

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's *Workforce Metrics Benchmark Survey* was created to help health care organizations understand how their workforce compares to market practices for key workforce attributes. **The 2023 edition is now available.**

Introducing the Workforce Metrics Benchmark Survey Report – PRO Edition

Survey 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:

Support Job Families

- Academic Affairs*
- Basic Science and Research*
- 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
- Care Management
- Emergency Medical Services
- Nursing
- Surgical Services*
- Technical Medical Support

Career Stages

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

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

**Included only in the PRO version*



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Survey Membership and Pricing

SullivanCotter's Workforce Metrics Benchmark Survey Report – PRO Edition leverages advanced methodologies and tools to define comparable jobs across different organizations and map employees to a career stage and optimal fit.

Our enhanced PRO technology subscription includes everything in the standard version. Membership includes:

- FREE first year of a 3-year membership
- Customizable report-building dashboard
- Reports compare your organization to benchmarks
- Access to 19 job families
- Additional workforce metrics

Organization Size (FTEs)	Annual Report Pricing	
	Participant	Non-Participant
< 1,000	\$ 975	\$ 975
1,000 - 5,000	\$1,475	\$2,975
5,001 - 10,000	\$1,975	\$3,975
> 10,000	\$2,475	\$4,975

Survey Schedule

Report Published:
December 2023



The 2023 report includes data from 73 organizations

Allina Health System	Dartmouth-Hitchcock	Memorial Sloan Kettering Cancer Center	Southeast Permanente Medical Group
Altru Health System	Franciscan Missionaries of Our Lady Health System	MemorialCare Health System	SSM Health
Arkansas Children's Hospital	Garnet Health	Nemours Foundation	St. Elizabeth Healthcare
Ascension	Geisinger Health System	Nicklaus Children's Health System	Stanford Health Care
Atrium Health	Great River Health System	Northwell Health	Thomas Jefferson University
BayCare Health System	Gundersen Health System	Norton Healthcare	Trinity Health
BJC HealthCare	Hackensack Meridian Health	Novant Health	UAB Health System
Carle Health	Hennepin Healthcare System	OhioHealth	UMass Memorial Health Care
CentraCare Health System	Henry Ford Health	Oregon Health & Science University	UNC Health Care System
Centura Health	HonorHealth	Owensboro Health	University of California Health System
Children's Health	Hospital Sisters Health System	Parkview Health System	University of Colorado Health
Children's National	Houston Methodist	PeaceHealth	University of Maryland Medical System
Children's Nebraska	Indiana University Health	Phoenix Children's Health System	UW Health
Children's of Alabama	Johns Hopkins Medicine	Providence	WellSpan Health System
Children's Wisconsin	Legacy Health	Renown Health	Wellstar Health System
City of Hope National Medical Center	Lehigh Valley Health Network	Rush System for Health	Yale New Haven Health System
Cone Health	Lifespan	Sanford Health	
Cook Children's Health Care System	MaineHealth	Seattle Children's Hospital	
Corewell Health	Memorial Health	Sentara Health	

Learn More:

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