills	28%
Career Management and Internal Mobility	28%
Remote Work Best Practices and Laws	24%
Change Management	24%
Recruiting from outside the area	19%
HR/Payroll Outsourcing (PEO)	19%
International/Global HR	17%