



# UKG WORKFORCE ACTIVITY REPORT

June 2023



# Workforce Activity Remains Strong Heading into Summer

Continuing gains may prime market for renewed wage spike

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  
increased 0.4% in  
June 2023



# Executive summary

June 2023



## Mid-month shift growth

0.0%	January
-0.5%	February
-1.6%	March
-0.2%	April
1.0%	May
0.4%	June



## Shift growth by company size

-0.4%	<100
0.3%	101-500
0.8%	501-1,000
0.3%	1,001-2,500
2.8%	2,501-5,000
4.3%	>5,000



## Workforce Recovery Index

93.4	January
92.6	February
95.1	March
96.4	April
99.1	May
99.5	June



## Shift growth by industry

1.5%	Retail, food service, & hospitality
0.7%	Healthcare
0.4%	Manufacturing
0.1%	Services & distribution



## Expect an upside surprise in May

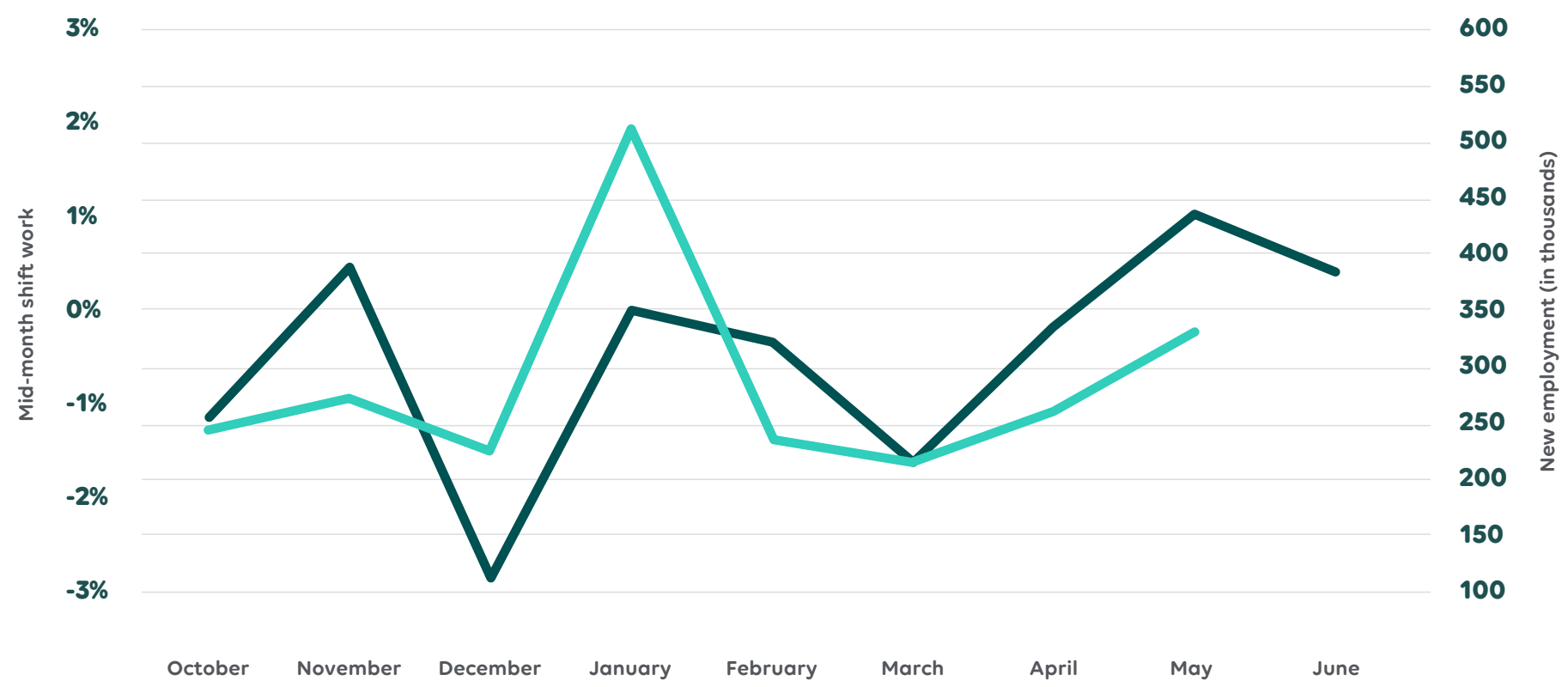
"Workforce activity remains strong. In a normal market, back-to-back months of growth is great news, but this market is anything but normal. We believe strong workforce activity coupled with an increasingly tight labor market will lead to another potential surge in wages. This would be a big blow to smaller businesses, who continue to struggle to keep up."

Dave Gilbertson  
Labor Economist, UKG

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



Workforce activity increased 0.4% in June



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)

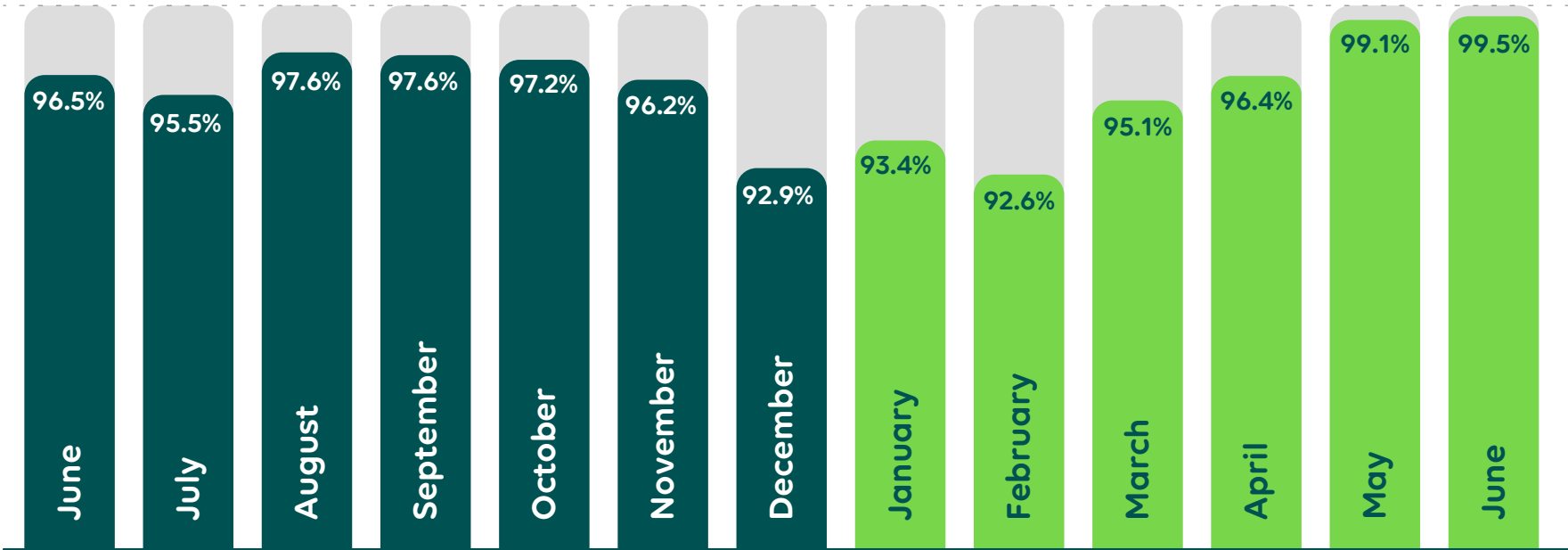


The UKG Workforce Recovery Index for June is 99.5



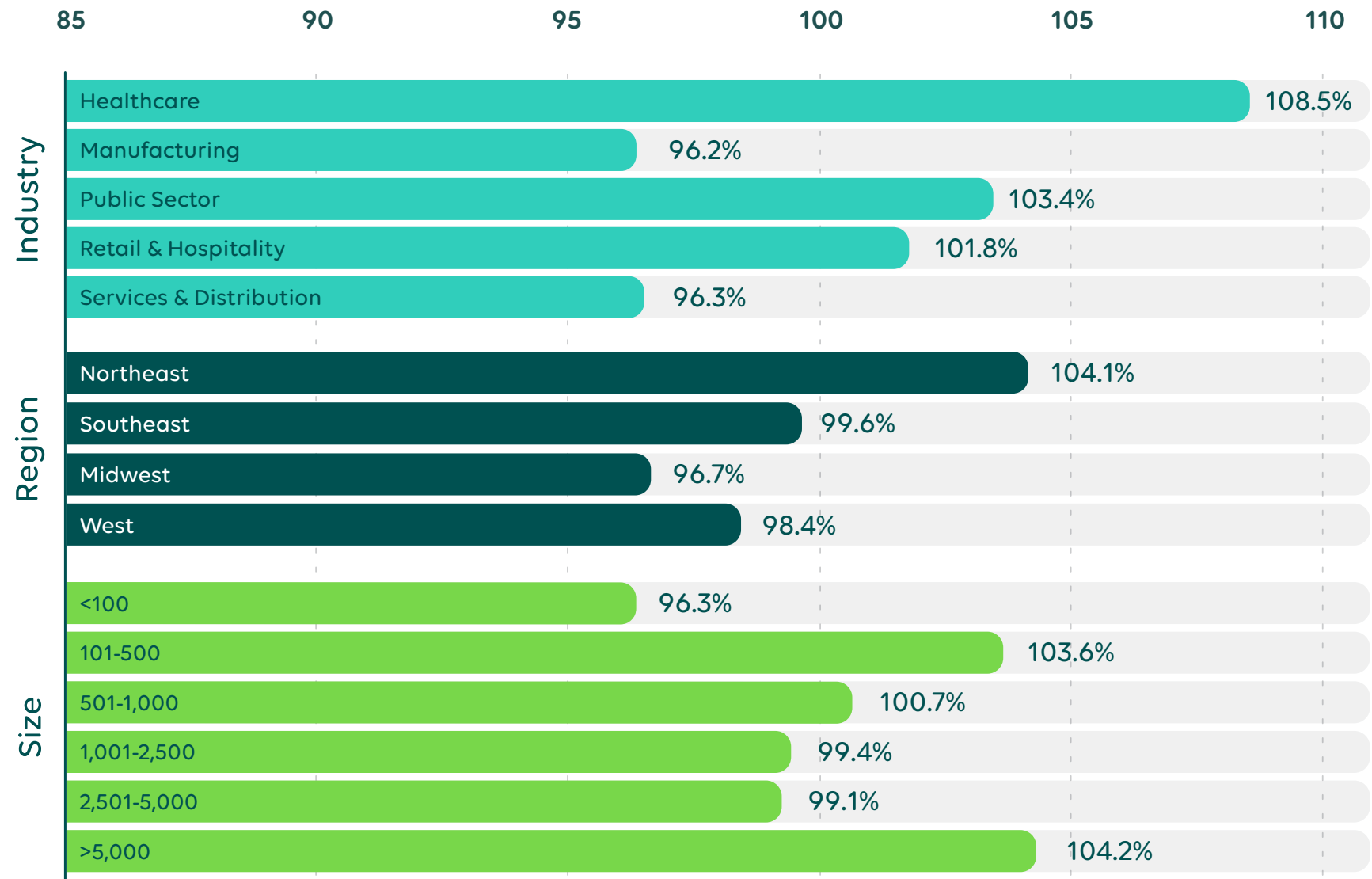
# UKG Workforce Recovery Scale

● 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



Continued strength may prompt renewed wage spike

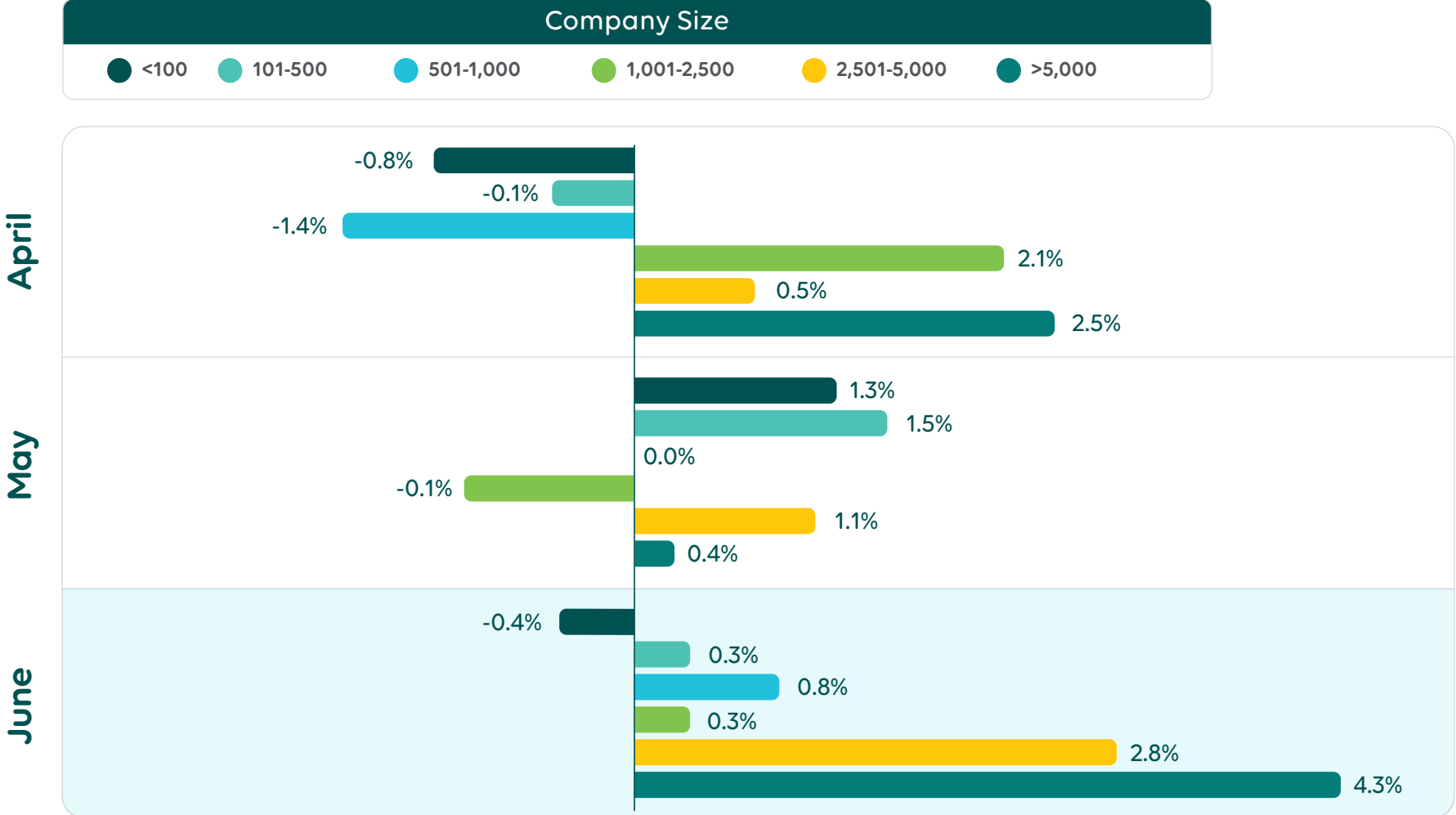
Examining the Workforce Recovery Index scale across industries, regions, or business size can provide a more detailed look at the often unequal distribution of economic momentum. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator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

Shift recovery: Company size

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dim spot



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

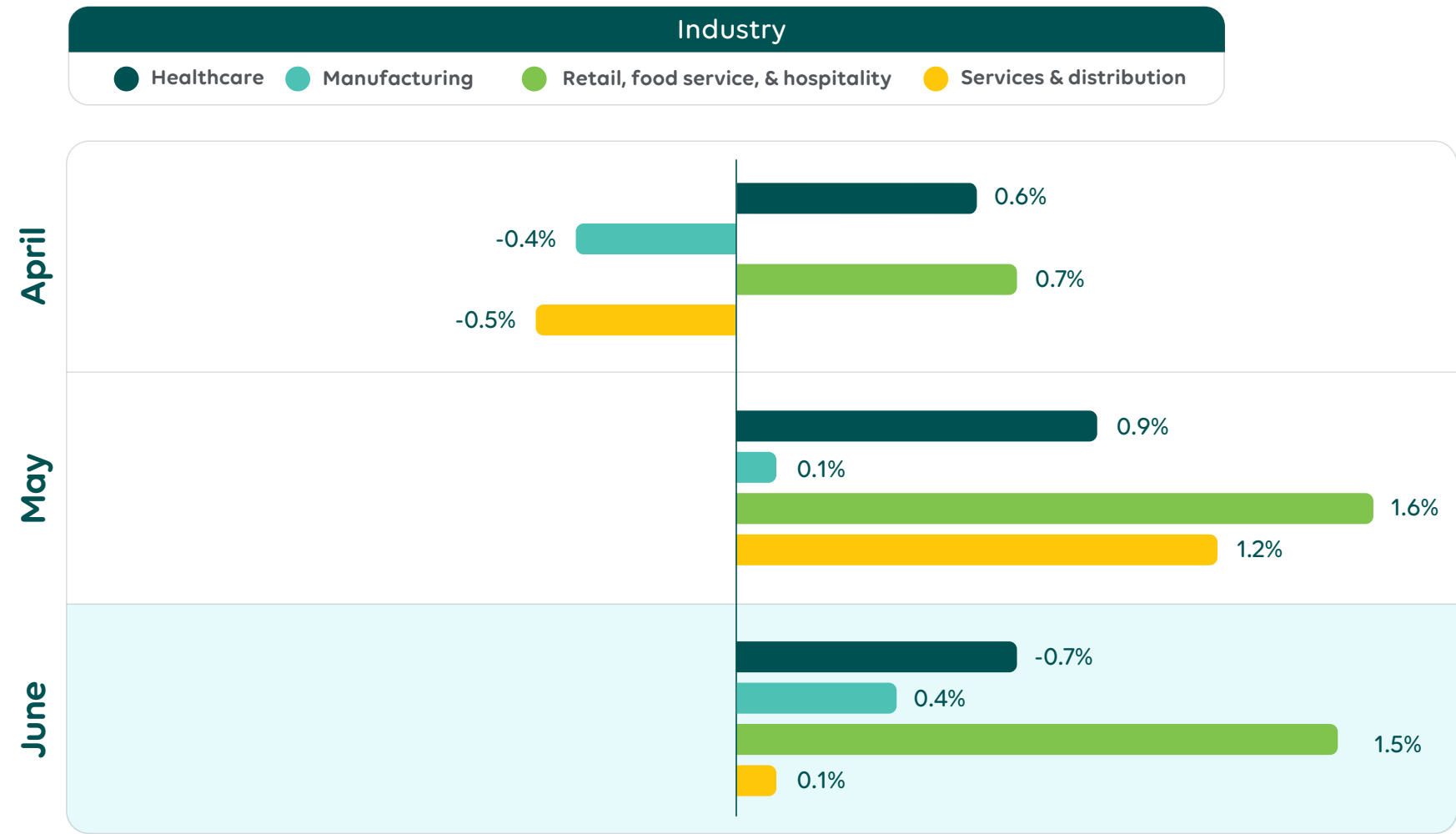


# Shift recovery: Industry



Seasonal help buoys  
June increases

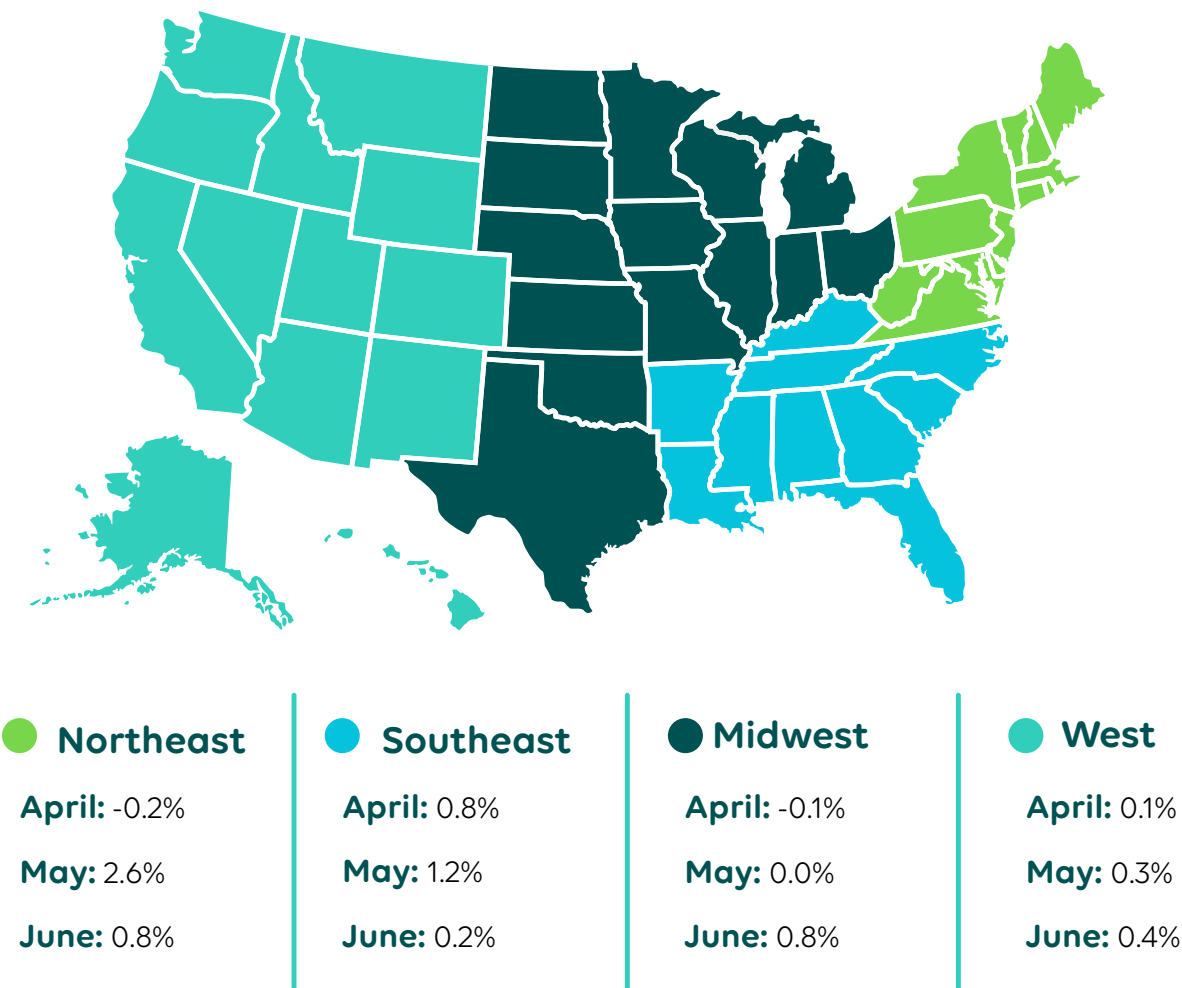
This data reflects month-over-month shift growth by industry as measured by time punches.





# 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 Reports



**July 6:** Job Openings and Labor Turnover Survey



**July 7:** Employment Situation Report



**July 12:** Consumer Price Index, Real Earnings Report



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).



## Tracking Adoption of Juneteenth Observances at U.S. Businesses

High frequency UKG data allows us to track if businesses, especially those with hourly workforces, are recognizing the observance of Juneteenth by closing for the day or reducing their operations, which is a common practice for many - though not all - federally recognized holidays.

After large increase, number of employees afforded the opportunity to observe Juneteenth with a day off plateaus



### Benchmarking other observances:

Presidents Day: 15 million

Memorial Day: 50 million



# 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.

\*Public Sector data, which includes K-12 education, is adjusted out of the report from June-September annually.

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