

SullivanCotter's Workforce Metrics Database

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.

SullivanCotter's **Workforce Metrics Database** was created to help health care organizations understand how their workforce compares to market practices for key workforce attributes.

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

Database Highlights

Job family and career-level data 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, generational representation, organization experience, and exemption status

Oversight



Management span of control

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

Non-Clinical Job Families

- Academic Affairs
- Facilities Services
- Financial Services
- Food and Nutrition Services
- Health Information Management
- Human Resources
- Information Technology
- Legal and Compliance Services
- Marketing and Communications
- Strategic Planning and Business Development
- Supply Change Management

Clinical Job Families

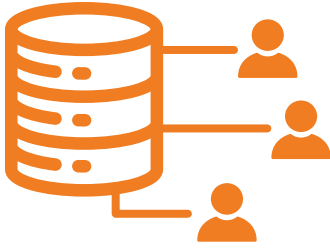
- Ambulatory and Outpatient Services
- Ancillary Services
- Basic Science and Research
- Care Management
- Emergency Medical Services
- Nursing
- Surgical Services
- Technical Medical Support

Career Stages

- Executive
- Leader
- Manager
- Individual Contributor - Exempt
- Individual Contributor - Nonexempt

The database includes qualitative market positioning statistics. Data is reported for all organizations and by employee size groupings and geography.

Membership and Pricing



SullivanCotter's **Workforce Metrics Database** leverages advanced methodologies and tools to define comparable jobs across different organizations and map employees to a career stage and optimal fit.

Organization Size (FTEs)	Member Pricing (3-year data access)
< 1,000	Not Available
1,000 - 5,000	\$2,950
5,001 - 10,000	\$3,950
> 10,000	\$4,950

Membership includes:

- 3-year access to benchmark data
- Self-service report-building dashboards
- Ability to compare your organization to the benchmarks
- Access to 19 job families
- Additional workforce metrics

Data Release Schedule

Report Published: December 2024

Workforce Metrics Manager includes data from the following representative organizations:

- Allina Health System
- Altru Health System
- Arkansas Children's Hospital
- Ascension
- Aspirus Health
- AtlantiCare Health System
- Augusta Health
- BayCare Health System
- Baylor Scott & White Health
- BJC Health Care
- Boston Children's Hospital
- Brown University Health
- CentraCare Health
- Children's Health
- Children's Hospital of Los Angeles
- Children's Hospital of Philadelphia
- Children's National Hospital
- Children's Nebraska
- Children's of Alabama
- Children's Wisconsin
- City of Hope National Medical Center
- Cook Children's Health Care System
- Corewell Health
- Duly Health and Care
- Franciscan Missionaries of Our Lady Health System
- Geisinger
- Great River Health
- Gundersen Health System
- Hackensack Meridian Health
- Hennepin Healthcare System
- Henry Ford Health System
- Honor Health
- Hospital for Special Surgery
- Hospital Sisters Health System
- Houston Methodist
- Indiana University Health
- Johns Hopkins Medicine
- Kootenai Health
- Legacy Health
- Lehigh Valley Health Network
- MaineHealth
- Marshall Health Network
- Mary Washington Healthcare
- Memorial Health System
- Memorial Sloan Kettering
- MemorialCare Health
- Nemours Children's Hospital
- Nicklaus Children's Health System
- Northwell Health
- Northwestern Memorial HealthCare
- Norton Healthcare
- Novant Health
- Ohio Health
- Oregon Health & Science University
- Orlando Health
- Owensboro Health
- Parkland Health & Hospital System
- Parkview Health
- PeaceHealth
- Phoenix Children's Hospital
- Providence
- Renown Health
- Rush System for Health
- Sanford Health
- Seattle Children's
- Sentara Healthcare
- SSM Health
- St. Luke's Health System
- Stanford Healthcare
- Texas Health Resources
- Thomas Jefferson University
- UAB Medicine
- UCHealth
- UMass Memorial Health Care
- UNC Health Care
- University of Maryland Medical System
- UW Health
- Vail Health
- WellSpan Health
- WellStar Health System
- Yale New Haven Health System



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