

Workforce Demographics

SullivanCotter's Workforce Metrics Benchmark Survey



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 composition of their employee populations as represented across race, gender, and other demographic characteristics.

Gender Representation

While overall healthcare gender distribution tends to lean towards females, these three job families have males comprising half or more of the population

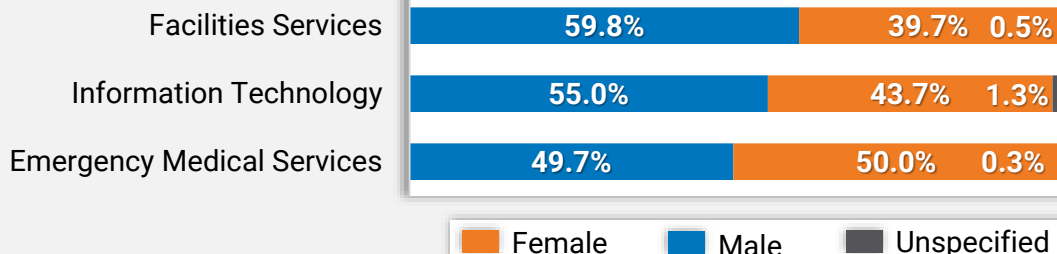
Highest female population:

- Health Information Management
- Nursing
- Financial Services

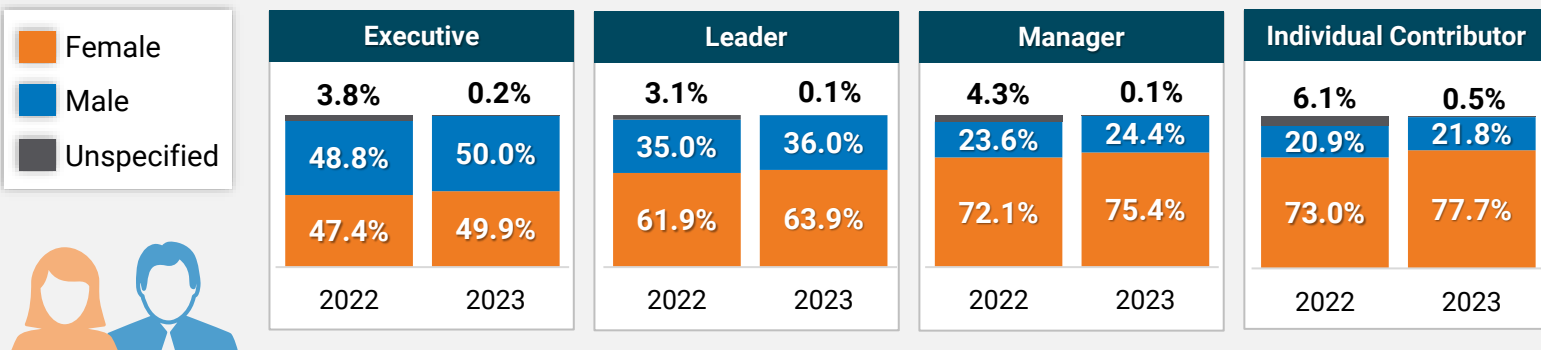
Highest male population:

- Facilities Services
- Information Technology
- Emergency Medical Services

By Job Family

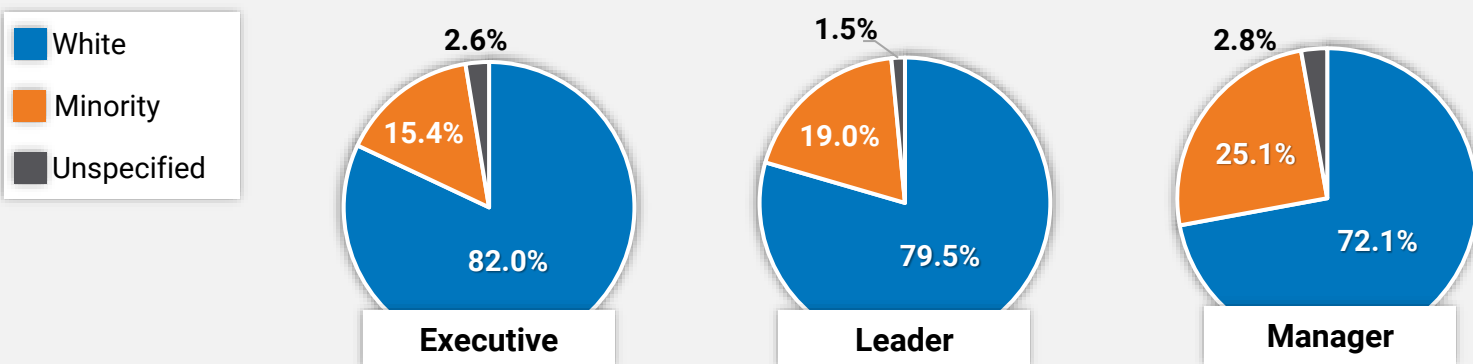


By Career Stage



Racial Representation

By Career Stage



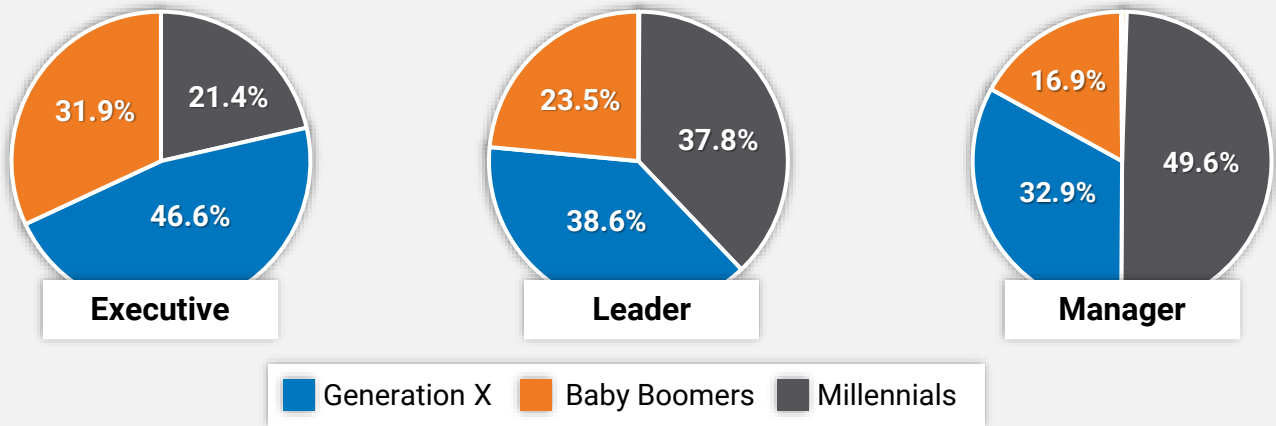
Minority representation increased from 2022 to 2023



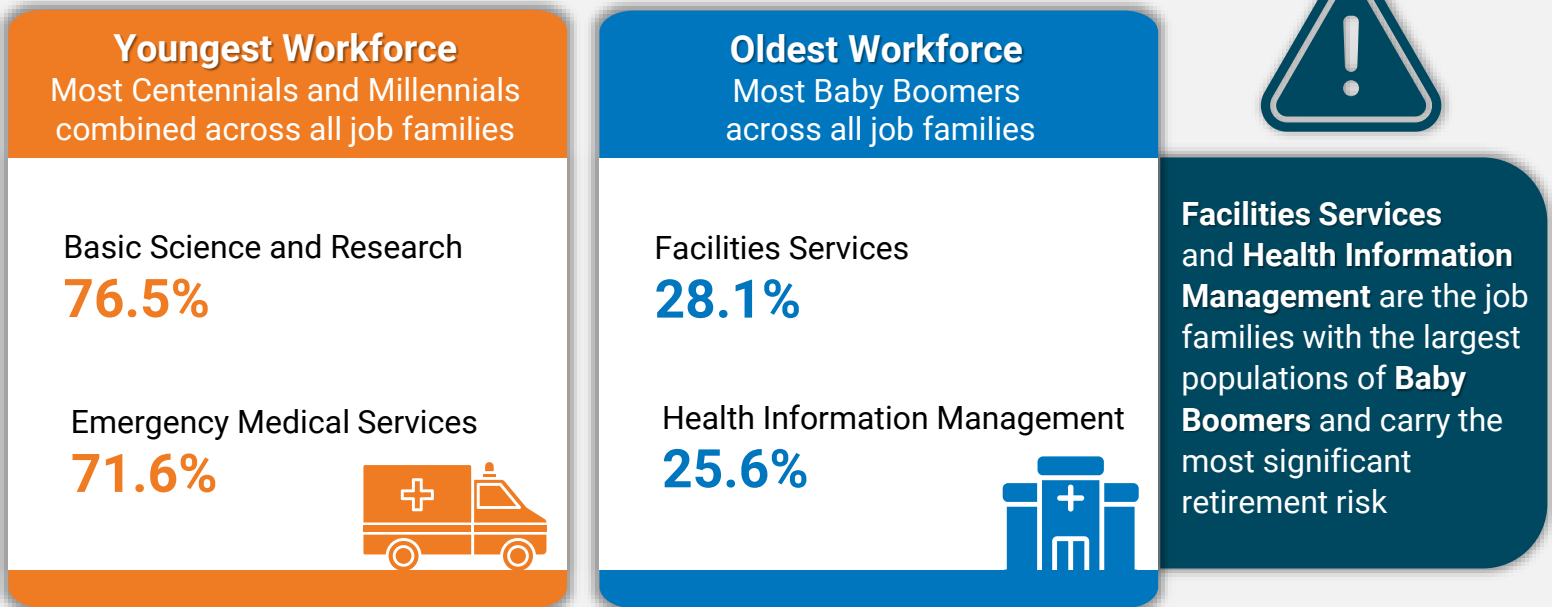
Generational Representation

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

By Career Stage



By Job Family



Source: SullivanCotter 2022-2023 Workforce Metrics Benchmark Survey

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**