



# UKG WORKFORCE ACTIVITY REPORT



By analyzing weekly employee shift trends at 35,000 U.S. businesses with a combined 3.9 million employees, this index tracks the ongoing recovery of the U.S. workforce.

The state of the frontline workforce

# Economy Demonstrating Signs of Stress in April



## Despite declines, April showed signs of slight strength compared to 2021

By analyzing weekly employee shift work trends across 35,000 U.S. businesses and 3.9 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).

Although April 2022 workforce activity declined 6.3%, this decline can largely be attributed to spring religious observances, including Easter and Passover. The same spring observances week in 2021 experienced a 6.9% decline, indicating that April 2022 performed more strongly than April 2021. One area showing signs of weakness compared to the 2021 spring observances week was the retail, food service, and hospitality sector.

# April 2022

Despite declines, April 2022 performed more strongly than the similar period in 2021

## Mid-month shift growth

1.1%	July
-2.4%	August
-0.1%	September
0.1%	October
1.4%	November
-1.7%	December
-5.1%	January
6.6%	February
-0.6%	March
-6.3%	April

## Shift growth by company size

-6.2%	<100
-7.4%	101-500
-6.3%	501-1,000
-4.8%	1,001-2,500
-6.0%	2,501-5,000
-9.7%	>5,000

## Shift growth by industry

-3.8%	Retail, food service, & hospitality
-4.1%	Healthcare
-4.3%	Services & distribution
-9.8%	Public sector & nonprofit
-10.8%	Manufacturing

“With Easter and Passover falling during the April mid-month week, declines can be almost entirely attributed to these observances and not other factors, such as inflation, oil prices, or the war in Ukraine. April 2022 performed slightly stronger and experienced a smaller decline than during the same observances in 2021.”

## Workforce Recovery Scale

101.4	July
100.1	August
97.5	September
98.2	October
100.5	November
99.5	December
96.3	January
103.6	February
100.9	March
92.5	April

## Shift growth by region

-5.1%	West
-6.0%	Northeast
-6.1%	Midwest
-7.5%	Southeast

Dave Gilbertson  
Vice President, UKG

## Workforce activity and job creation: Tracking shift levels during the mid-month week

High-frequency UKG® shift data correlates each month with new employment gains reported by the U.S. Department of Labor — providing an indication of the direction of jobs recovery. The UKG data often comes into even closer alignment following ensuing Department of Labor revisions.

Workforce activity declined 6.3% because of spring observances but should not result in job losses



## UKG Workforce Recovery Scale

The UKG Workforce Recovery Scale — enhanced with an updated methodology in February 2022 — is a rolling 12-month index that measures workforce activity levels at U.S. businesses. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator for anticipated changes in the labor participation rate.

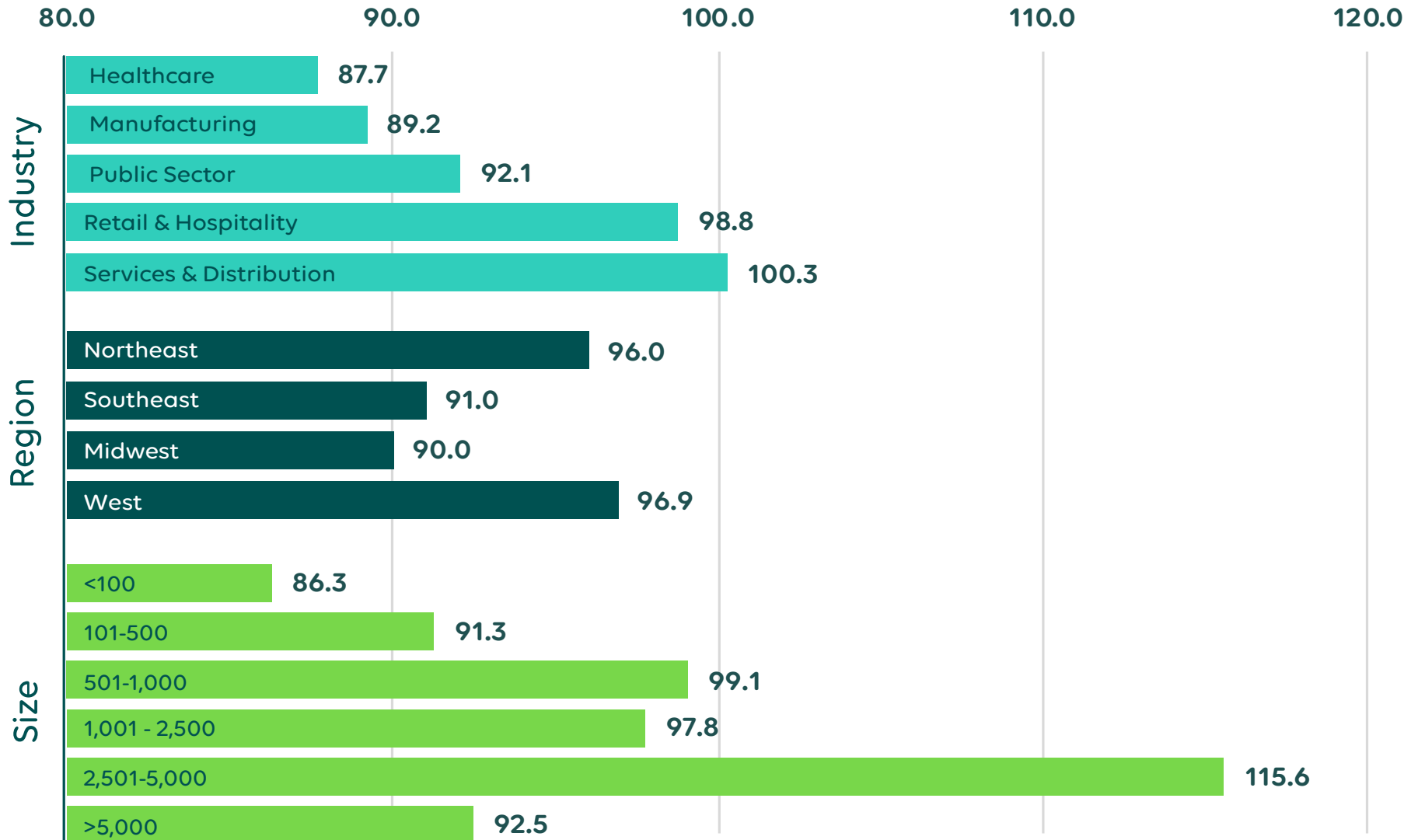
The UKG Workforce Recovery Scale for April is at 92.5% but will bounce back in May



## UKG Workforce Recovery Scale

Examining the Workforce Recovery Scale index across industries, regions, or business size can provide a more detailed look at the often unequal distribution of economic moment. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator for anticipated changes in the labor participation rate.

Workforce activity for April was artificially reduced due to spring observances



## Shift recovery: Company size

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

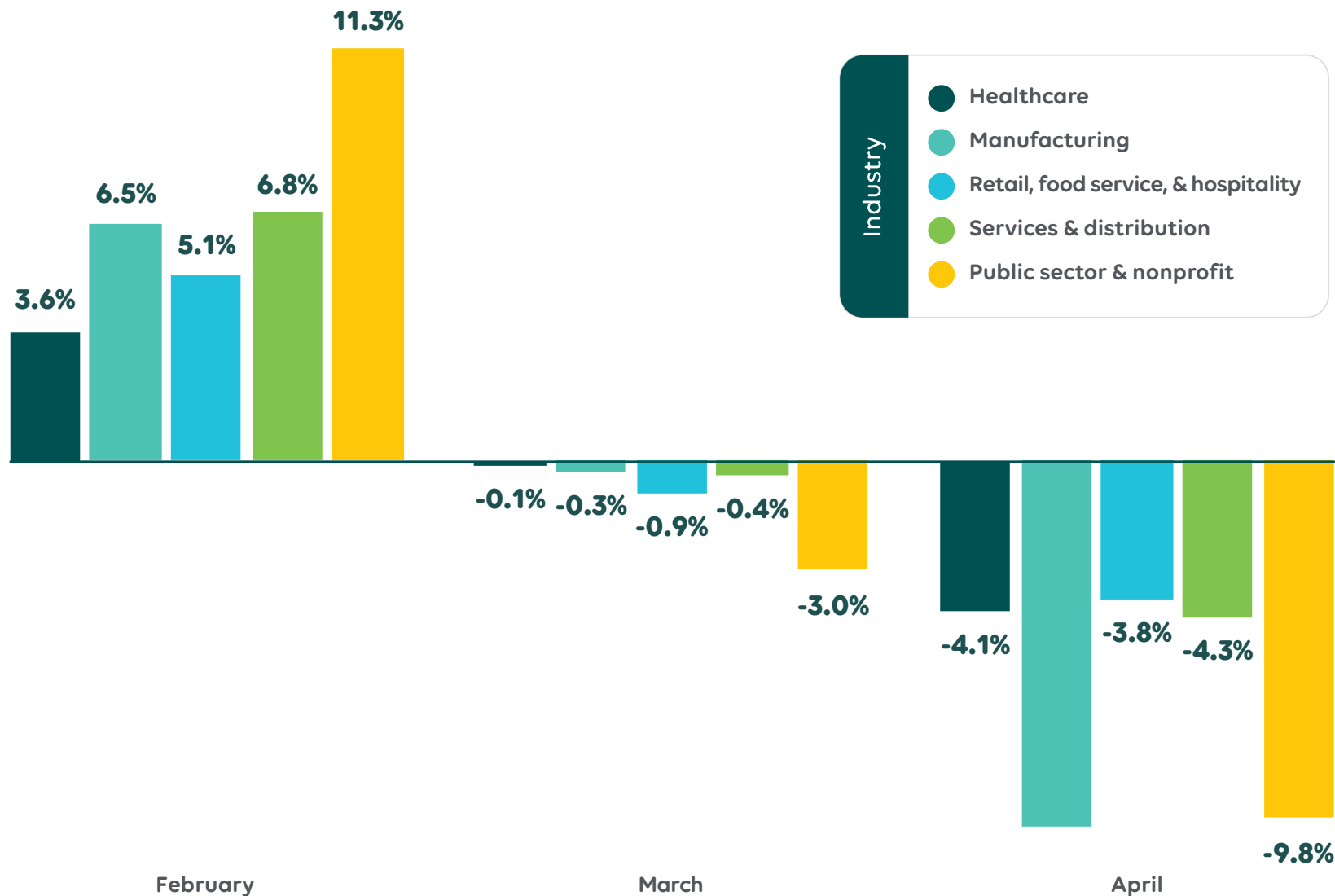
Workforce activity for April was artificially reduced due to spring observances



## Shift recovery: Industry

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

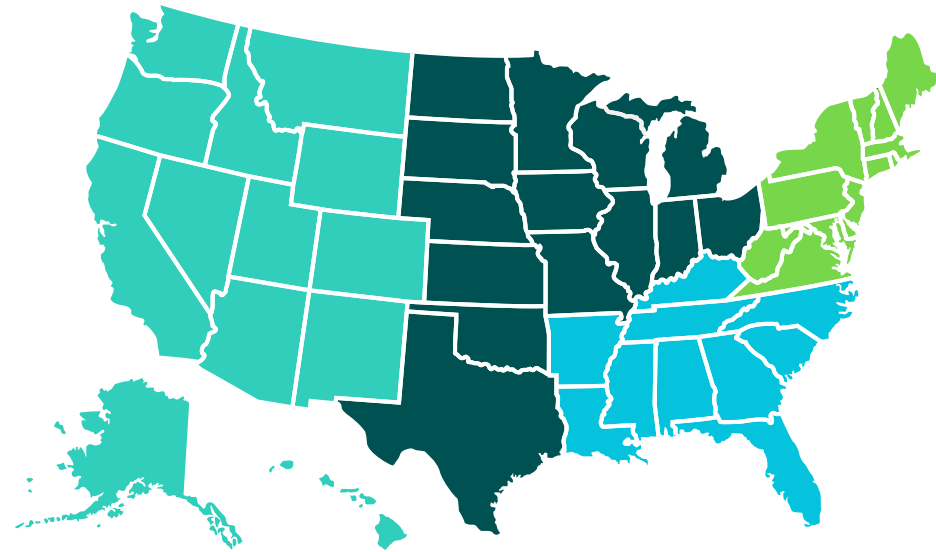
Retail experienced the smallest monthly decline, but the largest annual decline when compared to the spring 2021 observances period





## Shift recovery: U.S. landscape

The following, including CDC statistics, provide a snapshot of the April mid-month week.



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

● Northeast	February: 7.8%	March: -1.0%	April: -6.0%
● Southeast	February: 6.0%	March: -0.5%	April: -7.5%
● Midwest	February: 6.5%	March: -1.8%	April: -6.1%
● West	February: 6.5%	March: 0.2%	April: -5.1%

45.5% of fully vaccinated population has at least one booster shot (CDC)

99.57% of U.S. counties at low/medium risk of COVID-19 (CDC)

BA.2 and BA.2.12.1 variants now account for 93.4% of new COVID-19 cases (CDC)

# Methodology



**The Workforce Activity Report by UKG is an index that measures week-by-week metrics including employee shifts worked and pay statements from 3.9 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.

Beginning February 2022, UKG updated its indexing methodology to reflect a rolling 12-month index. Previous reporting on the impact of unemployment benefits on workforce activity can be found in the July–September 2021 reports.

**For the latest data reports visit:  
[UKG.com/WorkforceActivityReport](https://www.ukg.com/WorkforceActivityReport)**

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