



# UKG WORKFORCE ACTIVITY REPORT August 2022





# Modest Signs of Strength in August

Despite headwinds, workforce activity increases year-over-year

By analyzing weekly employee shift work trends across 35,000 U.S. businesses and 4.0 million people, this index provides directional insight into the health of the frontline working economy.

See all historical weekly reports at [UKG.com/WorkforceActivityReport](https://UKG.com/WorkforceActivityReport).



August 2022  
decrease of -0.8%  
outperforms August  
2021 -2.4% decrease

# Executive Summary

August 2022



## Mid-month shift growth

-0.6%	March
-0.6%	April
-1.0%	May
0.8%	June
-0.6%	July
-0.8%	August



## Shift growth by company size

-1.6%	<100
-1.1%	101-500
-0.8%	501-1,000
-1.5%	1,001-2,500
1.4%	2,501-5,000
-0.2%	>5,000



## Workforce Recovery Scale

100.9	March
98.9	April
98.5	May
96.5	June
95.5	July
97.6	August



## Shift growth by industry

-0.1%	Retail, food service, & hospitality
-0.1%	Healthcare
-1.1%	Manufacturing
-1.6%	Services & distribution



## August outperforms historical trends

The sought-after soft landing appears to be intact for the labor market for another month. While significant economic headwinds remain in place, August workforce activity showed modest signs of strength as it managed to largely avoid the seasonal drop we see this time every year.

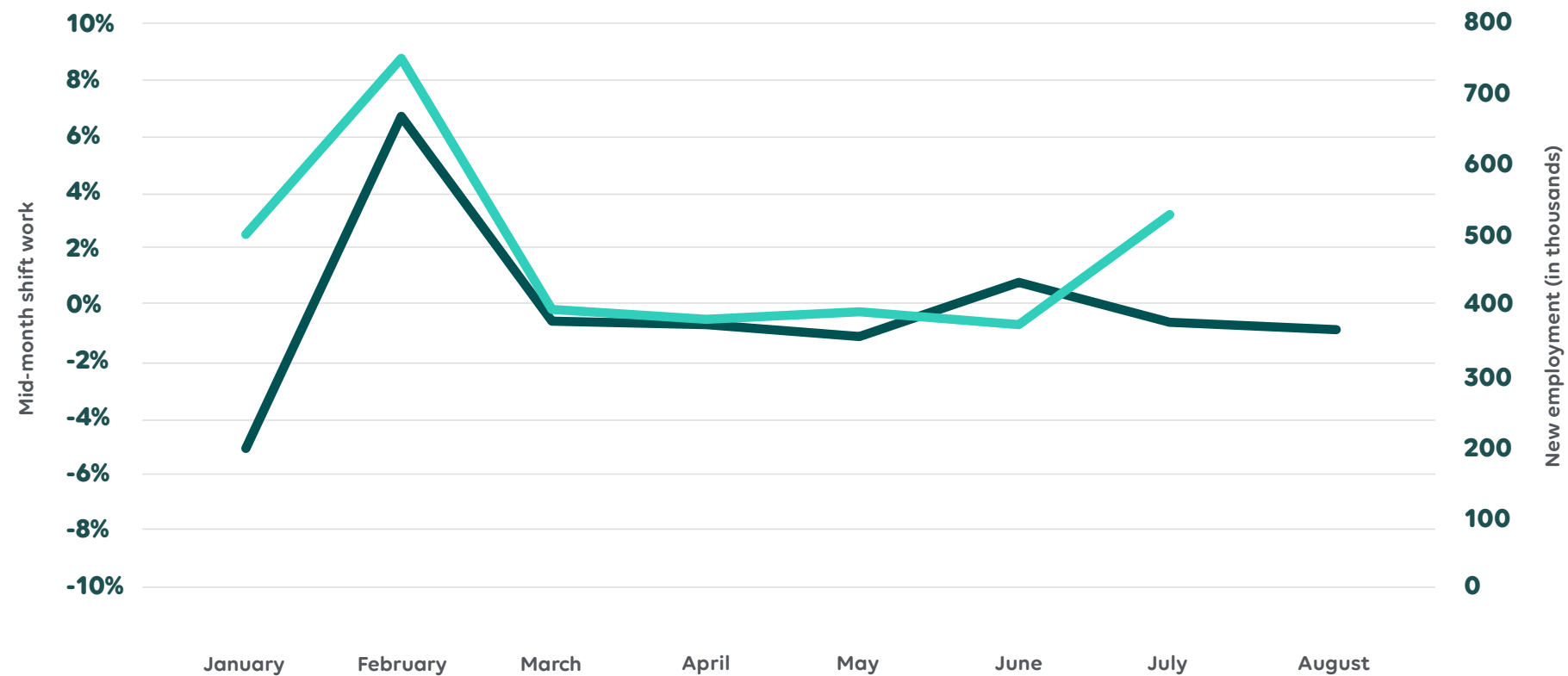
**Dave Gilbertson**  
Vice President, UKG



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



Workforce activity decreased 0.8% in August



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.

- UKG Shifts Worked
- BLS New Employment (in thousands)



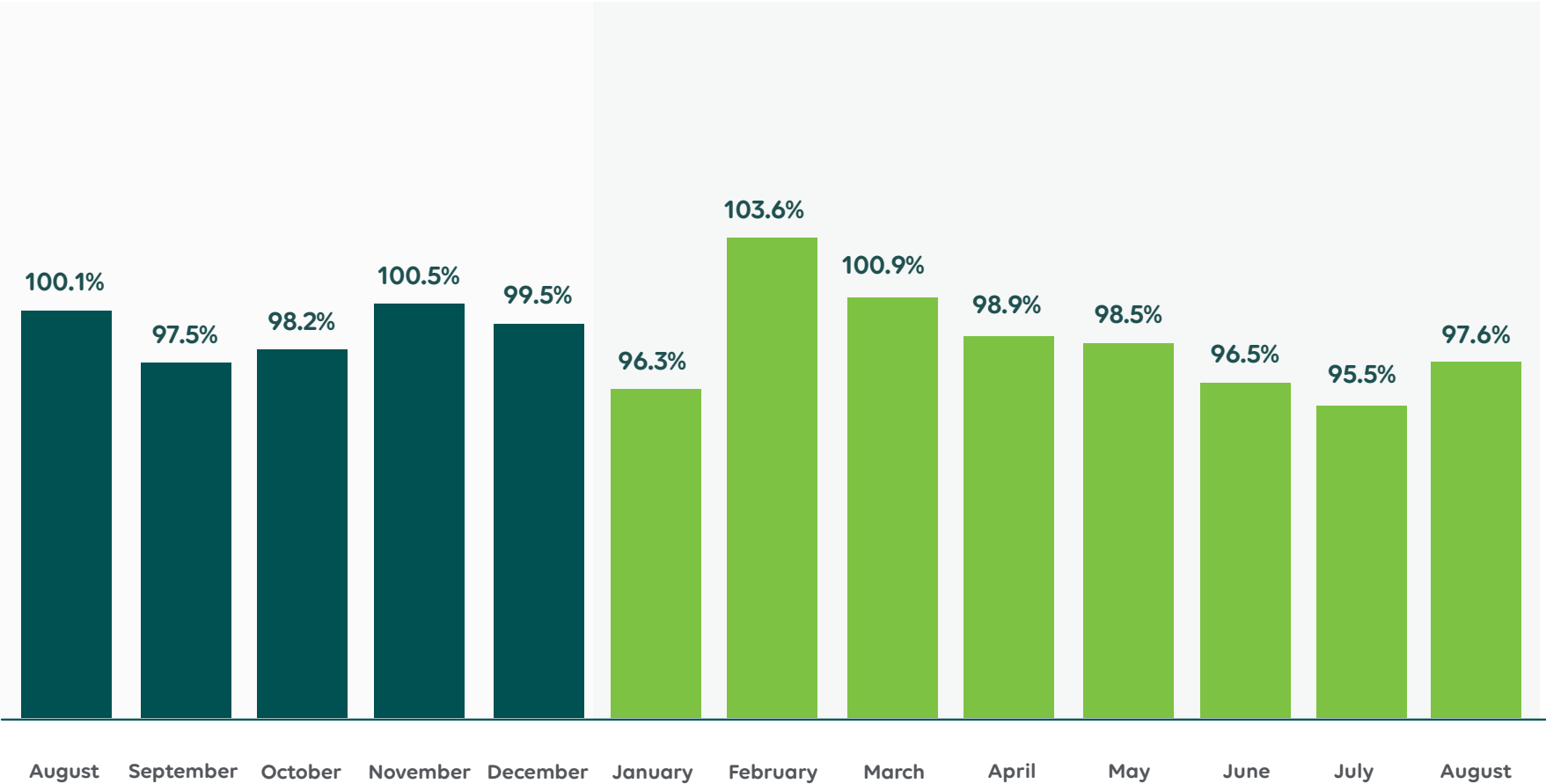
The UKG Workforce Recovery Scale for August is 97.6



## UKG Workforce Recovery Scale

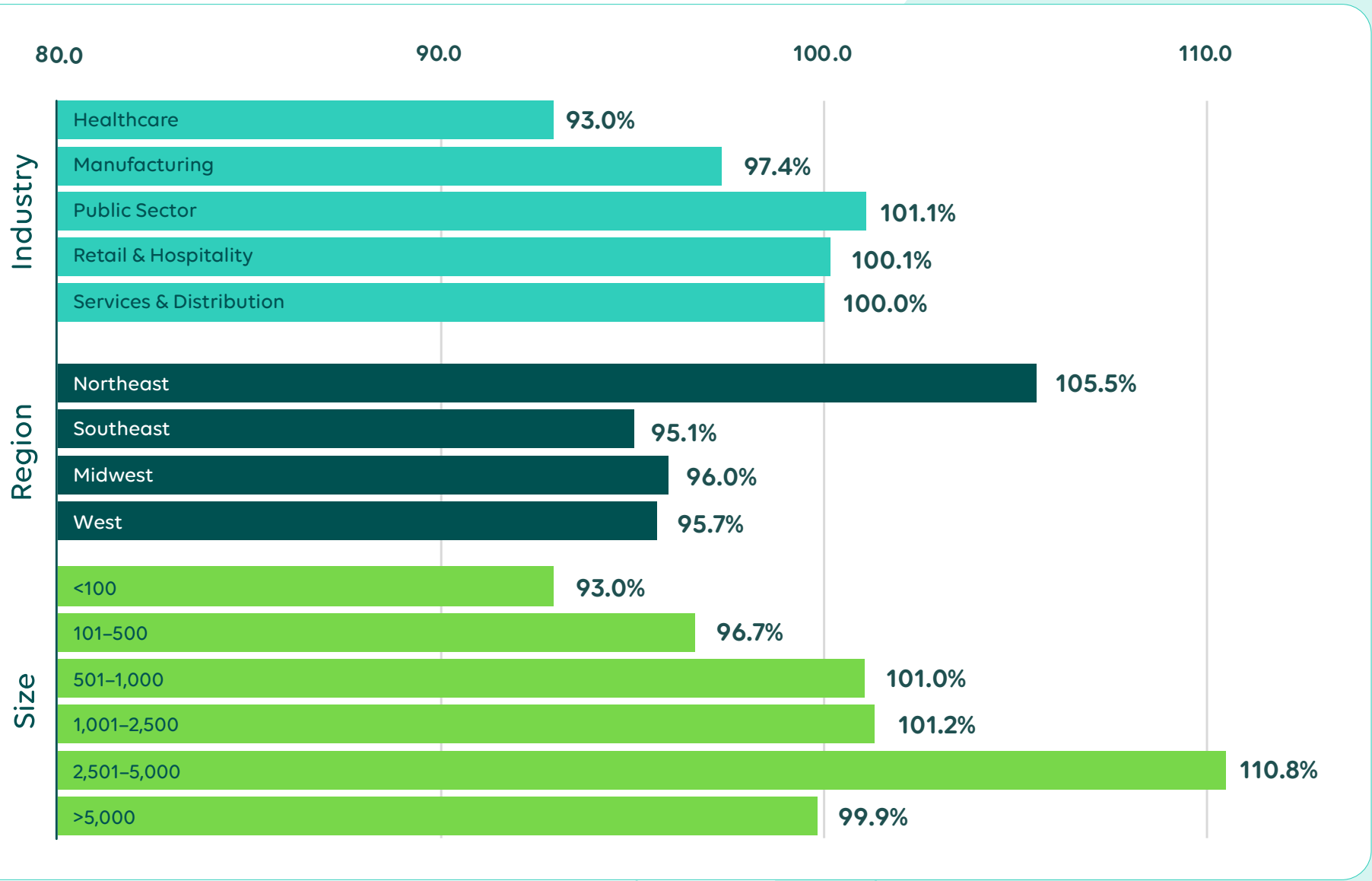
2021

2022



The UKG Workforce Recovery Scale 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.

# UKG Workforce Recovery Scale



The Workforce Recovery Index climbed 2.1 percentage points

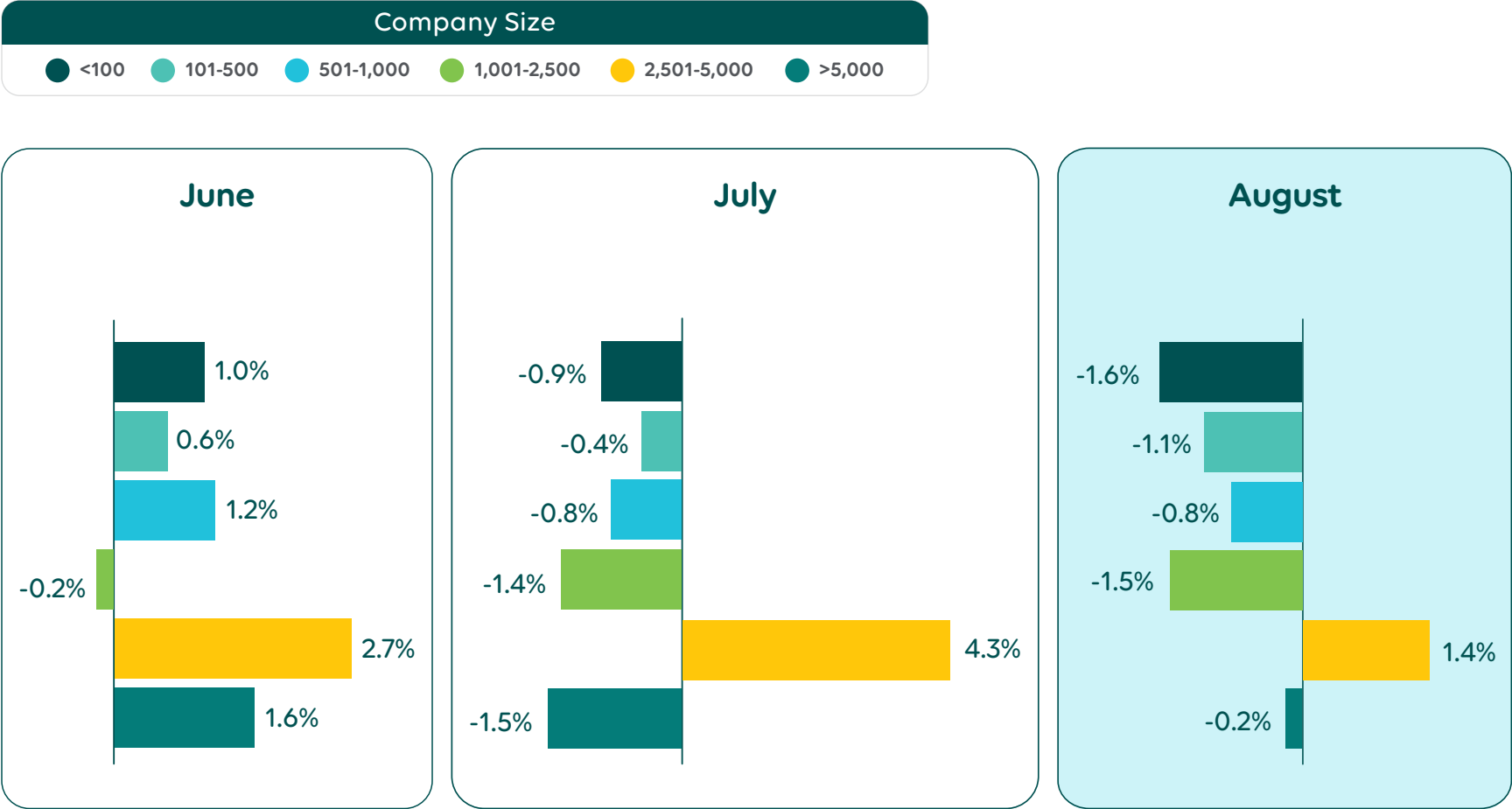
Examining the Workforce Recovery Scale index across industries, regions, or business size can provide a more detailed look at the often unequal distribution of economic momentum. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator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

# Shift recovery: Company size

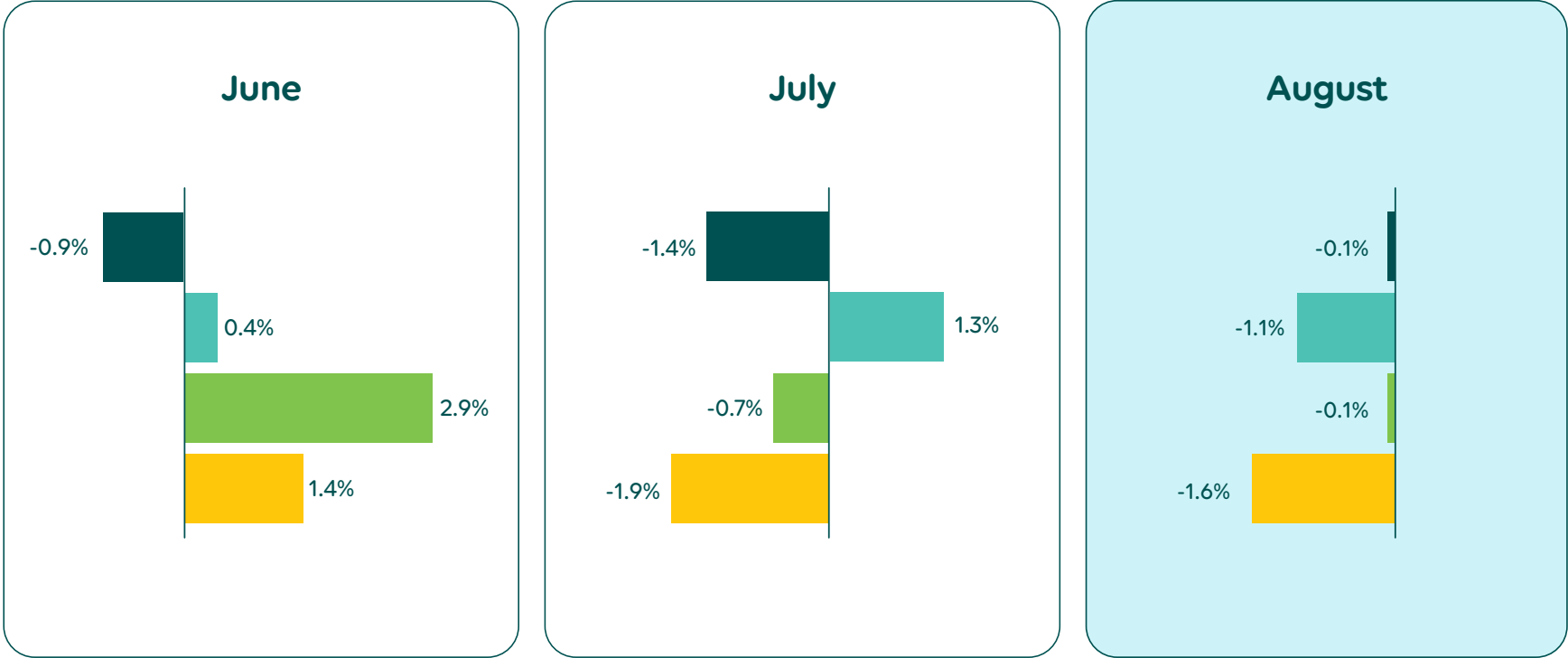
Stronger activity at larger companies fueled year-to-year improvements



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



# Shift recovery: Industry



Service sectors saw the steepest decline in July

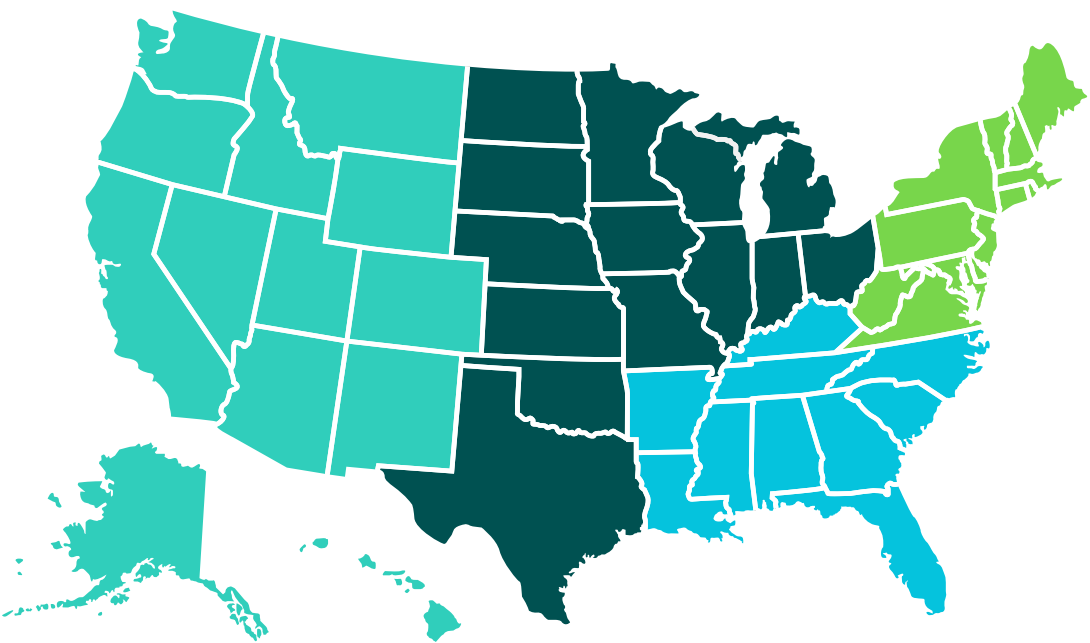
This data reflects month-over-month shift growth by industry as measured by time punches.

*Workforce activity declined across all sectors for the second consecutive month*



# Shift recovery: U.S. landscape

The following, including CDC statistics, provide a snapshot of the August mid-month week. This data reflects month-over-month shift growth by region and state as measured by time punches.



● Northeast	● Southeast	● Midwest	● West
June: 2.7%	June: 0.4%	June: 0.2%	June: 0.8%
July: 0.5%	July: -1.5%	July: -1.1%	July: 0.3%
August: -0.1%	August: -2.0%	August: -1.8%	August: -0.8%



83.7% of people 5+ with at least one vaccination (CDC)



75% of U.S. counties at medium/high risk of COVID based on hospitalization (CDC)



BA.5 variant accounts for 88.9% of COVID 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.

Since April 2020, UKG public sector data has included public K-12 and higher education institutions, in addition to traditional public sector government organizations. As is customary during the June-September timeframe, UKG will not report on public sector data until schools return in the fall.

**For more information  
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