

# Workforce Structure and Cost

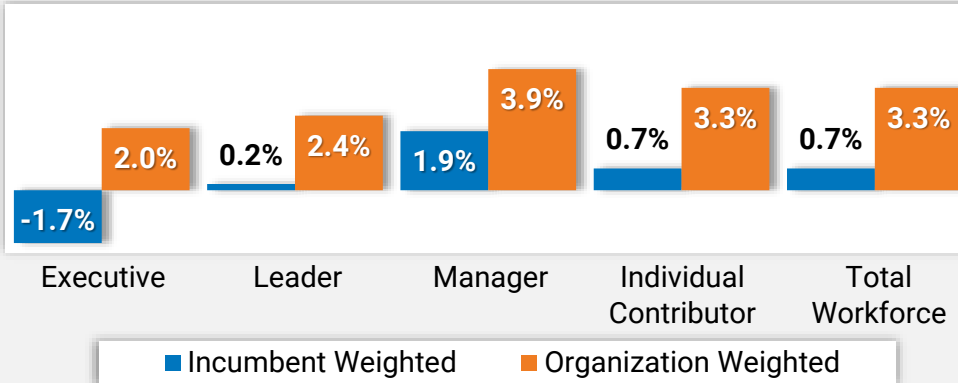
## SullivanCotter's Workforce Metrics Benchmark Survey



To help address an ongoing health care workforce crisis, organizations require critical insight into the size, shape and cost of their employee population. Optimizing your workforce structure to ensure an efficient mix of management and staff employees can help to streamline performance while also managing costs.

### Workforce Structure

2022-2023 | Average Change in Workforce Structure



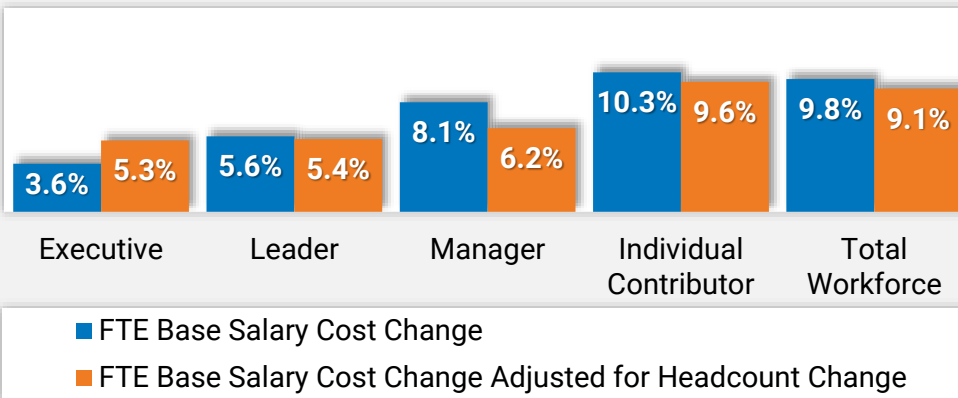
Manager headcount, on an incumbent-weighted basis, has grown by about **2.7 times** that of the individual contributor workforce.



### Workforce Cost

Health care organizations continue to struggle with high turnover, employee burnout, and competition for key talent - all of which have driven up the cost of labor

2022-2023 | Change in Workforce Cost



This analysis is consistent with the **prevailing wage pressures** in the industry. This is reflected in headcount-adjusted base salary growth for **individual contributors** (10.3%) trending higher than 2022 (7.2%). Headcount-adjusted wage growth for Executives, Leaders and Managers are consistent with 2022.

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:

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