



UKG WORKFORCE ACTIVITY REPORT



By analyzing weekly employee shift trends at 35,000 U.S. businesses with a combined 3.8 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 3.8 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).

It's beginning to look a lot like 2019: Workforce activity between mid-October and mid-November rose 1.4%, boosted by holiday hiring that outpaced November 2020 (0.1%), bringing levels closer to November 2019. This growth indicates strong national job creation that could exceed consensus predictions. The UKG Workforce Recovery Scale sits at 87.0 out of 100.

November 2021

Mid-month shift growth

0.2%	February
2.6%	March
-0.3%	April
0.1%	May
2.0%	June
1.1%	July
-2.4%	August
-0.1%	September
0.1%	October
1.4%	November

Workforce Recovery Scale

86.6	February
85.5	March
85.9	April
85.3	May
86.7	June
86.3	July
84.7	August
85.2	September
86.0	October
87.0	November

Shift growth by company size

0.4%	<100
0.5%	101-500
1.7%	501-1,000
1.9%	1,001-2,500
4.1%	2,501-5,000
6.4%	>5,000

Shift growth by industry

4.5%	Public sector & non-profit
2.3%	Retail, hospitality & food service
1.5%	Services & distribution
1.1%	Healthcare
0.0%	Manufacturing

Shift growth by region

1.9%	Midwest
1.5%	Northeast
1.2%	Southeast
-0.1%	West

The UKG
Workforce
Recovery Scale
stands at
87.0

We believe new return-to-work incentives, as well as more predictable childcare schedules and widely available COVID-19 booster shots, are beginning to entice hourly employees off the sidelines and back to work.

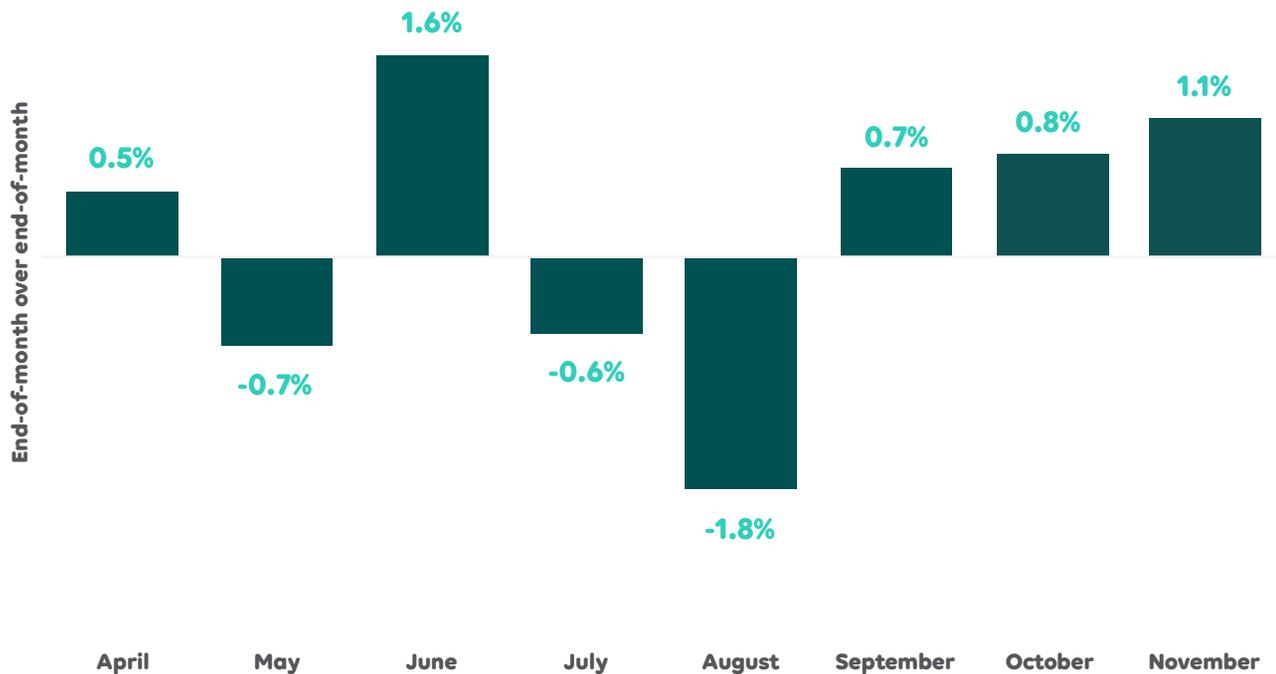
Dave Gilbertson
Vice president, UKG

Shifts worked

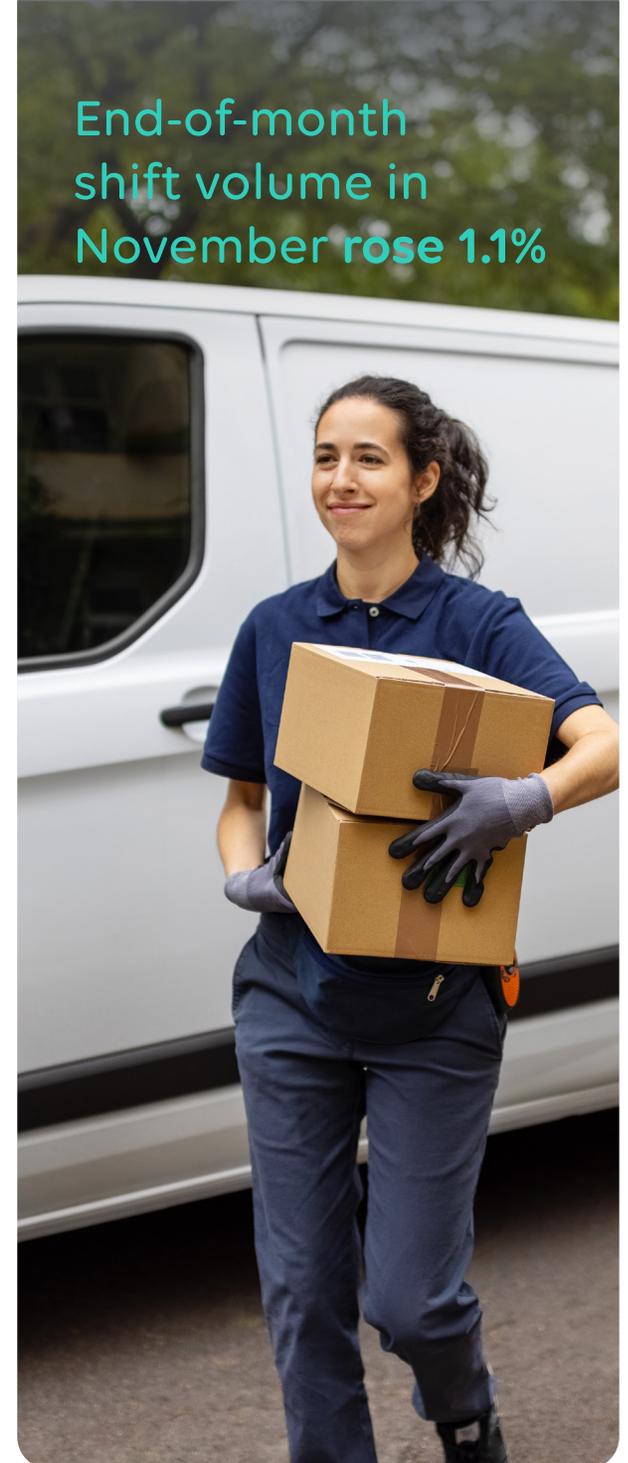
Shift growth as measure of workplace recovery

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.

UKG is watching for several consecutive months of end-of-month workforce activity growth, as this could signal the next phase of jobs recovery.



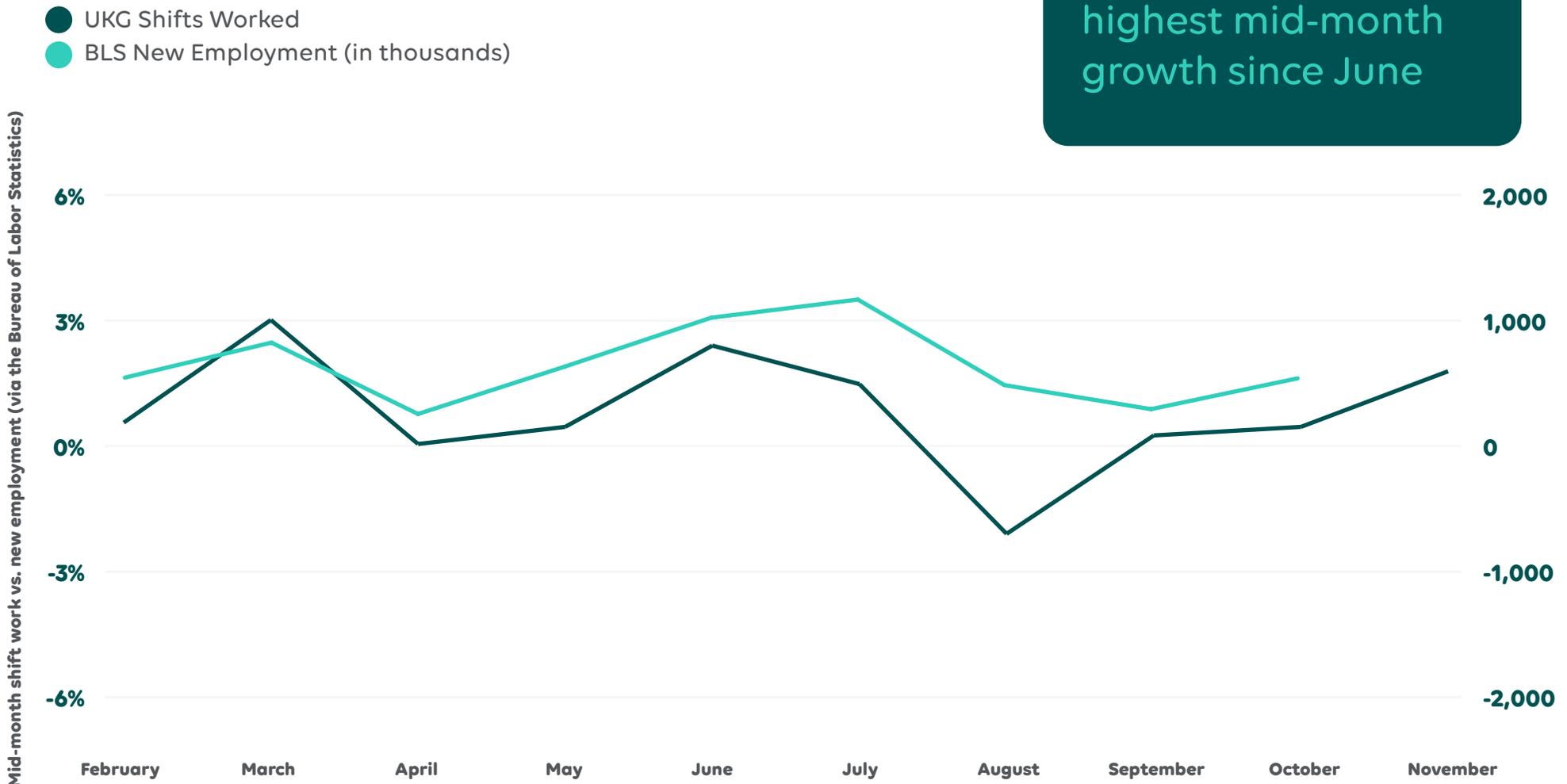
End-of-month shift volume in November rose 1.1%



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.

Shift volume rose 1.4% between mid-October and mid-November in preparation for the holiday season — the highest mid-month growth since June



Job applicant data serves as early indicator of workforce activity

UKG is analyzing job applicant data to anticipate future workforce activity and the larger national jobs recovery. Continued growth in job applicants will be an early indicator that people who have remained on the sidelines during the post-pandemic recovery are beginning the process of returning to the workplace.

The job applicant data details the number of new applicants for any given job opening on a month-over-month basis.

Ahead of a traditionally quiet post-holiday hiring season, the number of new job applicants dipped in mid-November

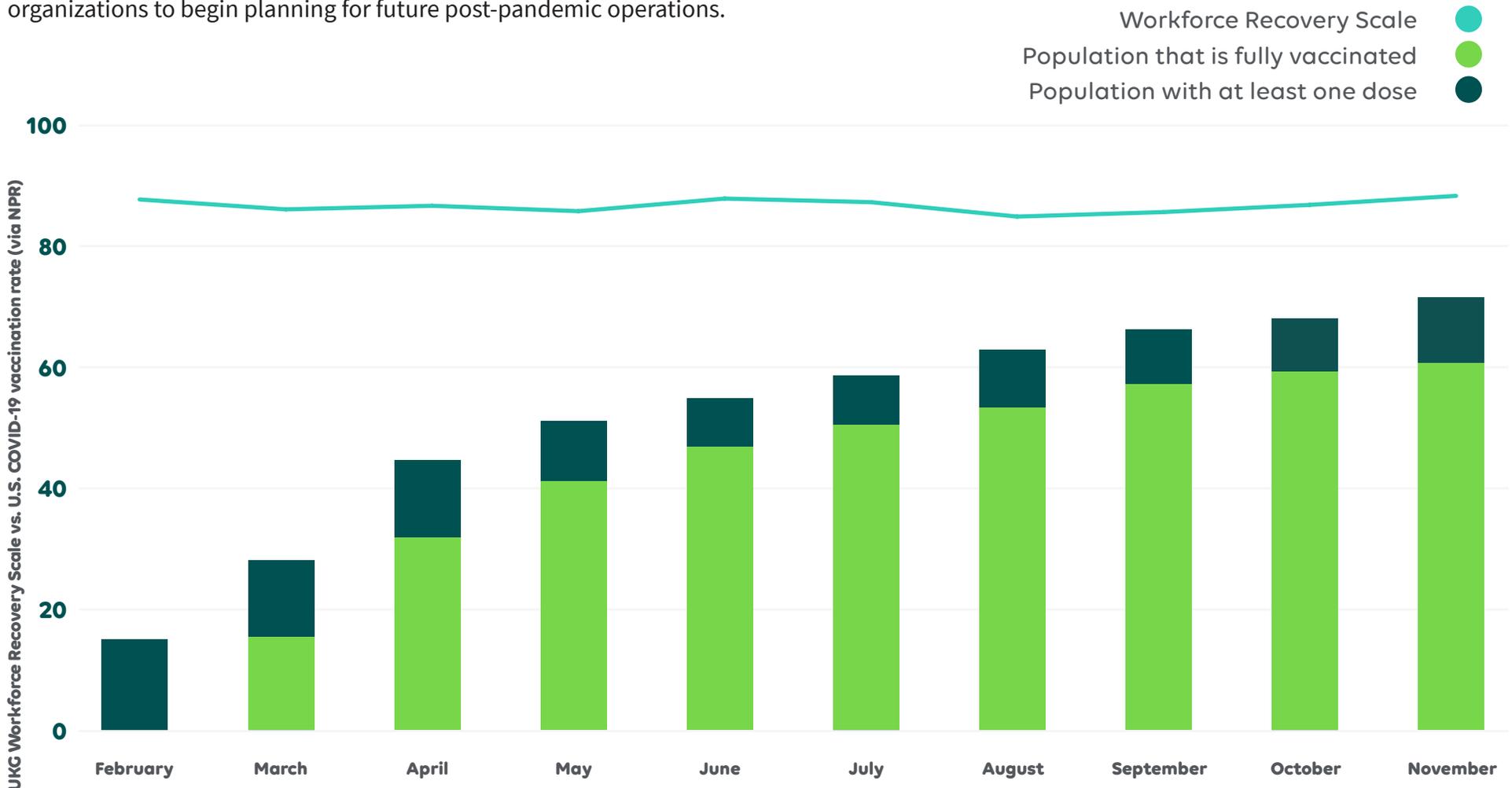


Shift recovery: Tracking work activity alongside vaccination rates

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 87.0

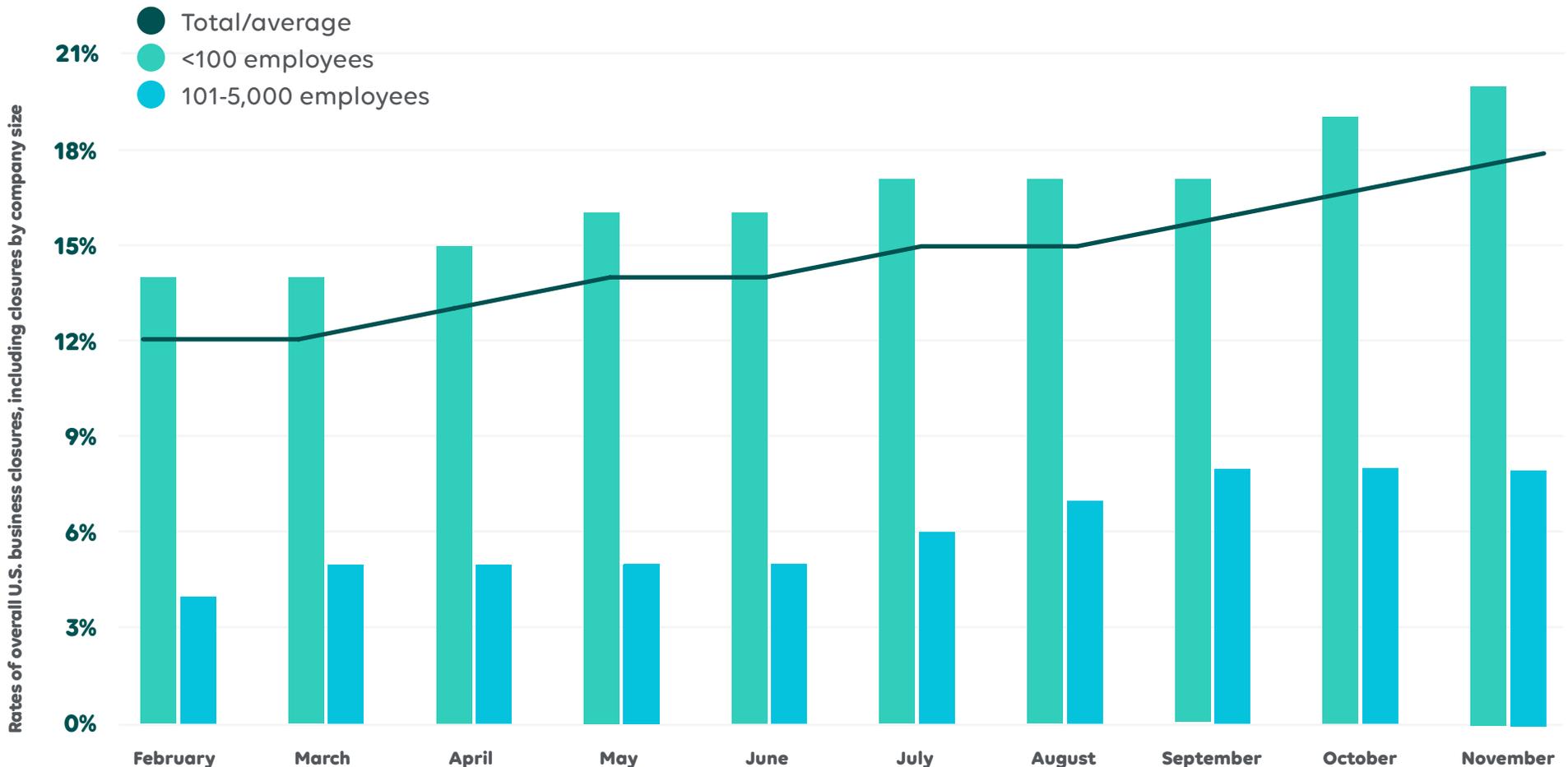


Shift recovery: Volume of business closures across company sizes

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.

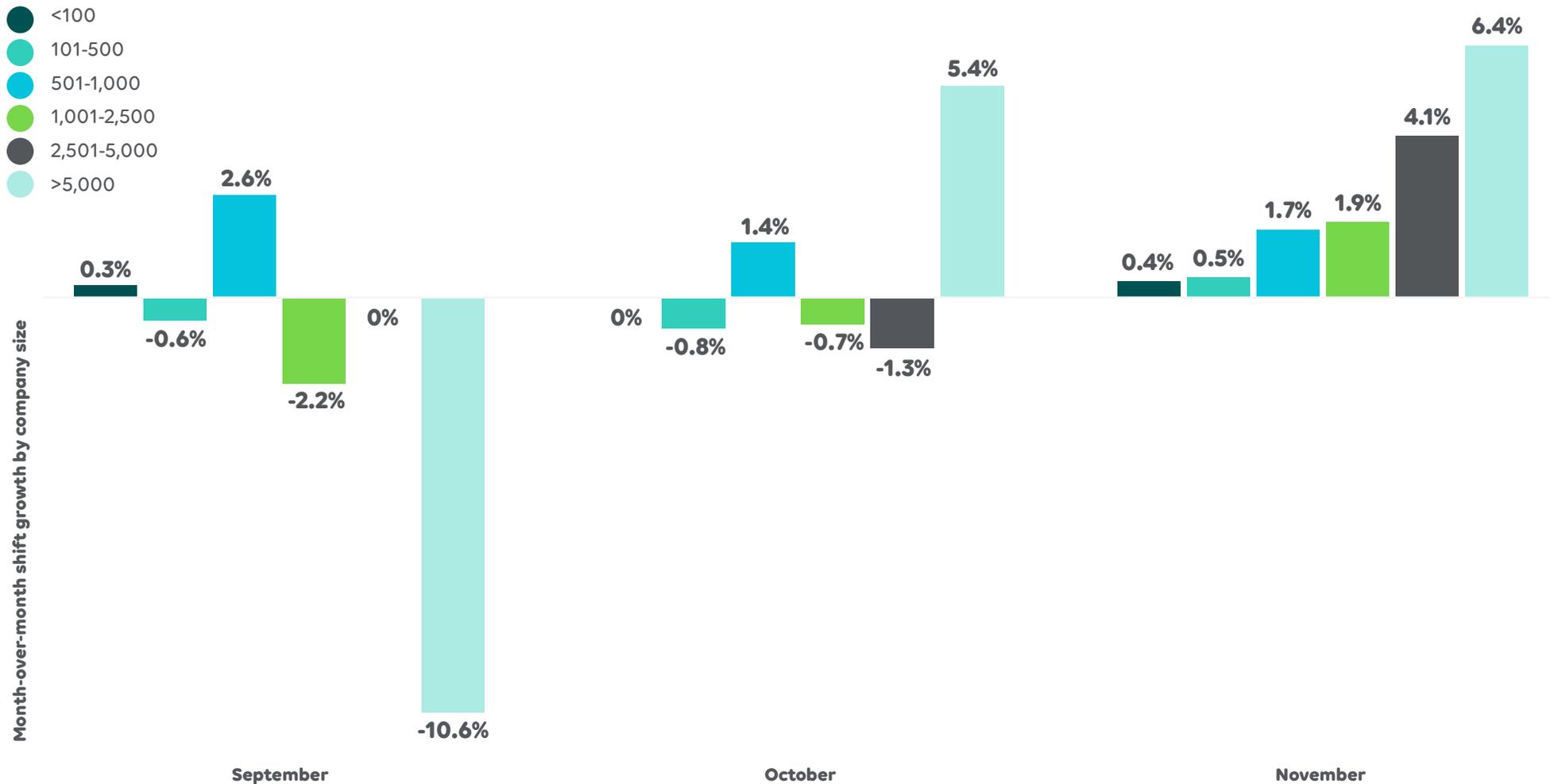
Across the U.S., 18% of all businesses — and 20% of small businesses — remain indefinitely closed



Shift recovery: Company size

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

Company size continues to have a significant impact on workforce activity recovery: Larger companies saw **more than 8x** the growth in shift work than smaller companies did in November



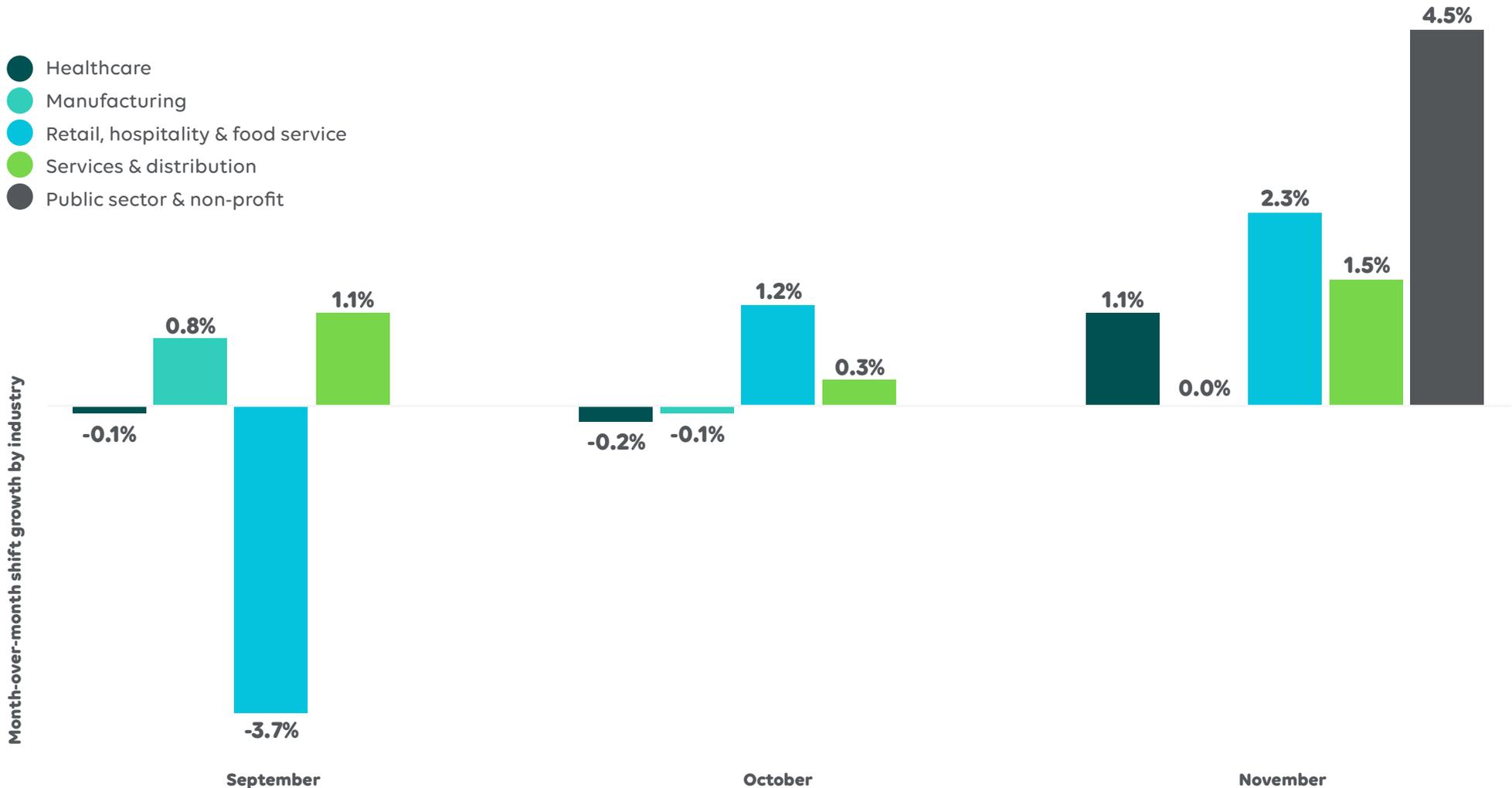
Shift recovery: Industry

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

Note: Beginning with this report, UKG has resumed public reporting of public sector, education, and non-profit shift data after adjusting for summer seasonality in previous months.

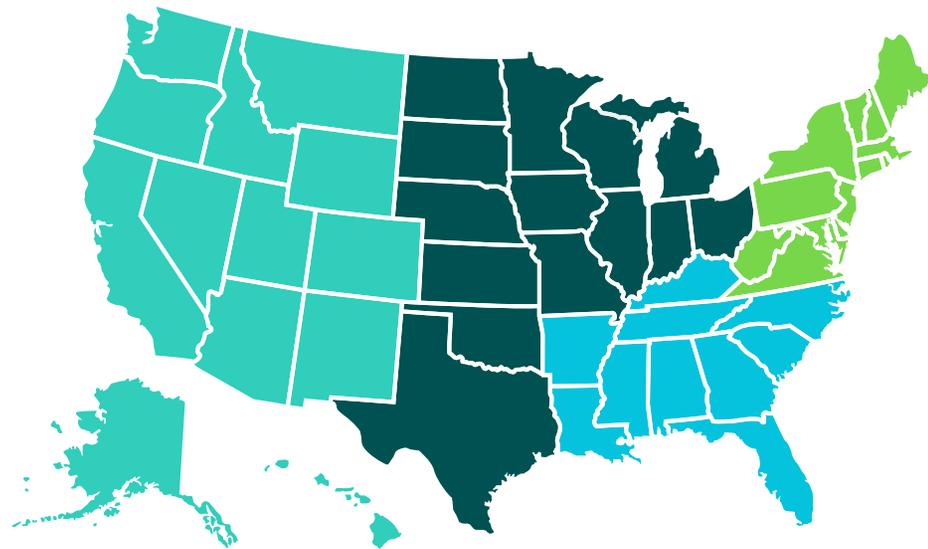
The retail and services & distribution sectors saw meaningful gains in workforce activity in the anticipated ramp-up to the holiday season

- Healthcare
- Manufacturing
- Retail, hospitality & food service
- Services & distribution
- Public sector & non-profit



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.

● Northeast	-0.5% September	-1.2% October	1.5% November
● Southeast	-0.8% September	1.3% October	1.2% November
● Midwest	-0.7% September	0.7% October	1.9% November
● West	1.3% September	0.7% October	-0.1% November

The 7-day COVID-19 case rate exceeds 250 per 100,000 residents in **17 states**. (via CDC)

Of those with the highest case rates, **5 states** fall in the West region.

In 2020, shift work grew most in the Southeast (1.1%) and least in the Midwest (-0.5%).

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 3.8 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.

The November 2021 report captures data through November 21.

Previous reporting on the impact of unemployment benefits on workforce activity can be found in the July–September 2021 reports. UKG updated its shift growth methodology in May 2021 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](https://www.ukg.com/WorkforceActivityReport)

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