



UKG WORKFORCE ACTIVITY REPORT

January 2023



Workforce activity remains flat to open 2023

Following swings in November & December, January restores calm

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
changed 0.0%
in January 2023

Executive Summary

January 2023



Mid-month shift growth

-0.8%	August
-0.3%	September
-0.9%	October
0.3%	November
-2.9%	December
0.0%	January



Shift growth by company size

-0.4%	<100
-0.8%	101-500
1.5%	501-1,000
0.5%	1,001-2,500
0.5%	2,501-5,000
-3.0%	>5,000



Workforce Recovery Index

97.6	August
97.6	September
97.1	October
96.2	November
92.9	December
93.4	January



Shift growth by industry

-2.9%	Retail, food service, & hospitality
-0.4%	Healthcare
0.6%	Manufacturing
0.4%	Services & distribution

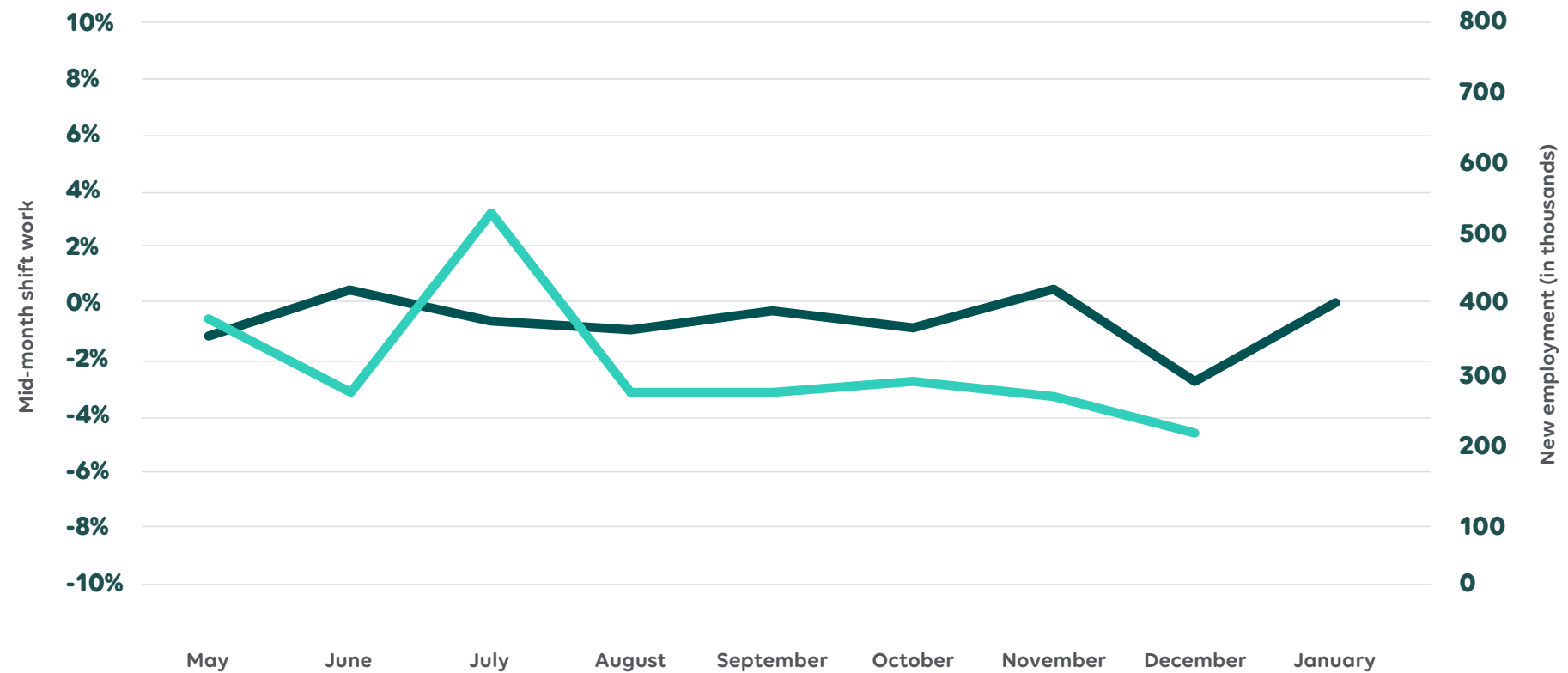


Calm settles over labor market

"January delivered calm to the labor market after a December dip. Layoffs aren't widespread, as they have been concentrated in white collar sectors and demand for employees remains relatively strong. In fact, we expect to see a Blue Collar Boomerang as white collar workers take up well-paying, highly skilled frontline jobs in the year to come, further easing the labor shortage."

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 was flat (0.0%) in January

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.

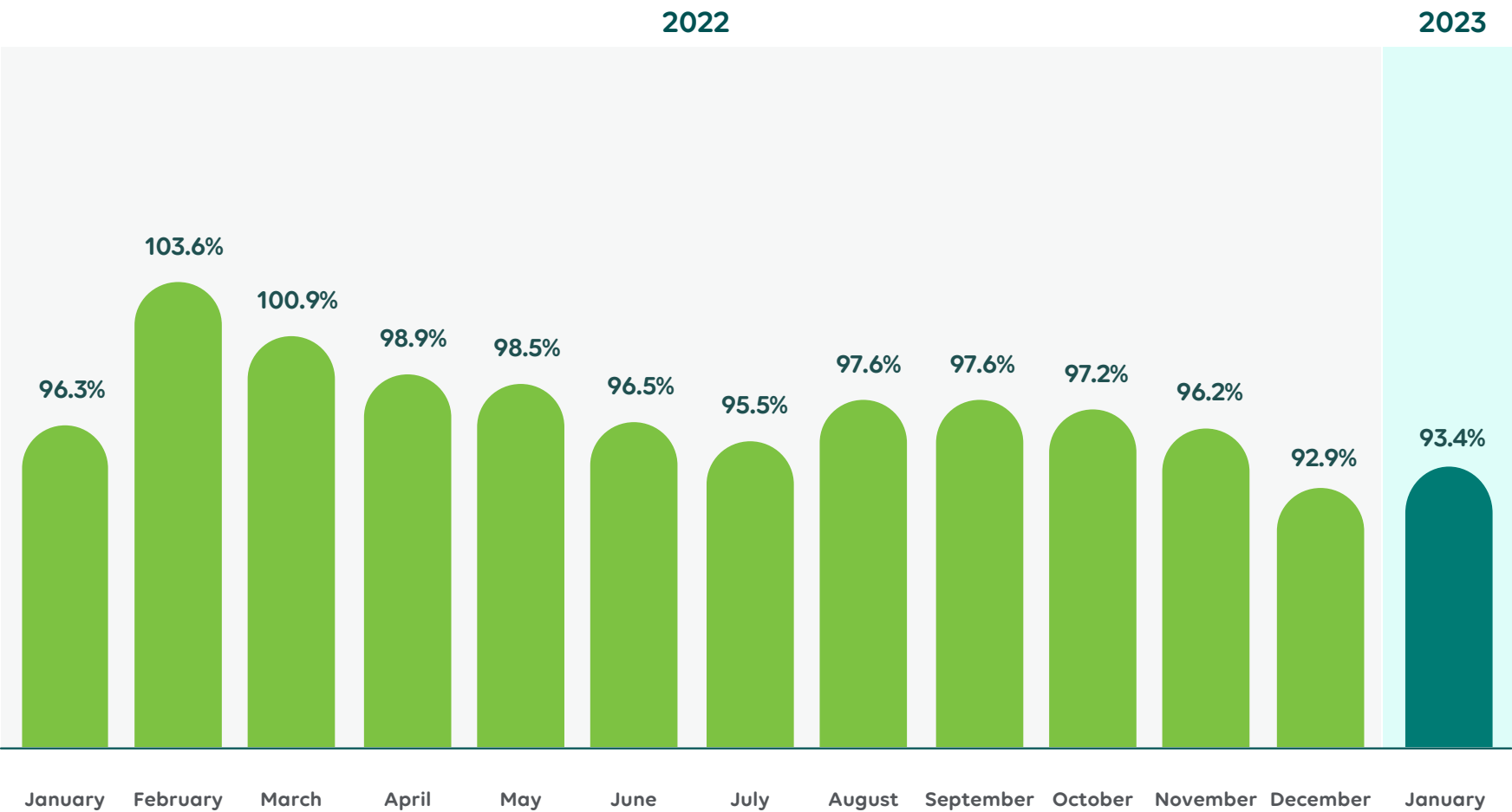


The UKG Workforce Recovery Index for January is 93.4

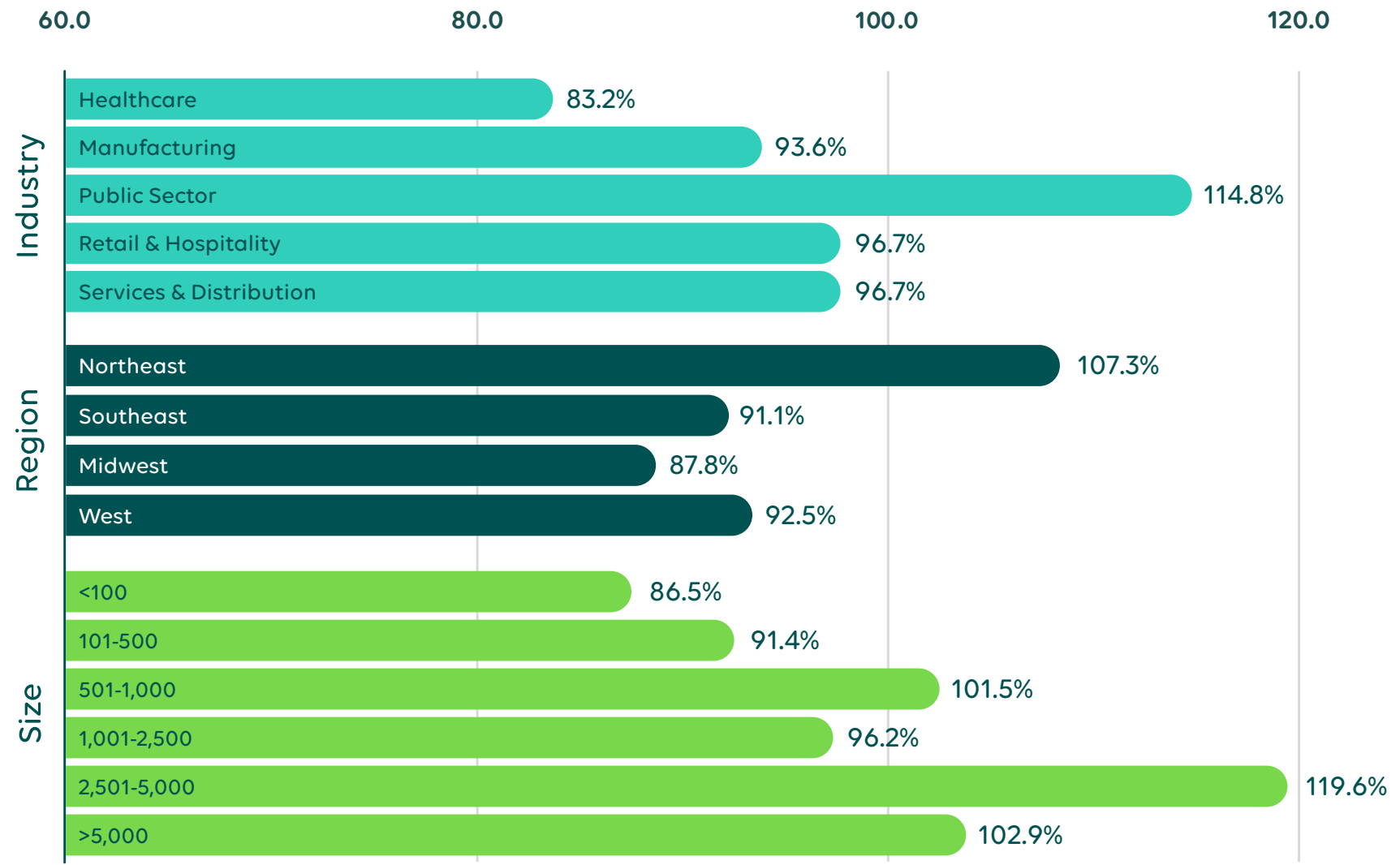


UKG Workforce Recovery Scale

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



Variations remain by industry, region, and size segment

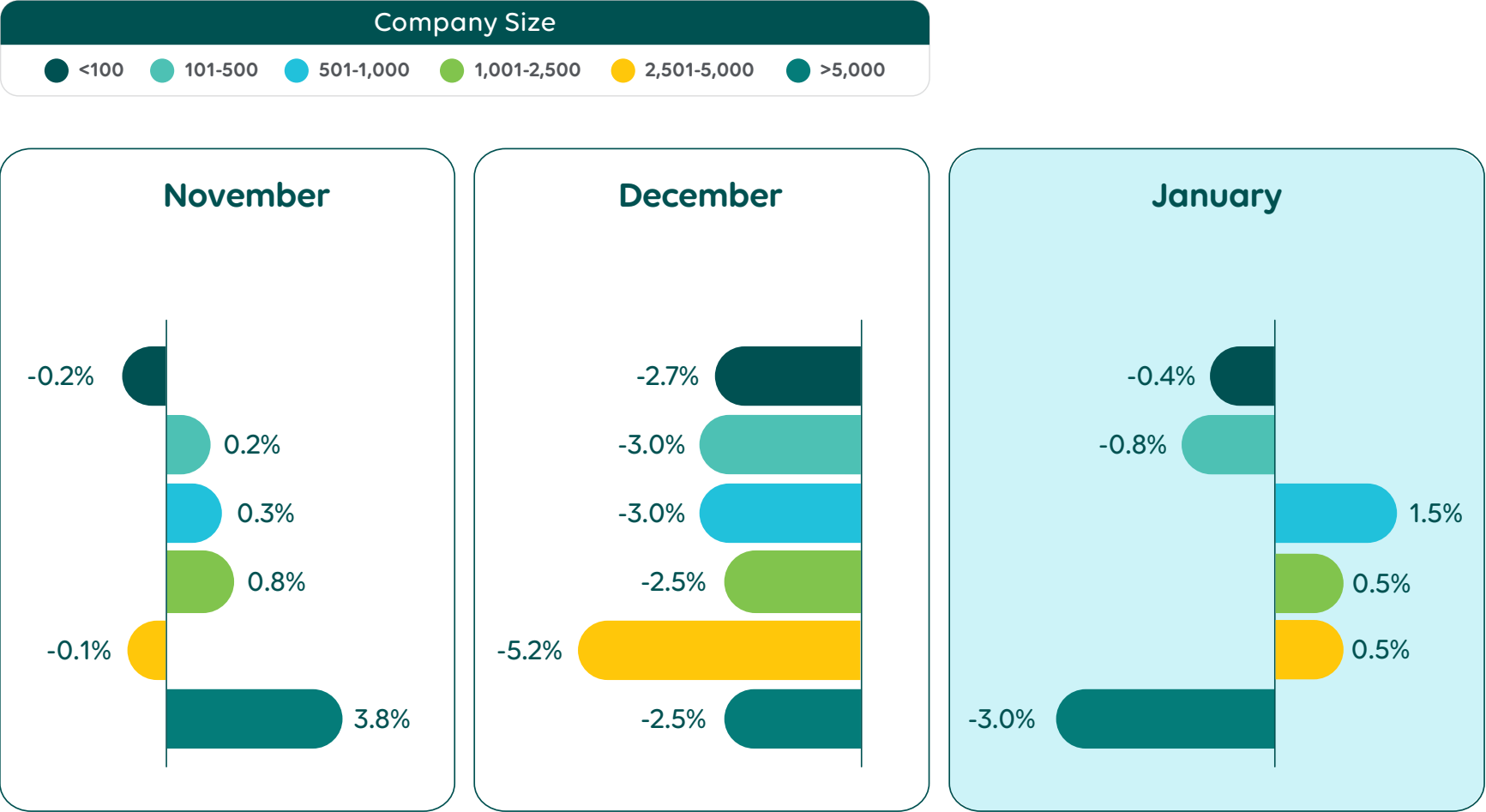
Examining the Workforce Recovery Index scale across industries, regions, or business size can provide a more detailed look at the often unequal distribution of economic momentum. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator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

Shift recovery: Company size

The largest organizations experienced the largest declines



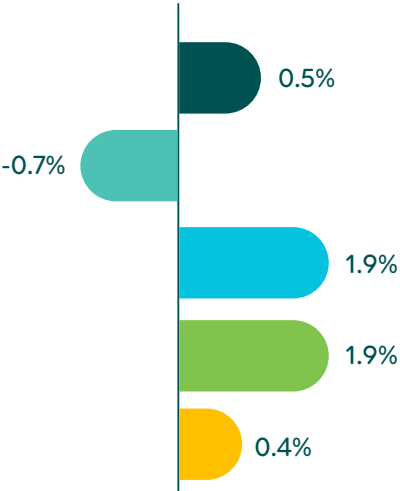
This data reflects month-over-month shift growth by company size as measured by time punches.



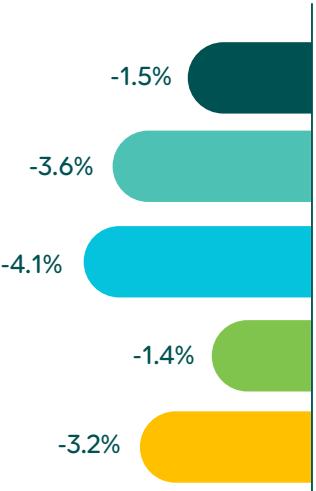
Shift recovery: Industry



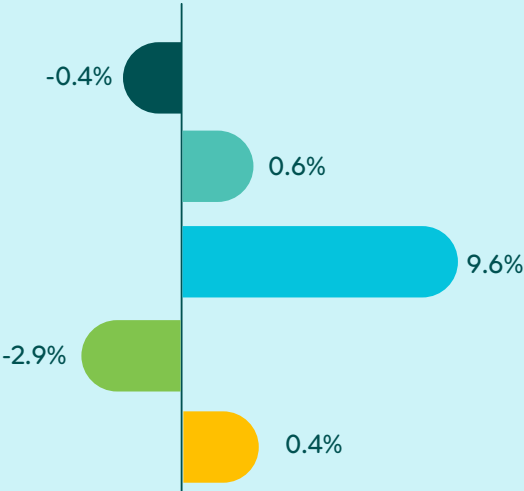
November



December



January

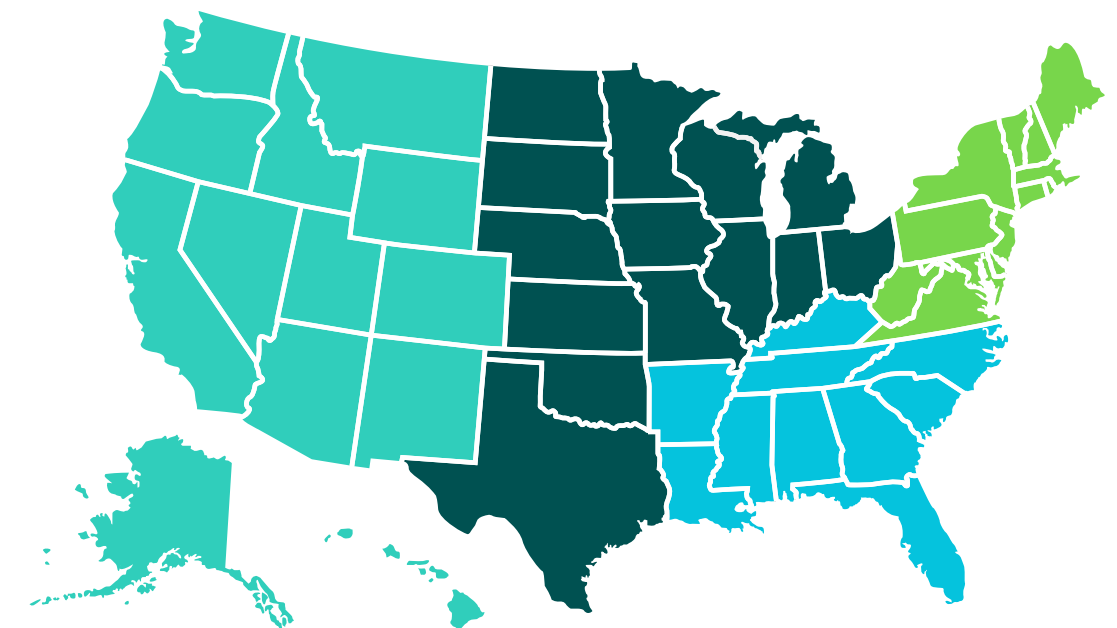


Retail outperformed historic trends, but had less room to drop following lackluster December

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

Shift recovery: U.S. landscape

While the COVID-19 pandemic created regional inconsistencies in workforce activity from 2020-2022, large variations in regional changes today can often be attributed to localized events such as extreme weather emergencies.



● Northeast	● Southeast	● Midwest	● West
November: 0.4%	November: 1.8%	November: 0.6%	November: -0.8%
December: -3.0%	December: -3.0%	December: -3.0%	December: -3.0%
January: -0.3%	January: -0.2%	January: 0.1%	January: -0.6%

Upcoming BLS Reports

-  **Feb. 1:** Job Openings and Labor Turnover Survey
-  **Feb.3:** Employment Situation Report
-  **Feb. 14:** Consumer Price Index & Real Earnings



Register to attend our monthly labor market briefing at 10:00 a.m. ET each month on the Tuesday prior to the BLS employment report publication by visiting UKG.com/WorkforceActivityReport.



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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For the latest data reports and to register to attend UKG labor market briefings, visit: UKG.com/WorkforceActivityReport

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