



October 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/workforceactivityreport).

Monthly shift growth across the U.S. fell from 3.3% in both August and September to 0.8% in October, flattening late-summer momentum. As of November 1, the UKG Workforce Recovery Scale sits at 87.8% compared to 81.6% in July and 66.6% in April, which marked the bottom of shift activity.

# October 2020

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

<b>-7.4%</b>	April
<b>10.0%</b>	May
<b>11.1%</b>	June
<b>0.2%</b>	July
<b>3.3%</b>	August
<b>3.3%</b>	September
<b>0.8%</b>	October

## Workforce Recovery Scale (pg. 5)

<b>71.9%</b>	March
<b>66.6%</b>	April
<b>73.3%</b>	May
<b>81.4%</b>	June
<b>81.6%</b>	July
<b>84.3%</b>	August
<b>87.1%</b>	September
<b>87.8%</b>	October

## Shift growth by business size (pg. 6)

<b>0.1%</b>	<100
<b>0.1%</b>	101-500
<b>0.6%</b>	501-1,000
<b>2.6%</b>	1,001-2,500
<b>0.2%</b>	2,501-5,000
<b>3.7%</b>	>5,000

## Shift growth by industry (pg. 7)

<b>2.0%</b>	Services & distribution
<b>1.0%</b>	Retail, hospitality & food service
<b>0.8%</b>	Public sector & non-profit
<b>-0.4%</b>	Healthcare
<b>-1.7%</b>	Manufacturing

## Shift growth by region (pg. 8)

<b>1.8%</b>	Northeast
<b>1.3%</b>	Southeast
<b>0.6%</b>	Midwest
<b>-0.7%</b>	West

The UKG Workforce Recovery Scale stands at **87.8%**

“The tremendous uncertainty created by the current surge of the virus has prompted businesses that are open to proceed with extreme caution as they rethink growth and hiring for both today and tomorrow.”

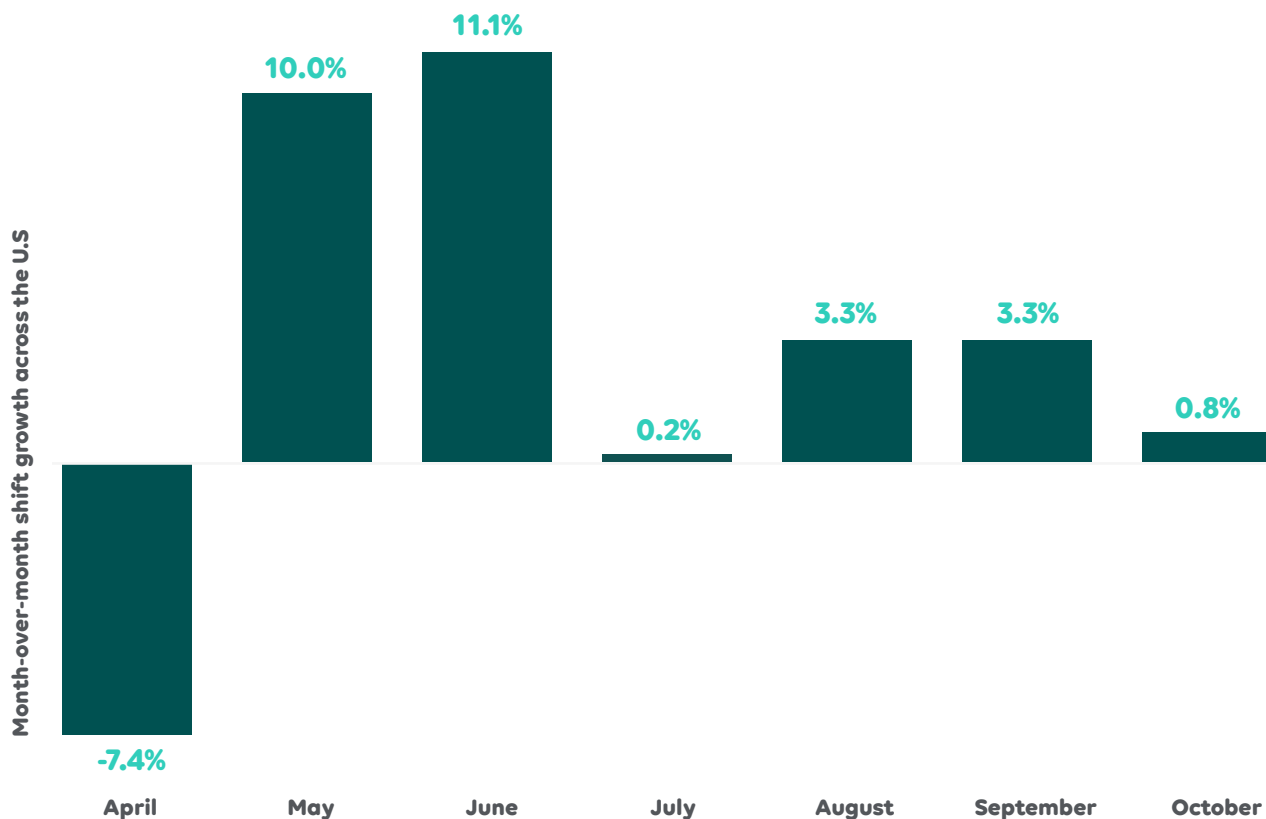
Dave Gilbertson  
Vice president, strategy and operations  
UKG

# Shifts worked

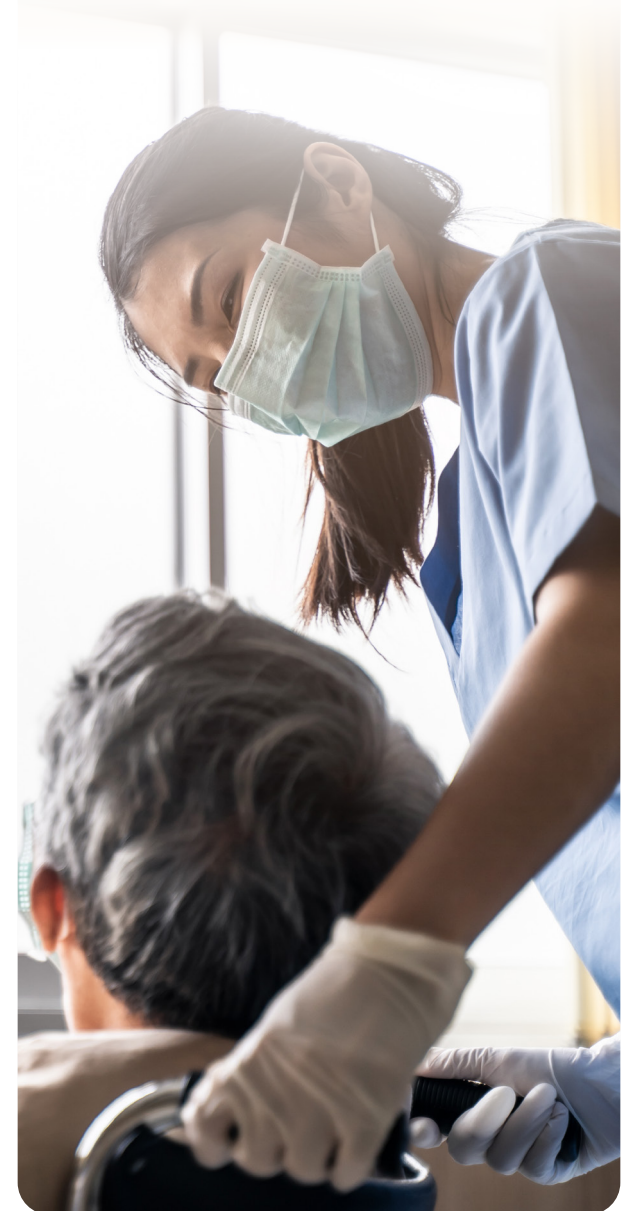
## Shift growth as measure of workplace recovery

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

Following a flurry of workplace activity in August and September as schools ramped up for fall operations, shift gains declined to 0.8% in October.



Shift growth  
in October is 0.8%

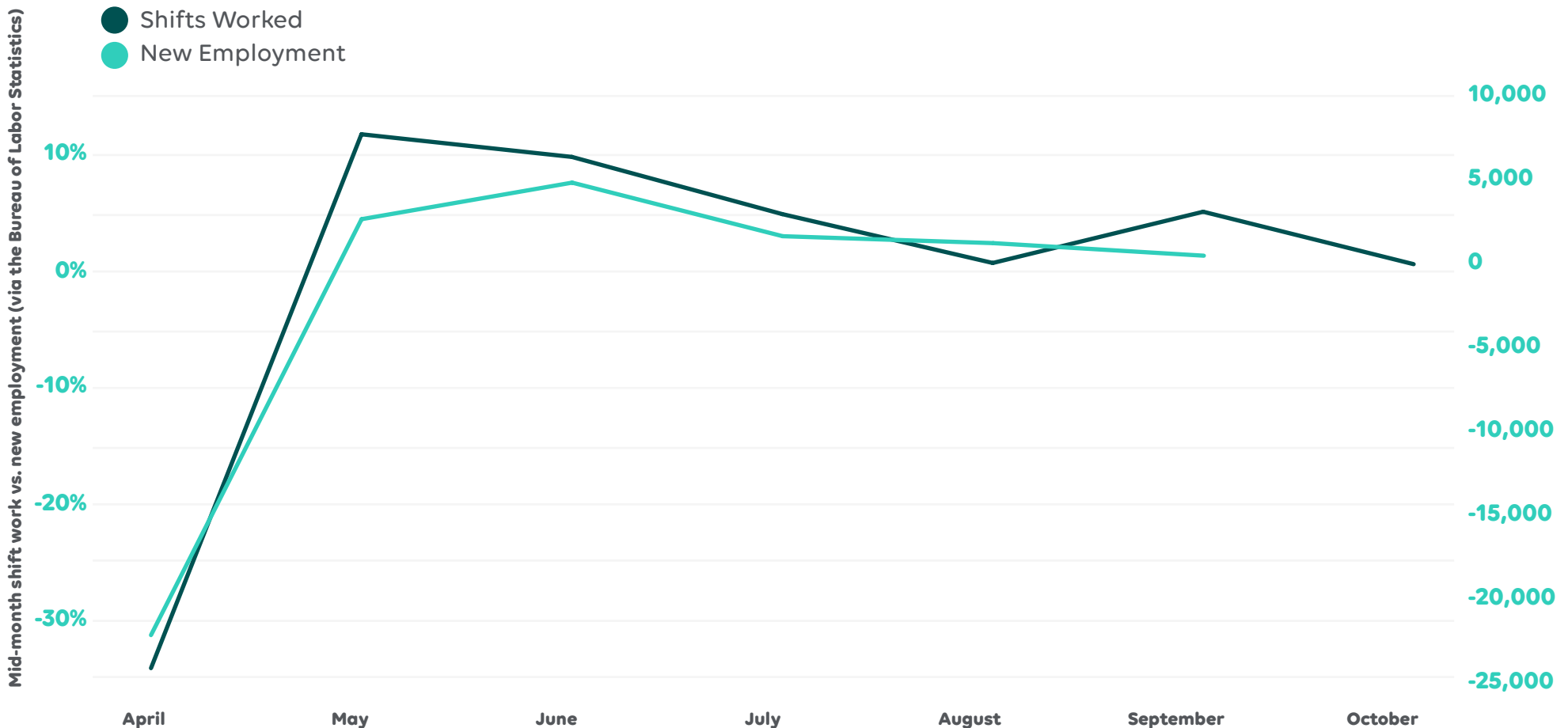




## Shift recovery: Mid-month data aligns with U.S. employment gains

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.

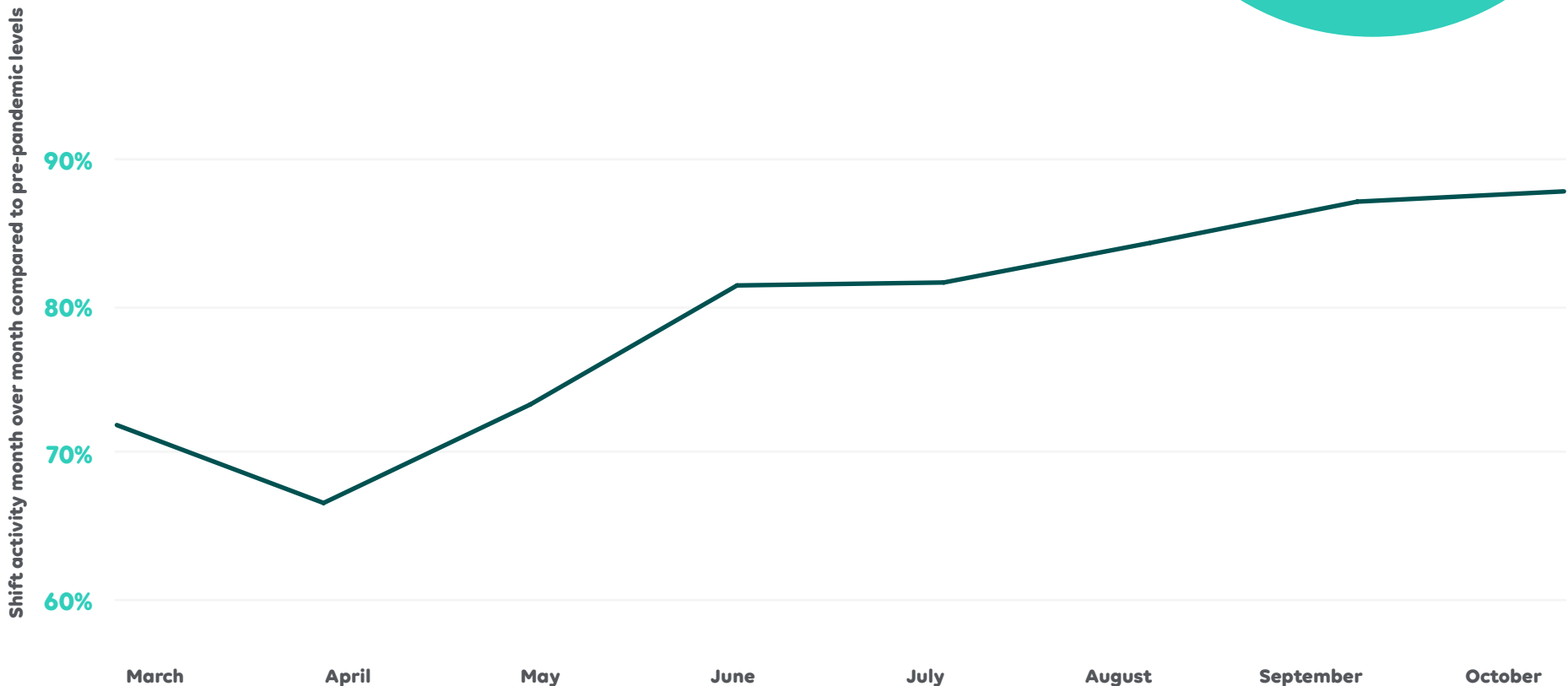
Mid-month shift gains slowed to 0.2% in October



## Shift recovery: The Workforce Recovery Scale

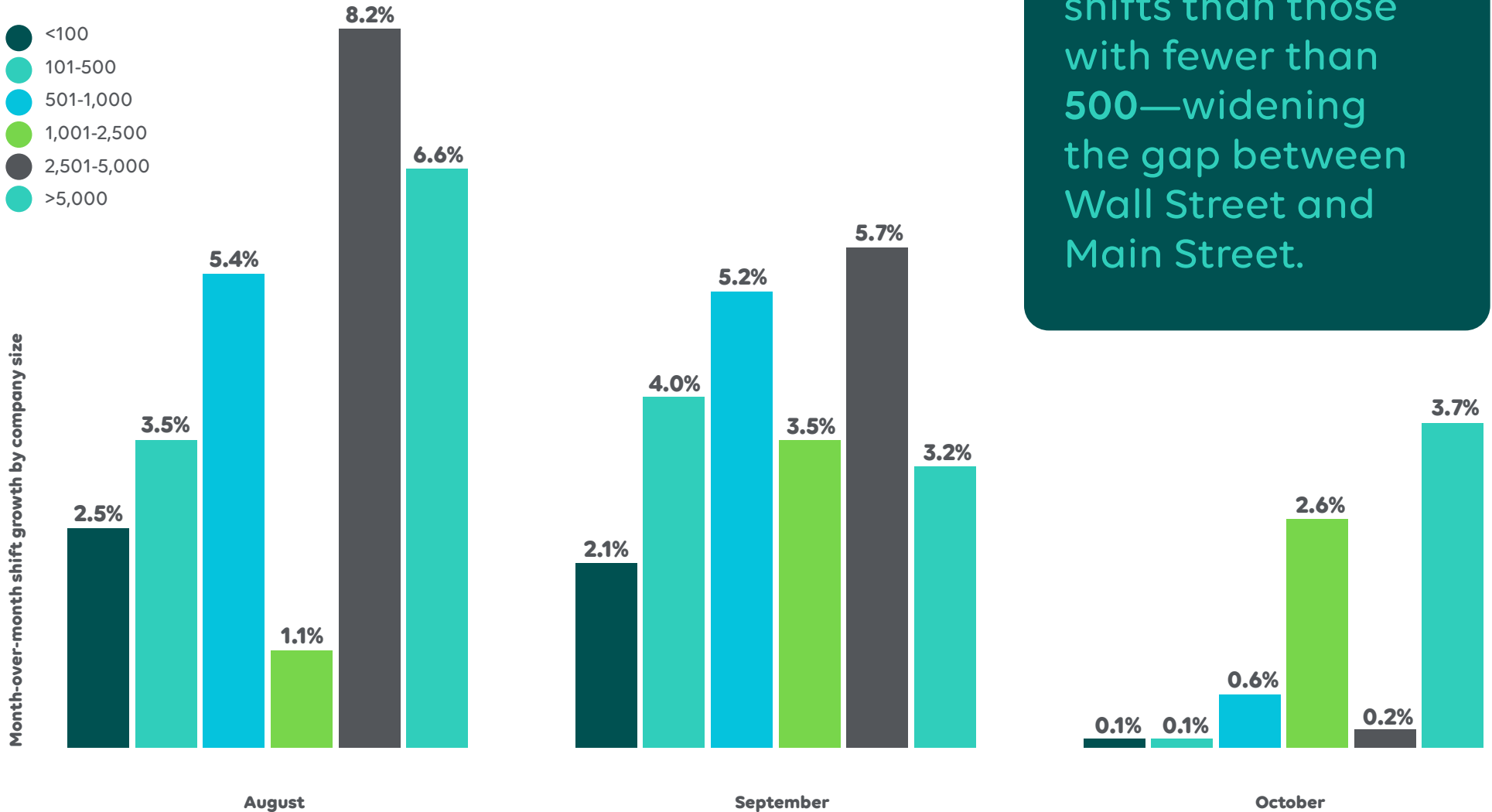
The UKG Workforce Recovery Scale is an indexed measure of shift work activity across the U.S. The Workforce Recovery Scale does not track the economic recovery from COVID-19; it is a metric benchmarking the shift-based workplace activity today against pre-pandemic activity to provide an alternative and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

After bottoming out at 66.6% in April, the Workforce Recovery Scale sits at 87.8% in October



## Shift recovery: Company size

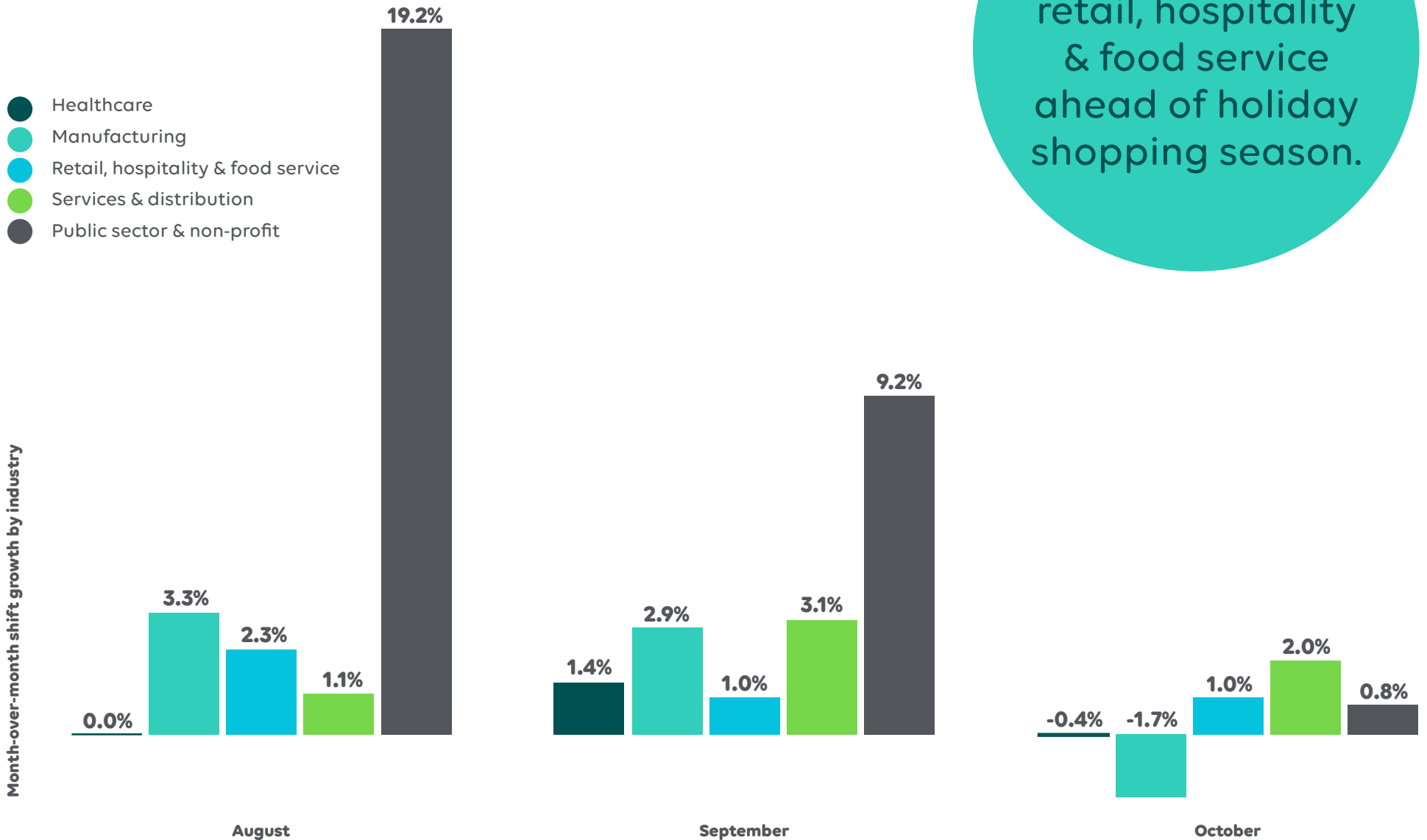
This data reflects month-over-month shift growth by company size as measured by time punches.



Businesses with more than 5,000 employees continue to gain exponentially more shifts than those with fewer than 500—widening the gap between Wall Street and Main Street.

## Shift recovery: Industry

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

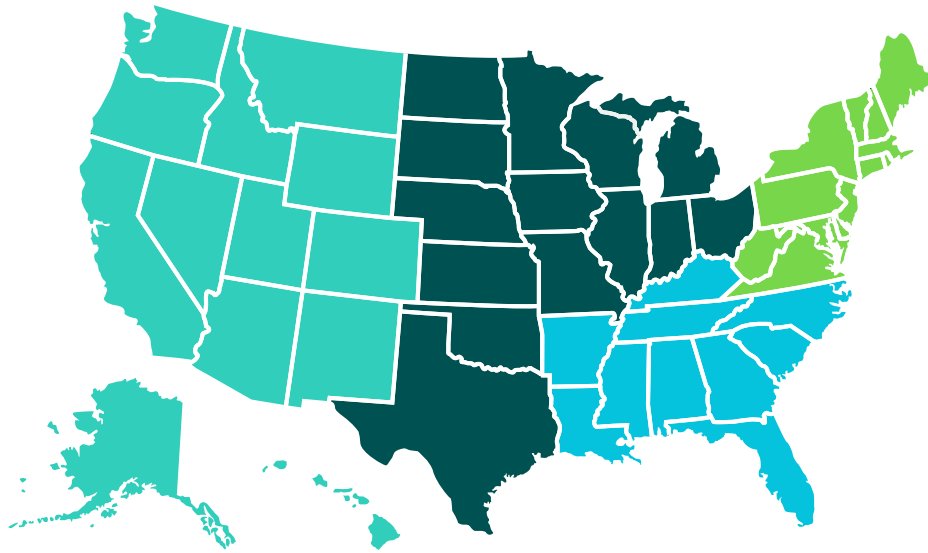




## Shift recovery: U.S. landscape

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.



<b>● Northeast</b>	<b>3.3%</b> August	<b>4.7%</b> September	<b>1.8%</b> October
<b>● West</b>	<b>3.7%</b> August	<b>2.7%</b> September	<b>1.3%</b> October
<b>● Midwest</b>	<b>2.8%</b> August	<b>2.9%</b> September	<b>0.6%</b> October
<b>● Southeast</b>	<b>4.4%</b> August	<b>2.7%</b> September	<b>-0.7%</b> October

**13 states**  
have paused  
or reversed  
reopening  
plans.

**25 states**  
saw shifts dip  
in October—  
primarily in  
the West.

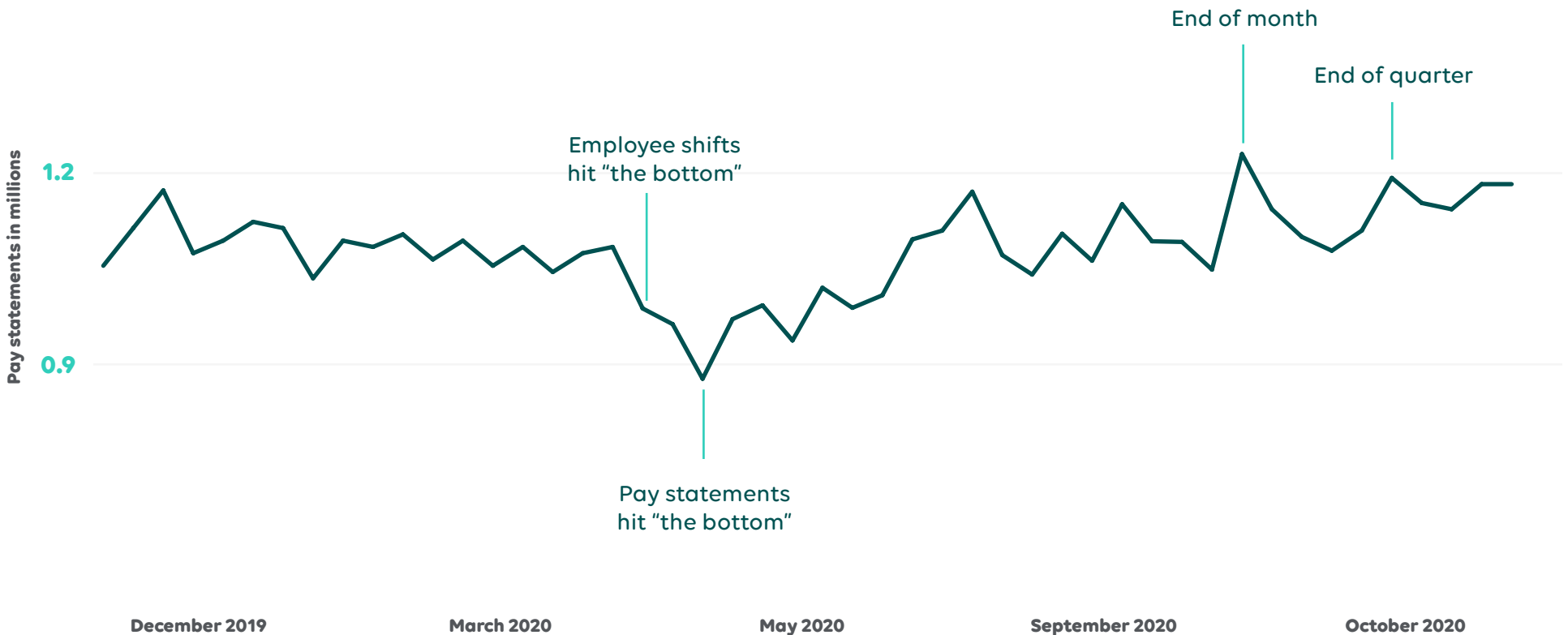
**15 states**  
have not  
recovered  
25% or more  
of shifts lost.

## 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 stabilize amid slowing shift growth—rising just 0.1% week over week.



# 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.

“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.



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