



January 2021

UKG Workforce Activity Report



By analyzing weekly employee shift trends at 30,000 U.S. businesses with a combined 3.2 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 and pay statement trends across 30,000 U.S. businesses and 3.2 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).

Monthly shift work across the U.S. fell 3.0% in January—an extension of the 3.2% decline in December—as the national labor recovery continues to struggle to regain traction. The UKG Workforce Recovery Scale currently sits at 84.9 out of 100.

January 2021

National month-over-month shift growth (pg. 3)

-7.4%	April
10.1%	May
11.1%	June
0.2%	July
3.2%	August
3.1%	September
-0.1%	October
0.1%	November
-3.2%	December
-3.0%	January

Workforce Recovery Scale (pg. 5)

66.8	April
73.6	May
81.7	June
81.9	July
84.5	August
87.1	September
87.0	October
87.1	November
84.3	December
84.9	January

Shift growth by business size (pg. 6)

-3.6%	<100
-2.6%	101-500
-1.6%	501-1,000
-1.0%	1,001-2,500
-5.6%	2,501-5,000
-6.8%	>5,000

Shift growth by industry (pg. 7)

-1.2%	Healthcare
-6.0%	Retail, hospitality & food service
-3.3%	Manufacturing
-3.7%	Services & distribution
0.1%	Public sector

Shift growth by region (pg. 8)

-0.7%	Midwest
-1.4%	Southeast
-4.8%	West
-7.3%	Northeast

The UKG Workforce Recovery Scale stands at **84.9**

“This period will hopefully mark the second and last time we’ve hit ‘bottom’ in this recovery, but it’s simply too soon to tell. Smaller businesses especially will need more confidence—or incentive—to hire again.”

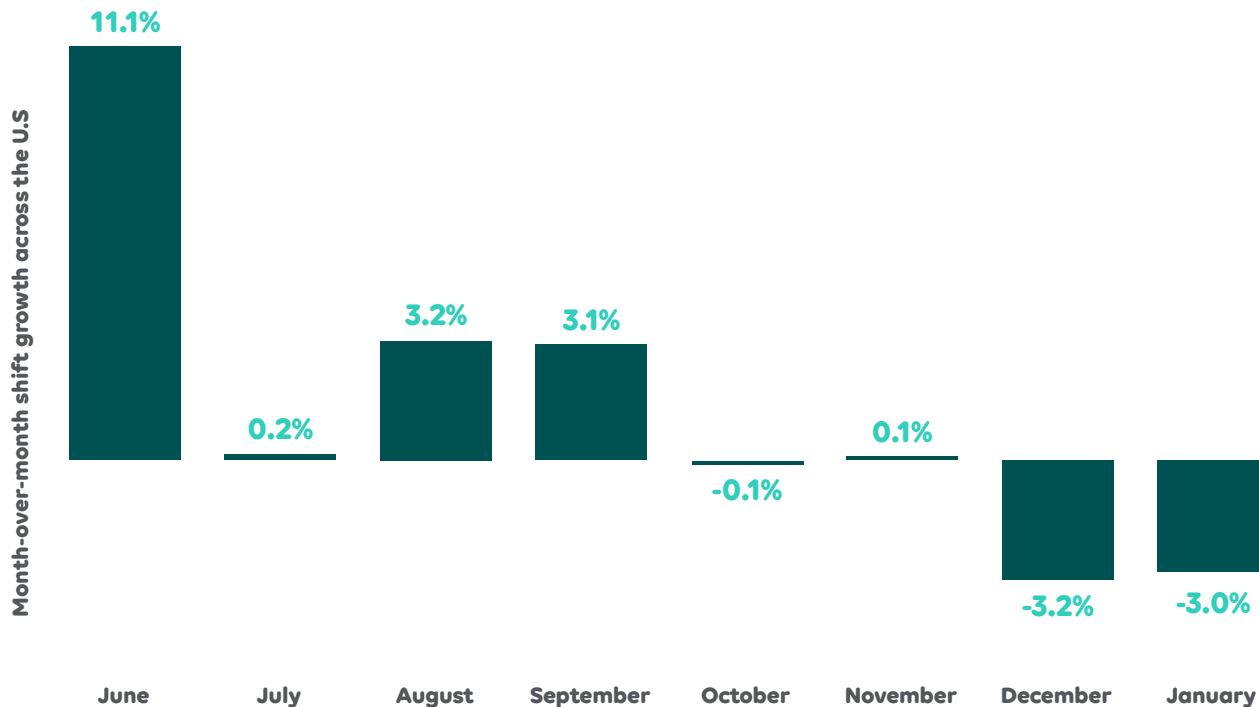
Dave Gilbertson
Vice president, UKG

Shifts worked

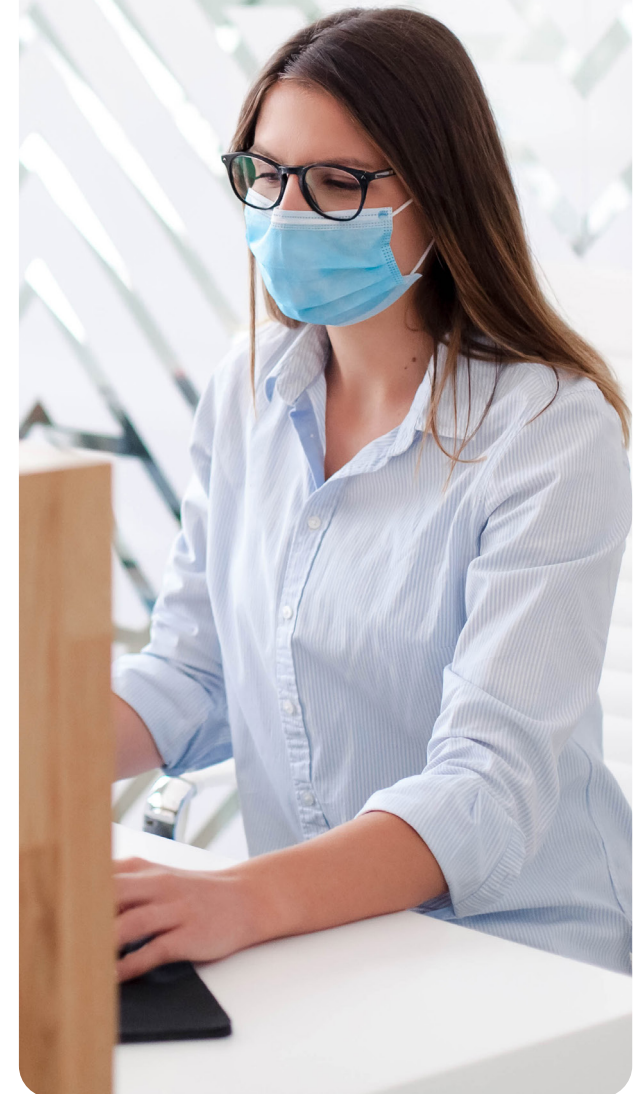
Shift growth as measure of workplace recovery

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

Shift work declined by 3.0% in January as organizations eagerly wait to see how vaccination rollouts will impact business operations.



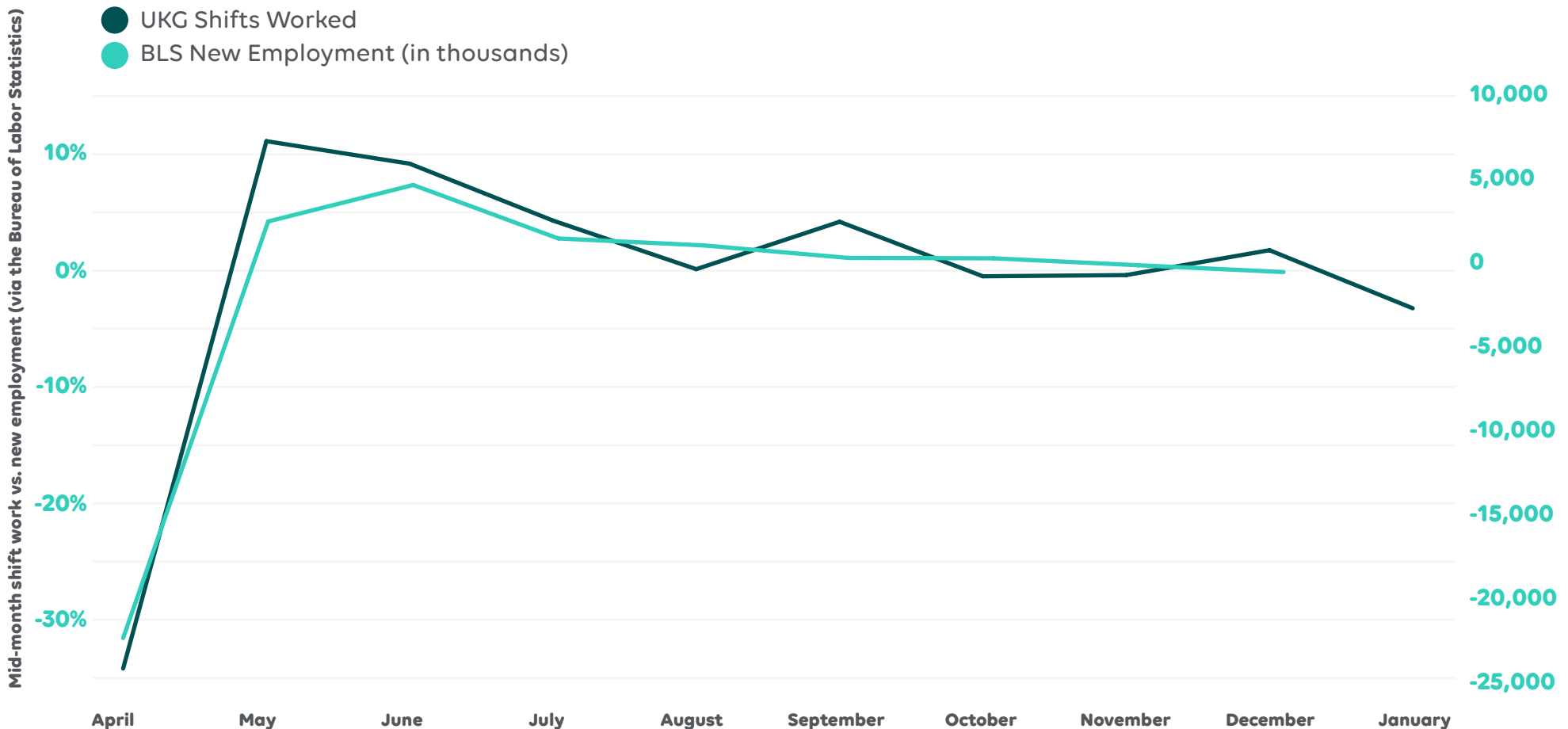
Shift growth in January is -3.0%



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.

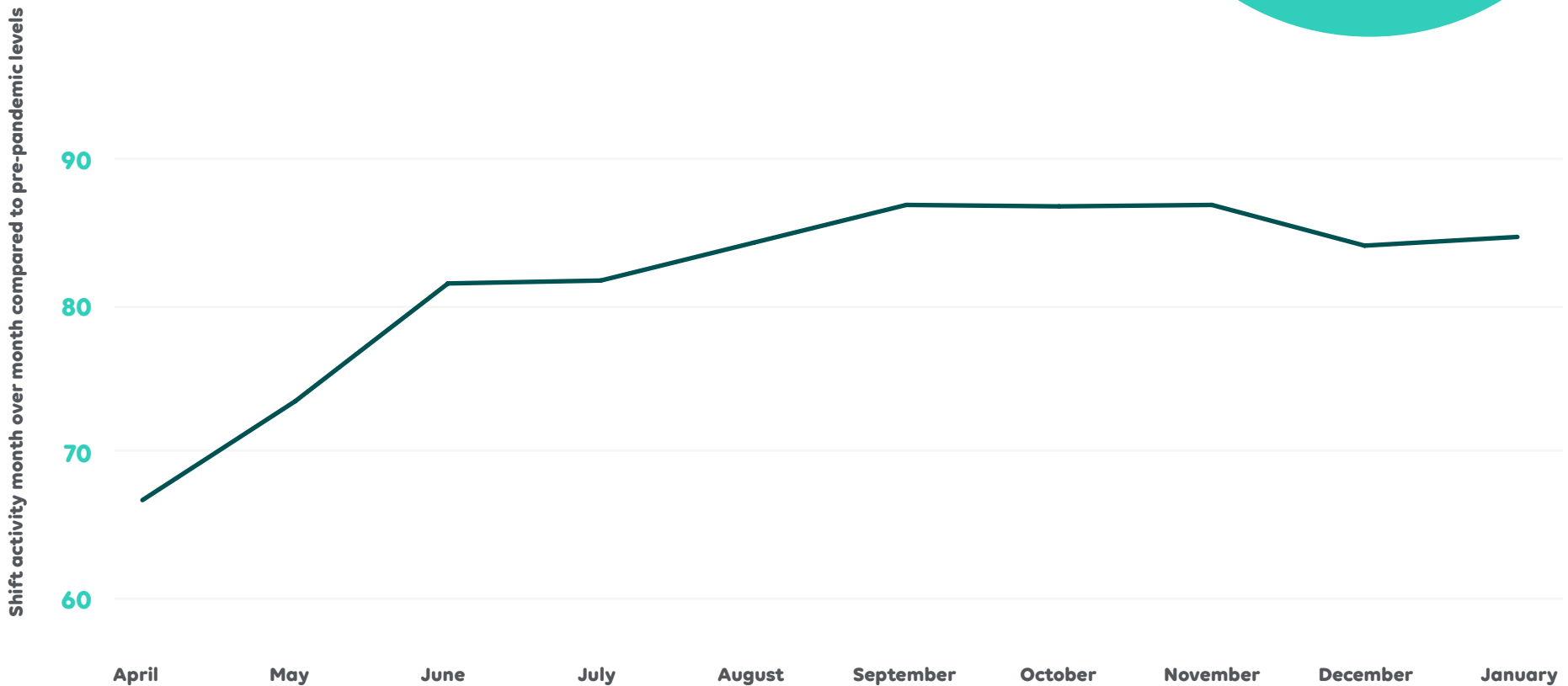
Ongoing COVID-19 restrictions and the post-holiday downturn bring mid-month shift growth to a standstill



Shift recovery: The Workforce Recovery Scale

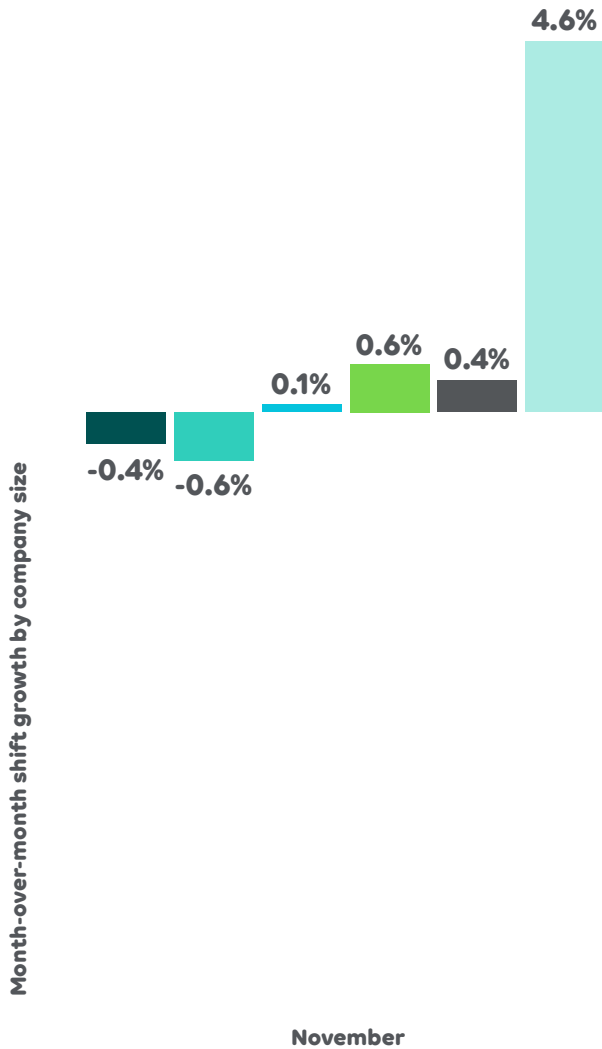
The UKG Workforce Recovery Scale is an indexed measure of shift work activity across the U.S. The Workforce Recovery Scale does not track the economic recovery from COVID-19; it is a metric benchmarking the shift-based workplace activity today against pre-pandemic activity to provide an alternative and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

After bottoming out at 66.8 in April, the Workforce Recovery Scale sits at 84.9 in January

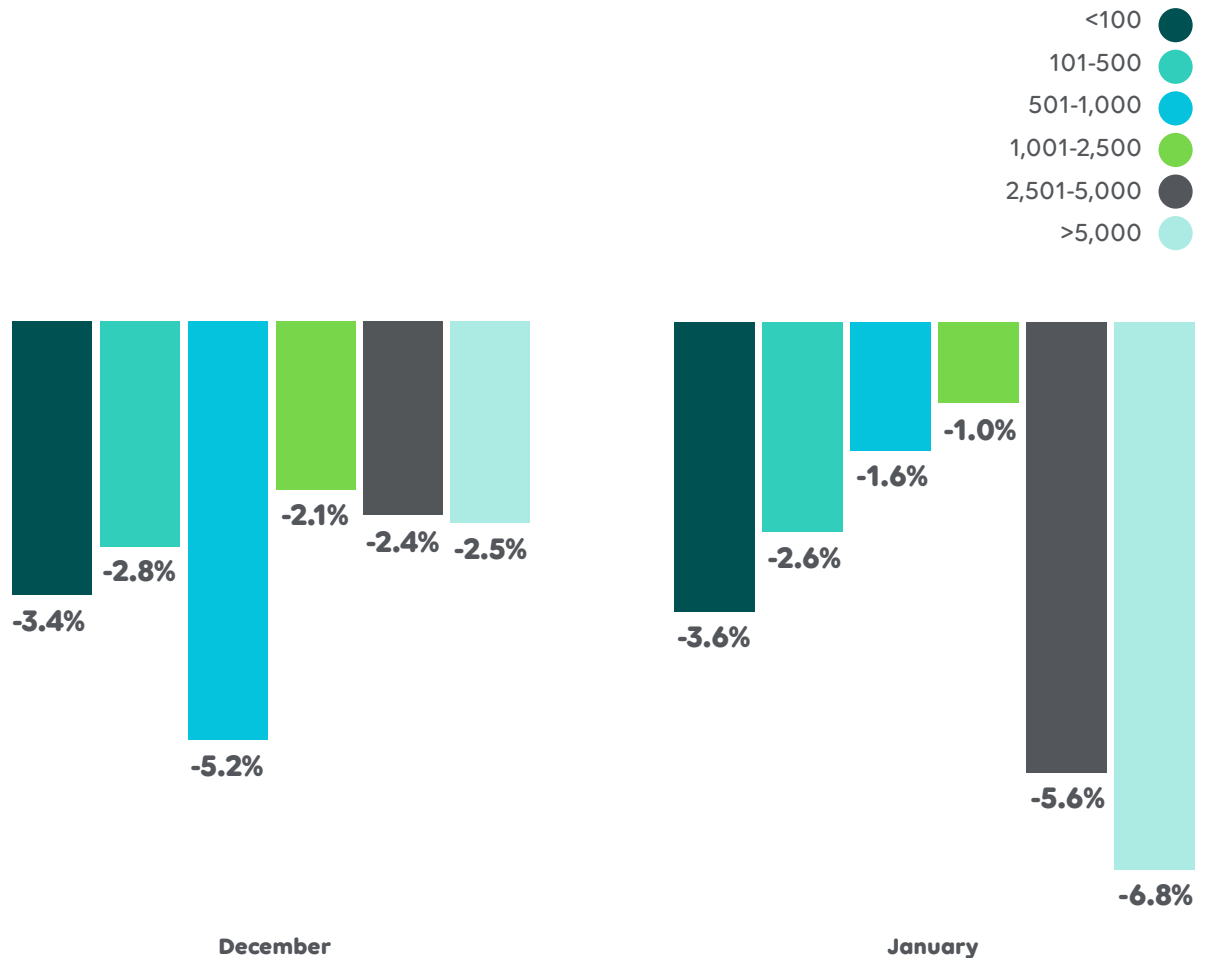


Shift recovery: Company size

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



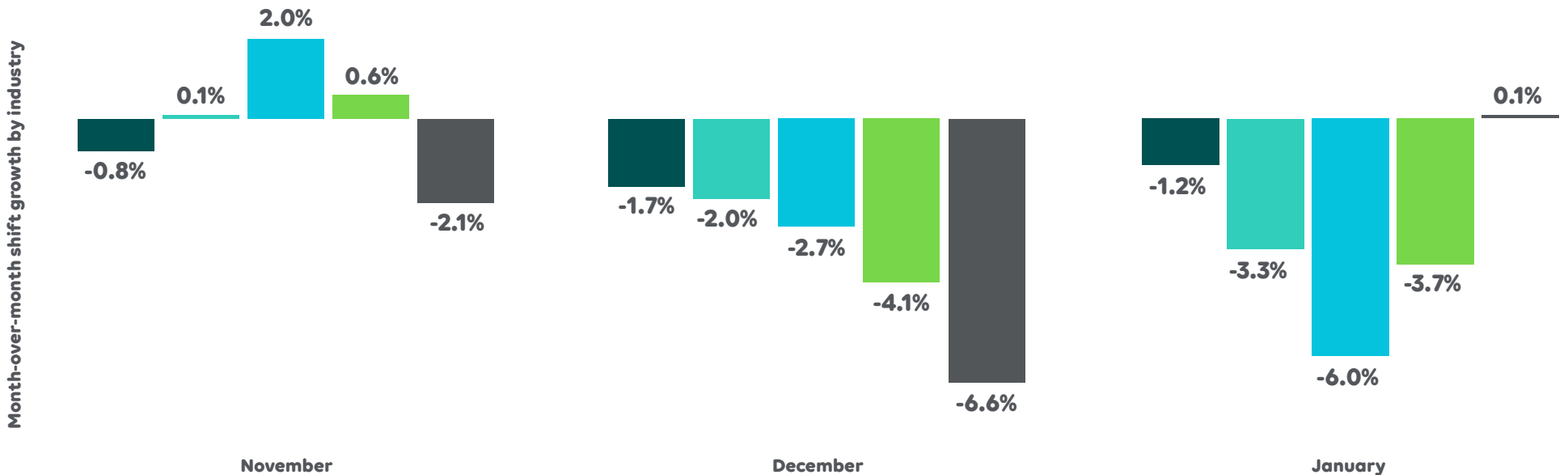
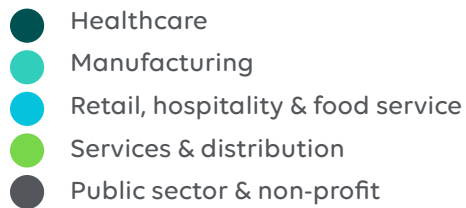
Companies with more than 2,500 employees saw the biggest dip in shift work, driven by several large retailers winding down from their anticipated—but limited—seasonal employment



Shift recovery: Industry

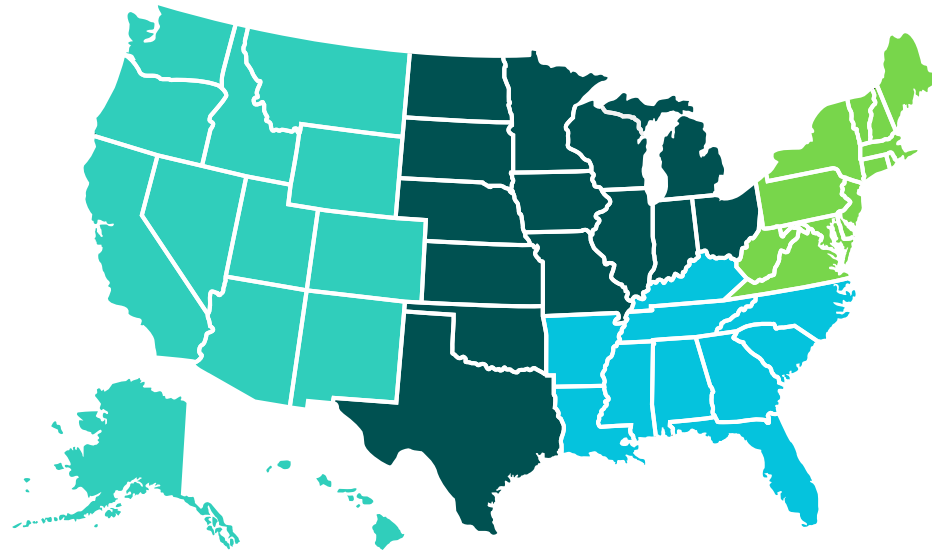
This data reflects month-over-month shift growth by industry as measured by time punches.

0.1% shift increase in the public sector—the only industry to see small shift gains as schools and universities returned for the spring semester



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	-0.4% November	-7.9% December	-3.5% January
● West	0.5% November	-4.6% December	-3.8% January
● Midwest	-0.5% November	-0.8% December	-1.9% January
● Southeast	1.1% November	-1.0% December	-3.6% January

7 states saw shifts dip by more than 5% in January.

9 states have maintained stay-at-home advisories, orders, or curfews.

12 states have not recovered 25% or more of shifts lost.

Pay statements

This data reflects the number of pay statements generated each week—including direct deposit and physical checks—for 3.2 million U.S. employees.

Because pay statements reflect previous hours worked, are generated by an employer with varying frequencies (e.g., weekly, biweekly, monthly), and employees often receive payments after termination (e.g., vacation accrual payout, severance), data should continue to reveal the resulting impact of changes in shifts worked on pay statement generation.

Payroll volumes see seasonal slowdown, dipping 8.2% since mid-December following end-of-year surge



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 3.2 million employees across more than 30,000 UKG customers. The January 2021 report includes seasonally adjusted shift totals to account for the Christmas, New Year, and Martin Luther King, Jr. holidays.

“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 November 3, 2020, UKG updated its methodology to reflect a monthly chained index view of workforce activity.

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

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