



June 2021

UKG Workforce Activity Report



By analyzing weekly employee shift trends at 35,000 U.S. businesses with a combined 3.3 million employees, this index tracks the ongoing recovery of the U.S. workforce.

The state of the frontline workforce

Shift Data Informs Pace of National Recovery



Using high-frequency workplace data to track the health of the labor economy

By analyzing weekly employee shift work trends across 35,000 U.S. businesses and 3.3 million employees, this index provides directional insight into the health of the frontline working economy. See all historical weekly reports at **[UKG.com/WorkforceActivityReport](https://www.ukg.com/workforce-activity-report)**.

Organizations in the tourism and hospitality space are buoying national shift work recovery, with shift levels rising by 2.0% between mid-May and mid-June — marking the first significant shift growth since March and indicating an acceleration in jobs creation in June. The UKG Workforce Recovery Scale currently sits at 86.7 out of 100.

June 2021

Mid-month shift growth (pg. 4)

4.4%	September
-0.3%	October
0.2%	November
1.9%	December
-3.0%	January
0.2%	February
2.6%	March
-0.3%	April
0.1%	May
2.0%	June

Workforce Recovery Scale (pg. 5)

87.1	September
87.0	October
87.1	November
84.3	December
84.9	January
86.6	February
85.5	March
85.9	April
85.3	May
86.7	June

Shift growth by company size (pg. 7)

1.9%	<100
1.6%	101-500
1.5%	501-1,000
0.5%	1,001-2,500
5.6%	2,501-5,000
4.0%	>5,000

Shift growth by industry (pg. 8)

2.4%	Services & distribution
3.6%	Retail, hospitality & food service
1.9%	Manufacturing
-0.7%	Healthcare

Shift growth by region (pg. 9)

3.9%	Northeast
1.9%	Southeast
1.2%	West
1.2%	Midwest

The UKG
Workforce
Recovery Scale
stands at
86.7

Smaller businesses are facing even stronger headwinds to attract and hire enough employees as larger businesses begin to flex their financial muscles by offering enticing sign-on perks.

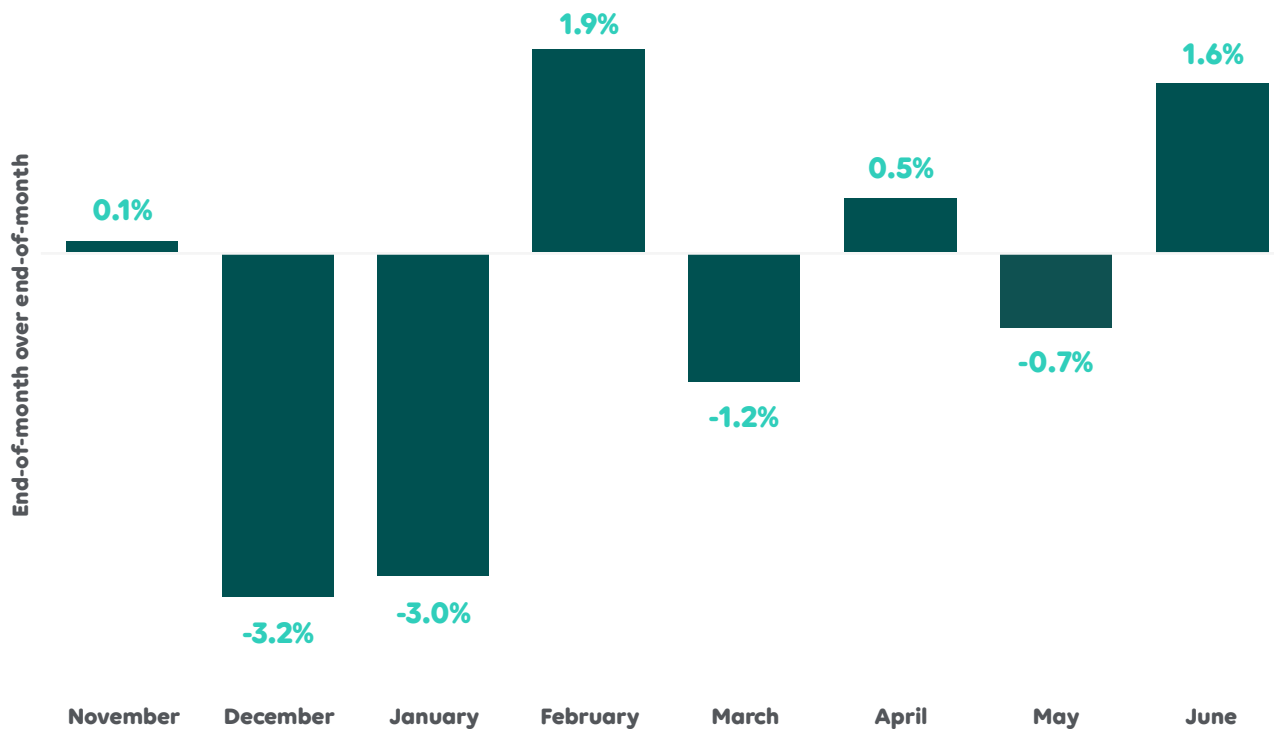
Dave Gilbertson
Vice president, UKG

Shifts worked

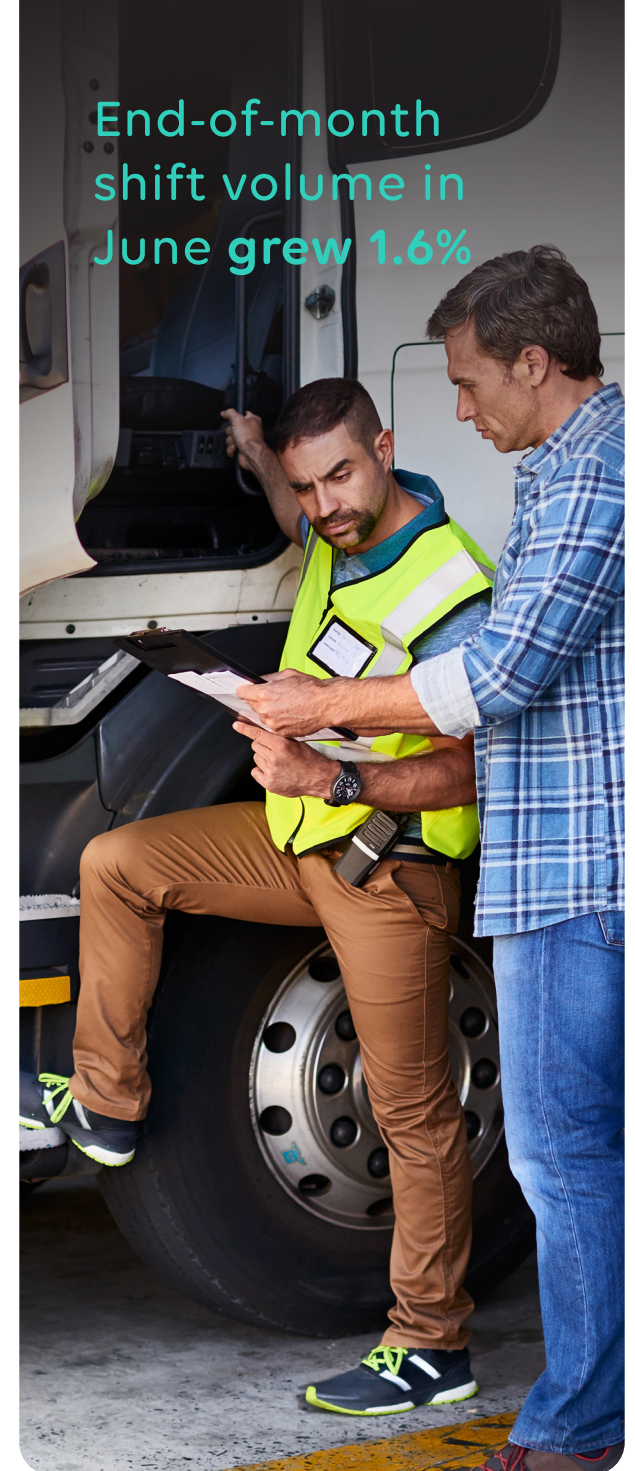
Shift growth as measure of workplace recovery

This data reflects end-of-month over end-of-month shift growth as measured by time punches, collected via time clock, mobile, and web-based devices.

Shift work volume increased in June as warmer weather, increasing consumer demand, and seasonal summer tourism boosted business owner confidence.



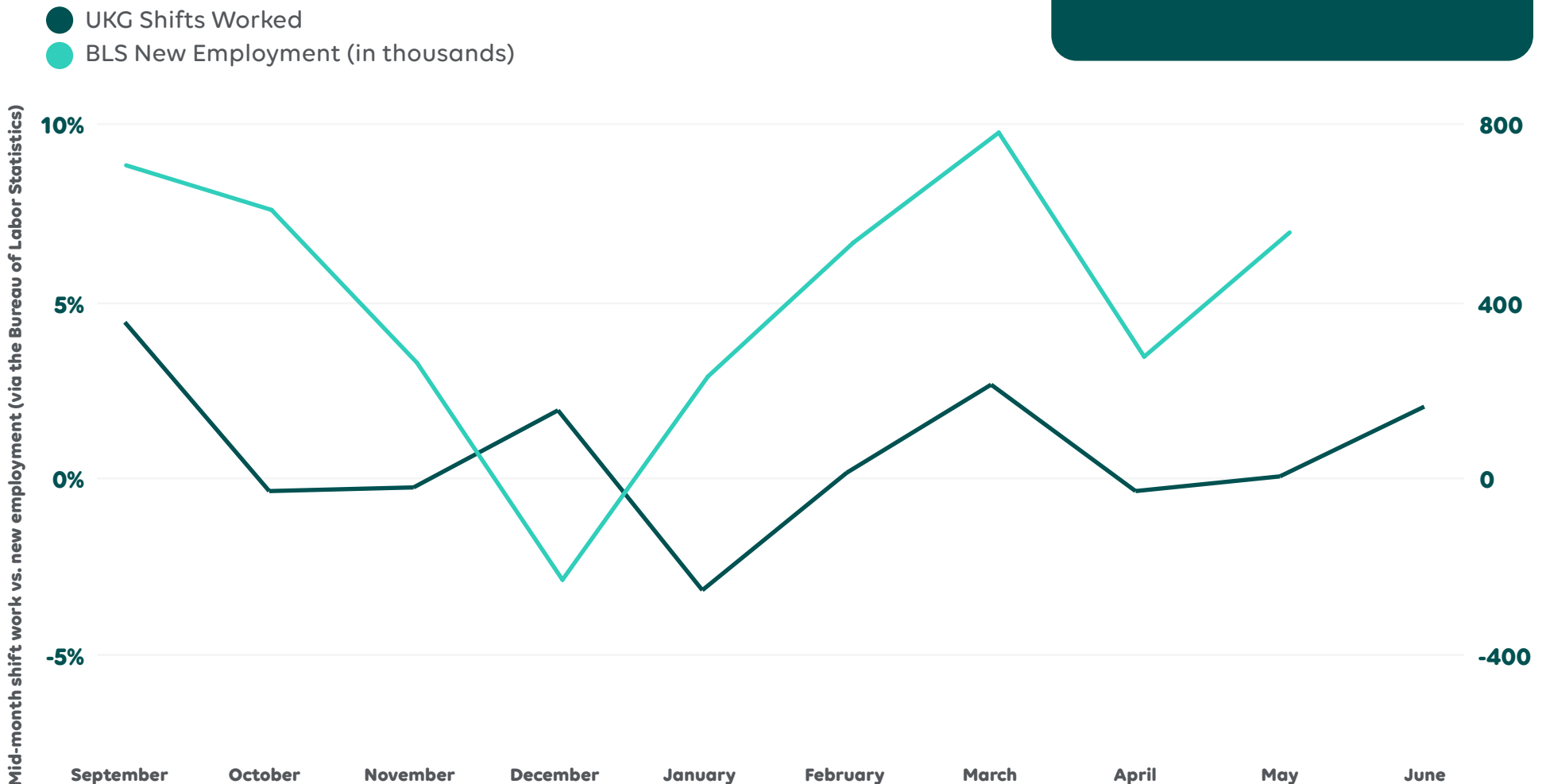
End-of-month
shift volume in
June grew 1.6%



Shift recovery: Mid-month data aligns with changes in U.S. employment

Throughout the national economic recovery, high-frequency UKG shift data has closely correlated each month with the new employment gains reported by the U.S. Department of Labor — providing an indication of the direction of jobs recovery.

Mid-month shift volume growth from mid-May to mid-June saw its largest increase (2.0%) since mid-March

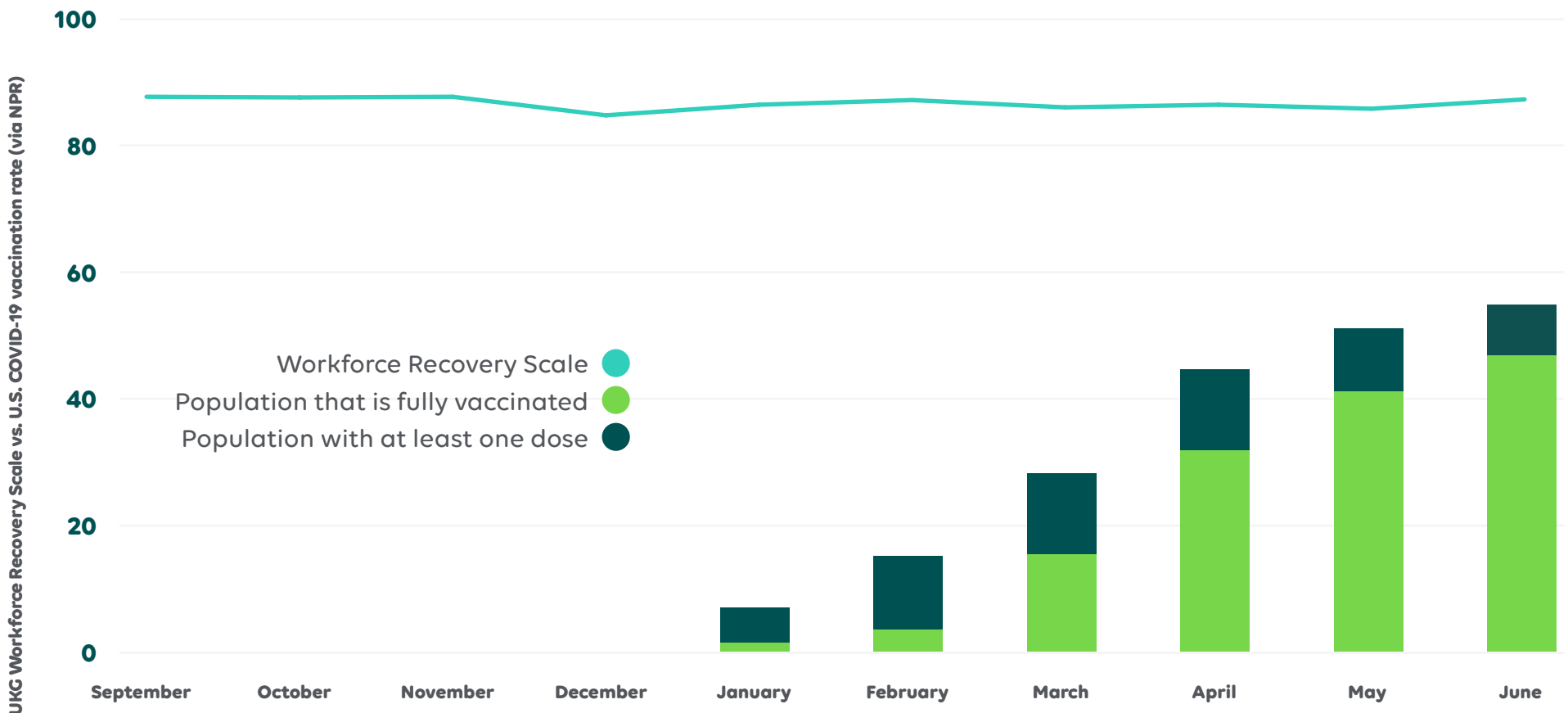


Shift recovery: Tracking work activity alongside vaccination rates

The UKG Workforce Recovery Scale is an indexed measure of end-of-month shift work activity across the U.S. The Workforce Recovery Scale does not track the economic recovery from COVID-19; it is a metric benchmarking the shift-based workplace activity today against pre-pandemic activity to provide an alternative and complementary view into the national employment situation.

The national economic recovery is dependent on a variety of factors — including an increasing rate of COVID-19 vaccinations. The combination of vaccination rates and the Workforce Recovery Scale provides a multidimensional view of stability indicators that can empower organizations to begin planning for future post-pandemic operations.

The UKG Workforce Recovery Scale currently sits at **86.7** — its highest placement in 2021

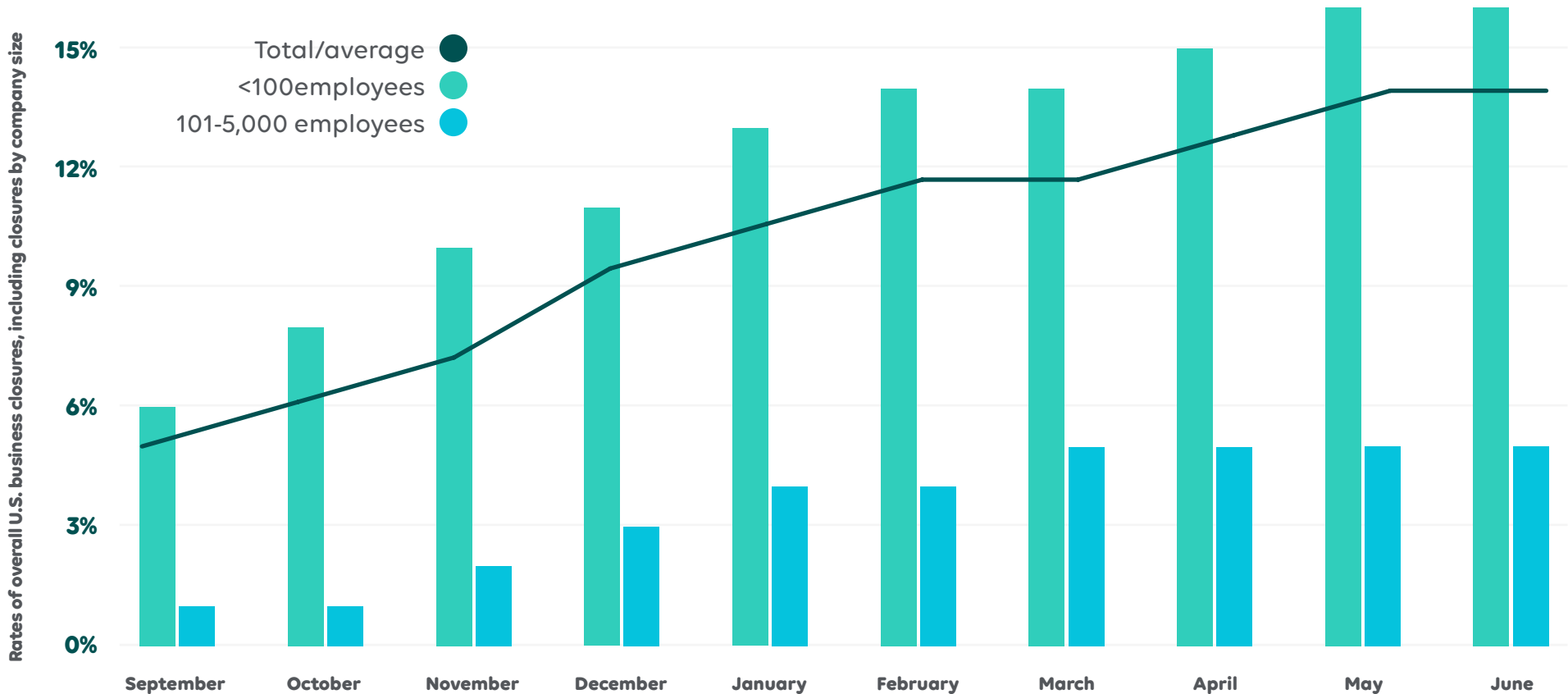


Shift recovery: Volume of business closures across company sizes

Shift work volume is a helpful high-frequency metric to measure not only the activity of hourly and frontline employees, but also the health of the businesses that employ them. By tracking businesses that have registered zero shifts, this metric can indicate rate of indefinite business closures. When broken down by company size, there is a clear differential of ongoing business stability between smaller organizations with less than 100 employees and larger organizations with more than 100 employees.

The ongoing rate of business closures, in tandem with the rate of job creation, will be a key factor in understanding the total impact of the COVID-19 pandemic.

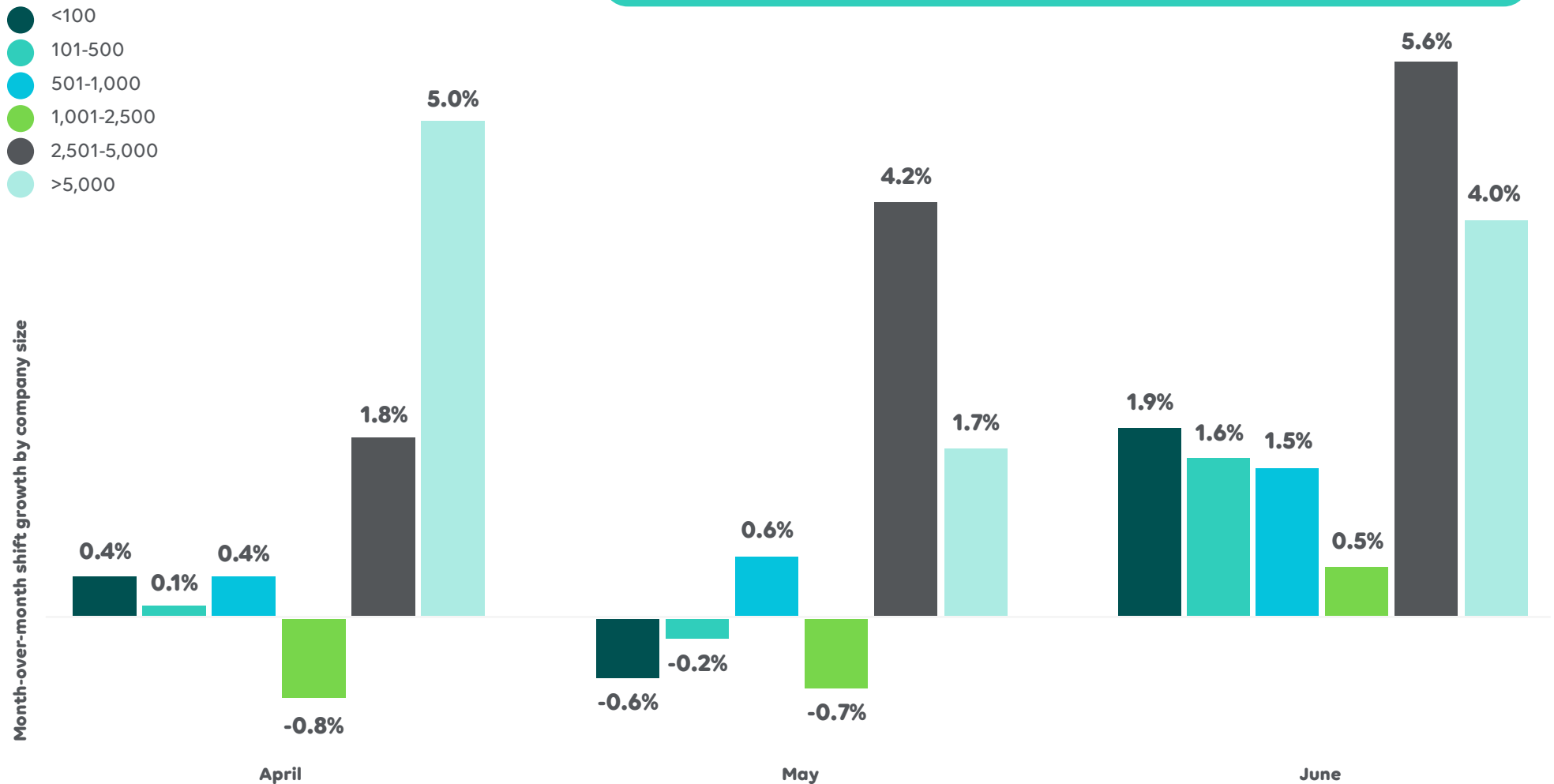
Across the U.S., 14% of all businesses, and 16% of small businesses, remain indefinitely closed



Shift recovery: Company size

This data reflects month-over-month shift growth by company size as measured by time punches.

Companies with more than 2,500 employees saw significant month-over-month increases in shift work as larger companies continue to drive workplace recovery

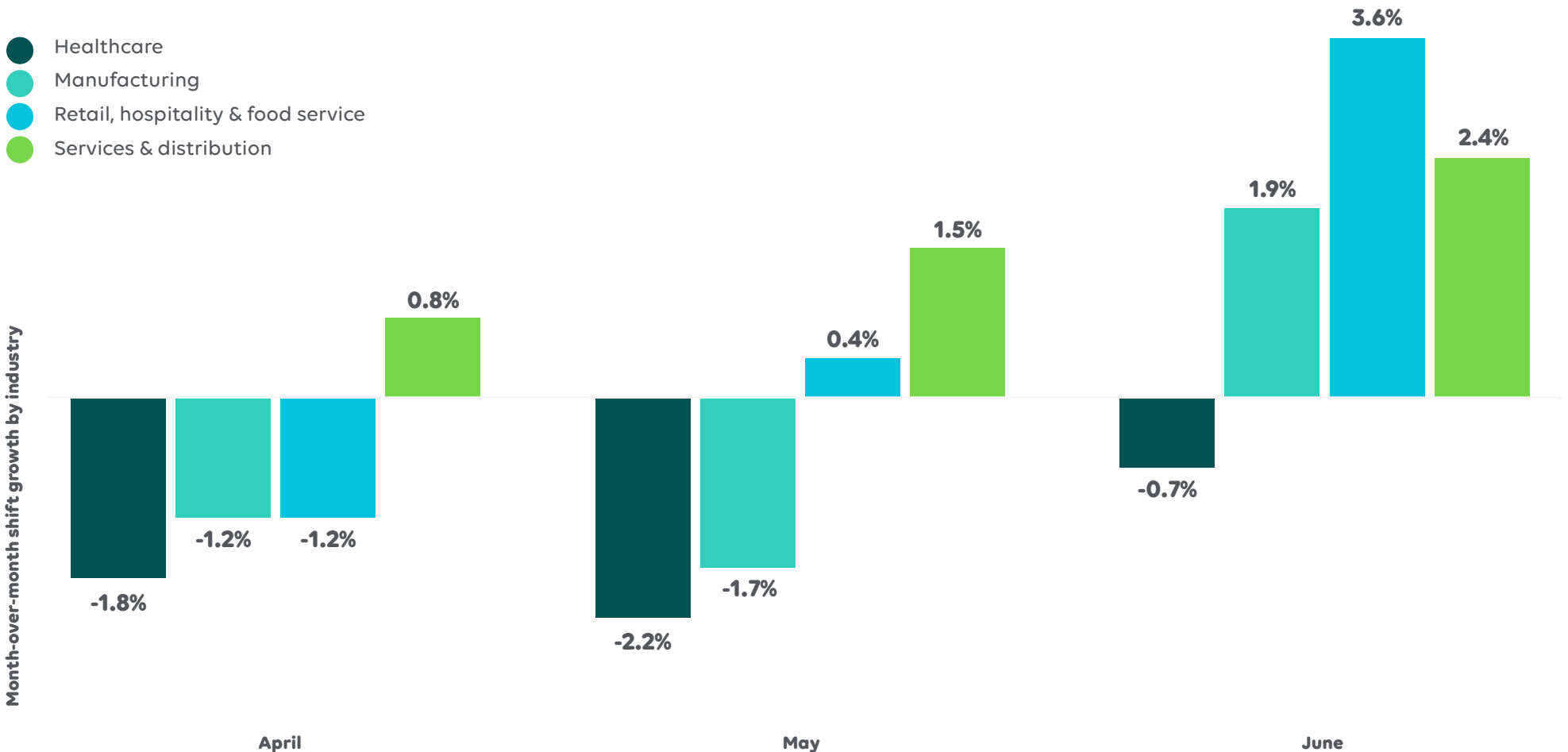


Shift recovery: Industry

This data reflects month-over-month shift growth by industry as measured by time punches.

Note: As public and private educational institutions enter summer break, UKG will resume public reporting of public sector, education, and non-profit shift data in October.

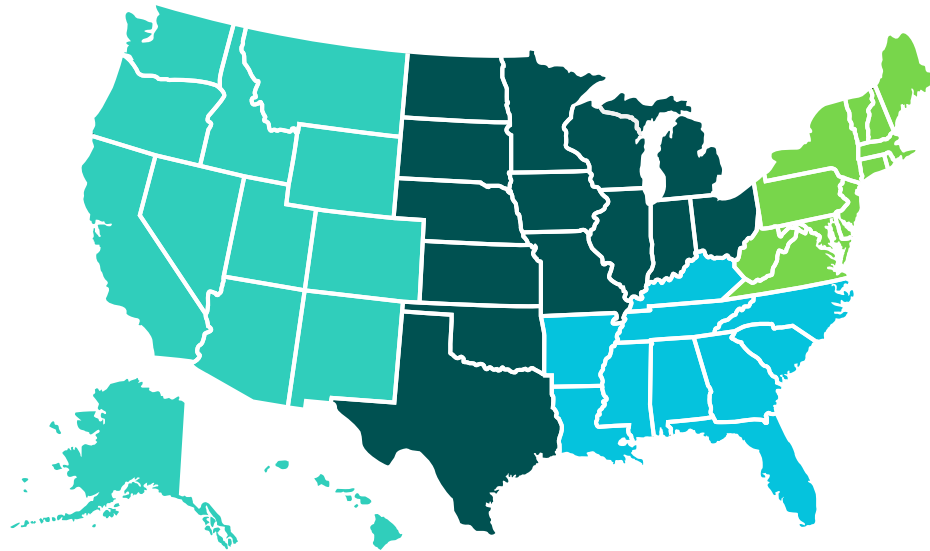
Organizations across the retail, services, and manufacturing sectors hit their seasonal summer stride



Shift recovery: U.S. landscape

The workplace recovery continues to be highly regionalized and localized.

This data reflects month-over-month shift growth by region and state as measured by time punches.



<div></div> Northeast	2.1% April	-0.3% May	3.9% June
<div></div> Southeast	1.9% April	0.9% May	1.9% June
<div></div> Midwest	0.0% April	-0.2% May	1.2% June
<div></div> West	-0.8% April	-0.2% May	1.2% June

14 states are still well below pre-pandemic shift levels.

46 states are fully reopened at the end of June.

18 states saw an overall decline in shift work in June.

Methodology



The Workforce Activity Report by UKG (Ultimate Kronos Group) is an index that measures week-by-week metrics including employee shifts worked and pay statements from 3.3 million employees across more than 35,000 UKG customers.

“Shifts worked” is a total derived from aggregated employee time and attendance data and reflects the number of times that employees — especially those who are paid hourly or must be physically present at a workplace to perform their jobs — “clock in” and “clock out” via a time clock, mobile app, computer, or other device at the beginning and end of each shift.

“Pay statements” reflect the number of payroll checks generated each week, including both direct deposit transfers and physical checks.

Beginning in May 2021, UKG updated its shift growth methodology to reflect mid-month over mid-month changes, unless otherwise stated; it had previously reflected end-of-month over end-of-month changes unless otherwise stated.

For the latest data reports visit:
UKG.com/WorkforceActivityReport

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