



November 2020

UKG Workforce Activity Report



By analyzing weekly employee shift trends at 30,000 U.S. businesses with a combined 3.2 million employees, this index tracks the ongoing recovery of the U.S. workforce.

The state of the frontline workforce

Shift Data Informs Pace of National Recovery



Using high-frequency workplace data to track the health of the labor economy

By analyzing weekly employee shift work and pay statement trends across 30,000 U.S. businesses and 3.2 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://www.ukg.com/workforce-activity-report).

Monthly shift growth across the U.S. fell from 0.8% in October to 0.1% in November, effectively plateauing the labor recovery. The UKG Workforce Recovery Scale currently sits at 87.1. By comparison, it sat at 87.1 in September and 66.6 in April, which marked the bottom of shift activity.

November 2020

National month-over-month shift growth (pg. 3)

-7.4%	April
10.0%	May
11.1%	June
0.2%	July
3.3%	August
3.3%	September
0.8%	October
0.1%	November

Workforce Recovery Scale (pg. 5)

71.9	March
66.6	April
73.3	May
81.4	June
81.6	July
84.3	August
87.1	September
87.8	October
87.1	November

Shift growth by business size (pg. 6)

-0.4%	<100
-0.7%	101-500
0.1%	501-1,000
0.8%	1,001-2,500
0.5%	2,501-5,000
4.6%	>5,000

Shift growth by industry (pg. 7)

2.0%	Retail, hospitality & food service
0.6%	Services & districution
0.1%	Manufacturing
-0.8%	Healthcare
-1.8%	Public sector

Shift growth by region (pg. 8)

1.1%	Southeast
0.5%	West
-0.4%	Northeast
-0.4%	Midwest

The UKG Workforce Recovery Scale stands at **87.1**

“It’s alarming to see smaller businesses—those with between 5 and 500 employees—experience outright contraction. The shift work growth we are witnessing is buoyed by the largest businesses—those with more than 5,000 employees.”

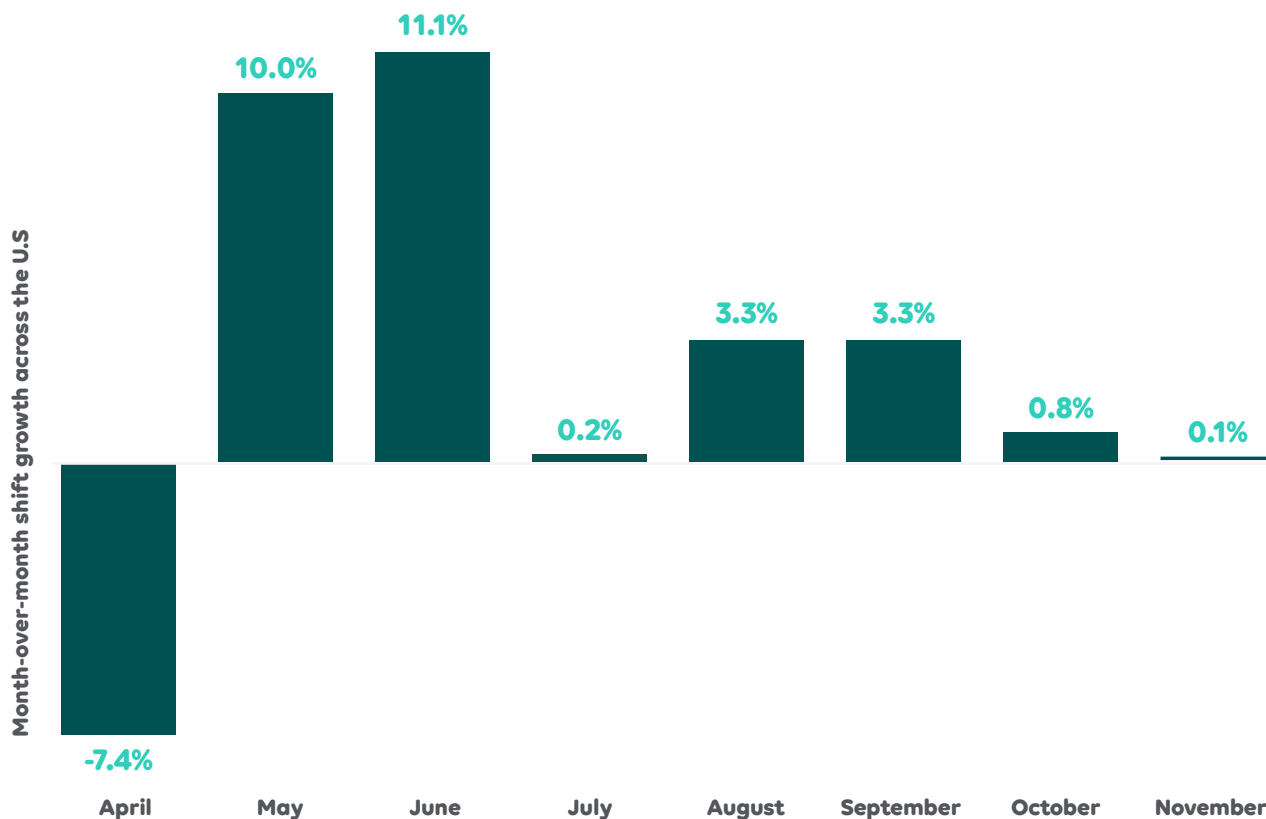
Dave Gilbertson
Vice president, strategy and operations
UKG

Shifts worked

Shift growth as measure of workplace recovery

This data reflects month-over-month shift growth as measured by time punches, collected via time clock, mobile, and web-based devices.

Faced with renewed safety restrictions, spiking COVID-19 cases, and uncertainty around another business relief program, shift work increased just 0.1% in November.



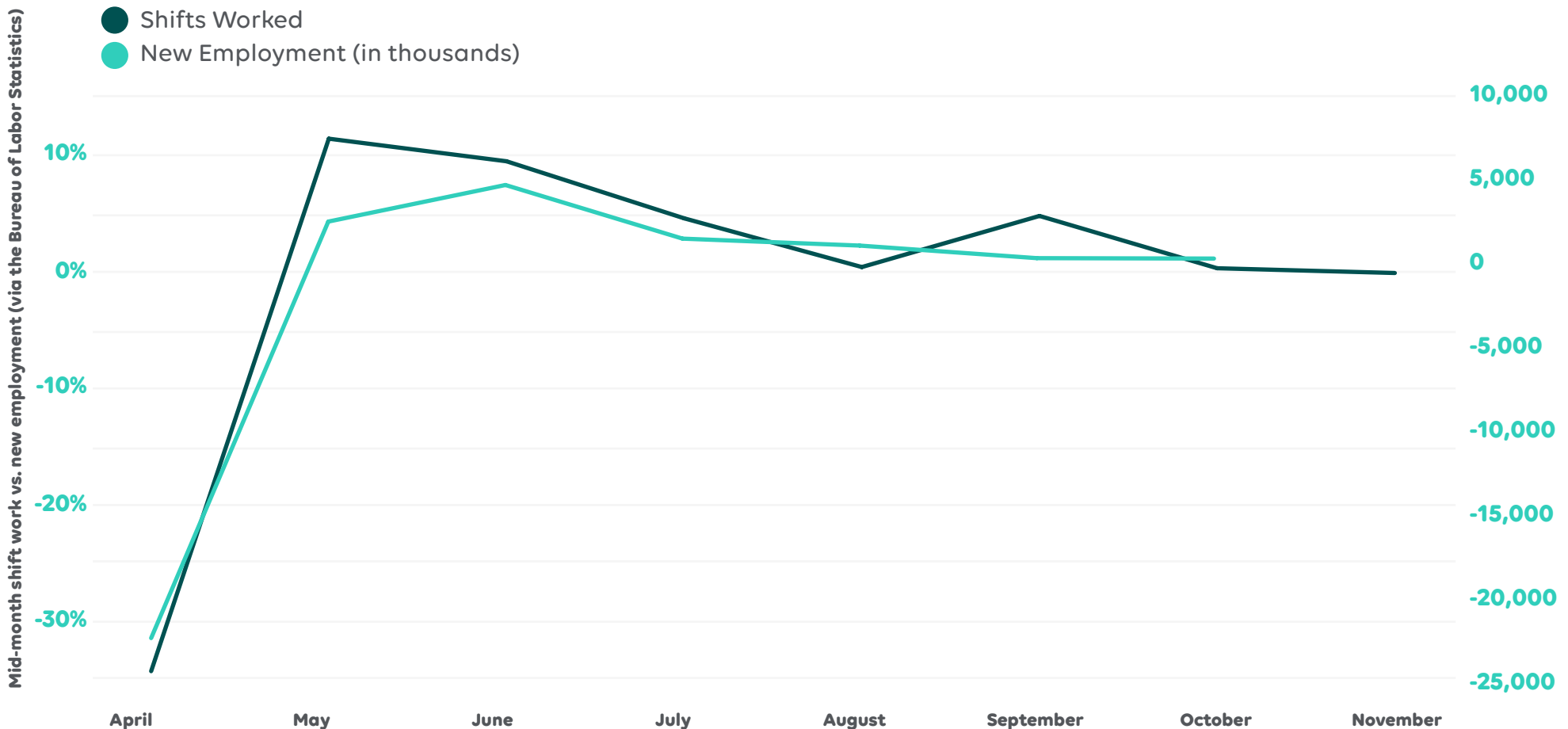
Shift growth
in November is 0.1%



Shift recovery: Mid-month data aligns with U.S. employment gains

Throughout the national economic recovery, high-frequency UKG shift data has closely correlated each month with the new employment gains reported by the U.S. Department of Labor—providing an indication of the direction of jobs recovery.

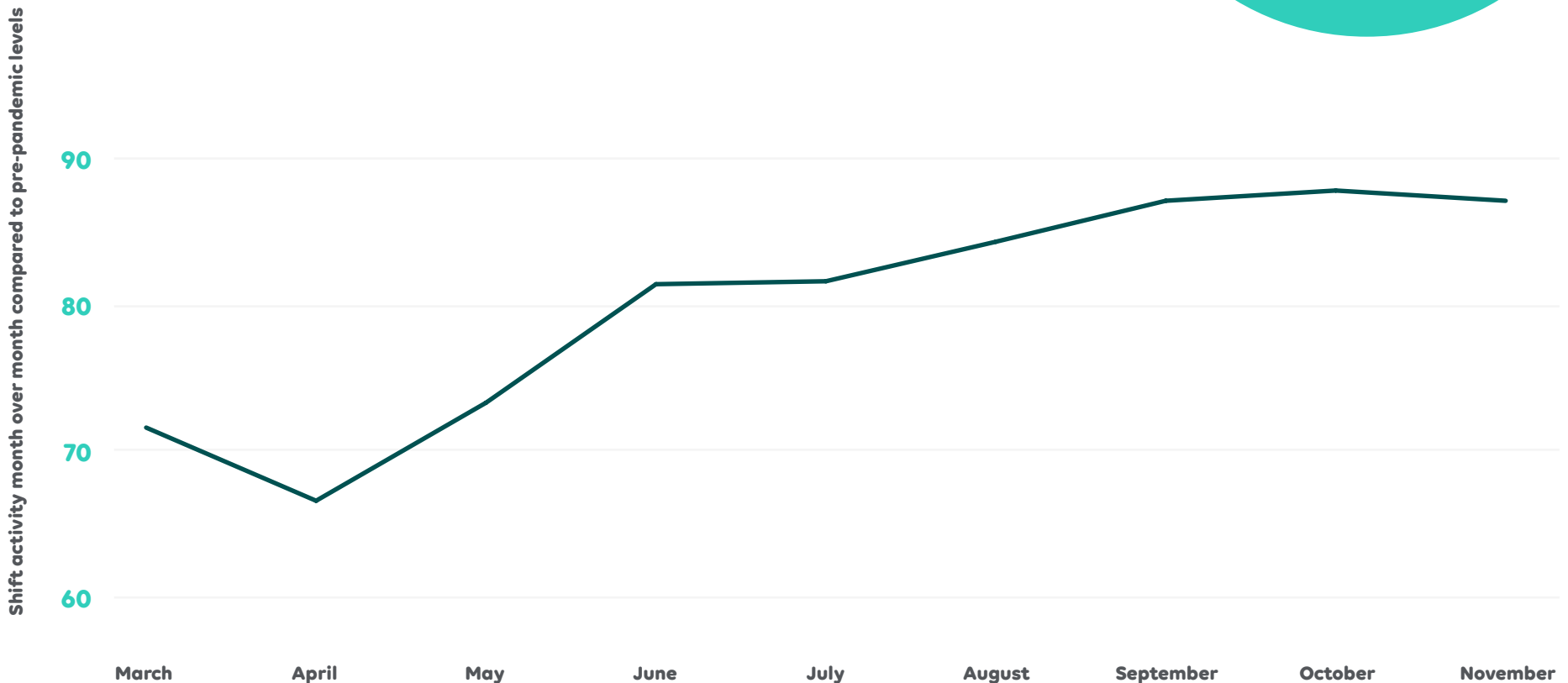
Mid-month shift work between October and November decreased for first time since April



Shift recovery: The Workforce Recovery Scale

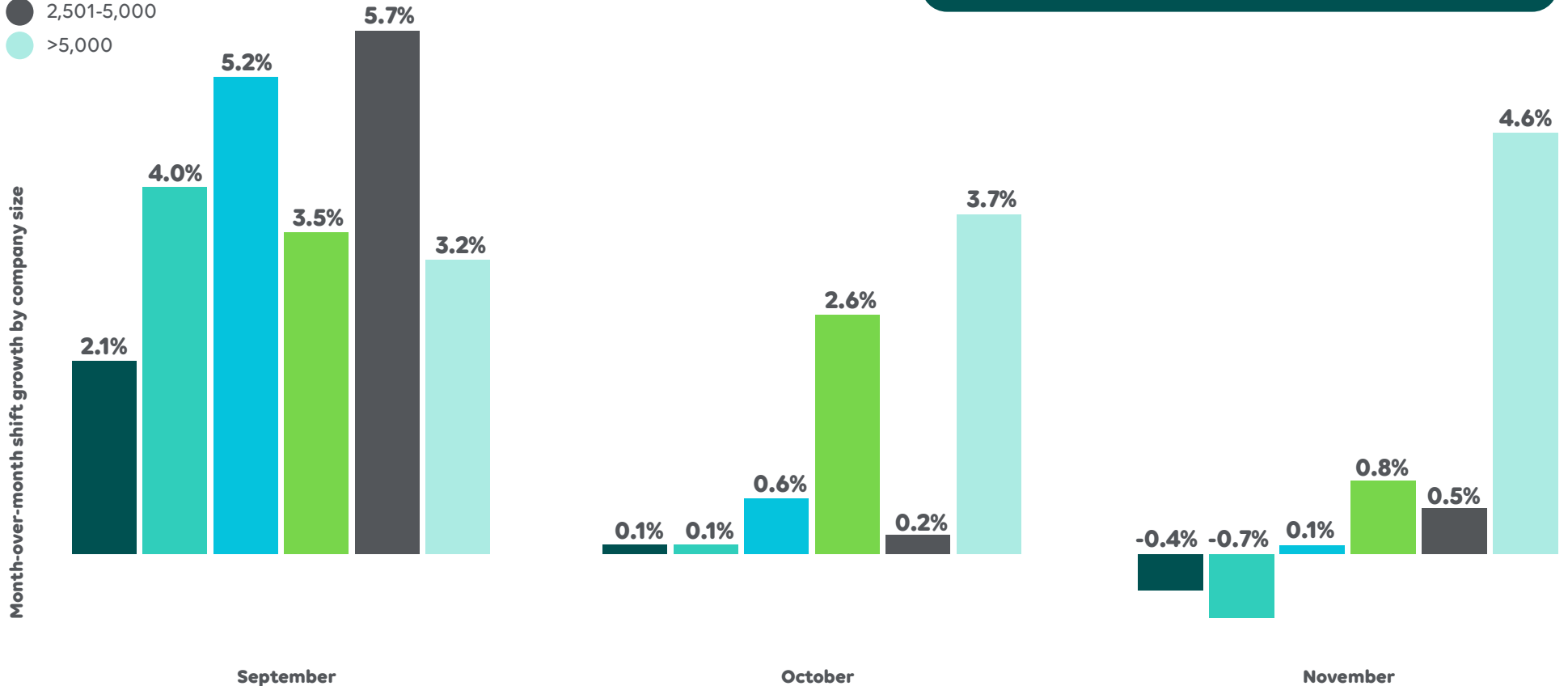
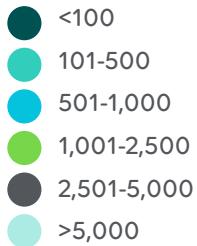
The UKG Workforce Recovery Scale is an indexed measure of shift work activity across the U.S. The Workforce Recovery Scale does not track the economic recovery from COVID-19; it is a metric benchmarking the shift-based workplace activity today against pre-pandemic activity to provide an alternative and complementary view into the national employment situation.

After bottoming out at 66.6 in April, the Workforce Recovery Scale sits at 87.1 in November



Shift recovery: Company size

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



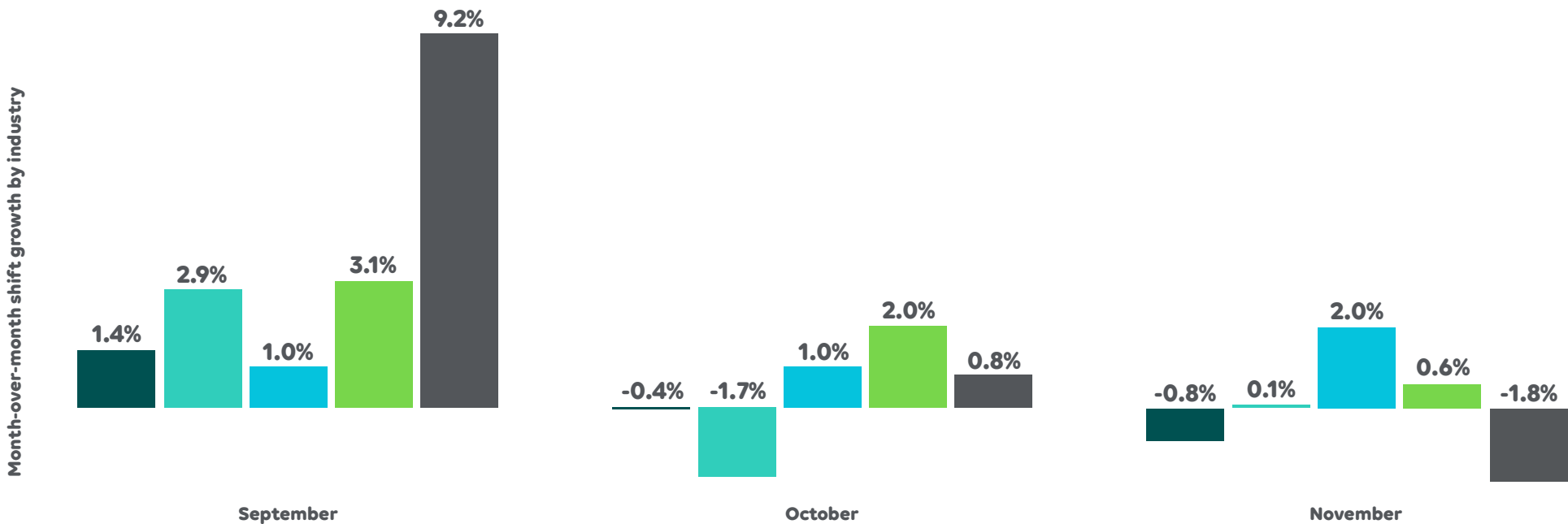
Over the course of November, businesses with more than 500 employees continued to gain shifts while those with fewer than 500 registered shift losses across the U.S.

Shift recovery: Industry

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

- Healthcare
- Manufacturing
- Retail, hospitality & food service
- Services & distribution
- Public sector & non-profit

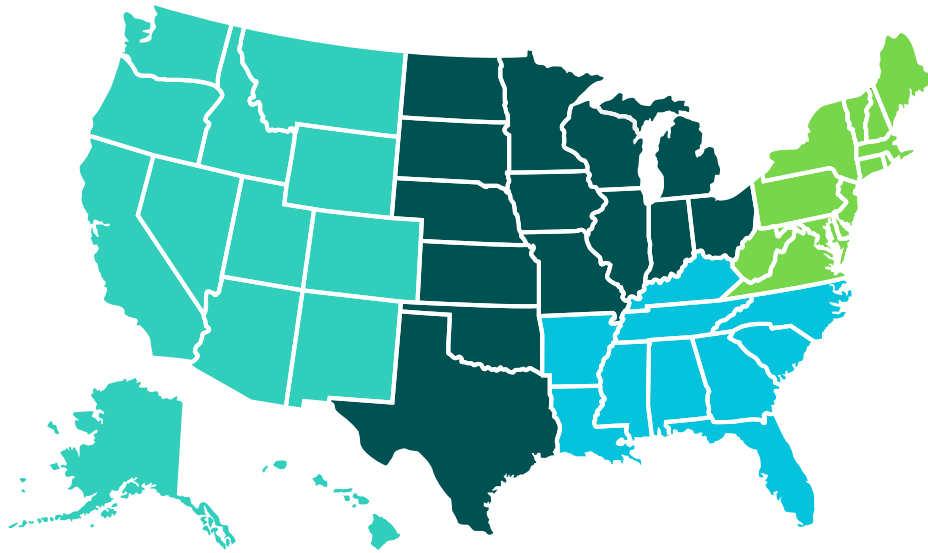
2.0% shift growth in retail, hospitality & food service in the month leading up to Black Friday



Shift recovery: U.S. landscape

The workplace recovery continues to be highly regionalized and localized.

This data reflects month-over-month shift growth by region and state as measured by time punches.



● Northeast	4.7% September	1.8% October	-0.4% November
● West	2.7% September	1.3% October	1.1% November
● Midwest	2.9% September	0.6% October	-0.4% November
● Southeast	2.7% September	-0.7% October	0.5% November

22 states saw shifts dip in November—primarily in the Midwest.

6 states have maintained stay-at-home advisories, orders, or curfews.

15 states have not recovered 25% or more of shifts lost.

Pay statements

This data reflects the number of pay statements generated each week—including direct deposit and physical checks—for 3.2 million U.S. employees.

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.

Payroll volumes dip alongside plateaued shift growth—decreasing 5.4% since late October



Methodology

The Workforce Activity Report by UKG (Ultimate Kronos Group) is an index that measures week-by-week metrics including employee shifts worked and pay statements from 3.2 million employees across more than 30,000 UKG customers. The November 2020 report captures data through November 22.

“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.

Beginning November 3, 2020, UKG updated its methodology to reflect a monthly chained index view of workforce activity.



For more information please contact:

Dan Gouthro

1 978.947.7310

daniel.gouthro@ukg.com

Jessica DeVore

1 978.244.6381

jessica.devore@ukg.com



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