



# UKG WORKFORCE ACTIVITY REPORT

February 2023



# Workforce activity dips for 9<sup>th</sup> time in 12 months

Weak economy, strong labor market remain amid growing concern

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](https://UKG.com/WorkforceActivityReport).



Shift work declined -0.5% in February 2023



# Executive Summary

February 2023



## Mid-month shift growth

-0.3%	September
-0.9%	October
0.3%	November
-2.9%	December
0.0%	January
-0.5%	February



## Shift growth by company size

0.1%	<100
-0.1%	101-500
-1.0%	501-1,000
0.9%	1,001-2,500
-0.1%	2,501-5,000
0.2%	>5,000



## Workforce Recovery Index

97.6	September
97.1	October
96.2	November
92.9	December
93.4	January
92.6	February



## Shift growth by industry

1.0%	Retail, food service, & hospitality
-1.1%	Healthcare
-1.0%	Manufacturing
-0.1%	Services & distribution



## Gradual tightening in workforce activity

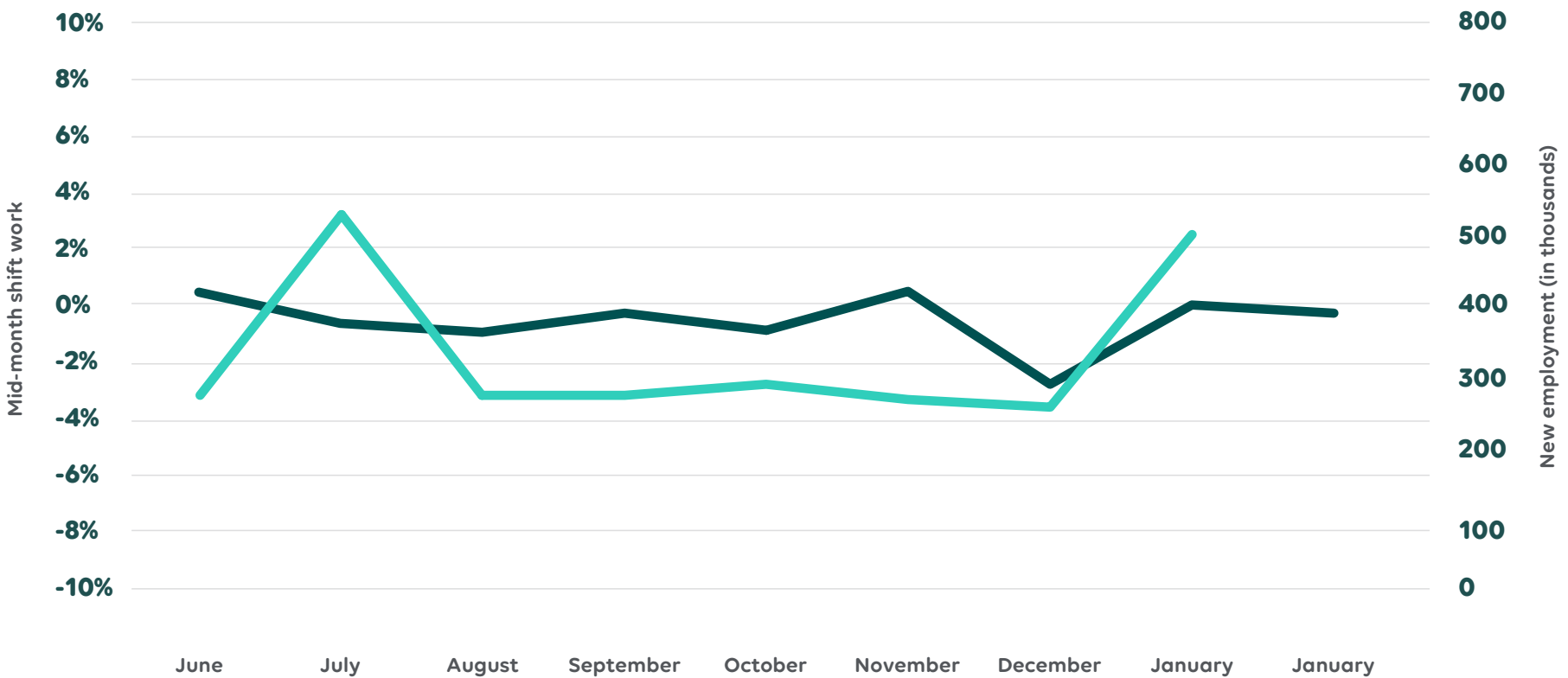
"For the ninth time in the last 12 months, we're witnessing a very gradual tightening in workforce activity, with a return to small, consistent month-to-month declines. Retail and hospitality proved to be a bright spot though, bucking the trend, and showing signs of strength for a sector that struggled the last couple of months."

**Dave Gilbertson**  
Vice President, UKG

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



Workforce activity declined -0.5% in February



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)

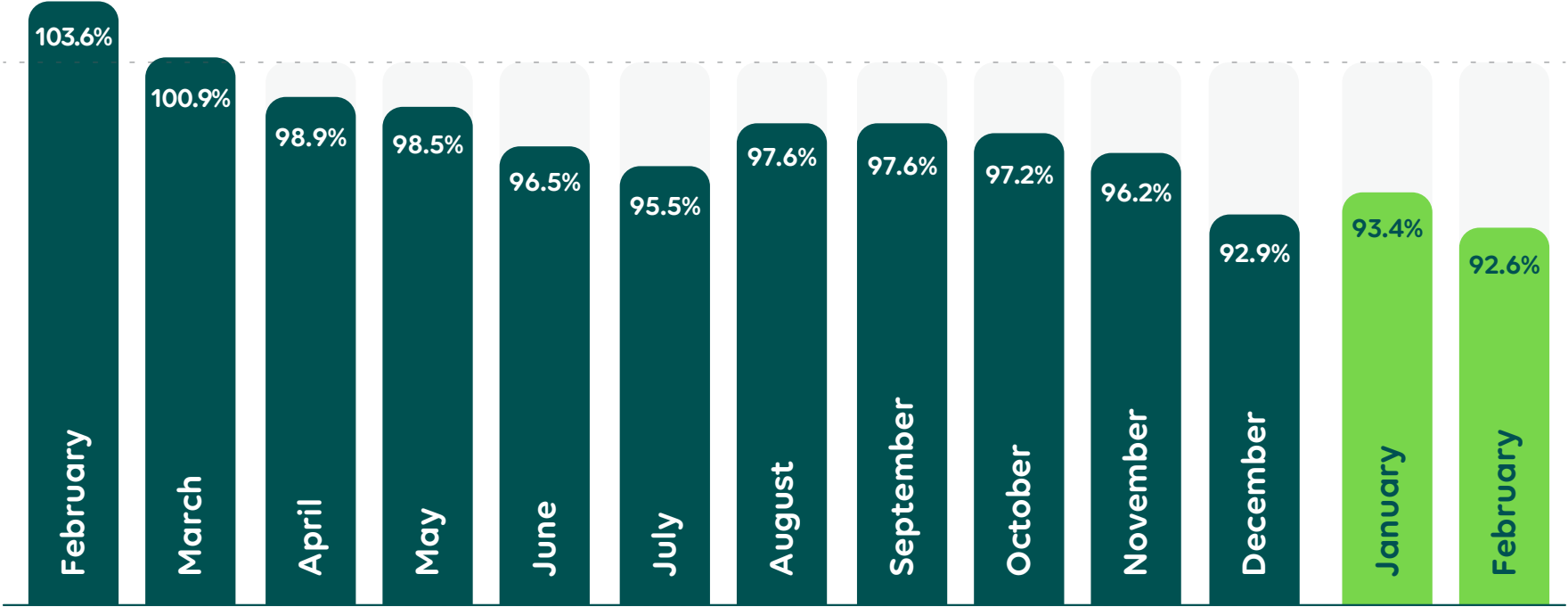


The UKG Workforce Recovery Index for February is 92.6



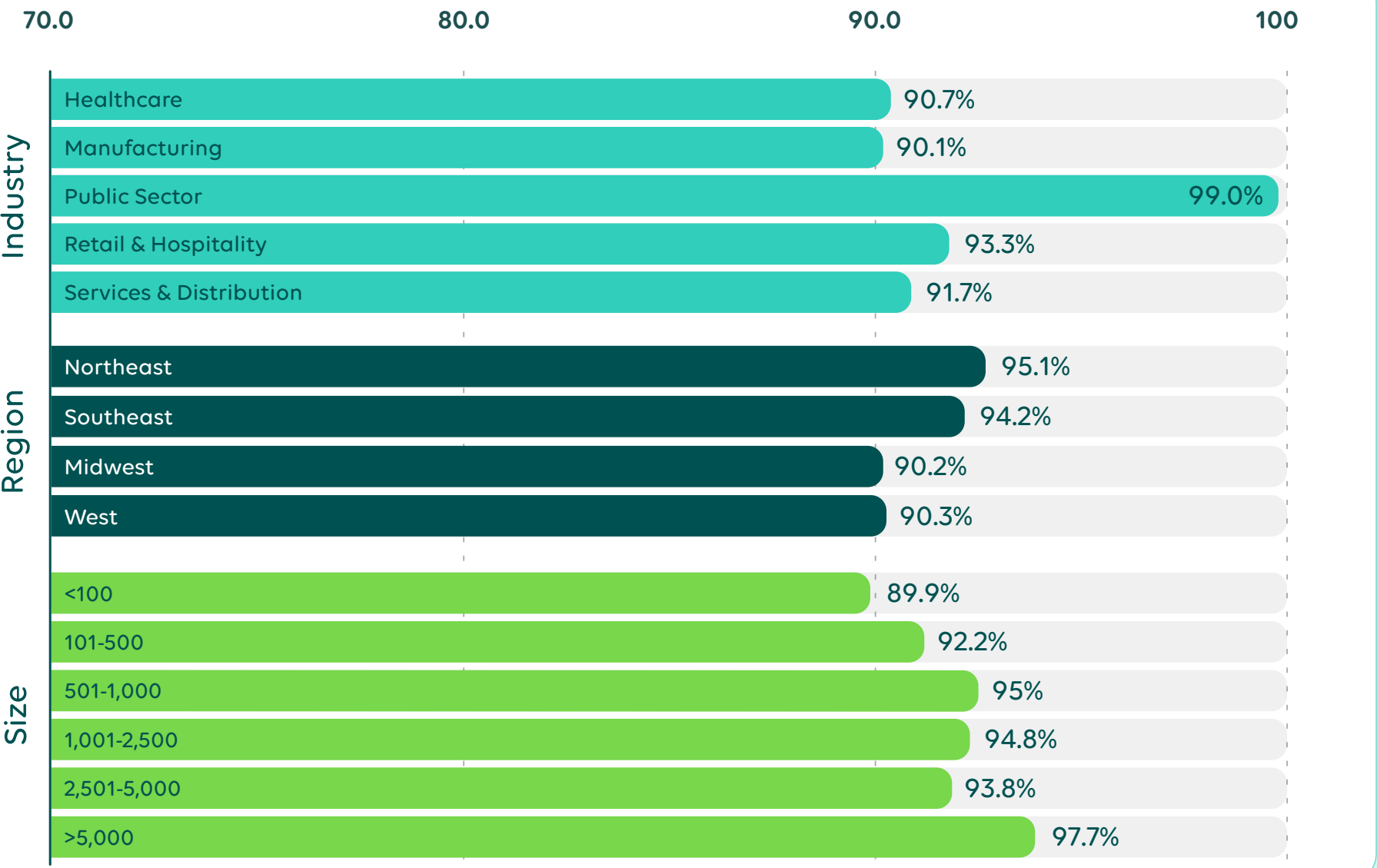
## UKG Workforce Recovery Scale

● 2022 ● 2023



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



Workforce activity dips again, reaches lowest level since March 2021

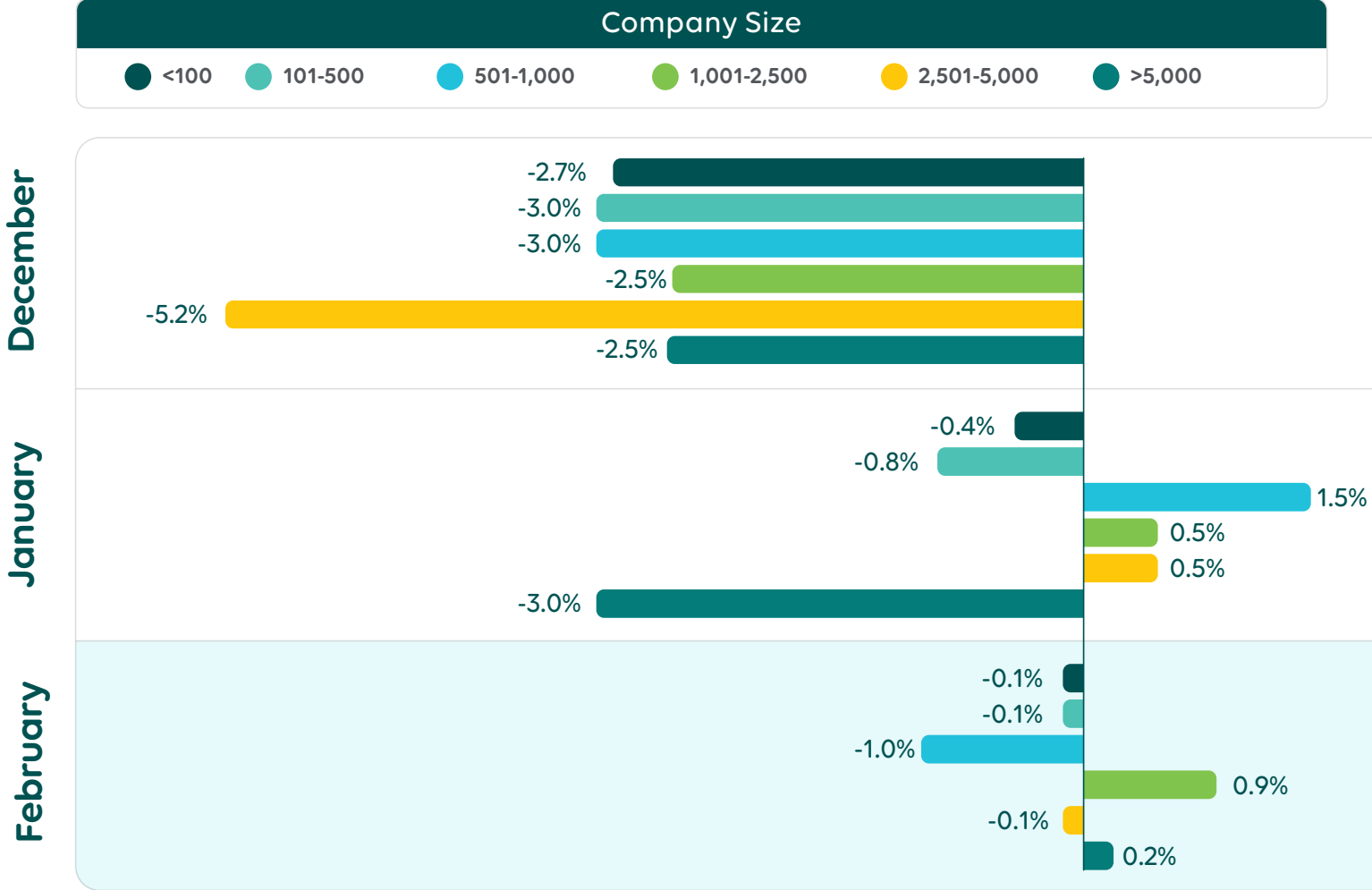
Examining the Workforce Recovery Index scale across industries, regions, or business size can provide a more detailed look at the often unequal distribution of economic momentum. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator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

# Shift recovery: Company size

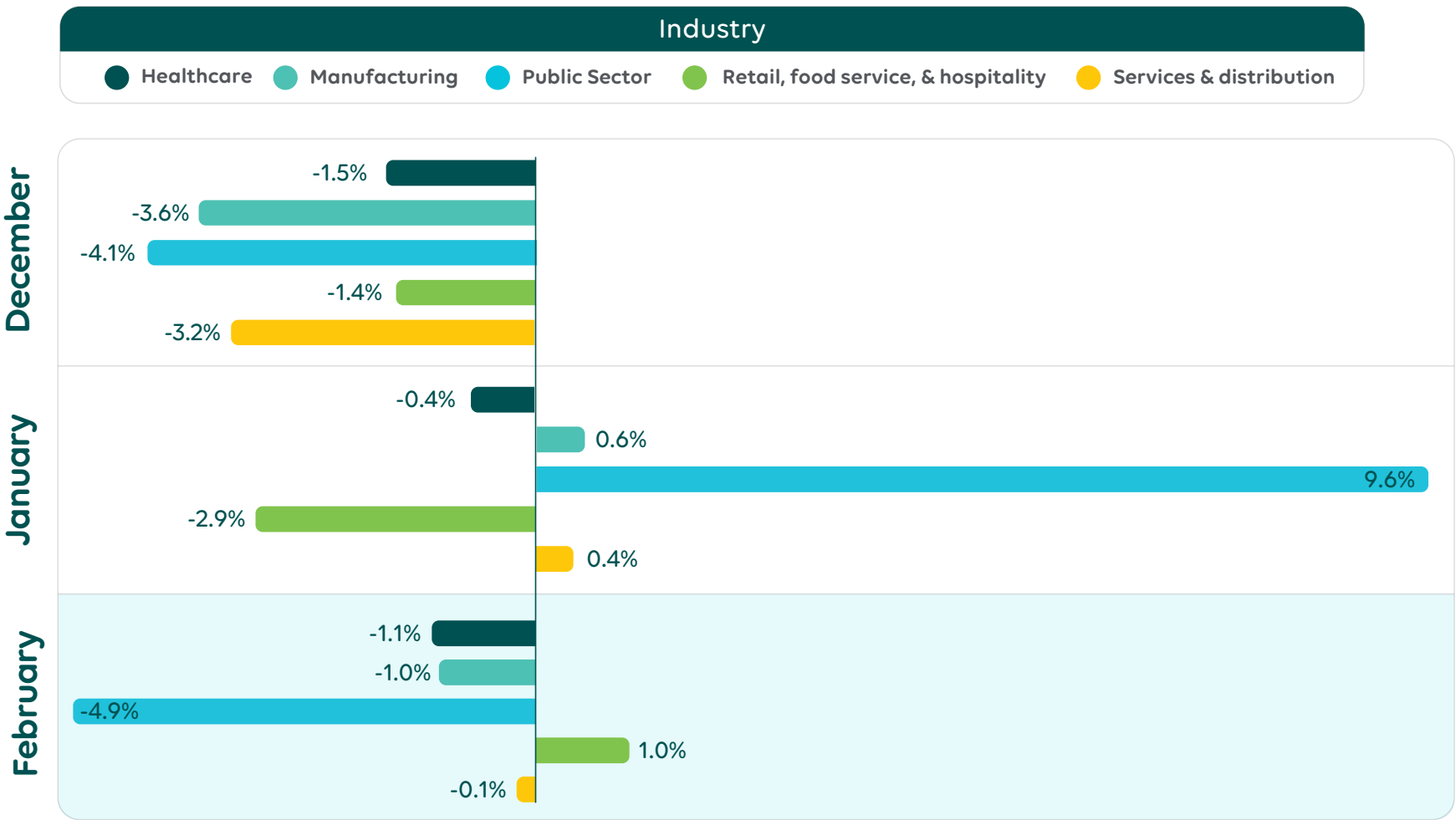
Larger organizations outperformed smaller businesses



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



# Shift recovery: Industry



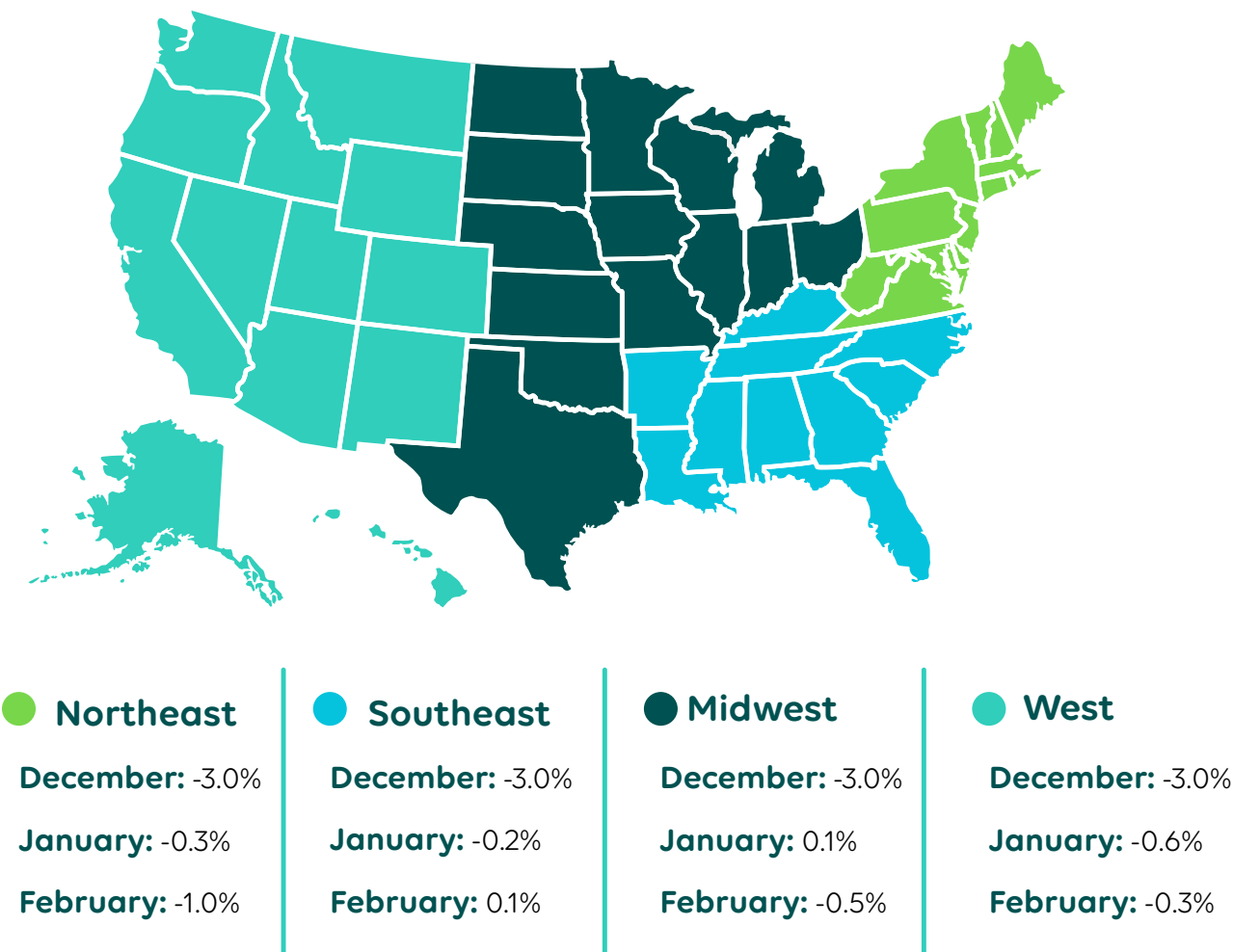
Retail rebounds after lackluster holidays

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.



## Upcoming BLS Reports

-  **Mar. 8:** BLS Job Openings and Labor Turnover Survey
-  **Mar. 10:** BLS Employment Situation
-  **Mar. 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](https://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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