



UKG WORKFORCE ACTIVITY REPORT

September 2022



Labor Market in Period of Relative Consistency

Declines in 6 of last 7 months keep soft landing on track

By analyzing weekly employee shift work trends across 35,000 U.S. businesses and 4.2 million people, this index provides directional insight into the health of the frontline working economy.

See all historical weekly reports at UKG.com/WorkforceActivityReport.



Shift work decreased -0.3% in September 2022

Executive Summary

September 2022



Mid-month shift growth

-0.6%	April
-1.0%	May
0.8%	June
-0.6%	July
-0.8%	August
-0.3%	September



Shift growth by company size

-0.8%	<100
0.1%	101-500
1.3%	501-1,000
-0.4%	1,001-2,500
-0.8%	2,501-5,000
-0.8%	>5,000



Workforce Recovery Index

98.9	April
98.5	May
96.5	June
95.5	July
97.6	August
97.6	September



Shift growth by industry

-3.1%	Retail, food service, & hospitality
0.5%	Healthcare
0.7%	Manufacturing
-0.2%	Services & distribution

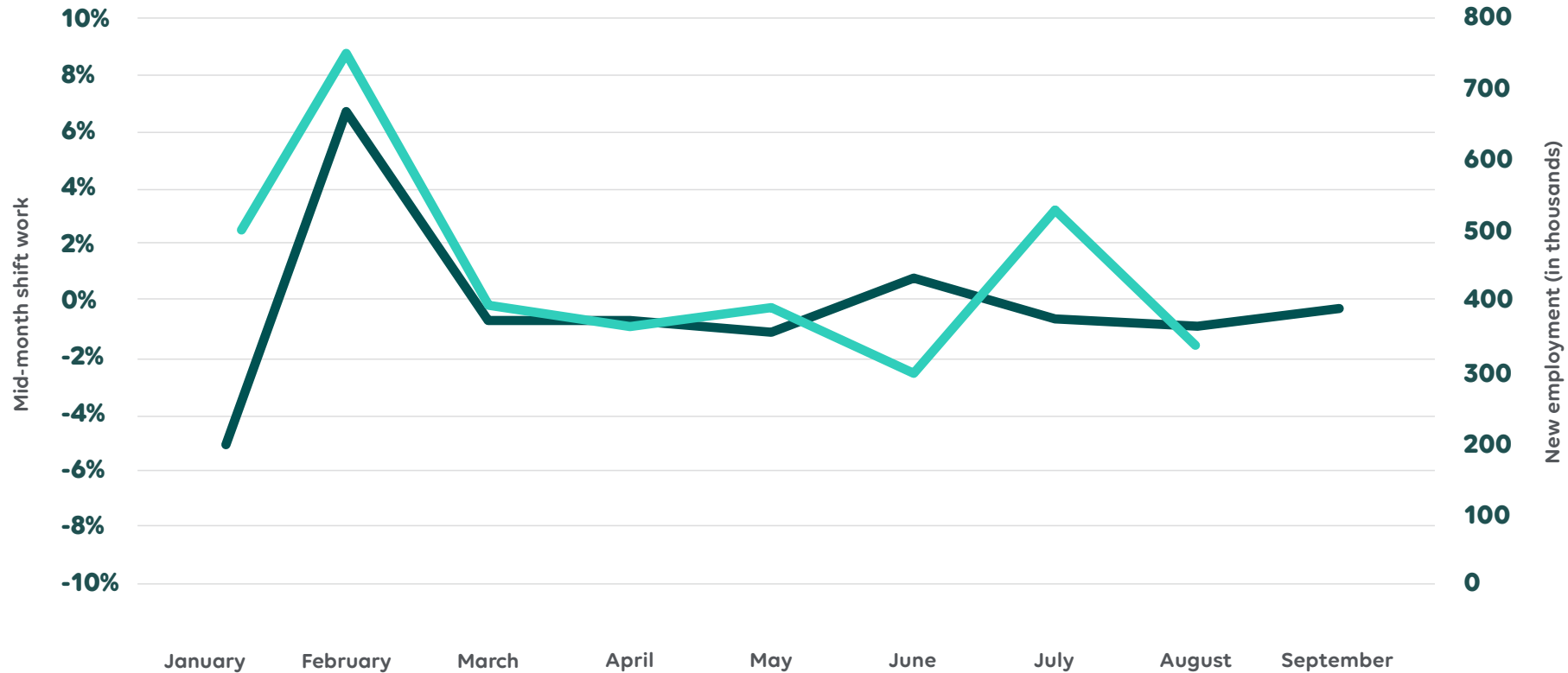


Very modest jobs growth expected

The labor market is experiencing its longest period of relative consistency since the onset of the pandemic, with steady slight declines in workforce activity for 6 of the last 7 months. We expect to see the trend of positive, but very modest, job growth to continue again for September.

Dave Gilbertson
Vice President, UKG

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



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



Workforce activity decreased -0.3% in September

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.

The UKG Workforce Recovery Index for September is again 97.6%

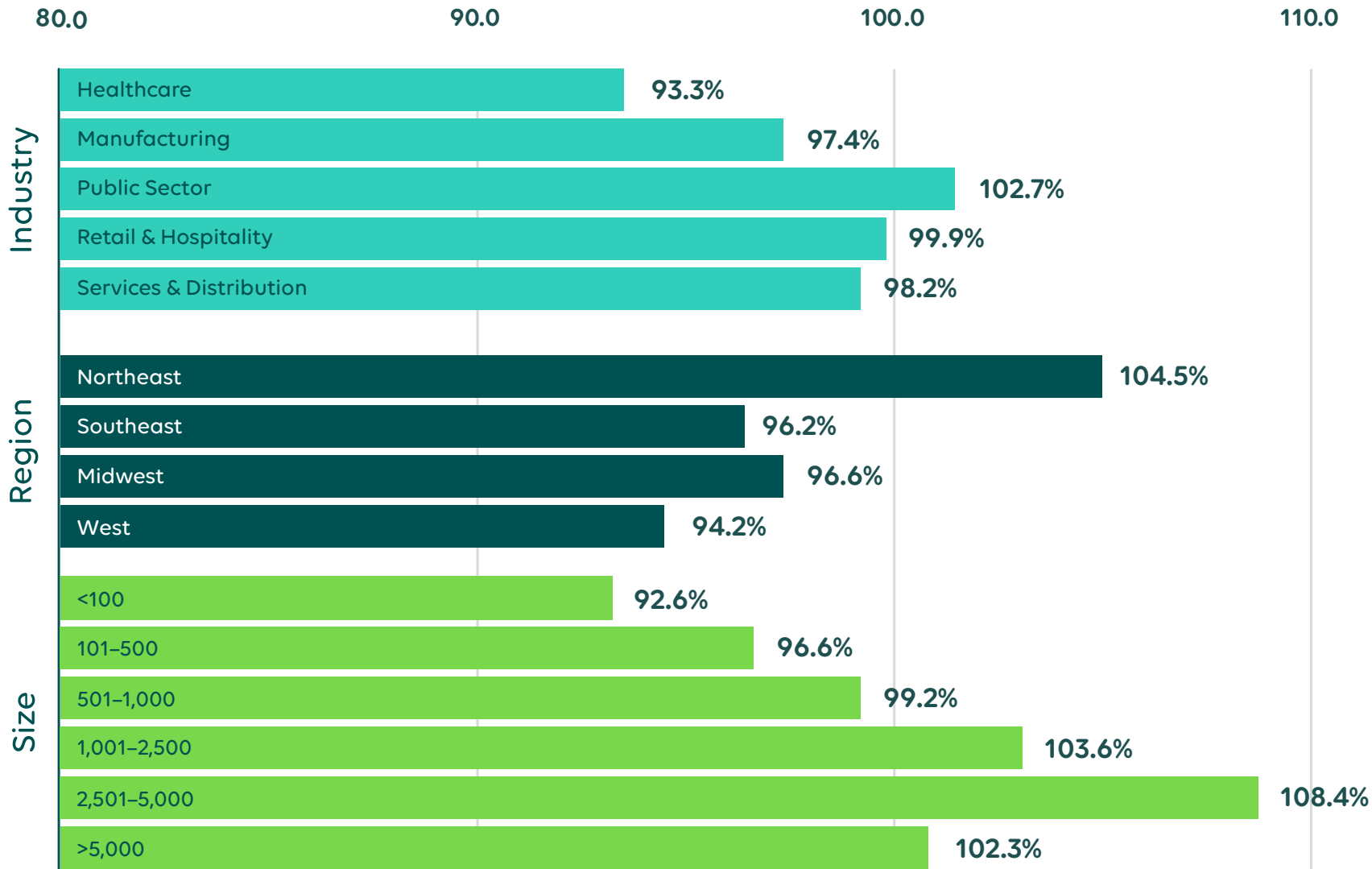


The UKG Workforce Recovery Index is a rolling 12-month scale that measures workforce activity levels at U.S. businesses. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator for anticipated changes in the labor participation rate.

UKG Workforce Recovery Index



UKG Workforce Recovery Index



The Workforce Recovery Index remained flat from August to September

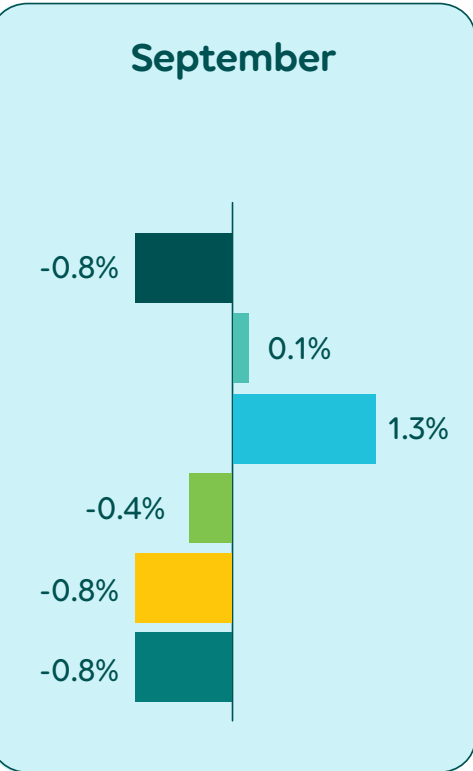
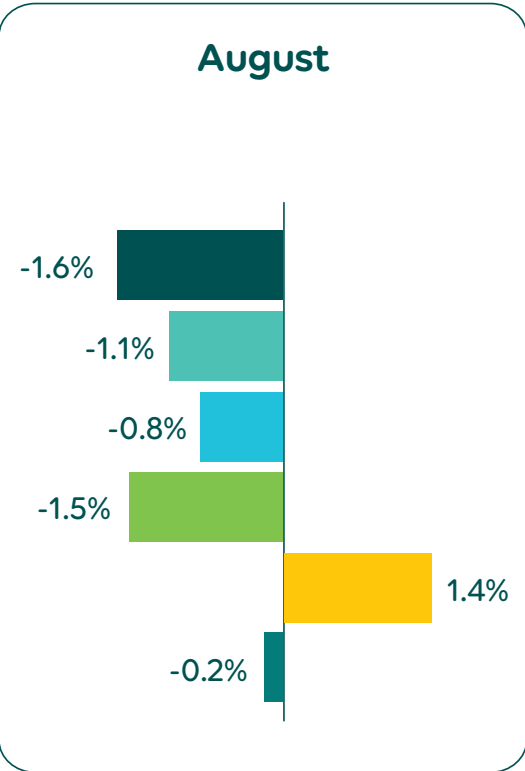
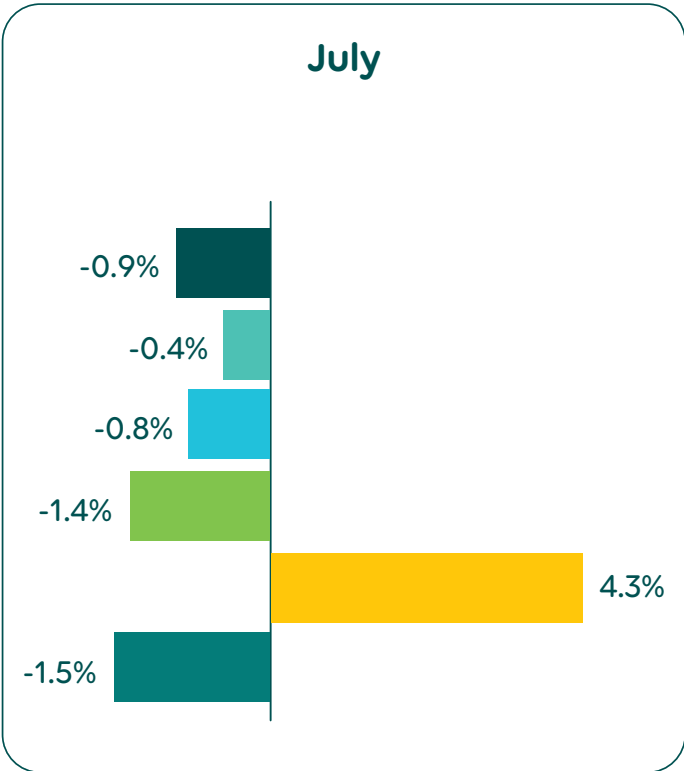
Examining the Workforce Recovery Index scale across industries, regions, or business size can provide a more detailed look at the often unequal distribution of economic momentum. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator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

Shift recovery: Company size

Businesses with 101-1,000 people exhibited slight growth in September



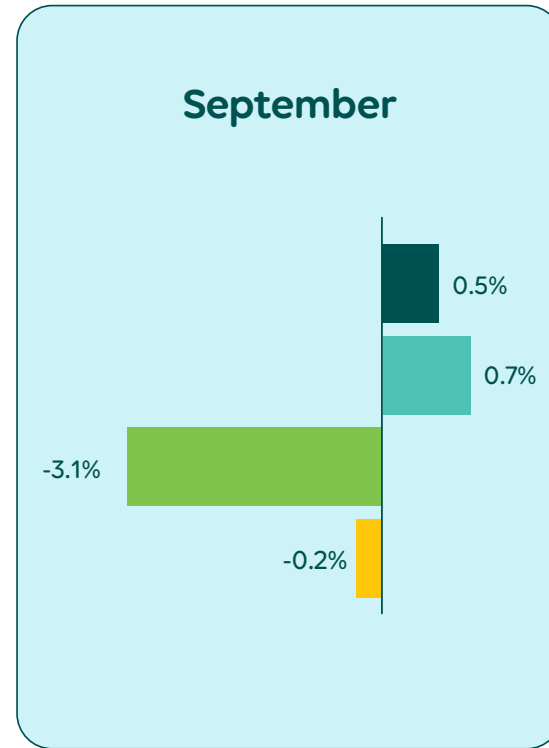
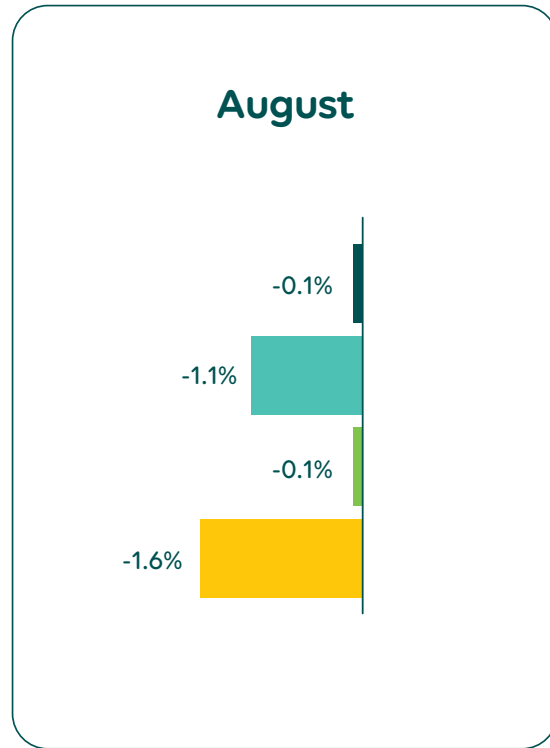
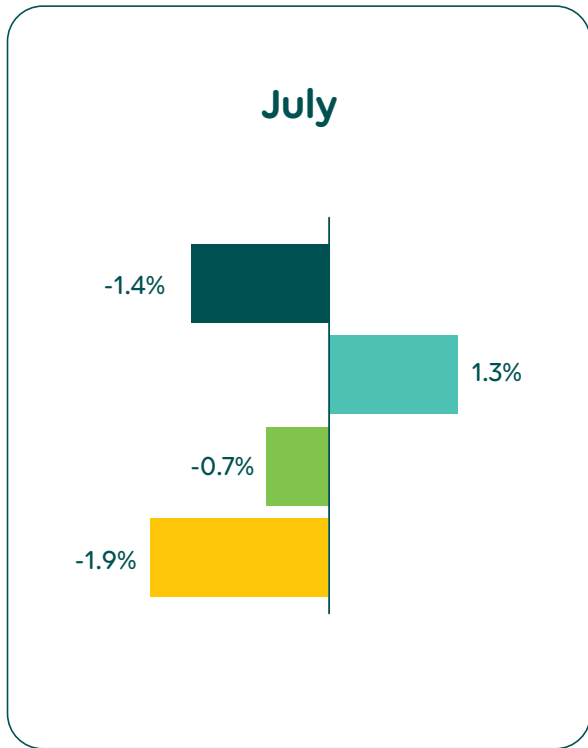
This data reflects month-over-month shift growth by company size as measured by time punches.



Shift recovery: Industry



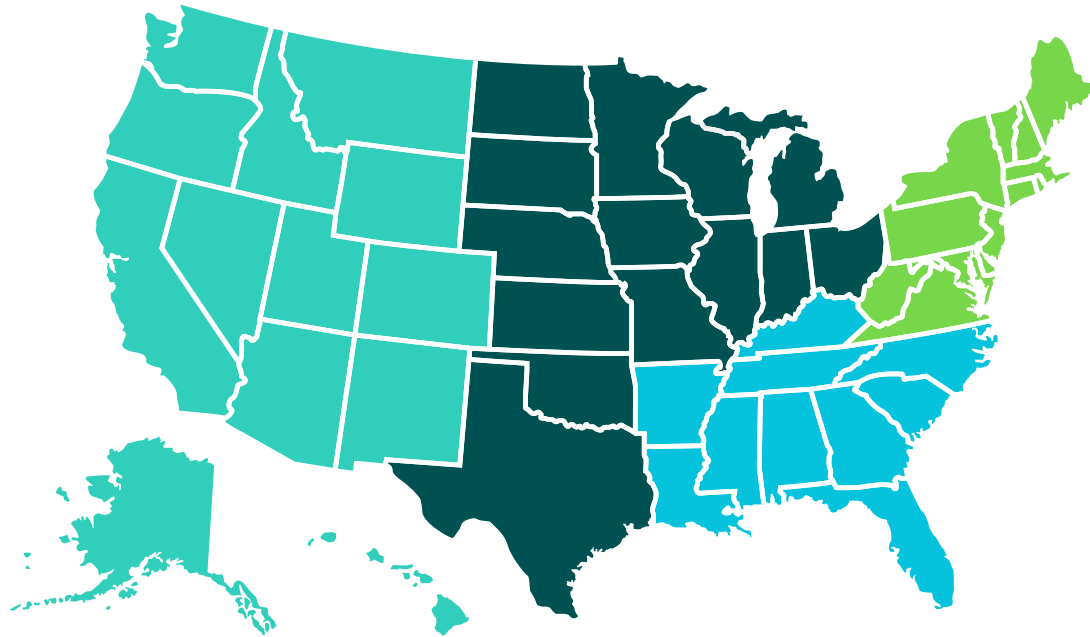
Healthcare experienced its strongest month of 2022



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

Shift recovery: U.S. landscape

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



● Northeast

July: 0.5%

August: -0.1%

September: -1.1%

● Southeast

July: -1.5%

August: -2.0%

September: 0.4%

● Midwest

July: -1.1%

August: -1.8%

September: -0.1%

● West

July: 0.3%

August: -0.8%

September: -0.3%



84% of people 5+ with at least one vaccination (CDC)



92.98% of U.S. counties at low/medium risk of COVID based on hospitalization (CDC)



BA.5 variant accounts for 85.8% 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 4.2 million employees across more than 35,000 U.S. businesses.

“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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