

Introducing SullivanCotter's Workforce Metrics Benchmark Survey

As health care organizations look for better ways to optimize care delivery and improve performance, effectively managing the size, shape and complexity of the workforce remains a key initiative.

Leveraging our proprietary SullivanCotter Workforce Insights360™ database and technology, we combine data-driven insights, competitive analysis and customized design recommendations to inform the right solutions to support your organization's needs.

SullivanCotter will be publishing its first annual *Workforce Metrics Benchmark Survey* in 2021 to help health care organizations understand how their workforce size, distribution and cost compares to market practices.

The *Workforce Metrics Benchmark Survey* report will include workforce data across 10 job families, 6 career level categories and 3 demographic groupings.

Survey Highlights

Job family and career level information to provide insight into the size, shape, cost and demographic representation of the workforce:

Size



Number of full-time equivalent headcount

Shape



Career stage distribution of full-time headcount

Cost



Annualized base payroll expense of the full-time equivalent headcount

Demographics



Gender, ethnicity and generational representation

Oversight



Management direct span of control

The above workforce metrics are reported for each of the following organization groupings, job families and career stages:

Organization Groupings

- Total organization
- Clinical workforce (excluding physicians)
- Non-clinical workforce

Support Job Families

- Facilities services
- Financial services
- Human resources
- Legal and compliance services
- Information technology

Clinical Families

- Ancillary services
- Care management
- Emergency medical services
- Nursing
- Technical medical services

Career Stages

- All management
- Executive
- Leader
- Manager
- Exempt individual contributor
- Non-exempt individual contributor

The survey report includes qualitative market positioning statistics including the 25th, 50th and 75th percentiles. Data is reported for all organizations and by employee size groupings.



Survey Schedule and Pricing

Survey Schedule

Our survey release schedule allows a **limited time to process additional data submissions** until May 1, 2021. The SullivanCotter *Workforce Metrics Benchmarking Survey* is scheduled to release in September 2021.

Deadline for Participation:

May 1, 2021

Report Published:

September 2021

Number of Employees	2021 Report Price
Data Members	
Free	
Non-Members	
< 5,000	\$10,000
5,001 - 15,000	\$12,500
15,001 - 25,000	\$15,000
25,001 - 50,000	\$17,500
> 50,000	\$20,000

Report includes data from numerous organizations including:

Ascension Health	Hackensack Meridian Health	Sentara Healthcare
Atrium Health	HonorHealth	SSM Health
BayCare Health System	Indiana University Health	St. Jude Children's Research Hospital
Centura Health	Johns Hopkins Medicine	The Carle Foundation
Children's Hospital and Medical Center	Norton Healthcare	Thomas Jefferson University
Children's Health System of Texas	Prisma Health	Trinity Health
Community Medical Centers	Renown Health	UCHealth
Cone Health	Rush System for Health	WellSpan Health System
Gundersen Health System	Sanford Health	Yale New Haven Health System

Data Membership

You can become a Workforce Insights360™ data member at any time throughout the year.

Data Members receive several valuable benefits:

- Complimentary *Workforce Metrics Benchmark Survey Report*
- Automated participation in SullivanCotter's suite of compensation surveys (assuming all required data fields are provided)
- Participant pricing for other SullivanCotter survey reports and technology products where Workforce Insights360™ data is utilized



Learn More:

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