



# UKG WORKFORCE ACTIVITY REPORT

March 2023



# U.S. shift work experiences biggest decline since Aug. '21

Weak workforce activity among steady labor market reinforces soft landing

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 -1.6% in  
March 2023

# March 2023

Tightening in workforce activity continues



## Mid-month shift growth

<b>-0.9%</b>	October
<b>0.3%</b>	November
<b>-2.9%</b>	December
<b>0.0%</b>	January
<b>-0.5%</b>	February
<b>-1.6%</b>	March



## Shift growth by company size

<b>-2.1%</b>	<100
<b>-1.1%</b>	101-500
<b>0.1%</b>	501-1,000
<b>-0.4%</b>	1,001-2,500
<b>0.3%</b>	2,501-5,000
<b>2.4%</b>	>5,000



## Workforce Recovery Index

<b>97.1</b>	October
<b>96.2</b>	November
<b>92.9</b>	December
<b>93.4</b>	January
<b>92.6</b>	February
<b>93.9</b>	March



## Shift growth by industry

<b>-2.2%</b>	Retail, food service, & hospitality
<b>-0.6%</b>	Healthcare
<b>0.0%</b>	Manufacturing
<b>-0.7%</b>	Services & distribution



## Our perspective

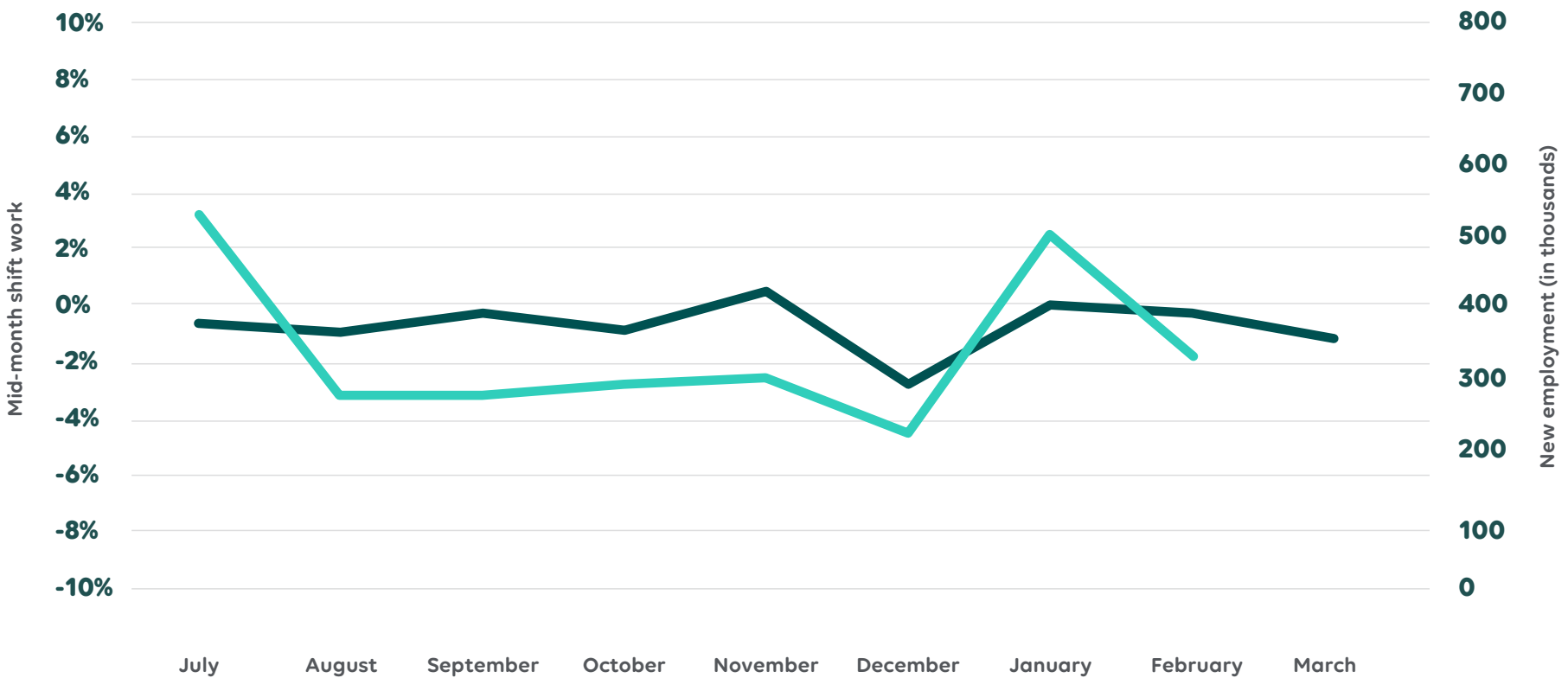
"After watching workforce activity levels yo-yo at the end of 2022, we're now seeing a steeper non-seasonal decline than we've seen over the last year. This is a snapback from the stronger than expected results so far this year and puts the economy squarely on track for the much sought-after soft landing, barring other headwinds. This should be reflected in the March jobs report, which we expect to be positive but should not appear as overheated as it has been the last two months."

**Dave Gilbertson**  
Vice President, UKG

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



Workforce activity declined -1.6% in March



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.

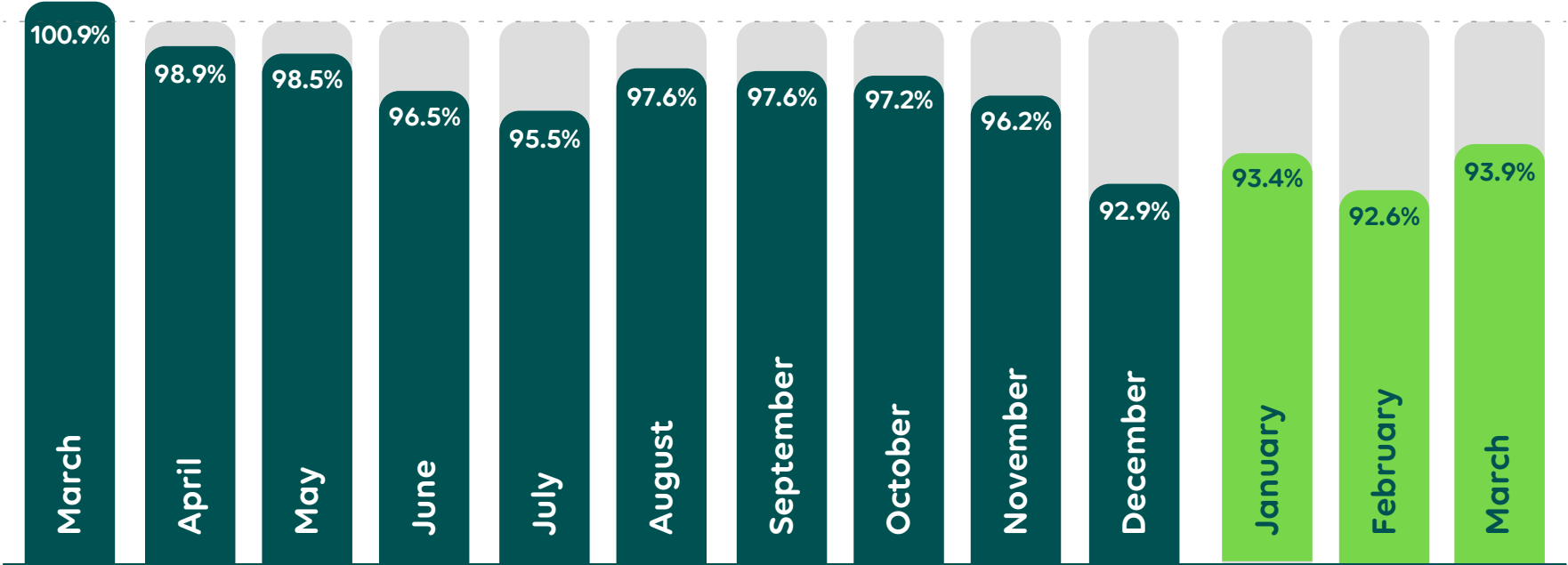
- UKG Shifts Worked
- BLS New Employment (in thousands)

The UKG Workforce Recovery Index for March is 93.9



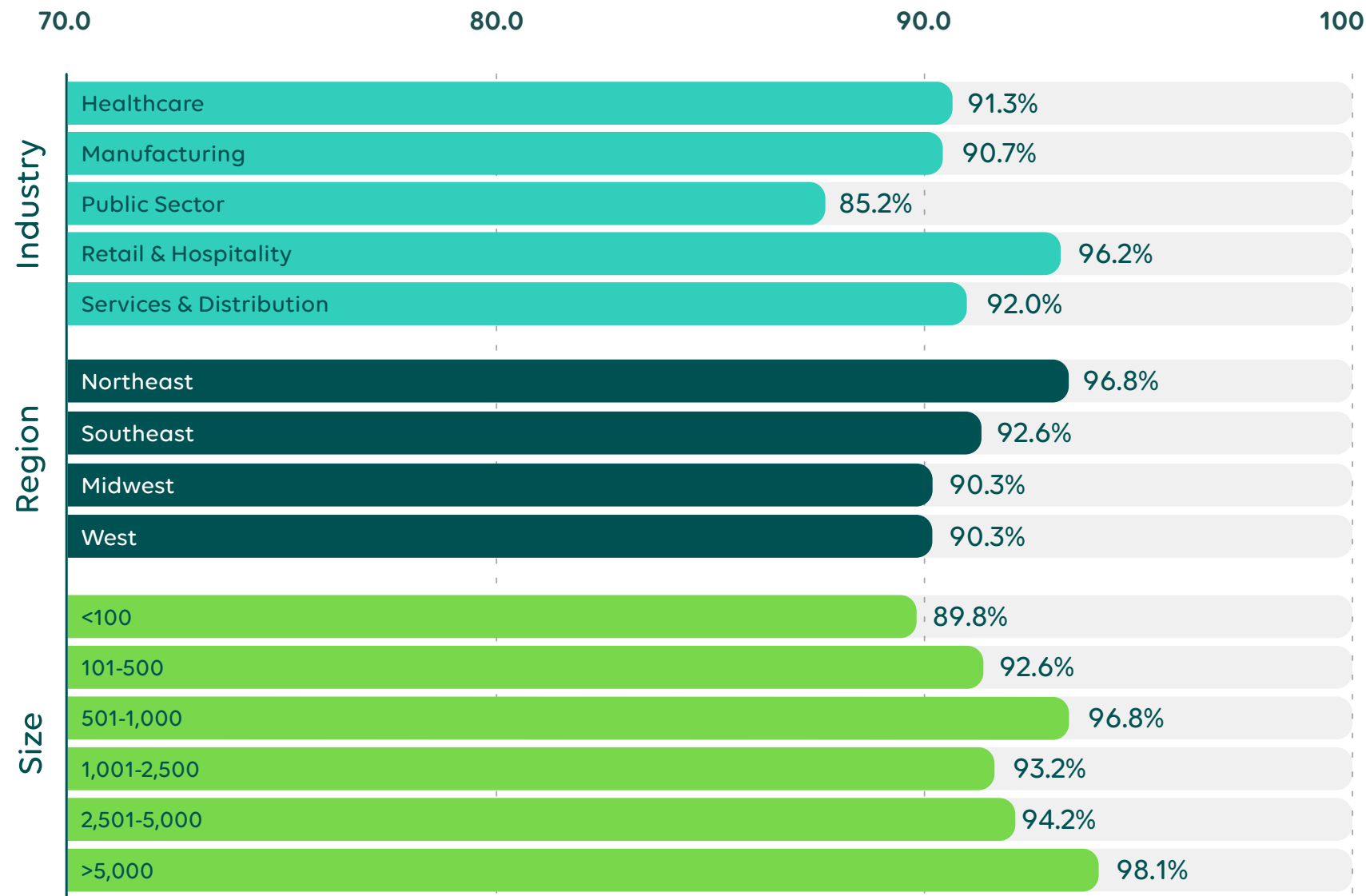
## UKG Workforce Recovery Scale

● 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



Steady slide continues, showing year-over-year weakness

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.

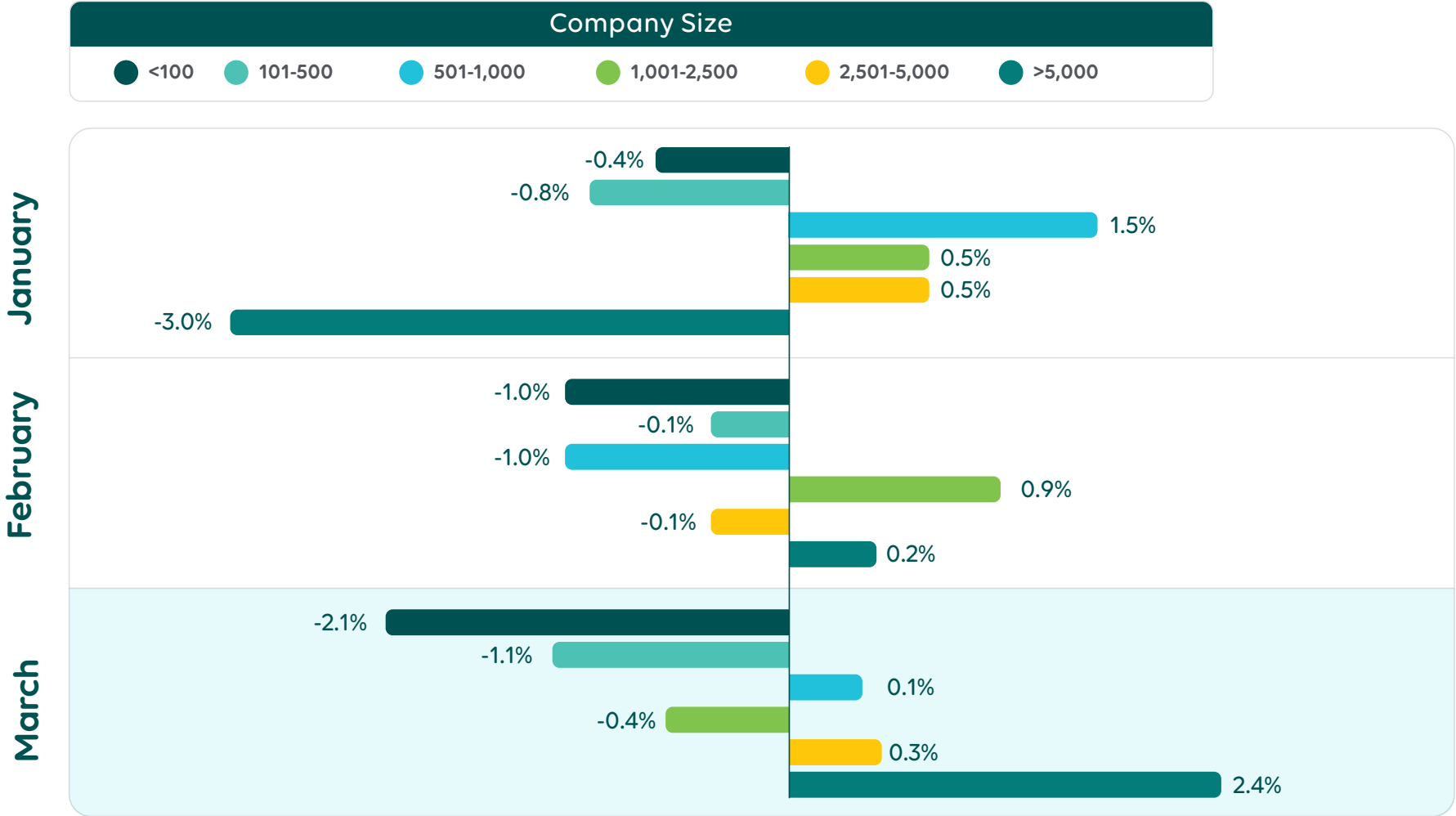


Shift recovery: Company size

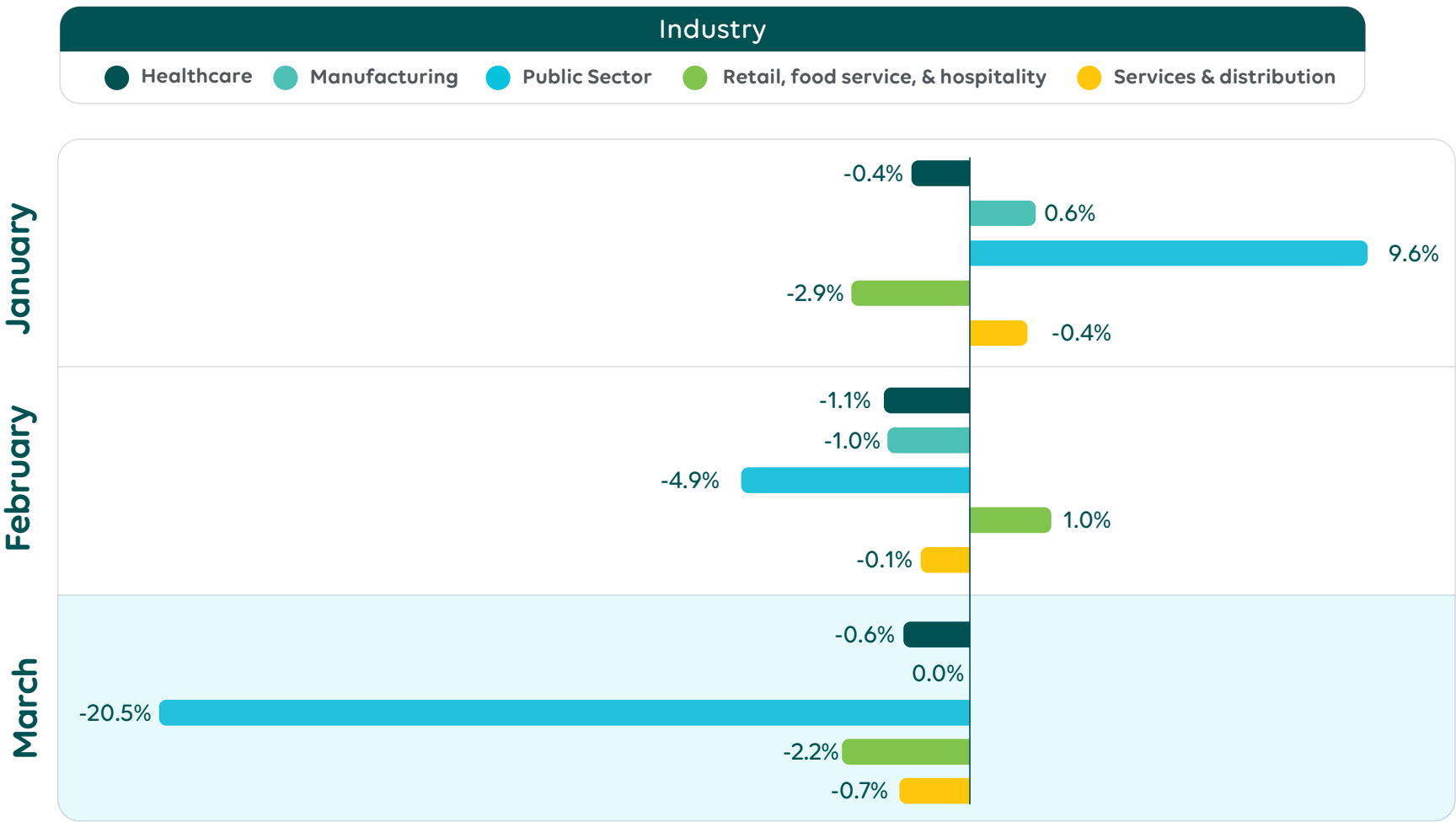
Larger organizations rebound after recent declines



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



# Shift recovery: Industry

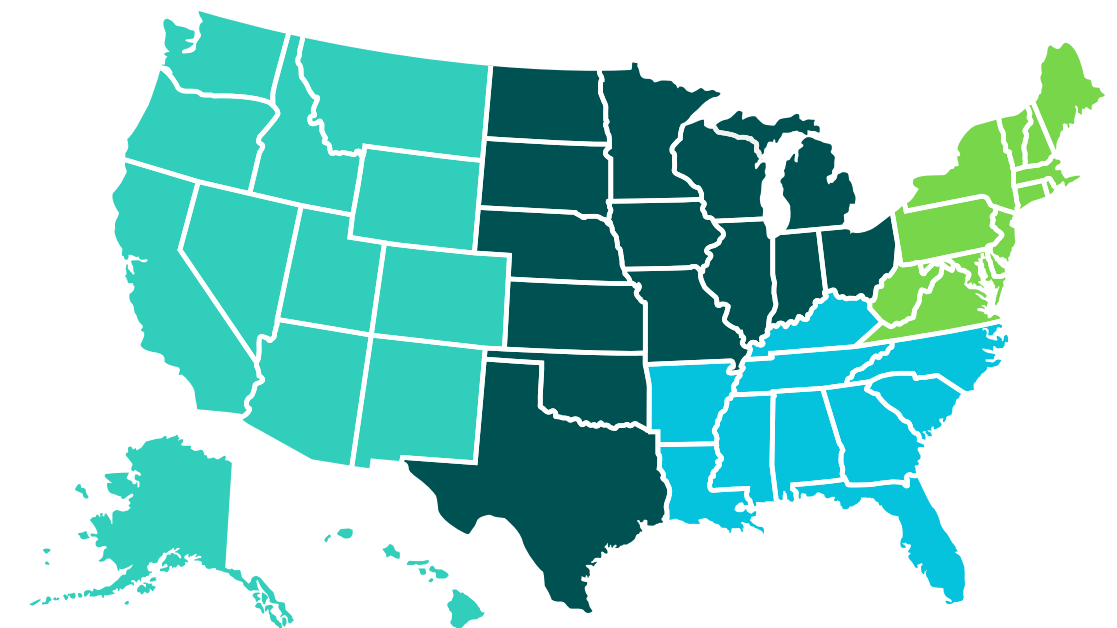


Retail dips,  
manufacturing flat

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

January: -0.3%  
February: -1.0%  
March: 0.4%

## Southeast

January: -0.2%  
February: 0.1%  
March: -1.5%

## Midwest

January: 0.1%  
February: -0.5%  
March: -1.9%

## West

January: -0.6%  
February: -0.3%  
March: 0.1%

# Upcoming BLS Reports



**April 4:** BLS Job Openings and Labor Turnover Survey



**April 7:** BLS Employment Situation



**April 12:** 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.

For more information  
please contact:

Dan Gouthro  
1 978.947.7310

[daniel.gouthro@ukg.com](mailto:daniel.gouthro@ukg.com)



For the latest data reports and to register to attend UKG labor market briefings, visit: [UKG.com/WorkforceActivityReport](https://www.ukg.com/WorkforceActivityReport)

© 2023 UKG Inc. All rights reserved. For a full list of UKG trademarks, please visit [ukg.com/trademarks](https://www.ukg.com/trademarks). All other trademarks, if any, are property of their respective owners. All specifications are subject to change.