



UKG WORKFORCE ACTIVITY REPORT

November 2023



Strongest month for shift work since June

Workforce activity shows upward trajectory

By analyzing weekly employee shift work trends across 35,000 U.S. businesses and 4.3 million employees, this index provides directional insight into the health of the frontline working economy.

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



Shift work increased
0.4% in November

Executive summary

November 2023



It was “all gravy” for the labor market in November



Mid-month shift growth

0.4%	June
-0.7%	July
-0.8%	August
0.1%	September
-0.2%	October
0.4%	November



Shift growth by company size

0.2%	<100
0.0%	101-500
0.4%	501-1,000
1.1%	1,001-2,500
0.9%	2,501-5,000
2.0%	>5,000



Workforce Recovery Index

99.5	June
98.4	July
99.2	August
100.6	September
100.6	October
100.7	November



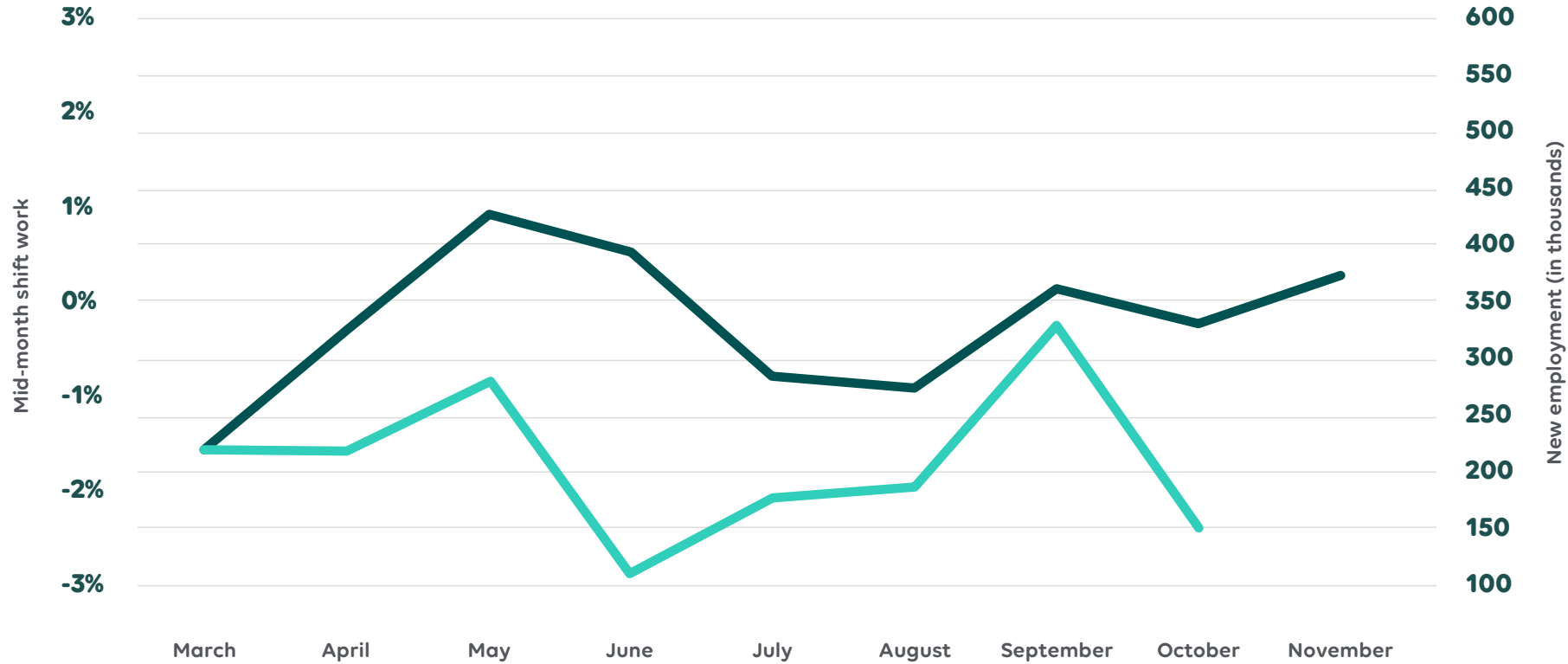
Shift growth by industry¹

1.2%	Healthcare
0.0%	Manufacturing
1.1%	Public sector
0.2%	Services & distribution
1.3%	Retail, food service, & hospitality

“November was ‘all gravy’ for the labor market, continuing its upward trend and showing the strongest workforce activity since June. There were, however, fewer shifts in retail and hospitality during the Thanksgiving/ Black Friday holiday for the fourth consecutive year, as retailers adapt to changing consumer preferences accelerated by the pandemic.”

— Noah Yosif, Lead Labor Economist, UKG

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



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



Workforce activity increased 0.4% in November

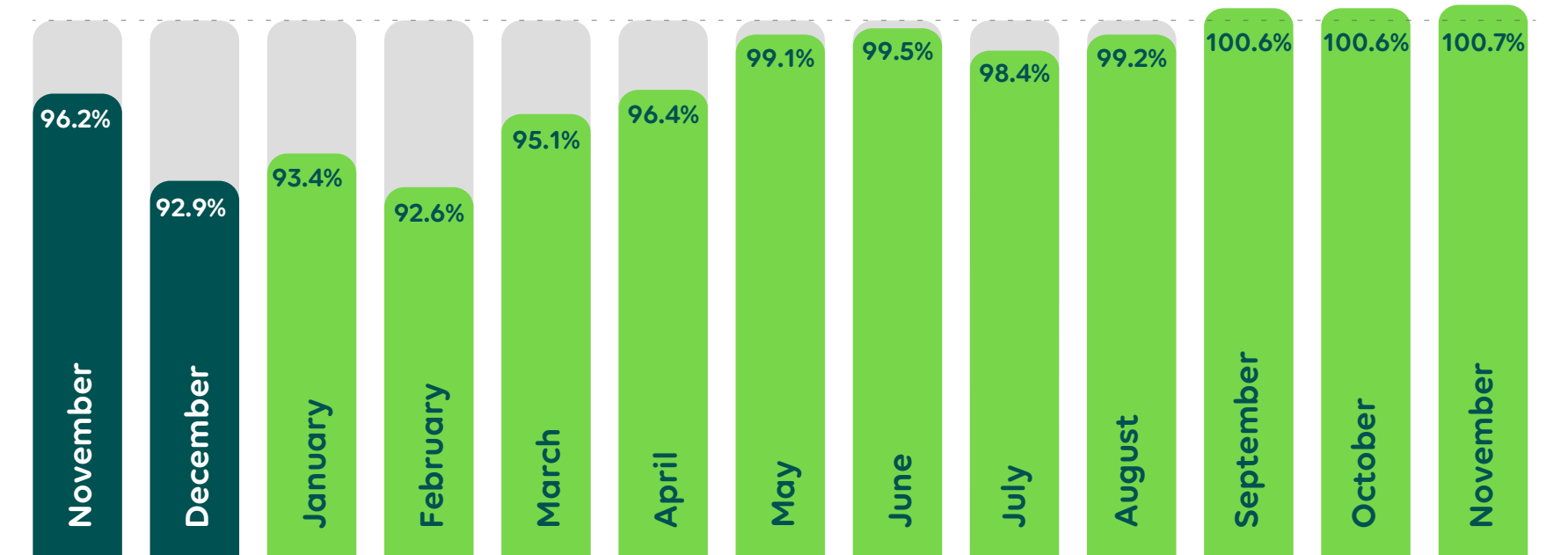
High-frequency UKG® shift data correlates each month with new employment gains reported by the U.S. Department of Labor — providing an indication of the direction of jobs recovery. The UKG data often comes into even closer alignment following ensuing Department of Labor revisions.

The UKG Workforce Recovery Index for November is 100.7



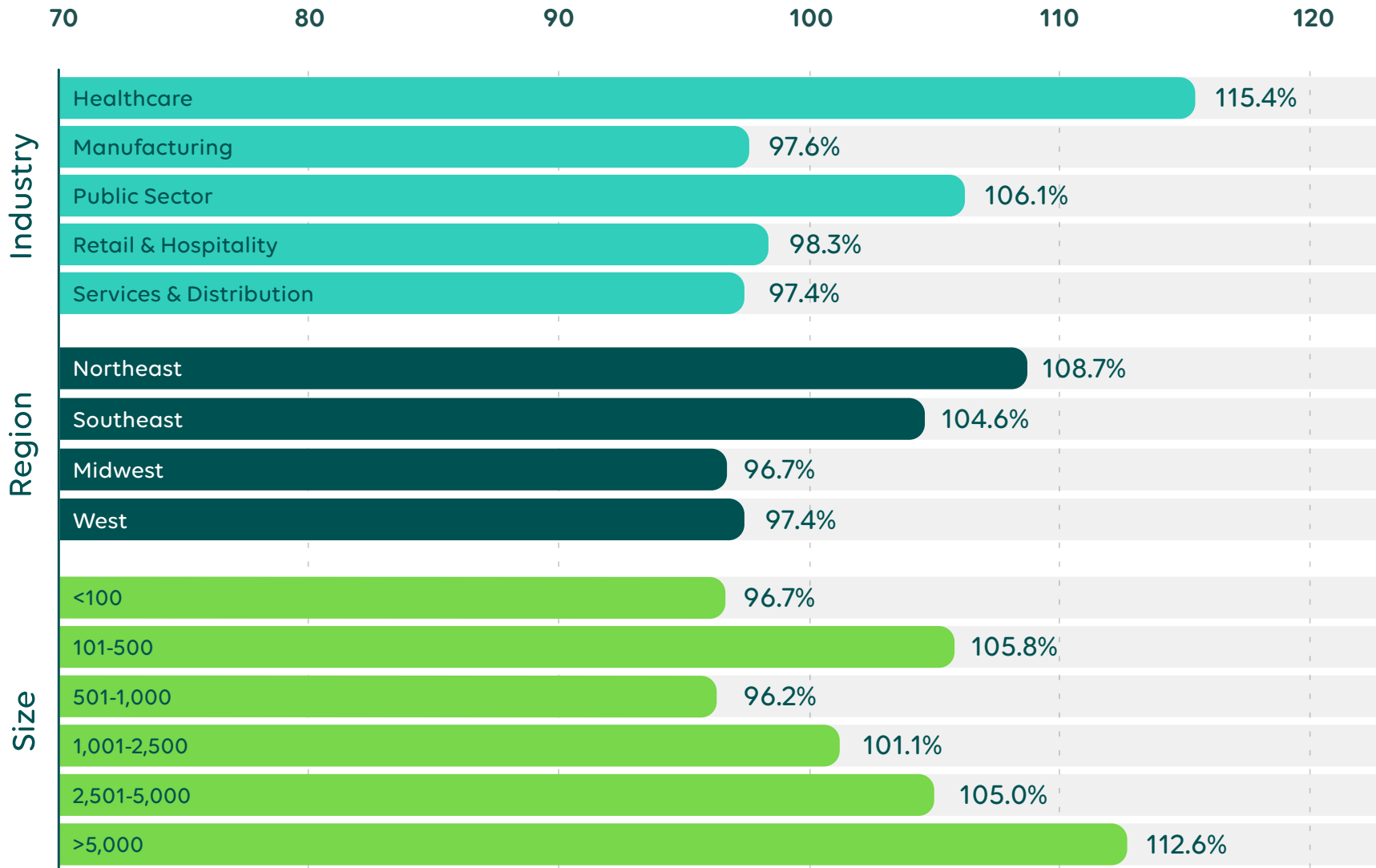
UKG Workforce Recovery Index

● 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



The UKG Workforce Recovery Index remains consistent since September

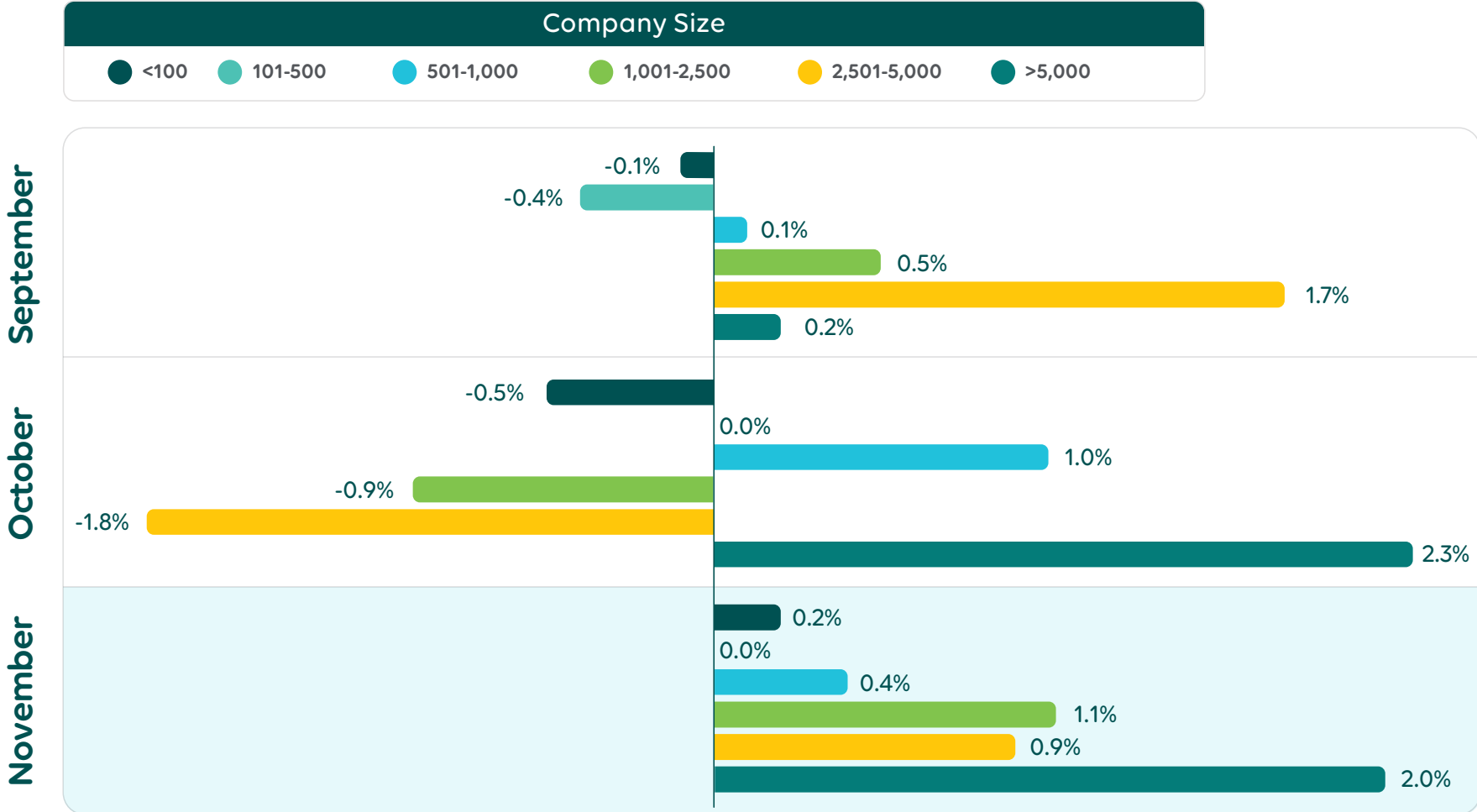
Examining the UKG Workforce Recovery Index across industries, regions, or business size can provide a more detailed look at the often-unequal distribution of economic momentum. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator for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

Shift recovery: Company size

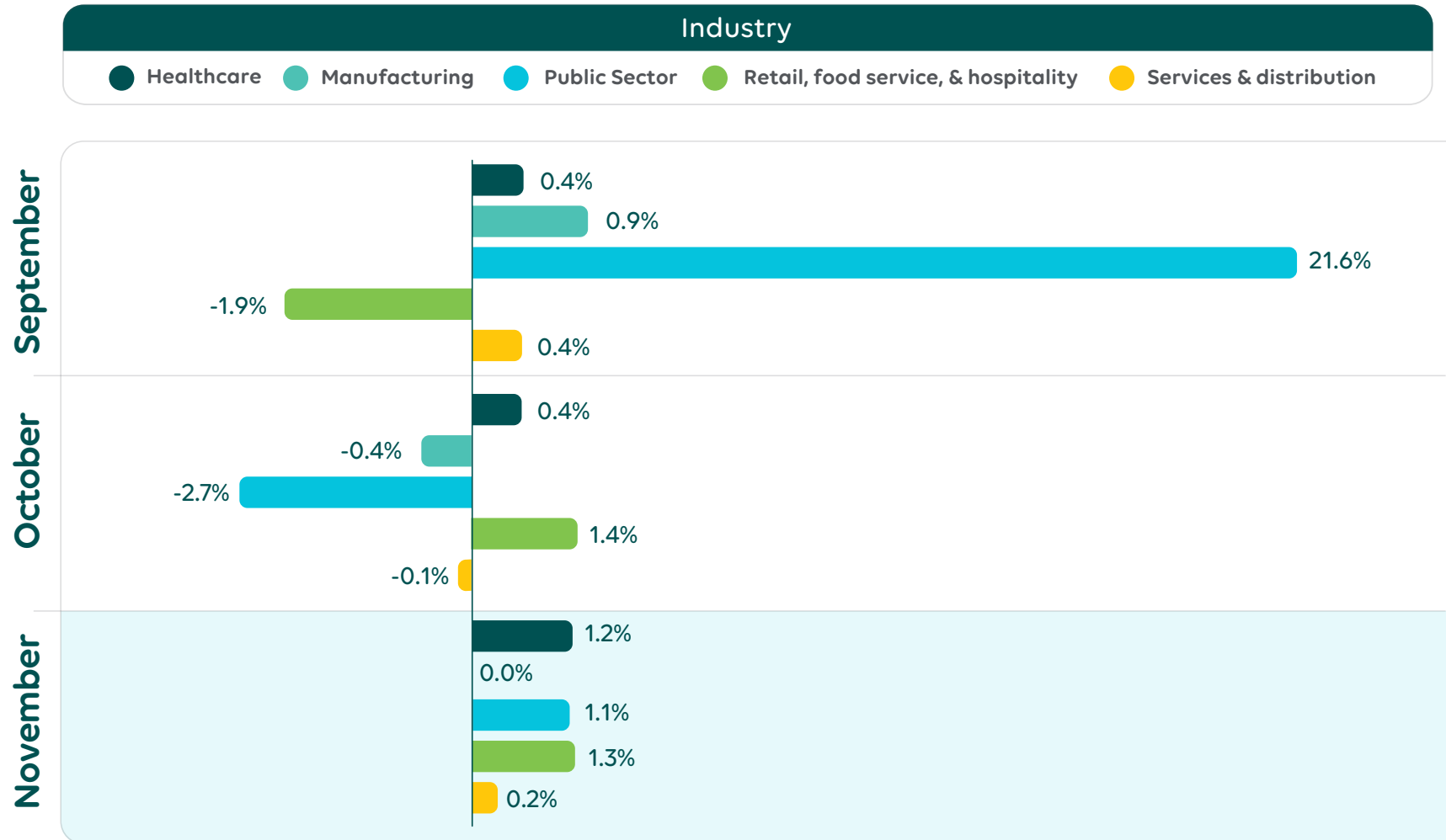
November workforce activity increased for companies of all sizes



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



Shift recovery: Industry

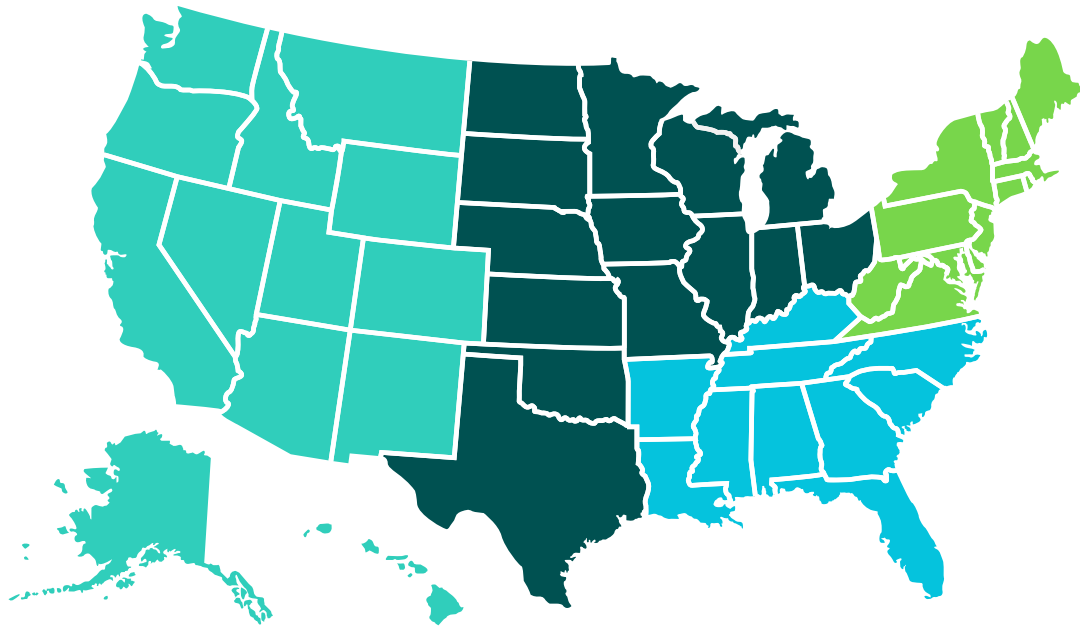


Healthcare's great recovery (up 1.2% in November) is standout story of 2023

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 to 2022, large variations in regional changes today can often be attributed to localized events such as extreme weather emergencies.



● Northeast

September: -0.1%
October: 0.4%
November: 1.1%

● Southeast

September: -0.2%
October: -0.5%
November: 0.7%

● Midwest

September: 0.7%
October: -0.8%
November: 0.9%

● West

September: -0.1%
October: 0.4%
November: -0.7%

Upcoming Reports



Dec. 8: Employment Situation Report



Dec. 12: Consumer Price Index, Real Earnings Report



Jan. 3: Job Openings and Labor Turnover Survey



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 4.3 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.

¹Public Sector data, which includes K-12 education, is adjusted out of the report from June to September annually.

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