



UKG



# UKG WORKFORCE ACTIVITY REPORT

August 2024





# Workforce activity slows as job growth slows

Softening across service sectors amplified by end of summer

By analyzing weekly employee shift work trends across 40,000 U.S. businesses and 4.5 million employees, 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).



-1.8% drop in shift work reinforces slowdown

# Executive summary

August 2024



## Mid-month shift growth

<b>0.9%</b>	March
<b>0.2%</b>	April
<b>0.5%</b>	May
<b>0.0%</b>	June
<b>-0.8%</b>	July
<b>-1.8%</b>	August



## Shift growth by company size

<b>-2.5%</b>	<100
<b>-3.4%</b>	101-500
<b>-0.9%</b>	501-1,000
<b>-0.6%</b>	1,001-2,500
<b>1.6%</b>	2,501-5,000



## Shift growth by industry<sup>1</sup>

<b>-2.6%</b>	Healthcare
<b>0.0%</b>	Manufacturing
<b>-1.9%</b>	Retail, food service, & hospitality
<b>-2.6%</b>	Services & distribution



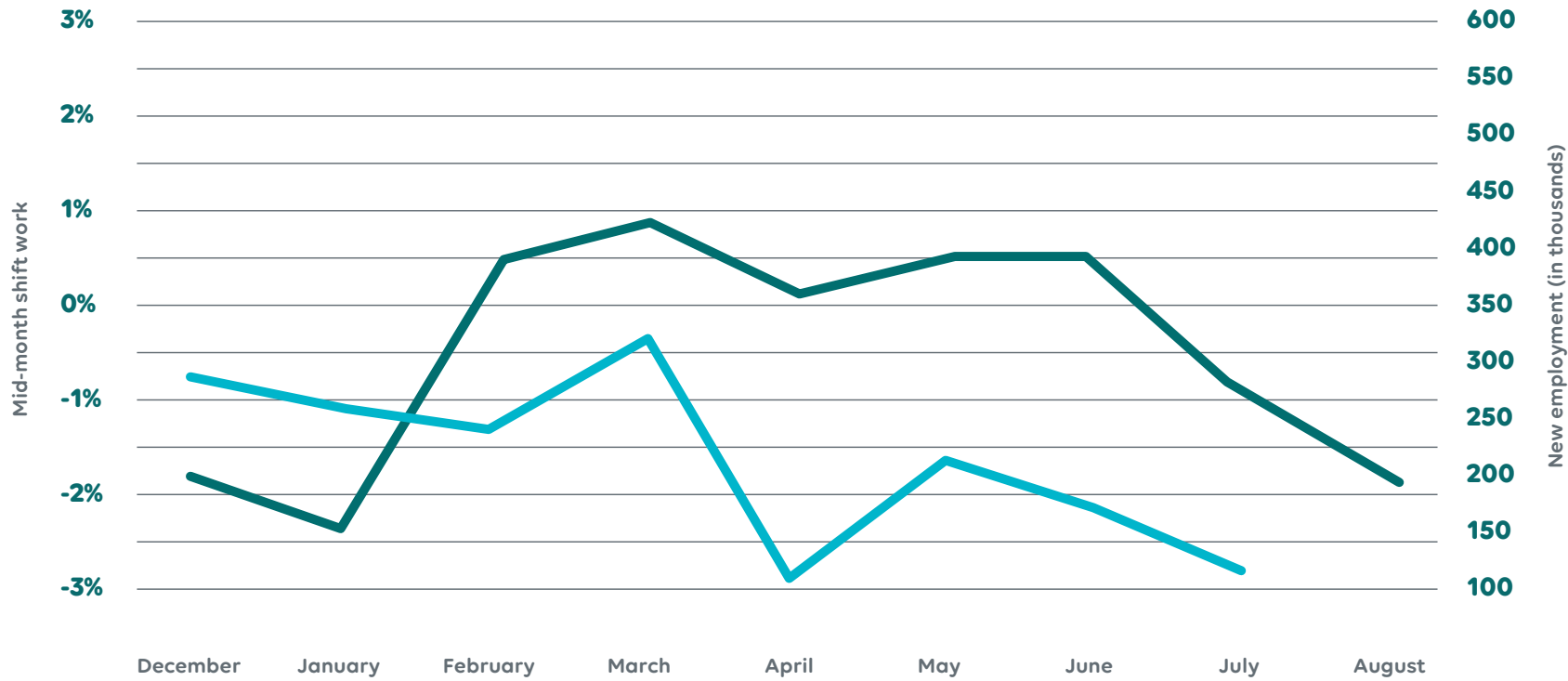
## Summer slowdown reinforces near-full employment

As the labor market continues to inch closer to full employment, it is becoming increasingly difficult for organizations to create new jobs. This, coupled with traditional end-of-summer changes as people squeeze in time-off and prepare to return to their normal fall cadence, contributed to a drop off in shift work.

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



Workforce activity  
decreased -1.8%



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.

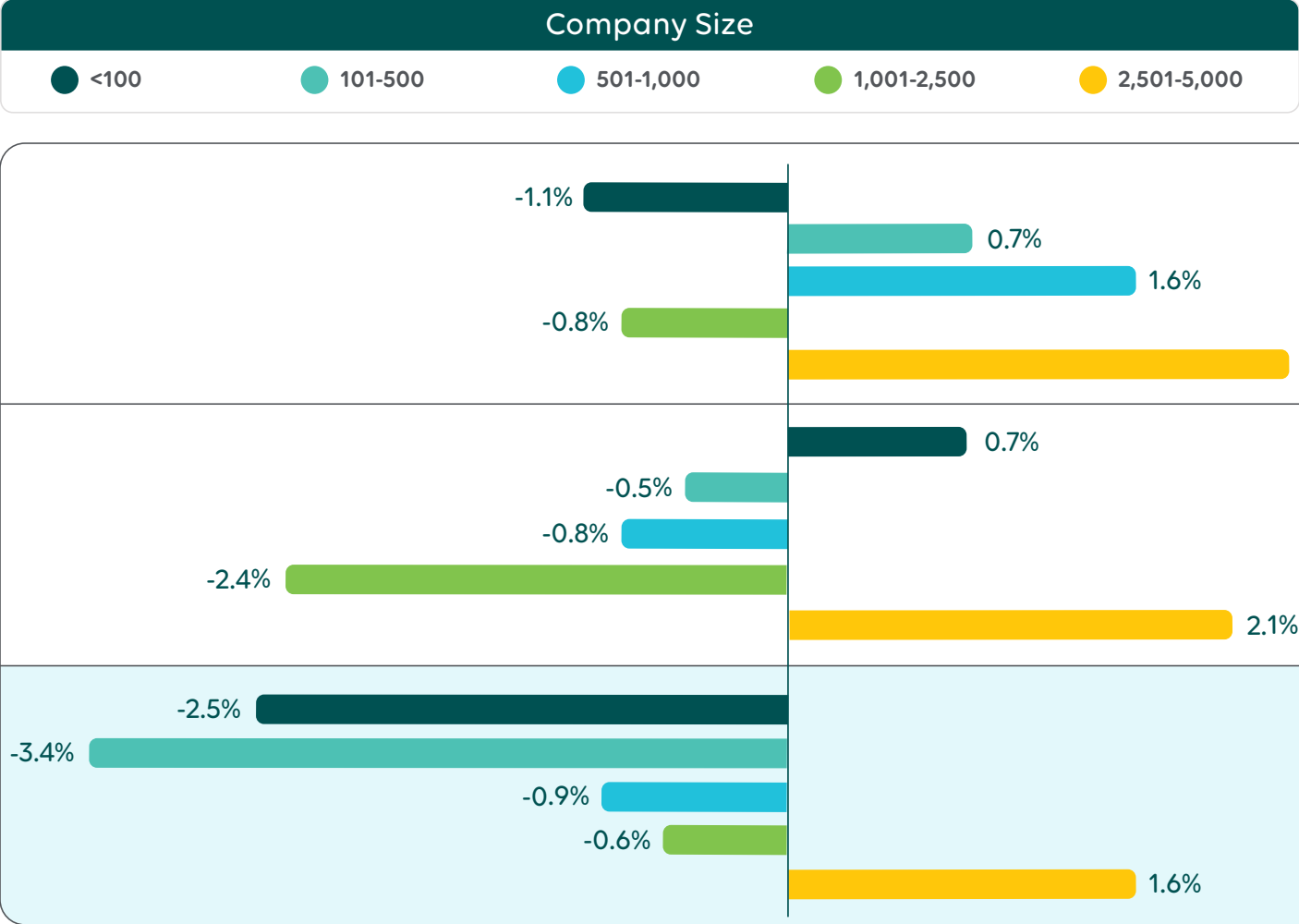
- UKG Shifts Worked
- BLS New Employment (in thousands)

# Shift recovery: Company size

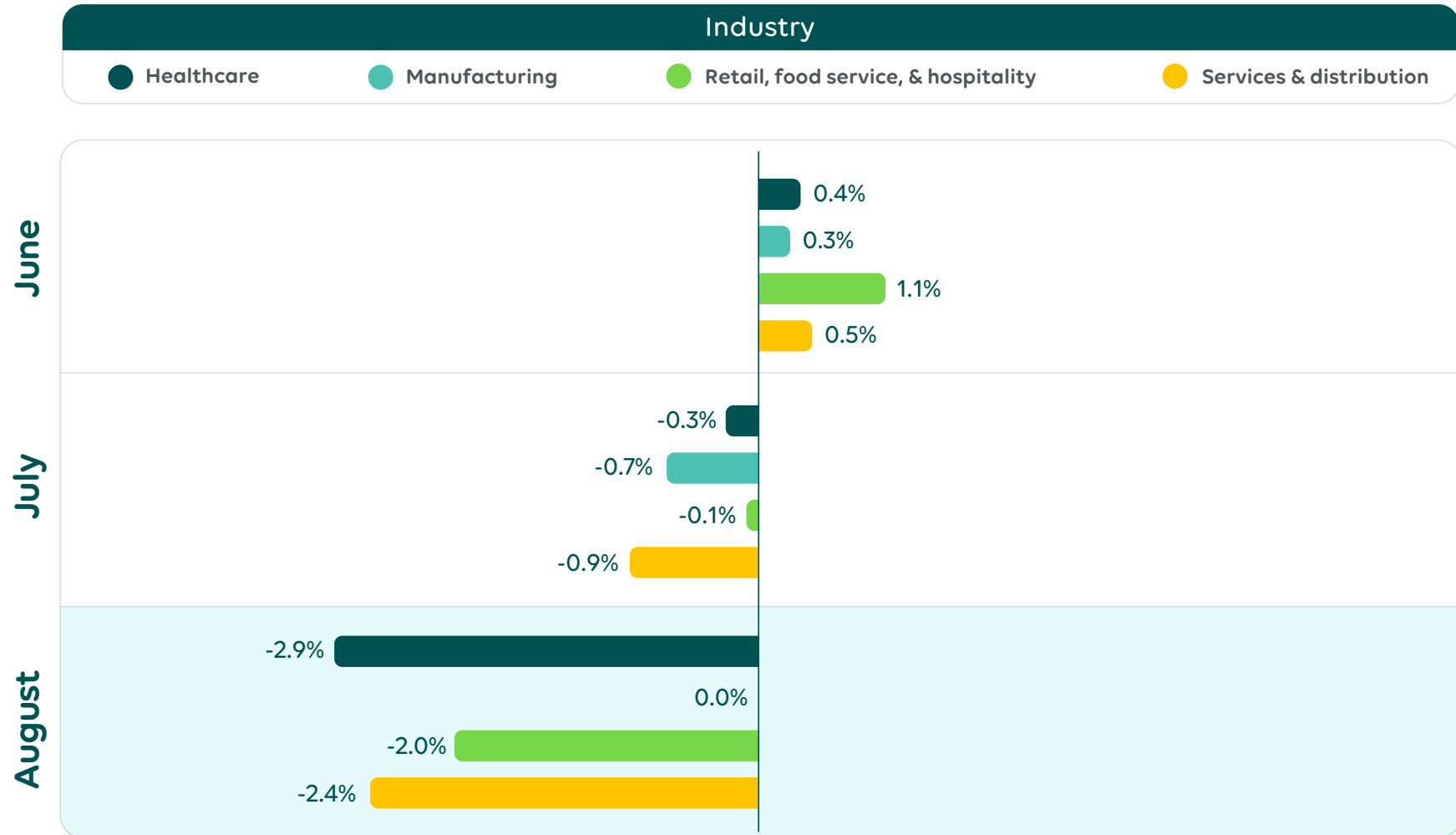
Most business size segments experienced a slow down



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



## Shift recovery: Industry

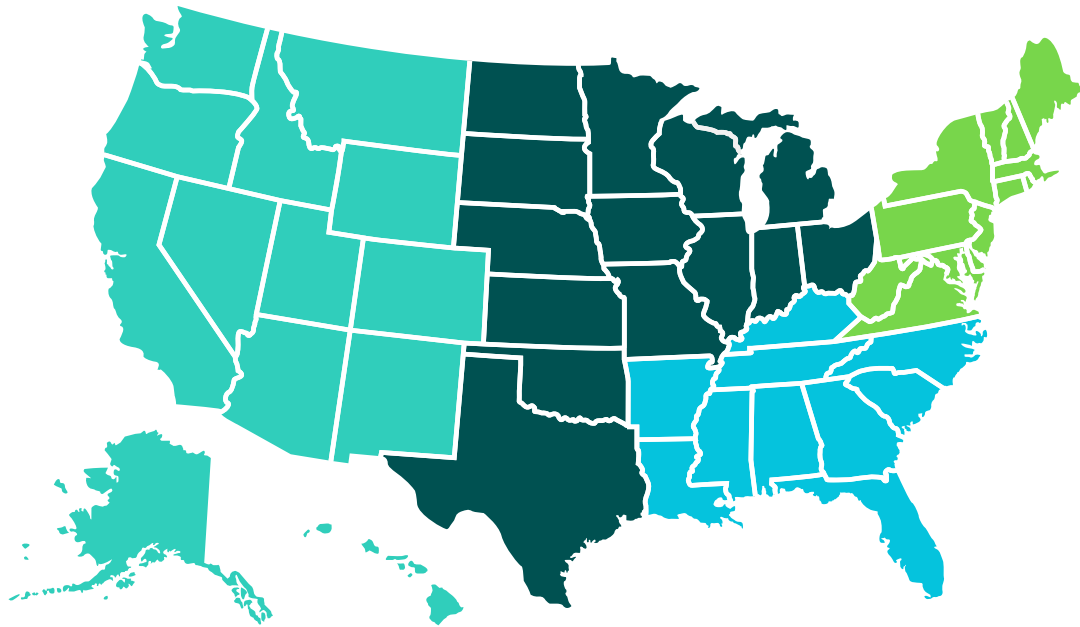


All service-focused industries declined sharply

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

**June:** -0.4%  
**July:** 2.5%  
**Aug:** -2.0%

### ● Southeast

**June:** -0.3%  
**July:** -1.1%  
**Aug:** -2.3%

### ● Midwest

**June:** 1.0%  
**July:** -3.4%  
**Aug:** -0.4%

### ● West

**June:** 1.1%  
**July:** 2.2%  
**Aug:** -3.0%

## Upcoming Reports



**September 6:** Employment Situation Report



**September 11:** Consumer Price Index, Real Earnings Report



**October 1:** 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 4.5 million employees across more than 40,000 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.

<sup>1</sup>Public sector data, which includes K-12 education, is occasionally omitted because various seasonal breaks create large fluctuations in workforce activity, which are predicted and expected.

<sup>2</sup>In July 2024, UKG updated its methodology, which may have resulted in minor variations in data. While all data prior to July 2024 remains valid and accurate, please consult reports published from August 2024 and forward for the most up-to-date view of workforce activity.

For more information  
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For the latest data reports, visit:

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



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