

Workforce Size

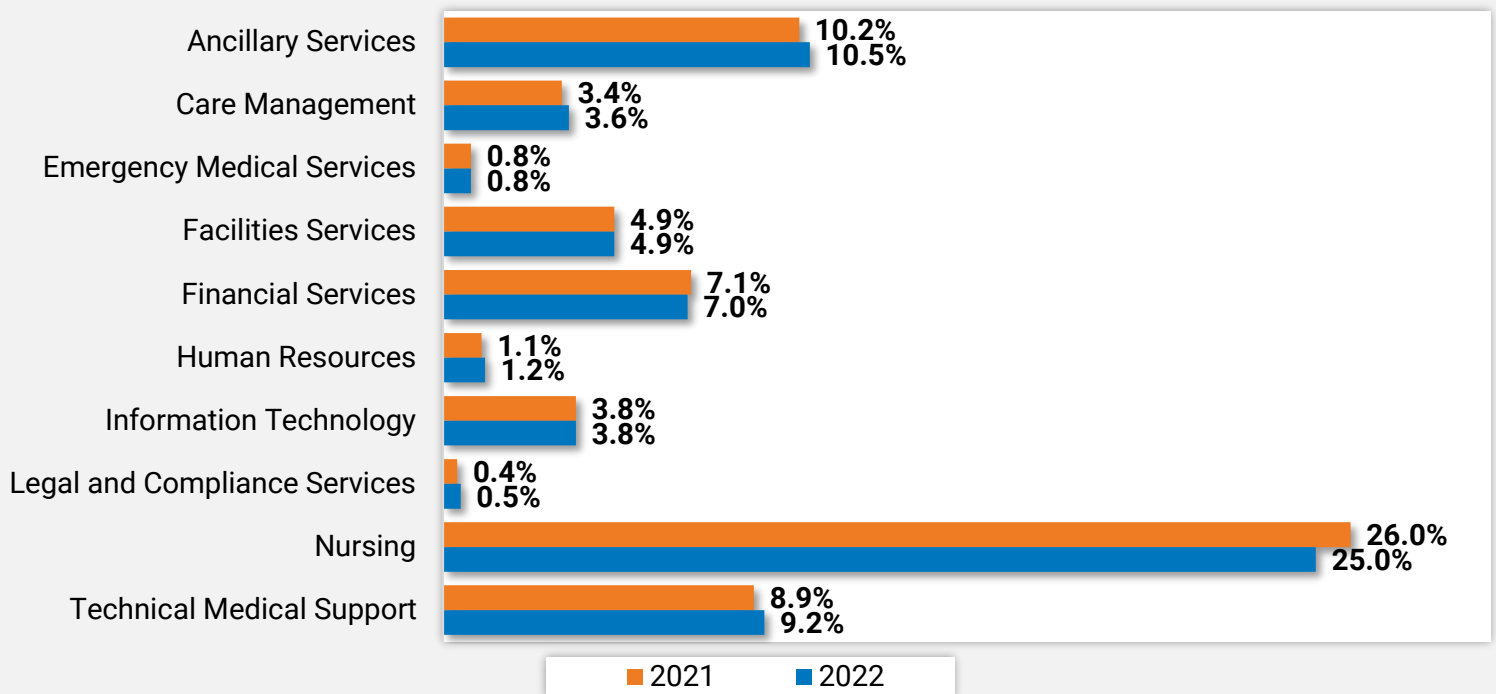


As health care organizations look for better ways to optimize care delivery and improve performance, effectively managing the size, shape and complexity of the workforce remains a key initiative. Understanding workforce growth and distribution across different job families is also important and can play a key role in effective workforce planning.

Workforce Distribution by Job Family

The **relative size** of the health care workforce has remained stable from 2021 to 2022, with Ancillary Services, Nursing, and Technical Medical Support continuing to be the largest job families.

Median - Common Organizations

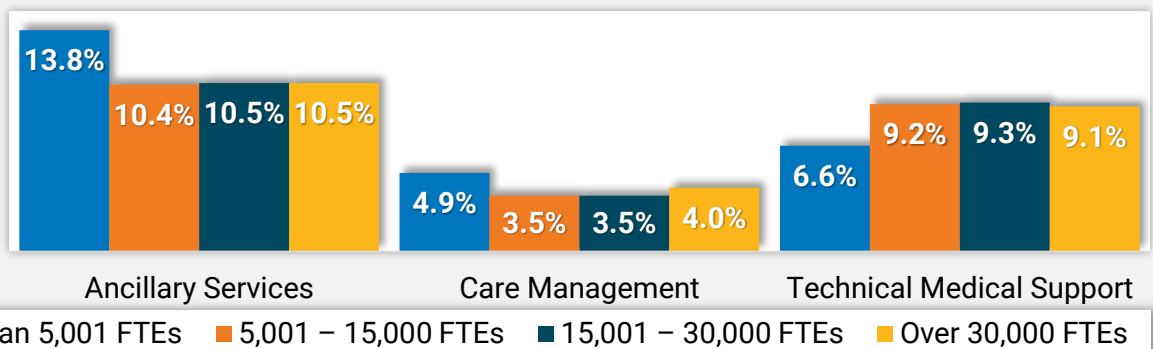


Relative Workforce Size by Job Family

Not every job family has the same relative size when you **compare sizes of organizations**. Here are three job families where there is variation in job family size as total organization size changes:

2022 Median Workforce Size as a Percent of the Total Workforce by Organization Size Category

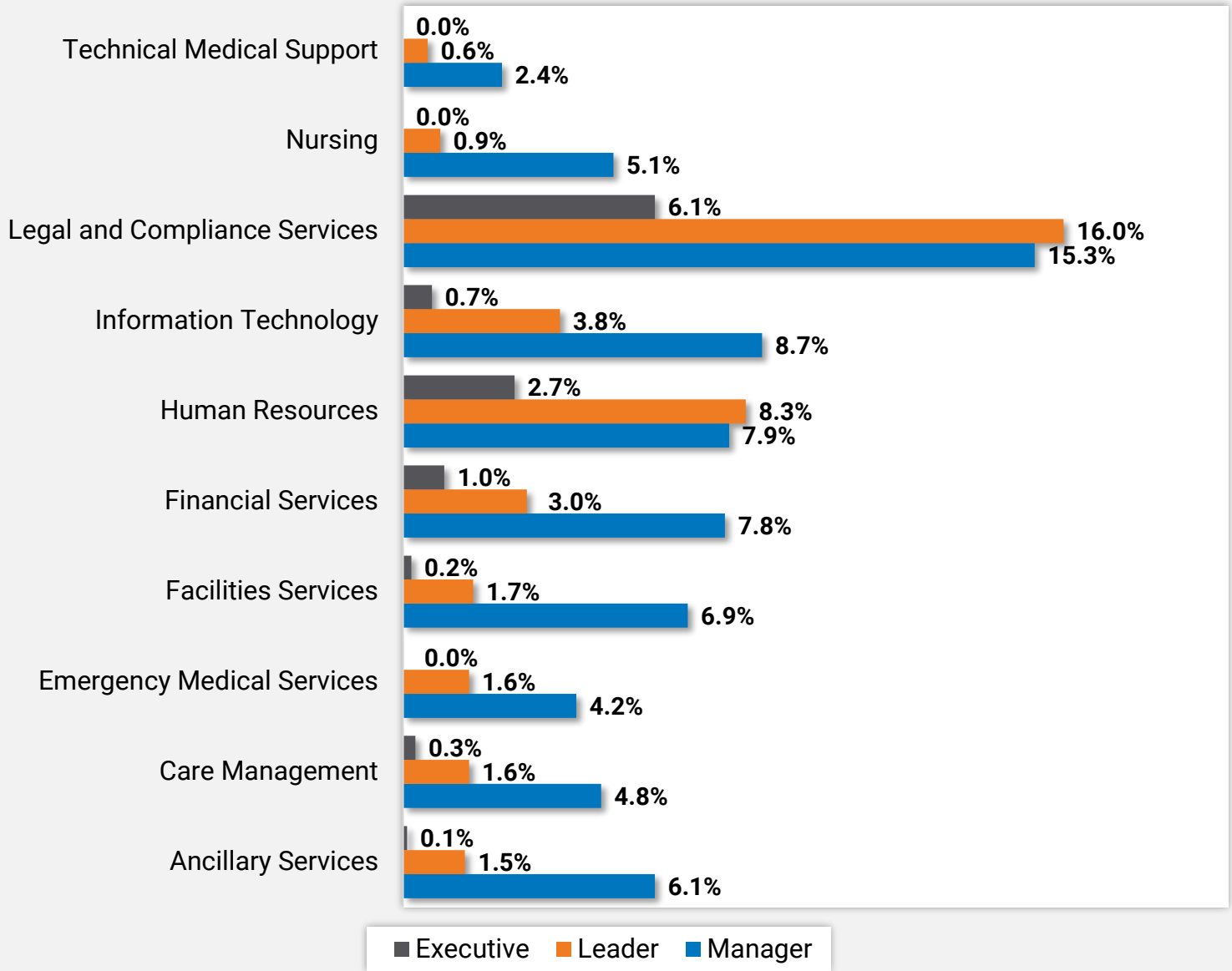
In smaller organizations, Ancillary Services (Lab, Rehab, Behavioral/Mental Health, and Pharmacy) make up **nearly 14%** of the workforce, but this drops to **10.5% at larger organizations**.



Management Workforce Size

Management roles generally make up about **10% or less** of the workforce for each job family. Notable exceptions are the Legal and Human Resources job families, with over 35% and nearly 20% of the workforce representing management roles, respectively.

2022 Management Career Stage Distribution by Job Family



Source: SullivanCotter 2021-2022 Workforce Metrics Benchmark Survey Report



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

Purchase the 2022 Workforce Metrics Benchmark Survey Report

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