



UKG WORKFORCE ACTIVITY REPORT

January 2025

ABOUT THIS REPORT:

The UKG Workforce Activity Report analyzes trends in shift work at U.S. businesses through a weekly sample of more than 6.2 million workers. The report delivers insights and observations about the state of the U.S. labor market for chief executive officers, chief financial officers, chief operating officers, chief human resources officers, and other business leaders that require a time sensitive understanding of changes in labor trends and economic momentum.



Executive Summary

Multitude of challenges impacted January activity levels

OBSERVATION 1

Seasonal-driven industries such as retail and distribution & logistics, experienced expected declines in working activity as holidays ended.

OBSERVATION 2

Manufacturing continues to weaken in both working activity and employment gains. Manufacturing has experienced 4 consecutive months of negative growth.

OBSERVATION 3

L.A. area wildfires had an immediate impact on working activity. While physical recovery will take an extended period of time, working activity in the area has largely returned to normal.

OBSERVATION 4

Despite holidays and regional weather anomalies, including L.A. fires and winter storms in the south, January workforce activity confirms a 'steadiness' in the labor market.

By The Numbers

January 2025



Mid-month shift growth

-1.8%	August
0.4%	September
-1.9%	October
1.8%	November
-1.0%	December
-4.2%	January



Shift growth by company size

6.1%	<100
0.7%	101-500
-4.3%	501-1,000
-7.4%	1,001-2,500
-7.7%	2,501-5,000
-7.7%	>5,000



Shift growth by industry¹

-2.6%	Healthcare
-5.9%	Manufacturing
-13.2%	Energy
4.8%	Life Sciences
-0.3%	Public sector
-16.0%	Higher Ed.
-17.3%	K-12 Ed.
-5.9%	Retail, food service, & hospitality
-4.0%	Services & distribution
2.6%	Financial Services

"While BLS yearly revisions in this month's report will likely incorporate decreases to payrolls added over the last year, UKG data suggests that the U.S. labor force is still on solid ground."

Eddie Hearn, Ph.D.
Lead Labor Economist, UKG



Monthly trends

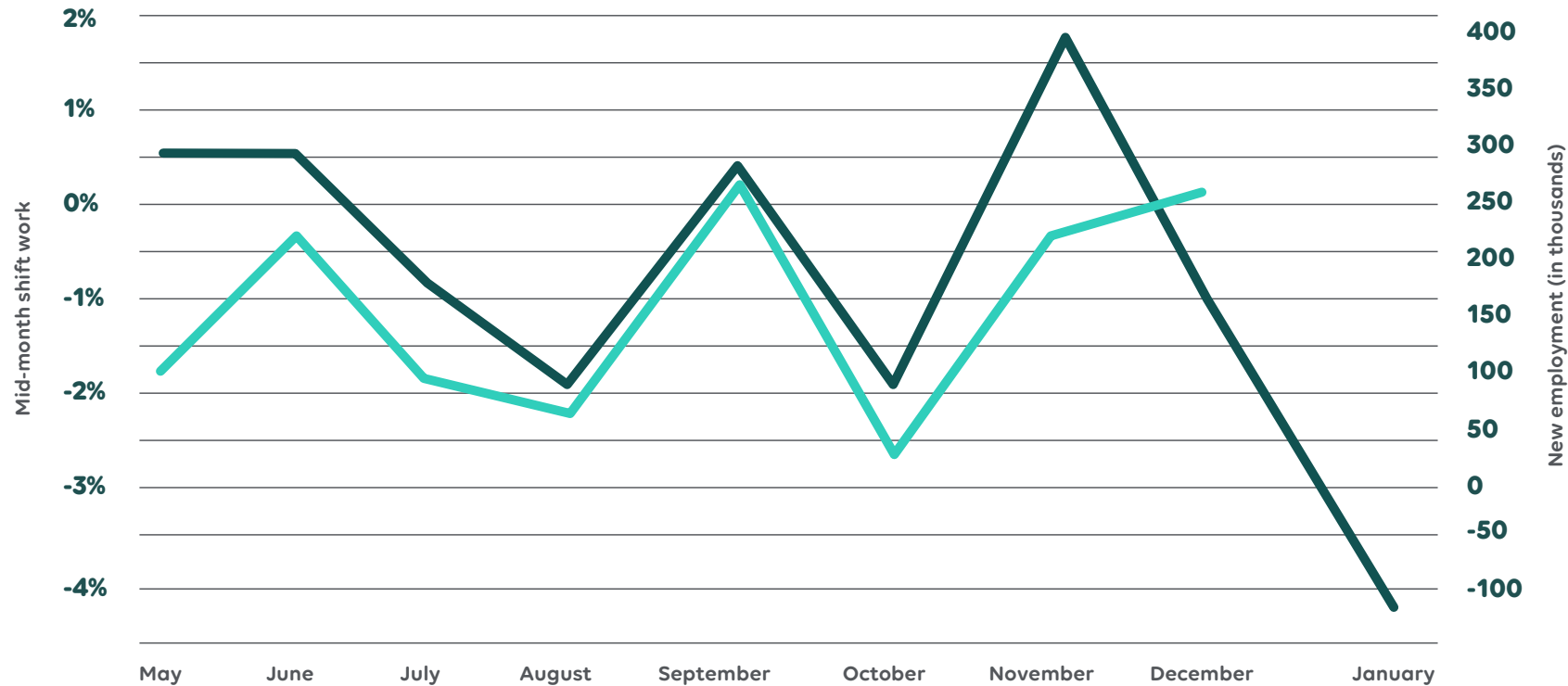
-0.5%	January 2020
-1.7%	January 2021
-2.9%	January 2022
-2.0%	January 2023
-1.0%	January 2024



Regional outlook

-2.9%	Southeast
-1.1%	West
-6.2%	Midwest
-4.9%	Northeast

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



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



Extreme weather and natural disasters led to -4.2% decrease

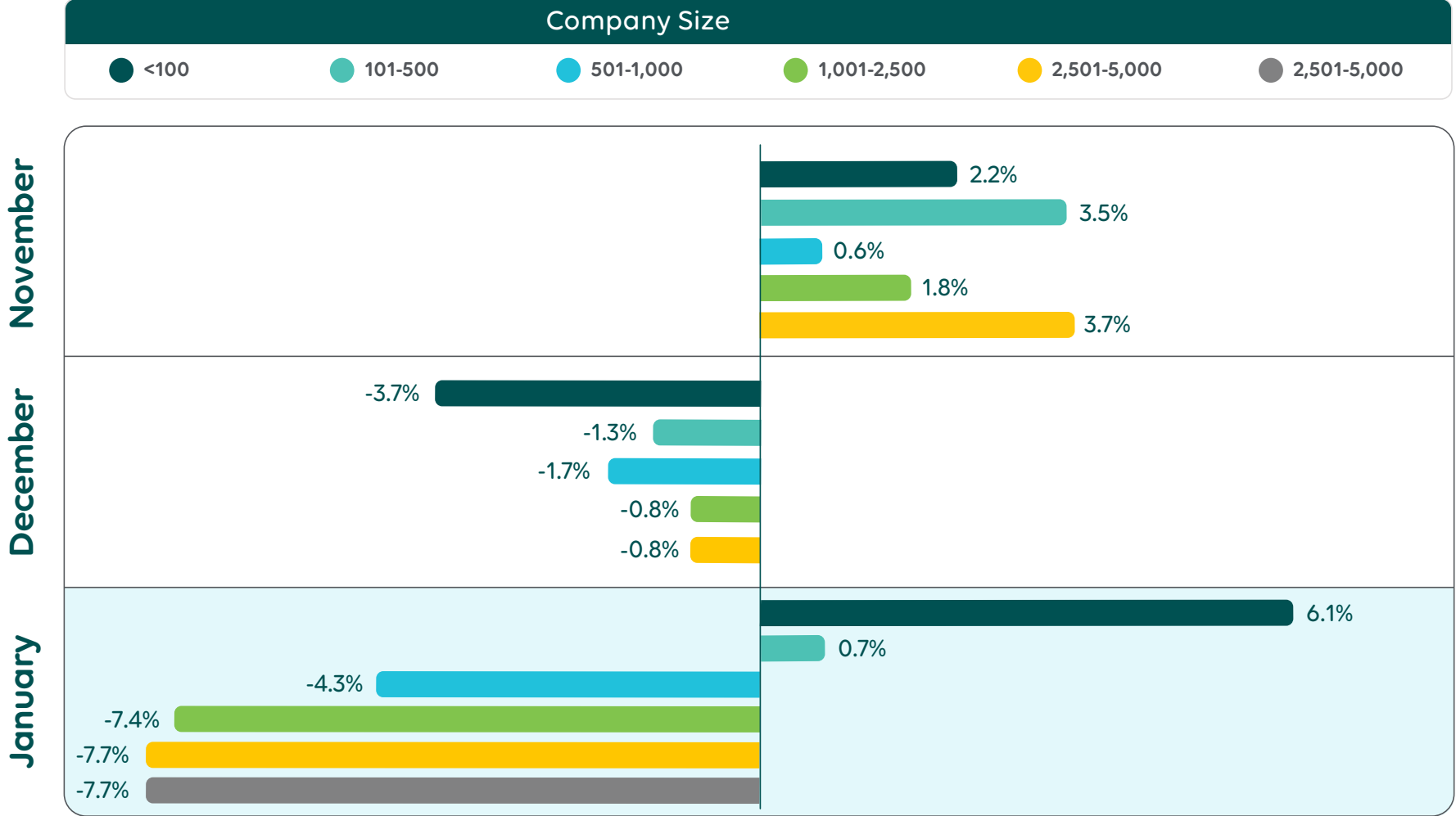
High-frequency UKG® shift data correlates each month with new employment gains reported by the U.S. Department of Labor — providing an indication of the direction of jobs recovery. The UKG data often comes into even closer alignment following ensuing Department of Labor revisions.

Shift recovery: Company size

Smaller businesses experienced gains in January

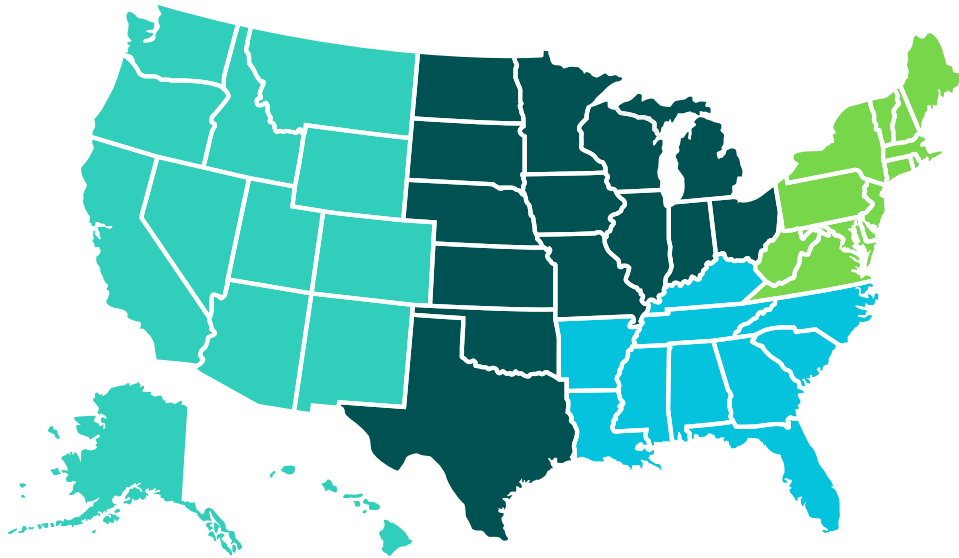


Weather, natural disasters created variances in workforce activity in January.



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.



Weather, wildfires contributed to regional slowdowns

● Northeast

Nov: 0.9%
Dec: -1.0%
Jan: -4.9%

● Southeast

Nov: 0.9%
Dec: -0.4%
Jan: -2.9%

● Midwest

Nov: 4.3%
Dec: -2.4%
Jan: -6.2%

● West

Nov: 0.9%
Dec: -0.3%
Jan: -1.1%

Upcoming Reports



March 4: UKG Workforce Activity Report, February



April 1: UKG Workforce Activity Report, March



April 29: UKG Workforce Activity Report, April



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 emailing media@ukg.com.



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.

¹Public 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.

²In 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 please contact:

media@ukg.com

For the latest data reports, visit:

UKG.com/WorkforceActivityReport



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