



Evaluate the size, shape and distribution of your health care employee workforce

Health care organizations are in the thick of an ongoing health care workforce crisis, and they continue to struggle with high turnover, employee burnout, wage pressure and other recruitment and retention challenges – all of which have driven up the cost of labor and increased the competition for talent.

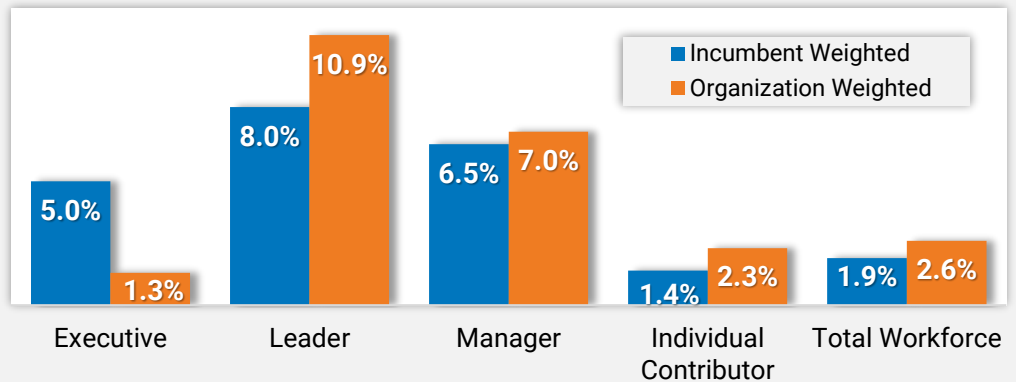
Utilizing data from SullivanCotter’s **2022 Workforce Metrics Benchmark Survey** – which includes information on 10 job families, 6 career level stages, and 3 demographic groupings – organizations **can reevaluate their employee workforce planning and distribution efforts to help offset rising costs and create a more sustainable workforce architecture.**

Workforce Size

While the overall health care workforce has **increased modestly between 1.9% and 2.6%**, headcount growth for managers, leaders and executives is far outpacing that of individual contributors.



2021-2022 | Average Change in Workforce Structure



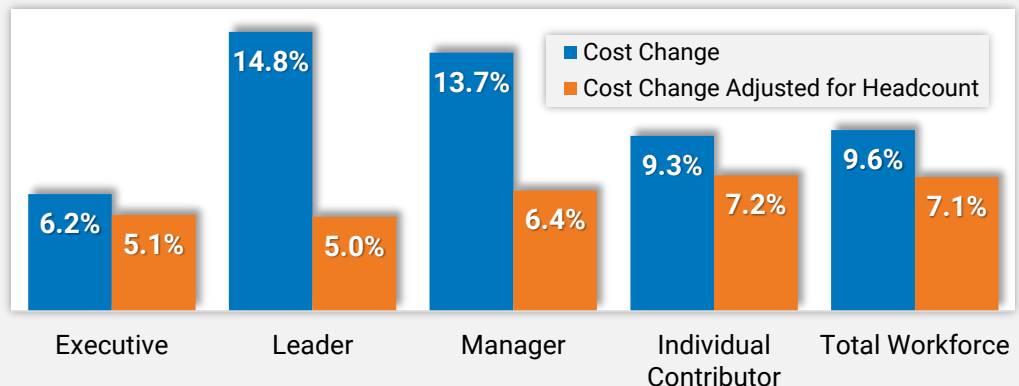
Nearly 70% of participants have formally reviewed, or expect to review, the **size, structure and/or management spans of control** of their executive group

Workforce Cost

Year-over-year comparisons suggest that **base payroll has gone up almost 10%** from 2021 to 2022 with 7.1% **not attributable to headcount increases.**



2021-2022 | Change in Base Salary Cost



For the average participating organization with an **annual base payroll expense of \$1.6 billion**, this has added almost **\$115 million dollars** to the bottom line