

UKG (Ultimate Kronos Group) Workforce Activity Report

September 21–27, 2020



This report explores weekly workforce data from 3.2 million employees across 30,000 U.S. businesses — including employee shifts worked and pay statements generated — to better understand the economic health of the national workforce. Kronos and Ultimate Software will become UKG (Ultimate Kronos Group) on October 1, 2020.



The Current State of the National Workforce

Tracking high-frequency workforce metrics

Understanding the working economy with anonymized and aggregated workplace data

By tracking employee shifts and pay statements based on daily employee data captured by UKG customers, this report intends to provide directional insight into the current conditions of the national working economy. See all historical weekly reports at **[Kronos.com/USWorkforceActivity](https://kronos.com/USWorkforceActivity)**.

Following last week — which marked the seventh straight week of non-holiday-related shift growth — overall shift volume now hovers at 5.8% below pre-pandemic levels and businesses have recovered 83.5% of the shifts that were lost in the initial downswing of the labor economy (the four weeks from mid-March to mid-April).

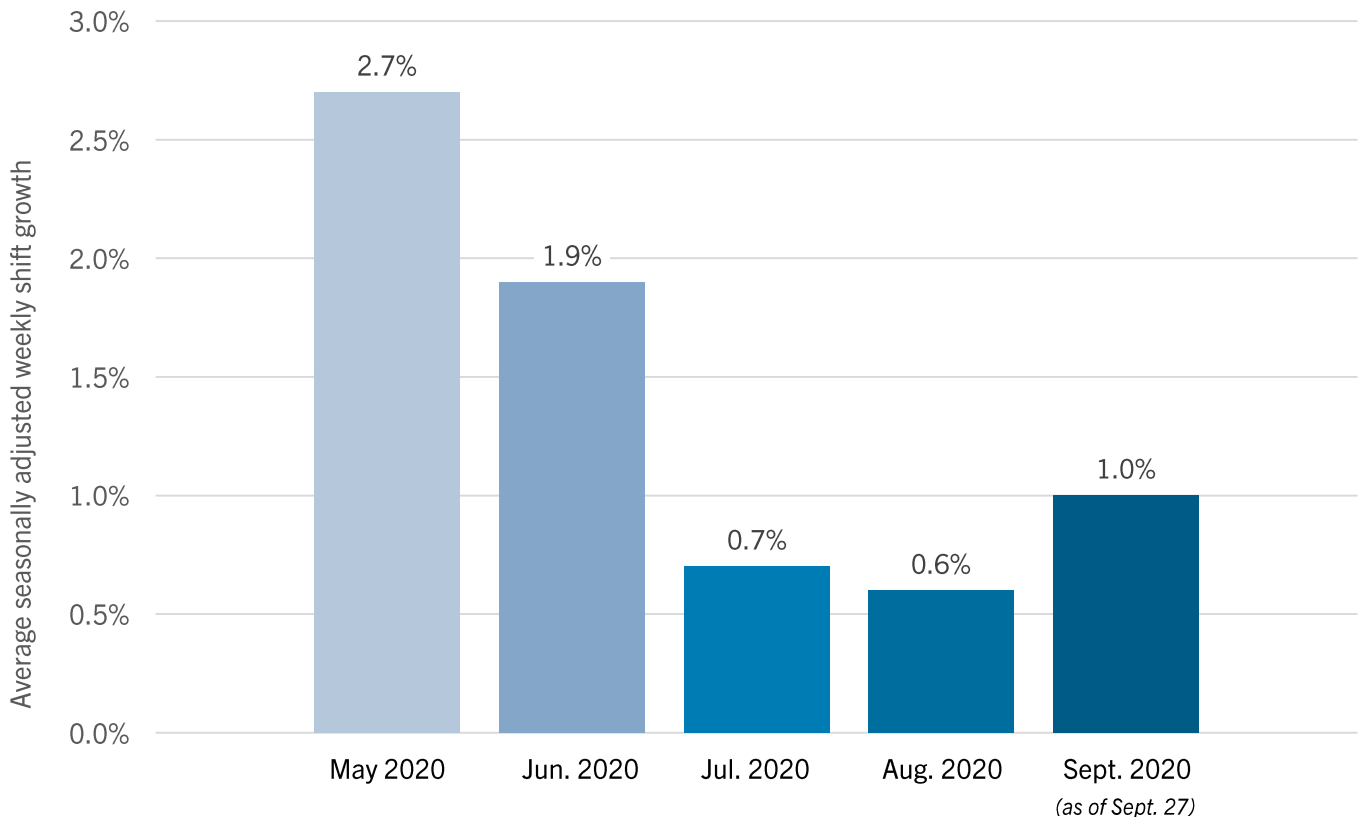
Shifts worked

Seasonally adjusted shift growth remains at 1%

Seasonally adjusted average weekly shift growth by month

This data reflects the seasonally adjusted average weekly growth of shifts worked as measured by time punches — when employees clock in at the beginning of their shift and clock out at the end of it via time clock, mobile, and web-based punches — compared on a monthly basis.

When accounting for seasonality, including holidays, average weekly shift growth is experiencing a fall-time resurgence: After a strong spring and slower summer, seasonally adjusted average weekly shift growth in September to date stands at 1.0%, boding well for new gains in employment.



Unadjusted average weekly shift growth by month by company size

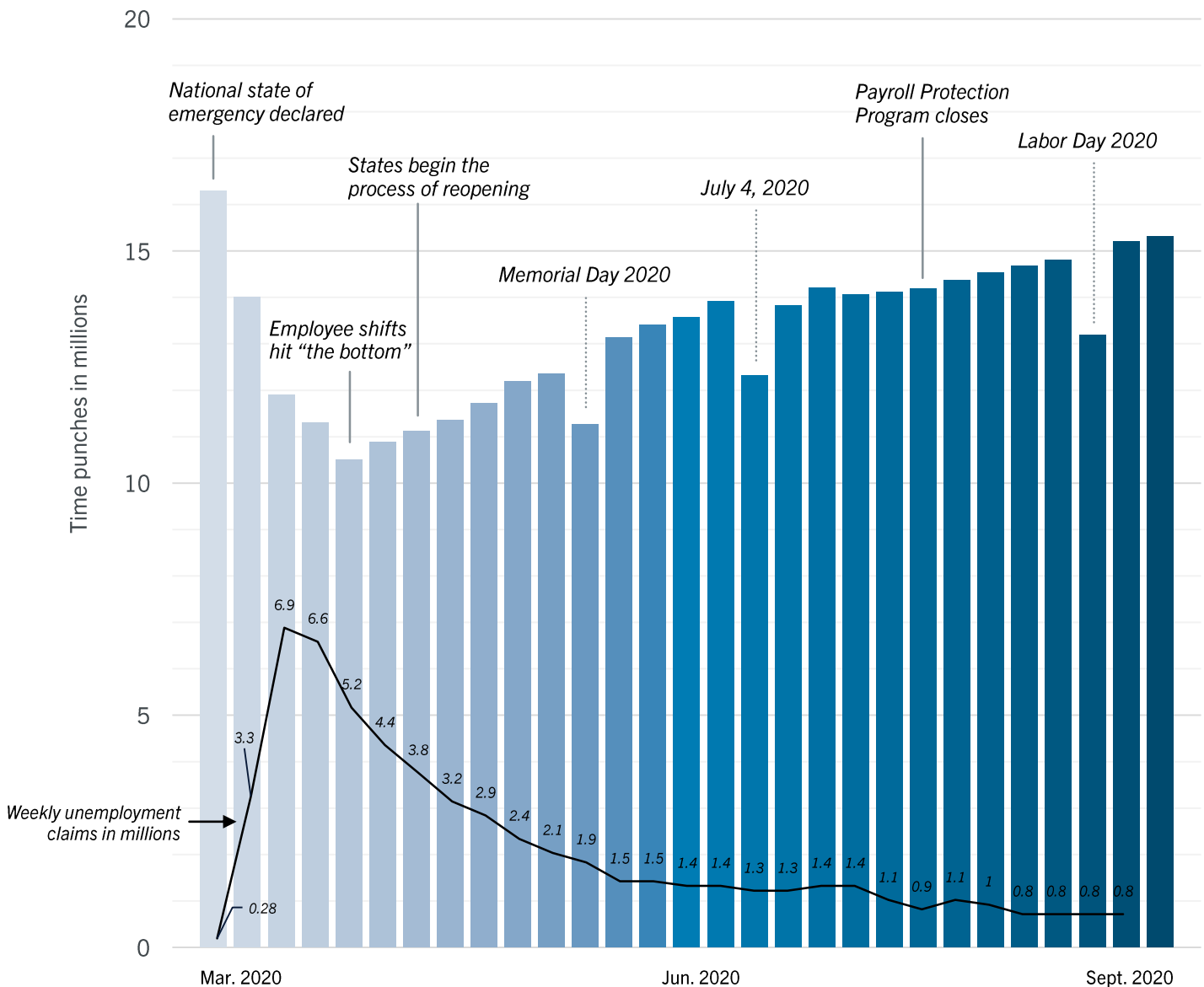
This data reflects the unadjusted average weekly growth of shifts worked as measured by time punches compared on a monthly basis and broken down by company size. Since August, companies with less than 100 employees have seen the slowest shift growth of all size segments, particularly compared to those with more than 500 employees — indicating a diverging labor recovery.



Unadjusted shifts worked since hitting “the bottom”

This data reflects unadjusted shifts worked as measured by 380 million time punches since reaching “the bottom” of shift work in the week ending April 12.

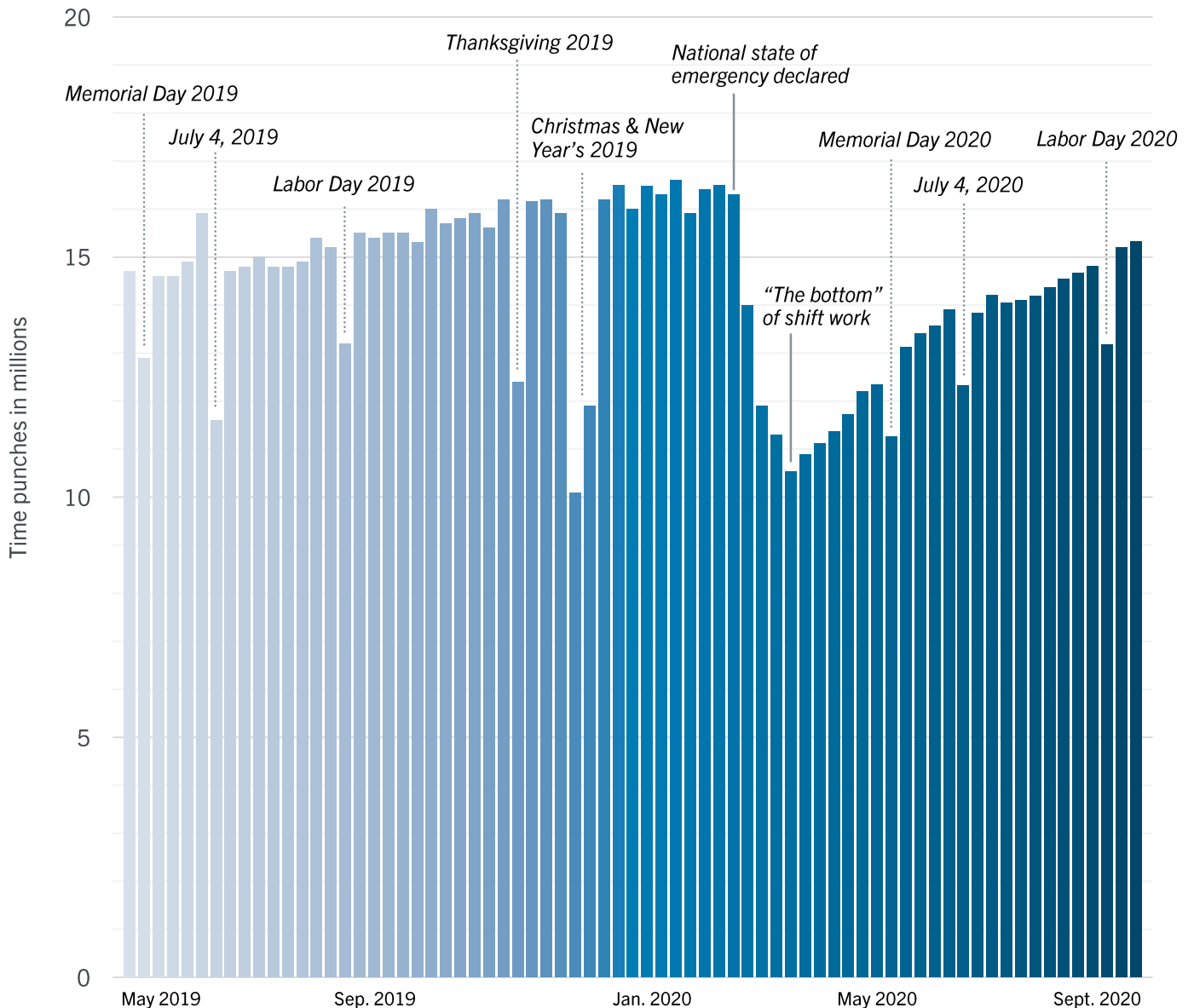
Last week, shifts rose just 0.8%, the smallest non-holiday-related growth since early August. The shift acceleration in August bolstered by education employees returning to school appears to be slowing following the Labor Day holiday, pinning shifts at 5.8% below the pre-pandemic levels of early March.



Unadjusted shifts worked year over year

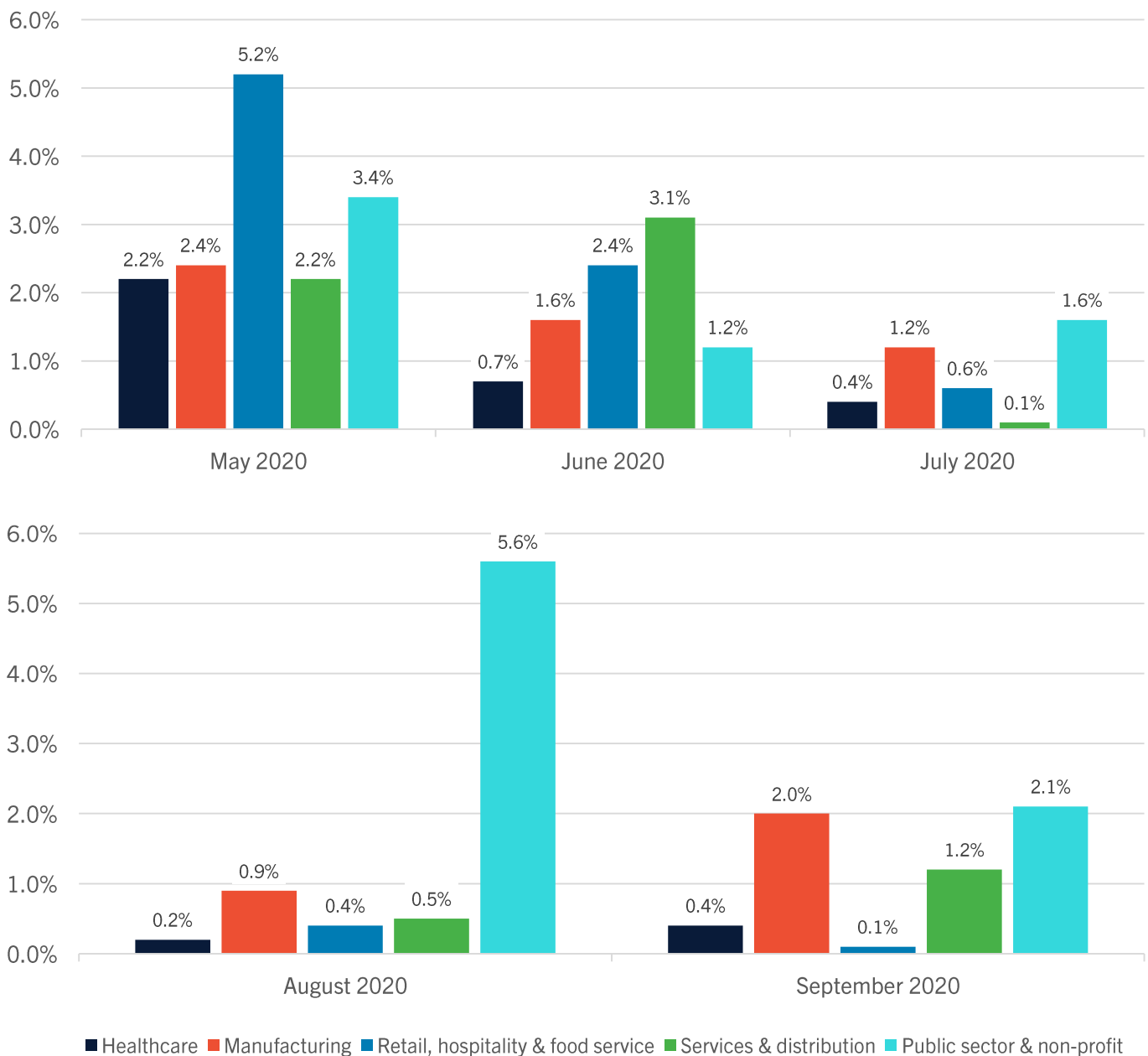
This data reflects unadjusted shifts worked as measured by more than 1 billion time punches over the past 17 months. With the exception of national holidays, data has historically shown remarkable consistency prior to the pandemic despite expected fluctuations in time off, hirings, and terminations.

Now that employees in the public sector, particularly at educational institutions, have resumed full-time shift levels, growth in shift work is largely driven by manufacturing and services & distribution.



Unadjusted average weekly shift growth by month by industry

This data reflects the unadjusted average weekly growth of shifts worked as measured by time punches compared on a monthly basis and broken down by industry. Recovery of shifts in retail, hospitality & food service — the industry furthest below pre-pandemic levels — has flatlined, while recovery in other industries less directly impacted by the pandemic has charged ahead.



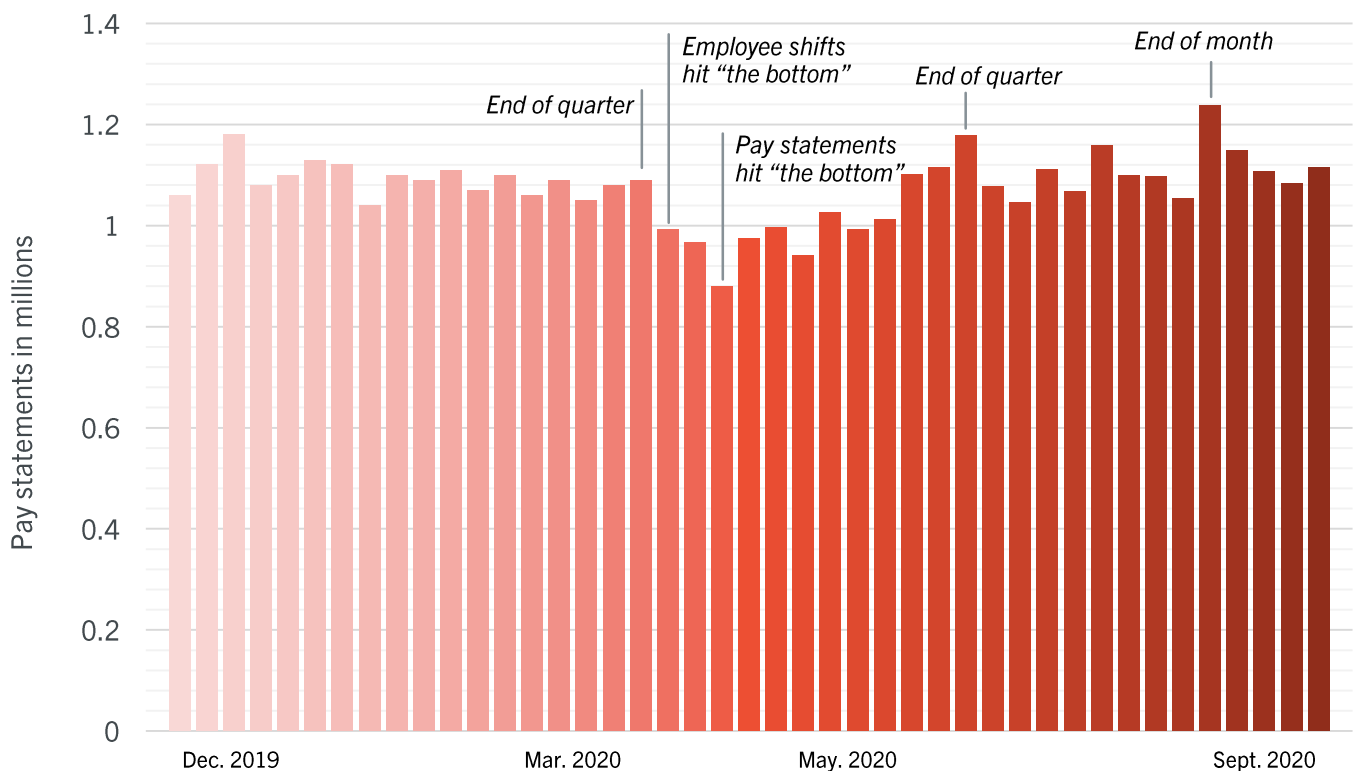
Pay statements

Payroll volume remains steady

Pay statements generated

This data reflects the number of pay statements generated each week — including direct deposit and physical checks — for 3.2 million U.S. employees. Payrolls continue to fluctuate in correlation with anticipated month- and quarter-end trendlines.

Because pay statements reflect previous hours worked, are generated by an employer with varying frequencies (e.g., weekly, biweekly, monthly), and employees often receive payments after termination (e.g., vacation accrual payout, severance), data should continue to reveal the resulting impact of changes in shifts worked on pay statement generation.





About This Report

Methodology

The UKG (Ultimate Kronos Group) Workforce Activity Report measures week-by-week metrics including employee shifts worked and pay statements from 3.2 million employees across approximately 30,000 UKG customers. Kronos and Ultimate Software will become UKG on October 1, 2020. This report contains both seasonally adjusted and unadjusted shift data.

Visit [Kronos.com/USWorkforceActivity](https://www.kronos.com/USWorkforceActivity) for the latest data report.

“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.

“Pay statements” reflect the number of payroll checks generated each week, including both direct deposit transfers and physical checks.

Contact us

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