

An Update on U.S. Workforce Activity

September 7–13, 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.



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 Kronos 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://www.kronos.com/USWorkforceActivity)**.

Shifts dipped 11.0% last week due to anticipated seasonal slowdown around the Labor Day holiday, trending on par with the 13.1% decline in shifts seen during the week of Labor Day 2019. The holiday week marks the eighth straight week of sub-1.0% seasonally adjusted shift growth and mirrors similar one-week declines experienced earlier this summer around Memorial Day and July 4.

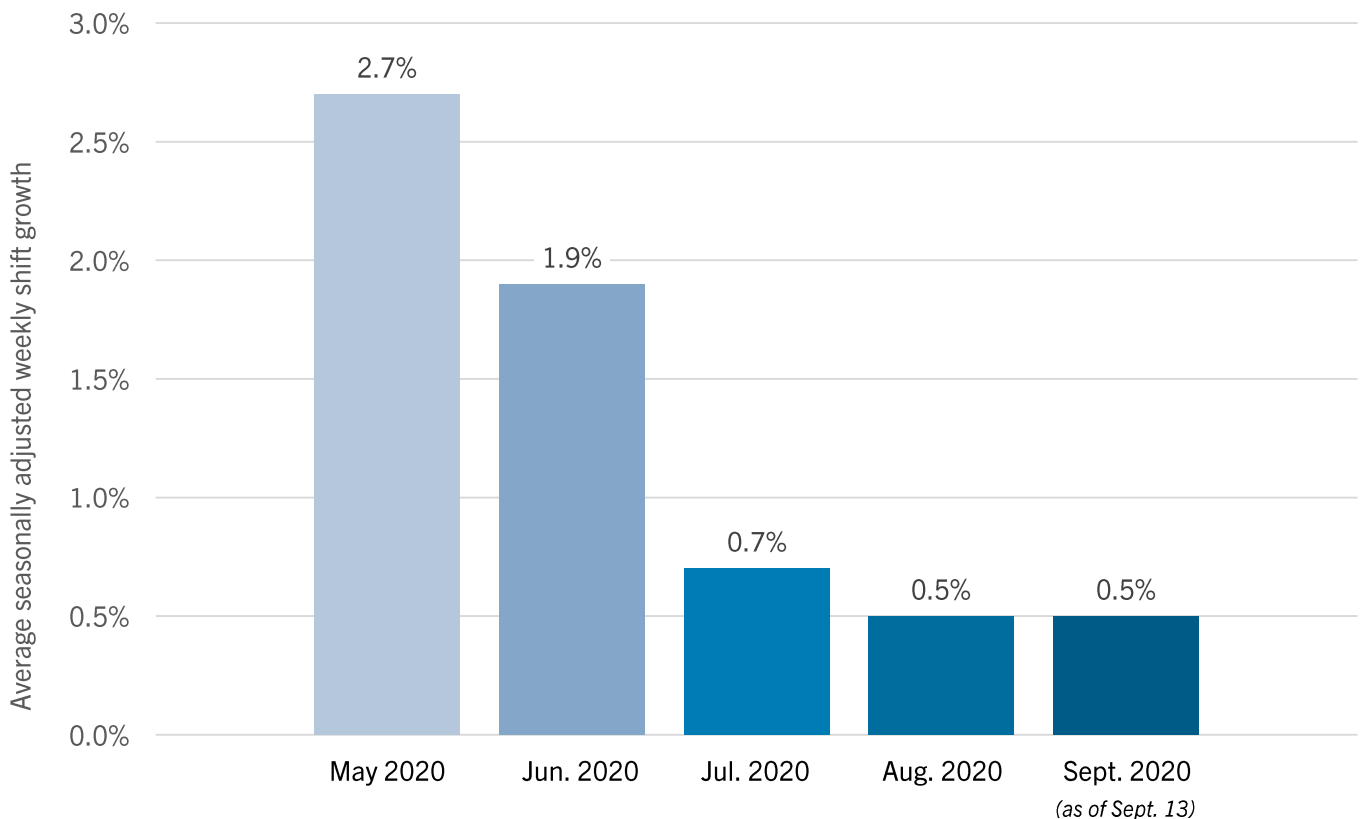
Shifts worked

Seasonally adjusted shift growth stands at 0.5%

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.

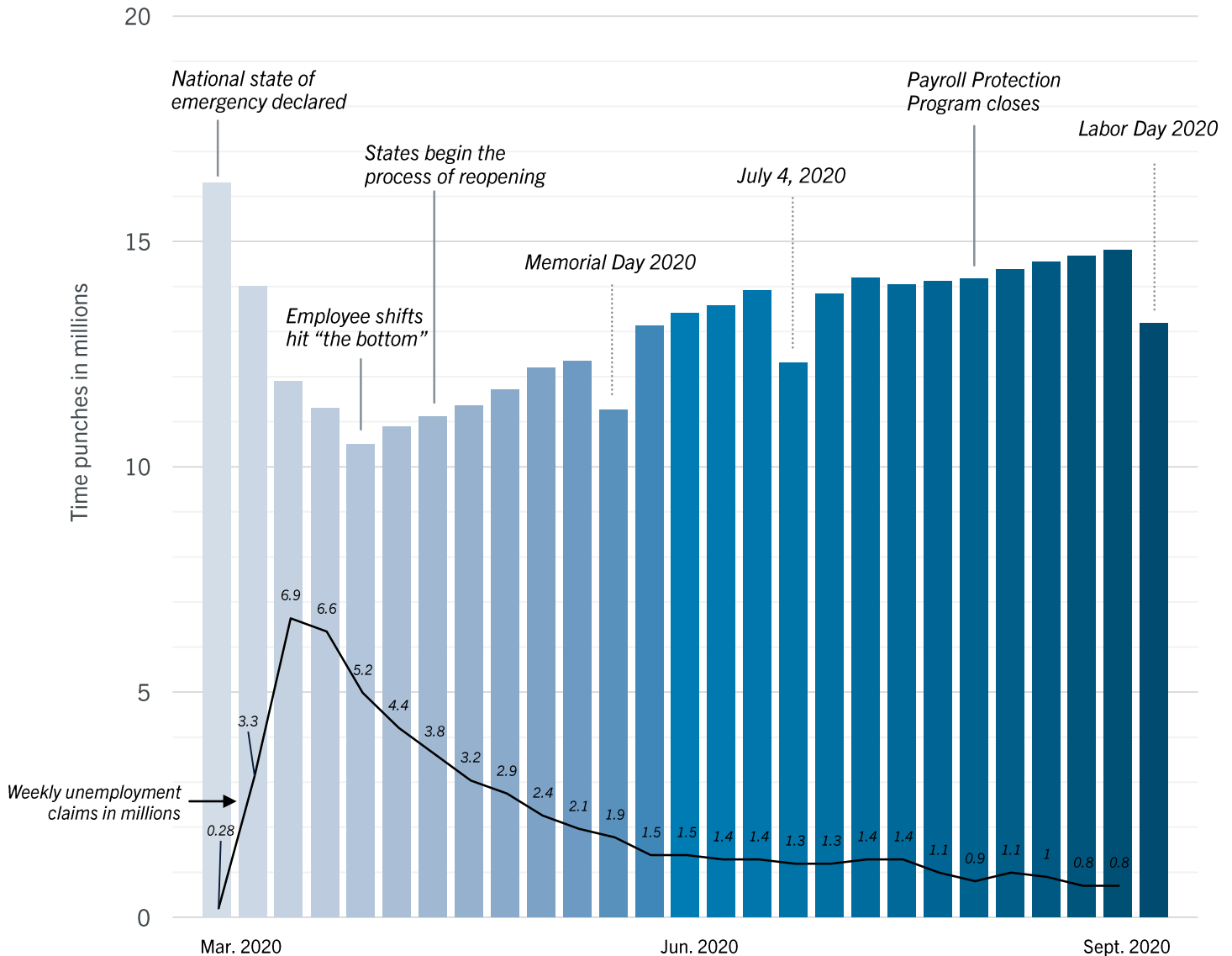
After a promising seasonally adjusted average weekly shift growth of 2.7% in May and 1.9% in June, shifts grew a weekly average of just 0.7% in July and 0.5% in both August and September (as of Sept. 13) when accounting for seasonality, including holidays.



Unadjusted shifts worked since hitting “the bottom”

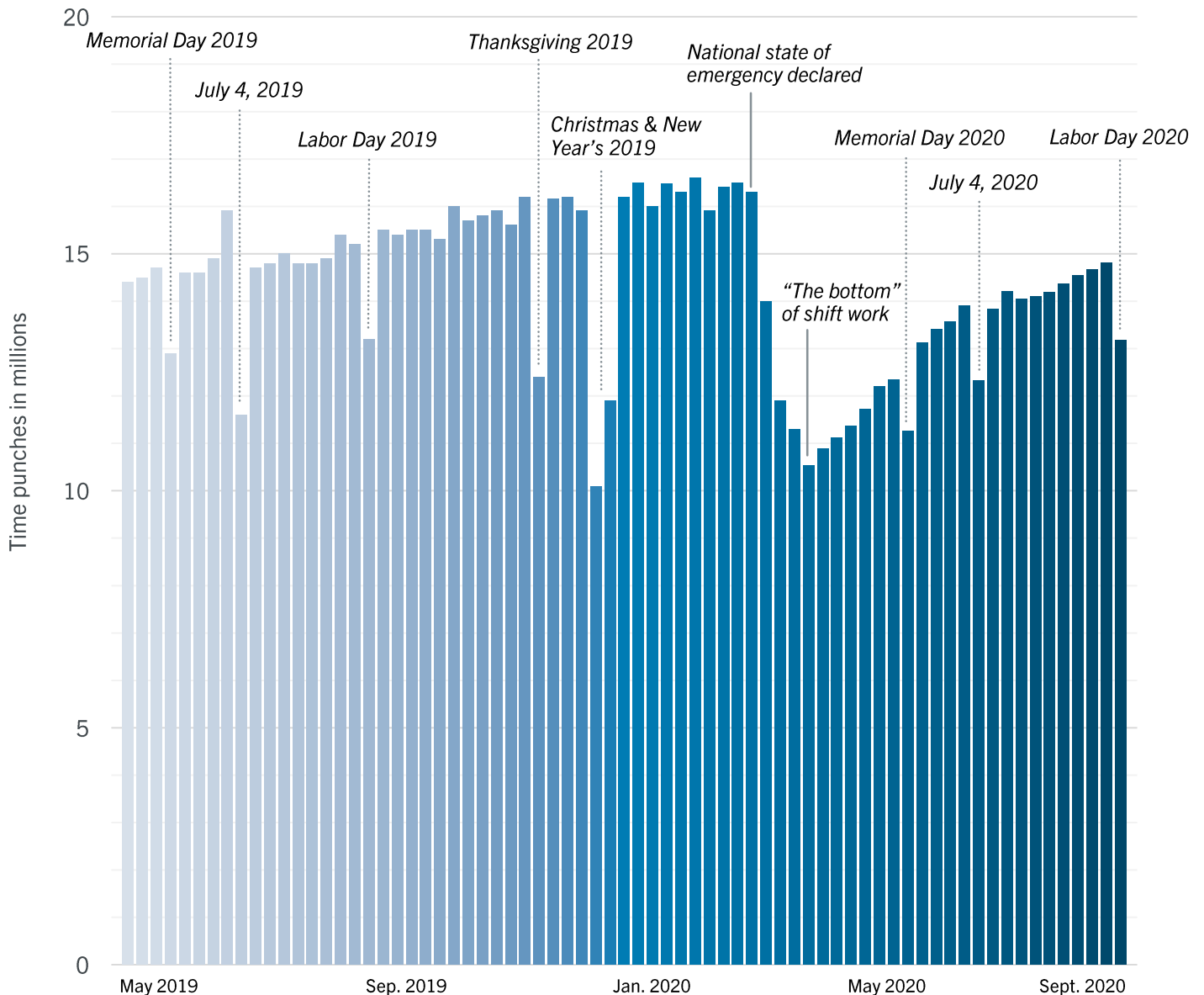
This data reflects unadjusted shifts worked as measured by 350 million time punches since reaching “the bottom” of shift work in the week ending April 12.

Last week, shifts dipped 11.0% — primarily in the public and service sectors — as employees took vacation and employers closed operations in observance of Labor Day. When comparing historical holiday shift trends, last week’s decline hints at a promising continuation of labor recovery: Labor Day 2020 saw a smaller shift decline than both Labor Day 2019 (13.1%) and July 4, 2020 (11.4%).



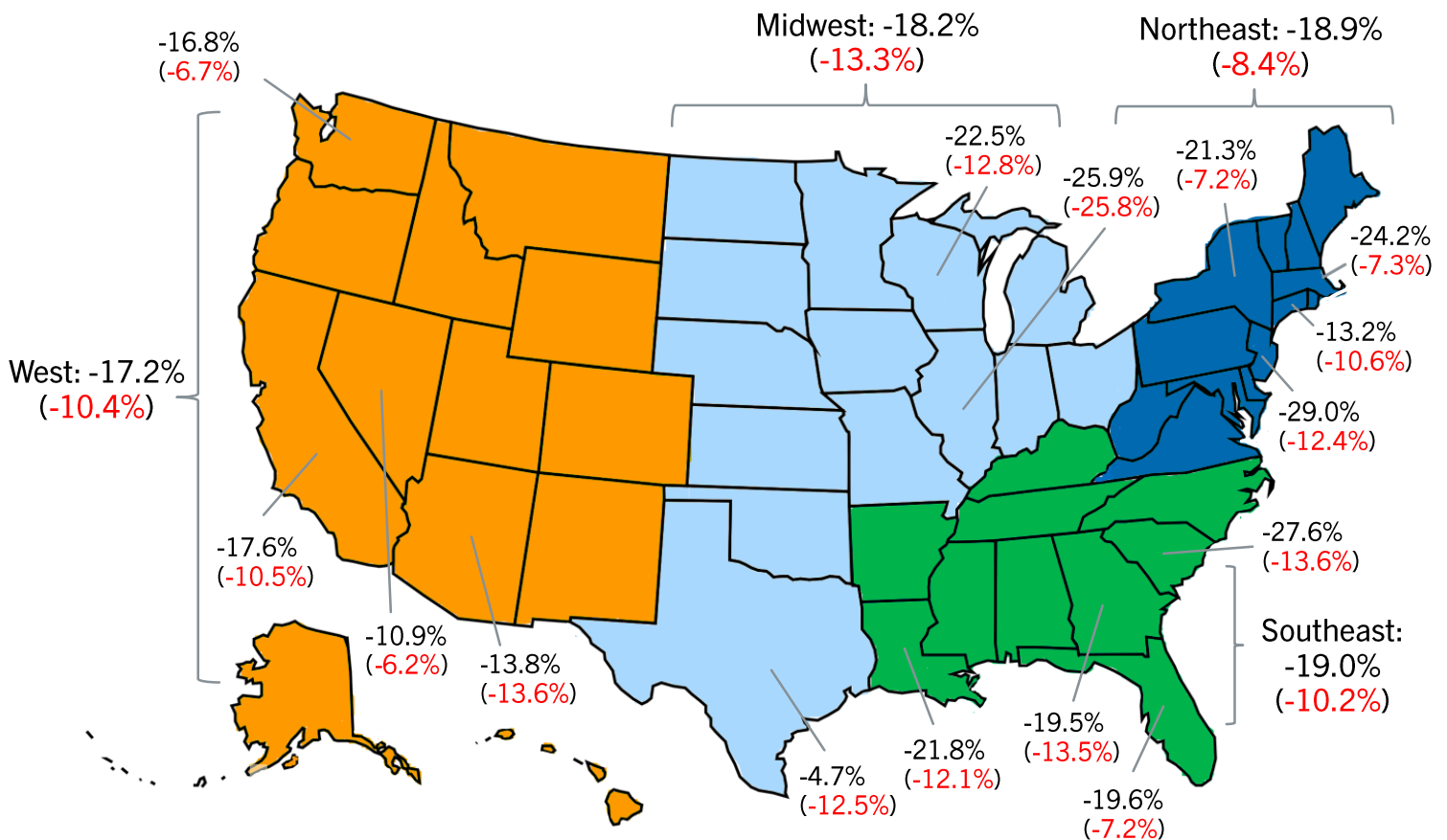
Unadjusted shifts worked year over year

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. Historically, shift work activity has ramped up post-Labor Day. Data should reveal how the trajectory of shift work — and, as a result, of national labor recovery — may change in the new season.



Unadjusted shifts worked across specific regions and states

This data reflects the changes in unadjusted shifts worked as measured by time punches since the week ending March 15 (in black), as well as weekly shift increases (in green) or decreases (in red) since September 7.



1

21

32

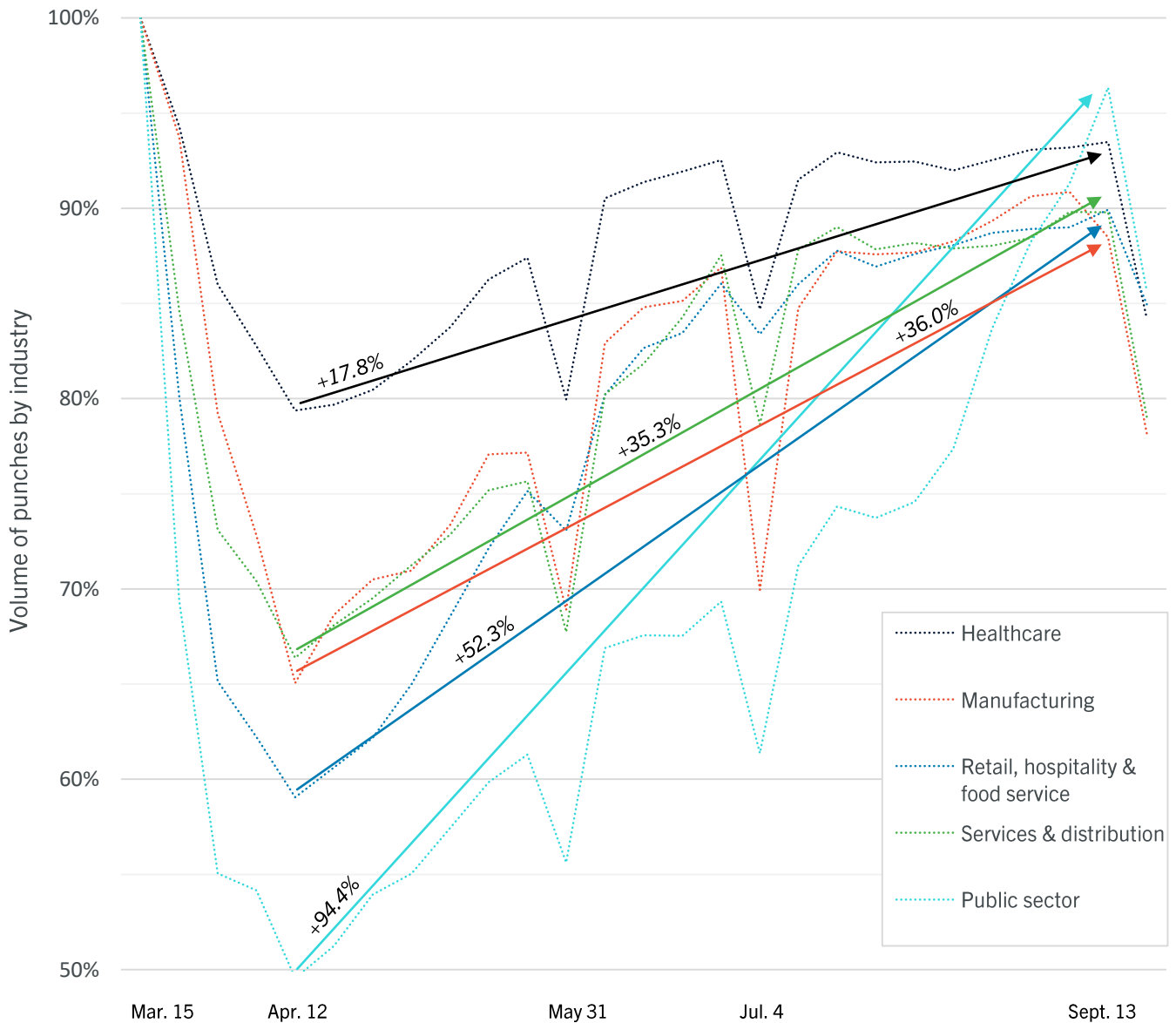
Despite anticipated Labor Day declines, shifts rose in one state last week: Maine.

Twenty-one states have paused or reversed reopening plans due to COVID-19 concerns.

Shifts dipped double-digit percentage points in 32 states last week due to Labor Day.

Unadjusted shifts worked across specific industries

This data reflects the percentage changes in unadjusted shifts worked across industries as measured by time punches. All industries experienced a decline in shifts last week resulting from the Labor Day holiday: Retail, hospitality & food service (-5.5%) and healthcare (-9.9%) saw shift loss of less than 10%, while public sector (-11.1%), manufacturing (-11.7%), and services & distribution (-12.0%) saw shifts decrease between 11–12%. Prior to the holiday, shifts were up 17–94% since hitting “the bottom,” depending on initial shift volume loss and rate of recovery.



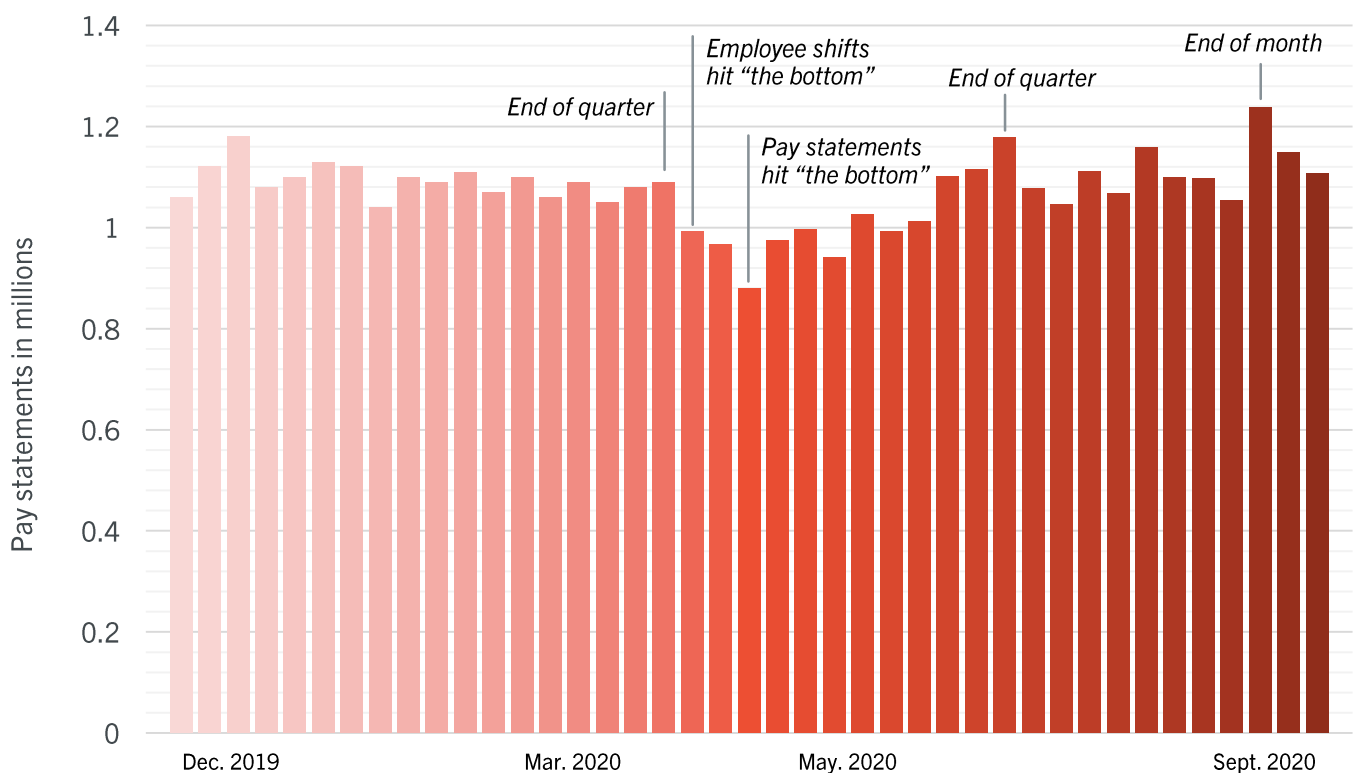
Pay statements

Payroll remains strong alongside slow shift growth

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. Following a tumultuous spring and summer, payroll recovery remains strong, with more than 1 million statements processed amid the Labor Day holiday.

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 U.S. Workforce Activity Report measures week-by-week metrics including employee shifts worked and pay statements from 3.2 million employees across approximately 30,000 Kronos customers. 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

For more information, please contact:

Dan Gouthro
Kronos Incorporated
1 978.947.7310
daniel.gouthro@kronos.com

Jessica DeVore
Kronos Incorporated
1 978.244.6381
jessica.devore@kronos.com