

Workforce Demographics



As important diversity, equity and inclusion (DE&I) initiatives remain a top priority for health care organizations nationwide, many are looking for greater insight into the diversity of their employee populations as represented across race, gender and other demographic characteristics.

Gender Representation

Gender representation across job families shows females comprising 75% of the total health care workforce.

Job Families with the Highest Female Population:



Financial Services

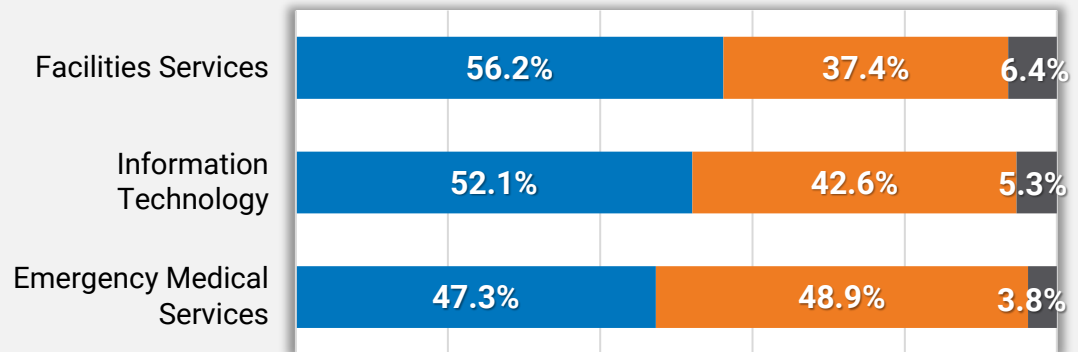
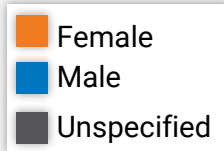


Nursing



Care Management

Job Families with the Highest Male Population: Gender Representation by Job Family



Generational Representation

Youngest Workforce

Most Centennials and Millennials combined across all job families

Emergency Medical Services

67.4%

Technical Medical Support

62.3%



Oldest Workforce

Most Baby Boomers across all job families

Facilities Services

30.6%

Legal and Compliance

23.5%

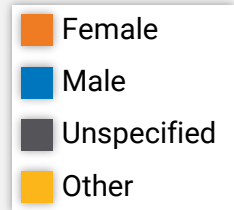


Facilities Services and Legal and Compliance are the job families with the largest populations of **Baby Boomers** and carry the most significant retirement risk.

Demographic Shifts Across Career Stages

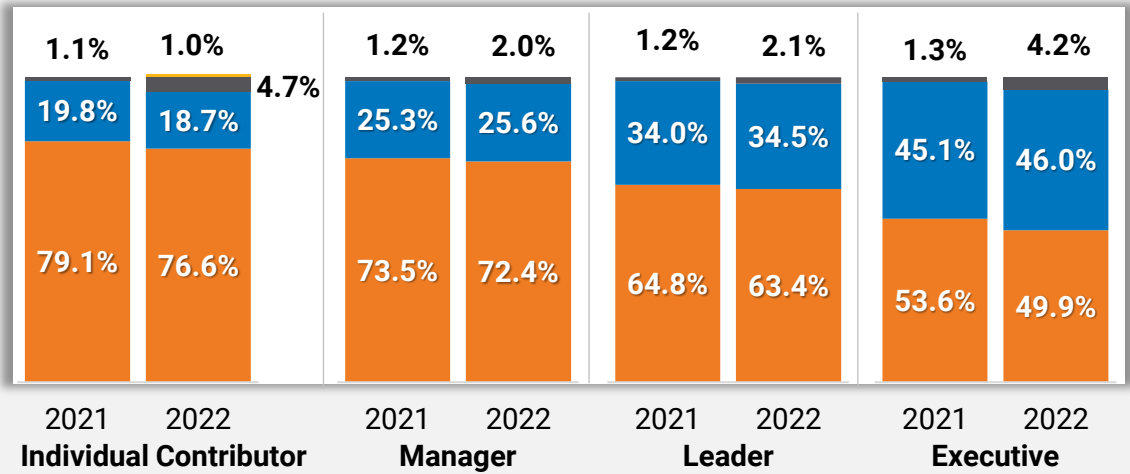
There is less generational and racial diversity at the executive level.

Female gender representation decreases notably when moving from individual contributor through the executive career stages

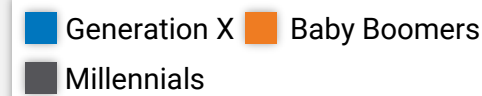


Gender Representation by Career Stage

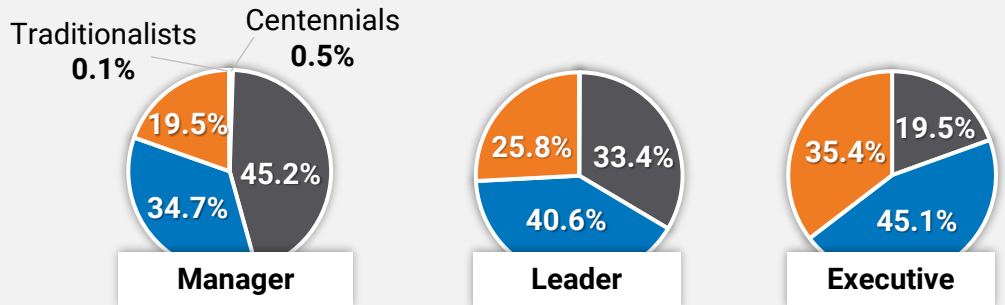
Common Organizations



Centennial and Millennial representation is highest at the Manager level with higher percentages of Baby Boomers and Generation X at the Leader and Executive levels.



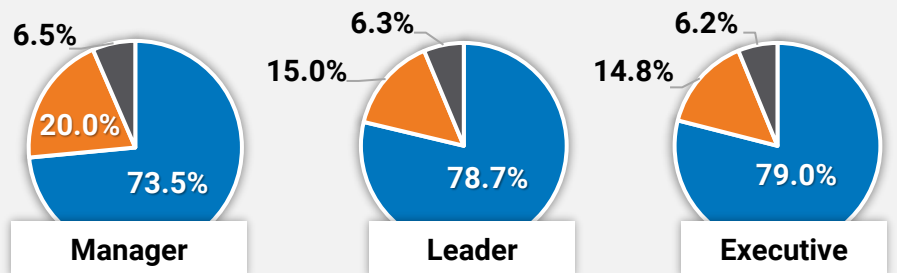
Generational Representation By Career Stage



Executives are showing a slight increase in minority representation, while the other career stages remain stable from 2021 to 2022.



Racial Representation by Career Stage



Source: SullivanCotter 2022 Workforce Metrics Benchmark Survey Report



Our insights can help your organization manage health care workforce staffing challenges

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