

Workforce Size

SullivanCotter's Workforce Metrics Benchmark Survey

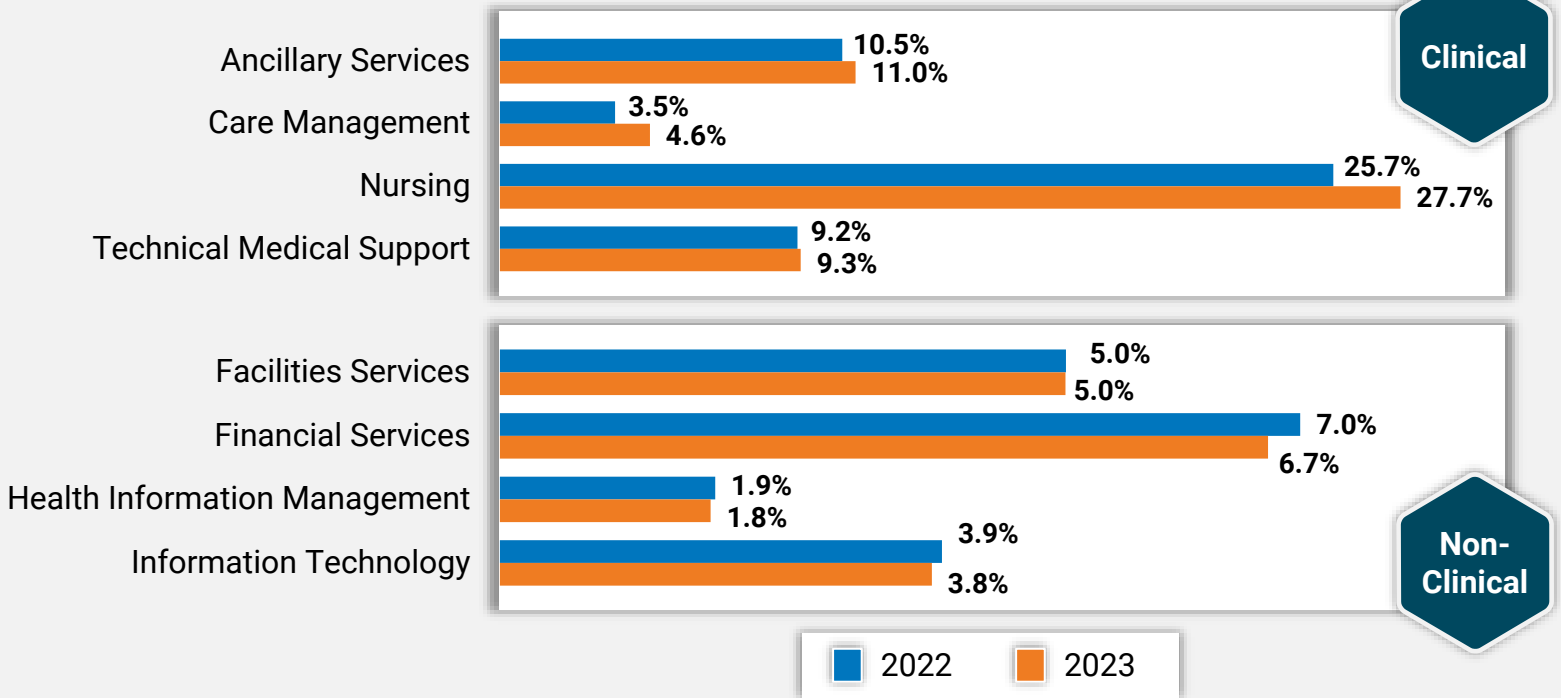


Struggling to manage the size and complexity of your employee population? Understanding workforce growth and distribution across different job families and how this compares to the market plays a key role in effective workforce planning.

Workforce Distribution by Job Family

Clinical job families are showing a relative increase as a percent of the total workforce, while Non-Clinical job families are showing a relative decrease

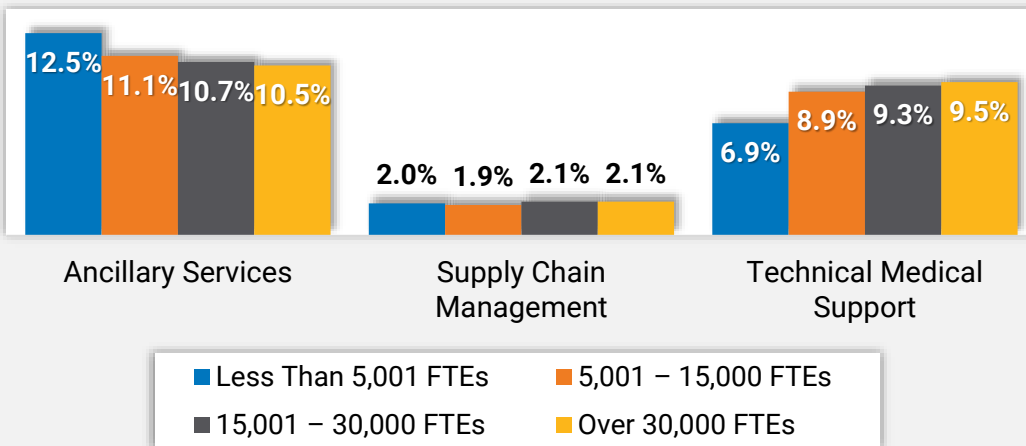
Median Workforce Distribution by Job Family 2022-2023



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:

2023 Median Workforce Size as a Percent of the Total Workforce by Organization Size Category



Several other job families show a relatively consistent distribution across organization size:

- Academic Affairs
- Marketing and Communications
- Food and Nutrition Services
- Legal and Compliance Services
- Strategic Planning and Business Development
- Surgical Services

Workforce Size Changes

Year-over-year changes within each job family differ depending on the organization's size.

	Job Family	Organization Size	Common Organizations		
			2022	2023	% Change
Clinical	Ancillary Services	Less than 5,001 FTEs	12.8%	12.8%	0.0%
		5,001 – 15,000 FTEs	10.7%	11.1%	3.6%
		15,001 – 30,000 FTEs	10.5%	11.0%	4.6%
		Over 30,000 FTEs	10.5%	10.5%	0.1%
	Nursing	Less than 5,001 FTEs	28.9%	28.9%	0.0%
		5,001 – 15,000 FTEs	25.6%	25.5%	-0.3%
		15,001 – 30,000 FTEs	24.7%	27.7%	12.4%
		Over 30,000 FTEs	29.8%	28.3%	-5.2%
Non-Clinical	Health Information Management	Less than 5,001 FTEs	1.7%	1.2%	-25.8%
		5,001 – 15,000 FTEs	1.8%	1.9%	4.6%
		15,001 – 30,000 FTEs	2.0%	1.7%	-15.1%
		Over 30,000 FTEs	2.0%	2.0%	-1.0%
	Financial Services	Less than 5,001 FTEs	6.2%	5.8%	-6.2%
		5,001 – 15,000 FTEs	7.1%	7.3%	2.6%
		15,001 – 30,000 FTEs	7.0%	6.7%	-3.6%
		Over 30,000 FTEs	7.1%	6.4%	-9.6%



It's important to note that a relative decrease **does not indicate staff reduction** in organizations. The percentages are relative to the total workforce. Therefore, an increase in one job family might result in a relative decrease in another, even if staffing remains stable for the second job family.

Source: SullivanCotter 2022-2023 Workforce Metrics Benchmark Survey Report

Address health care staffing challenges with unique insight into the size, shape, cost, and demographic representation of your workforce

Access detailed breakdowns by Executive, Leader, Manager, and Individual Contributor career stages for different organization size categories.

Learn more about our **Workforce Metrics Benchmark Survey**

Learn More:

Contact-Us@sullivancotter.com

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