Wage Analytics

Eye Care Provider

Analyzed client and market wages, recommended adjustments to improve consistency in wages and ensure competitive wages

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Wage Analyses for an Eye Care Provider

Wage Analytics

Situation

- Client lacked visibility into the wage distribution for non-clinical roles and DMA (Designated Market Area) standards due to lack of data consistency between their brands and limited access to market data
- Partnered with the client to analyze client and market wages, and recommended wage adjustments to improve consistency in wages and ensure competitive wages

Accordion Value Add

- Gathered and consolidated market wages for non-clinical roles in healthcare and related industries from multiple publicly available sources
- Analyzed clinic level wages based on multiple factors such as job role, employee tenure, brand and market (DMA, state etc.)
- Identified multiple job roles with high variability in wages, less than 30% of hourly wages fall in Median ± $2 range
- Identified multiple segments (job role, tenure and market) where client's median wage is ~20% lower than market median

Impact

- Proposed wage adjustments positioned the client in the 70th percentile of the market wages
- Analysis facilitated a data-driven dialogue between the client's Talent Development team and brand/regional level stakeholders to investigate the inconsistencies in wages for identified roles

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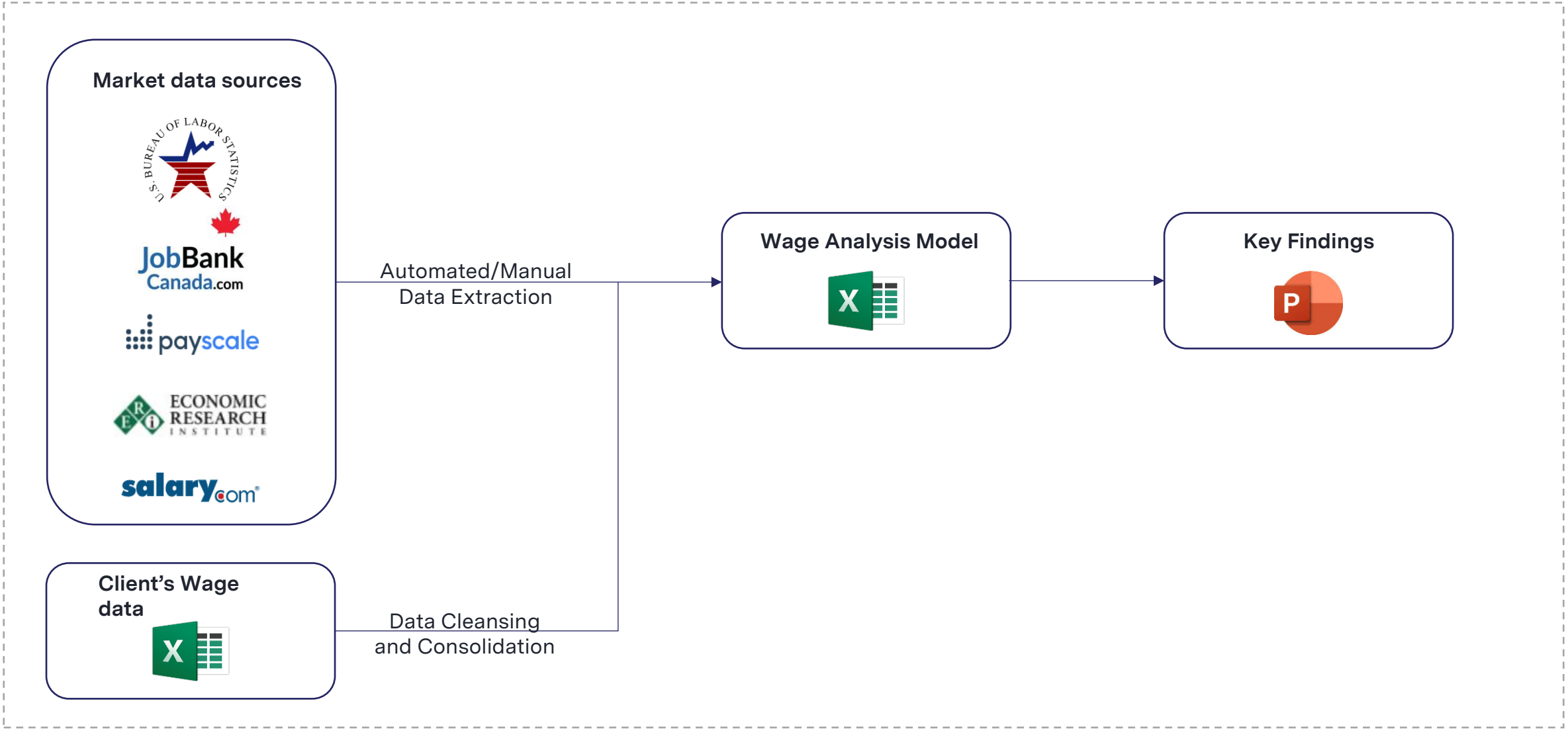
Methodology & Approach



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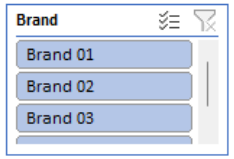
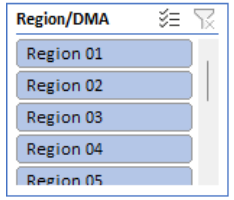
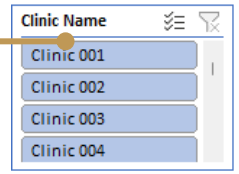
Sample Output: Wage Distribution by Role

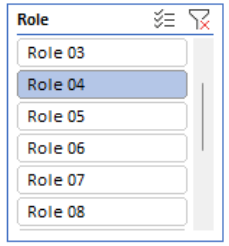
ILLUSTRATIVE

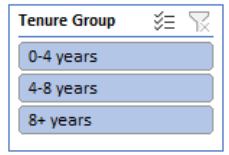
Slicers are provided to deep dive into brands, regions and clinics

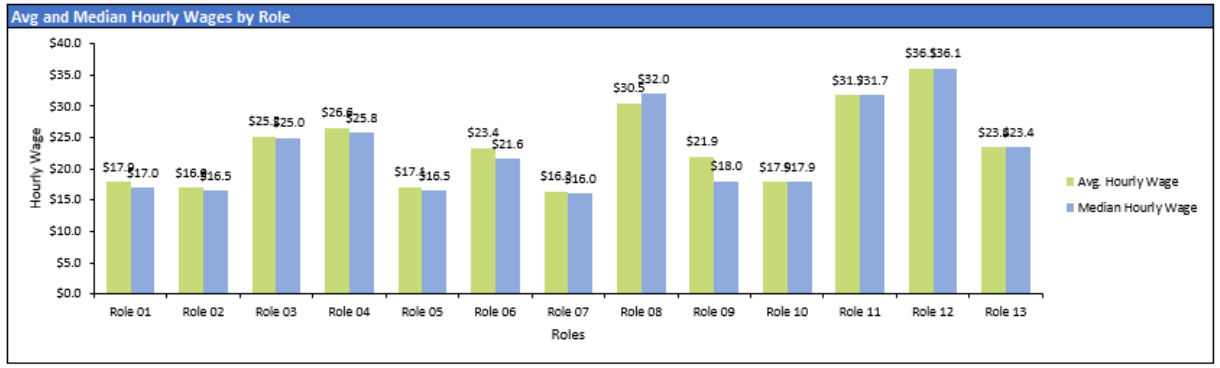


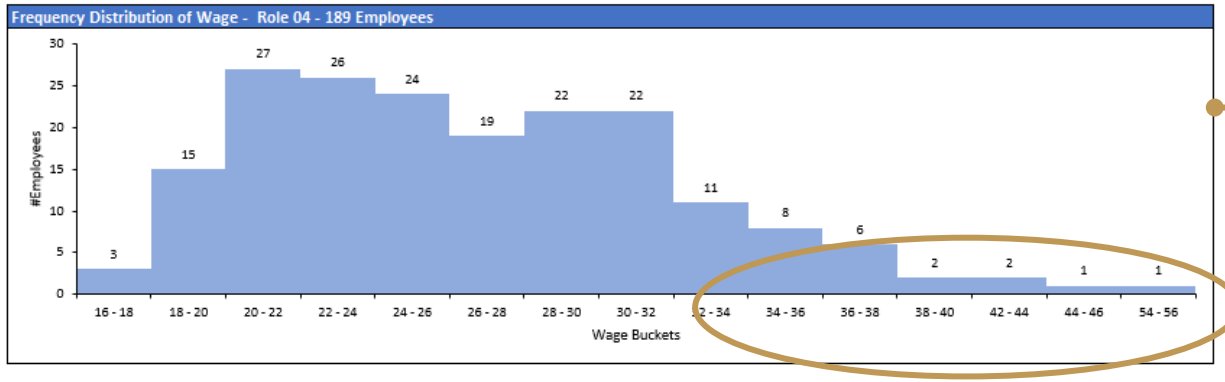


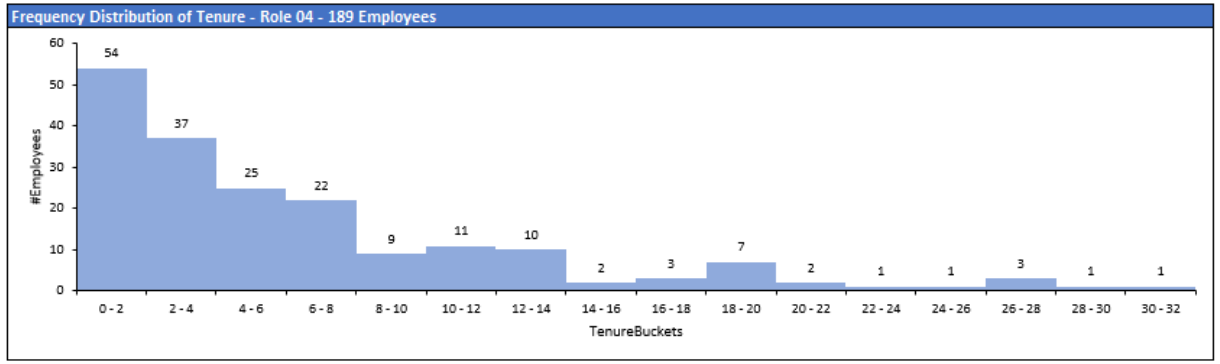












Provides visibility into wage consistency for specific selection of slicers

Flexibility to view details of outliers and facilitate further investigate

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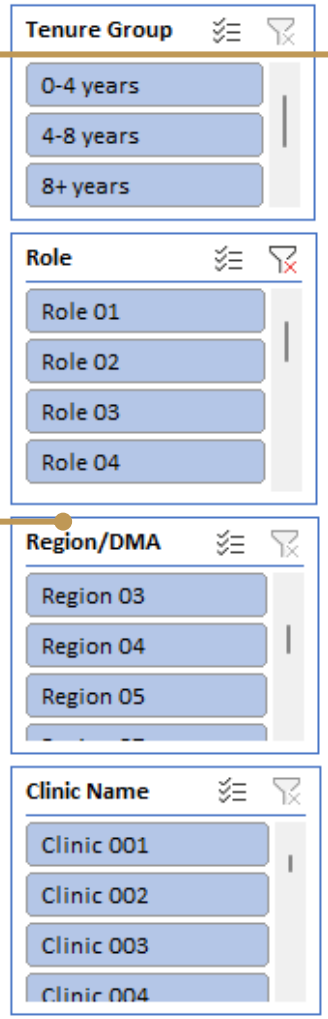
Sample Output: Client Vs. Market Wage Comparison

ILLUSTRATIVE

Wages were compared at multiple levels such as brand-role and market-role.

Slicers are provided to deep dive into regions, clinics and tenure.



Client vs. Market Wage by Brand and Role

Category	Year-2 Clinics	Year-2 Employees	Year-2 Wage Range Low-High	Market Wage Range	Year-2 Median Hourly Wage	Market Median	% Employees below Market Low	% Employees below Market Median
Brand 01	**158**	**1,211**	**$15.0 - $27.2**	**$11.1 - $42.3**	**$18.4**	**$17.3**	**1%**	**19%**
Role 01	141	589	$15.0 - $23.1	$11.1 - $24.5	$17.5	$15.8	0%	13%
Role 02	99	280	$14.2 - $20.0	$11.1 - $25.0	$16.5	$15.7	0%	29%
Role 03	68	136	$20.0 - $29.8	$13.9 - $34.6	$24.5	$21.9	1%	21%
Role 04	124	138	$20.0 - $35.0	$12.0 - $37.0	$25.5	$20.2	0%	5%
Role 06	38	47	$17.4 - $35.0	$14.9 - $42.3	$22.5	$24.4	11%	60%
Role 07	13	20	$15.0 - $19.6	$12.0 - $24.0	$16.0	$15.8	0%	50%
Role 10	1	1	$17.9 - $17.9	$15.4 - $26.9	$17.9	$19.7	0%	100%
Brand 02	**51**	**289**	**$14.0 - $28.8**	**$12.0 - $33.7**	**$17.9**	**$17.1**	**3%**	**28%**
Role 01	48	163	$13.6 - $20.2	$12.0 - $23.6	$15.9	$15.3	1%	34%
Role 02	6	8	$13.9 - $18.0	$12.5 - $24.5	$15.4	$15.3	0%	25%
Role 03	29	52	$20.0 - $30.9	$14.4 - $33.7	$25.6	$21.1	0%	17%
Role 04	41	50	$19.9 - $31.7	$12.5 - $33.2	$26.0	$18.3	0%	6%
Role 06	4	10	$14.3 - $24.1	$15.9 - $31.7	$16.1	$22.1	60%	80%
Role 07	3	6	$13.6 - $15.5	$12.5 - $19.2	$15.0	$15.0	0%	33%
Brand 03	**24**	**128**	**$15.0 - $32.0**	**$12.0 - $41.8**	**$19.1**	**$18.9**	**4%**	**30%**
Role 01	23	64	$14.2 - $20.2	$12.0 - $22.6	$16.0	$15.6	8%	42%
Role 03	21	44	$21.3 - $33.5	$13.9 - $33.2	$26.3	$21.6	0%	9%
Role 07	6	7	$15.3 - $18.8	$13.0 - $22.6	$17.0	$16.6	0%	57%
Role 08	10	13	$25.4 - $34.8	$17.8 - $41.8	$32.0	$27.3	0%	31%
Brand 04	**21**	**60**	**$16.0 - $28.0**	**$11.5 - $33.7**	**$19.8**	**$18.4**	**0%**	**17%**
Role 01	18	32	$15.6 - $20.0	$11.5 - $23.6	$18.0	$16.2	0%	28%
Role 03	18	26	$22.0 - $29.0	$14.4 - $33.7	$26.8	$21.4	0%	4%
Role 04	1	1	$19.2 - $19.2	$13.9 - $24.0	$19.2	$17.8	0%	0%
Role 07	1	1	$18.0 - $18.0	$11.5 - $17.3	$18.0	$13.9	0%	0%
Grand Total	**254**	**1,688**	**$14.7 - $28.0**	**$11.1 - $42.3**	**$18.4**	**$17.4**	**1%**	**21%**

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