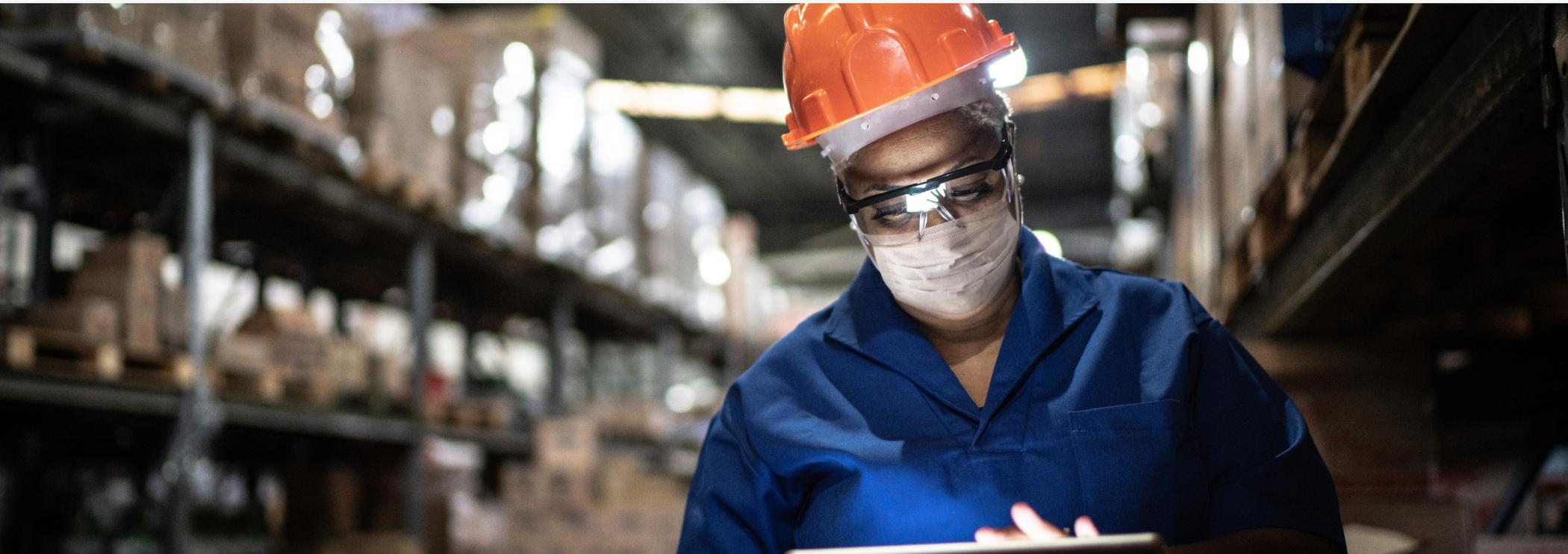




April 2021

UKG Workforce Activity Report



By analyzing weekly employee shift trends at 35,000 U.S. businesses with a combined 3.3 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 35,000 U.S. businesses and 3.3 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).

The consistency of workforce activity and recovery across the U.S. continued to fluctuate in April, with mid-month shift volume levels contracting by 0.3% compared to mid-March and tempering expectations for a second consecutive strong month of job creation. The UKG Workforce Recovery Scale currently sits at 85.9 out of 100.

April 2021

National shift growth (pg. 3)

0.2%	July
3.2%	August
3.1%	September
-0.1%	October
0.1%	November
-3.2%	December
-3.0%	January
1.9%	February
-1.2%	March
0.5%	April

Workforce Recovery Scale (pg. 5)

81.9	July
84.5	August
87.1	September
87.0	October
87.1	November
84.3	December
84.9	January
86.6	February
85.5	March
85.9	April

Shift growth by company size (pg. 6)

0.4%	<100
0.1%	101-500
0.4%	501-1,000
-0.8%	1,001-2,500
1.8%	2,501-5,000
5.0%	>5,000

Shift growth by industry (pg. 7)

7.4%	Public sector
0.8%	Services & distribution
-1.2%	Retail, hospitality & food service
-1.2%	Manufacturing
-1.8%	Healthcare

Shift growth by region (pg. 8)

2.1%	Northeast
1.9%	Southeast
0.0%	Midwest
-0.8%	West

The UKG
Workforce
Recovery Scale
stands at
85.9

While modest growth is still positive, it will extend the duration of the recovery for the 8 million people who were working before the pandemic that remain out of work today.”

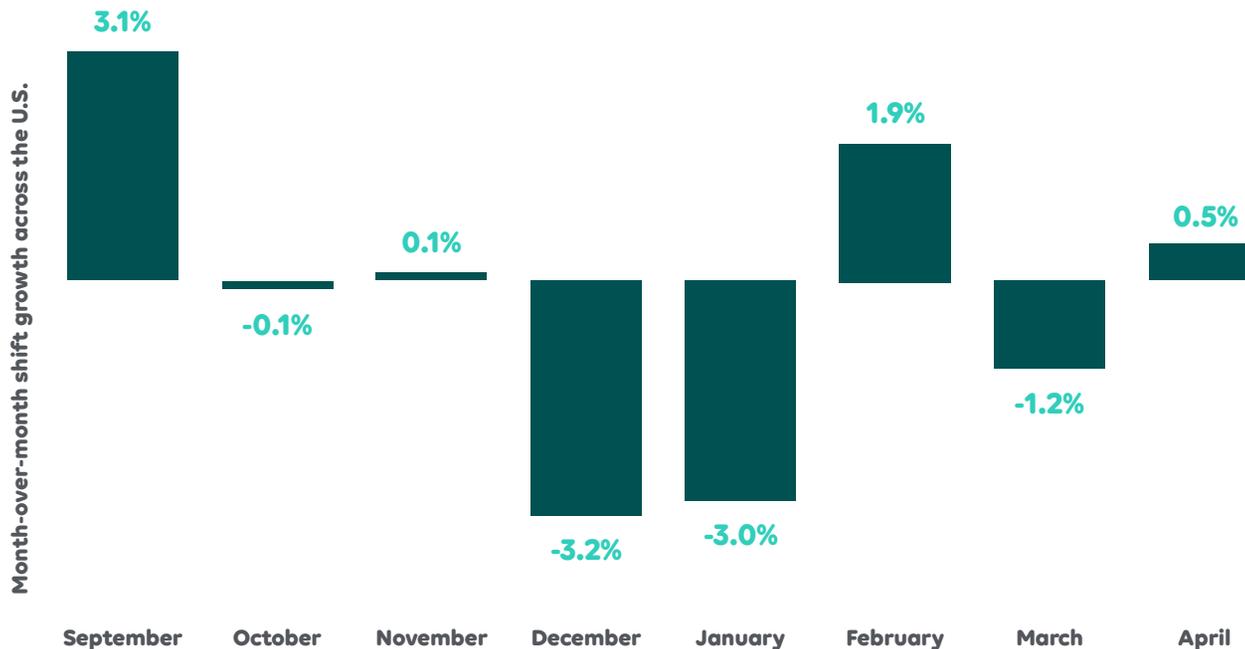
Dave Gilbertson
Vice president, UKG

Shifts worked

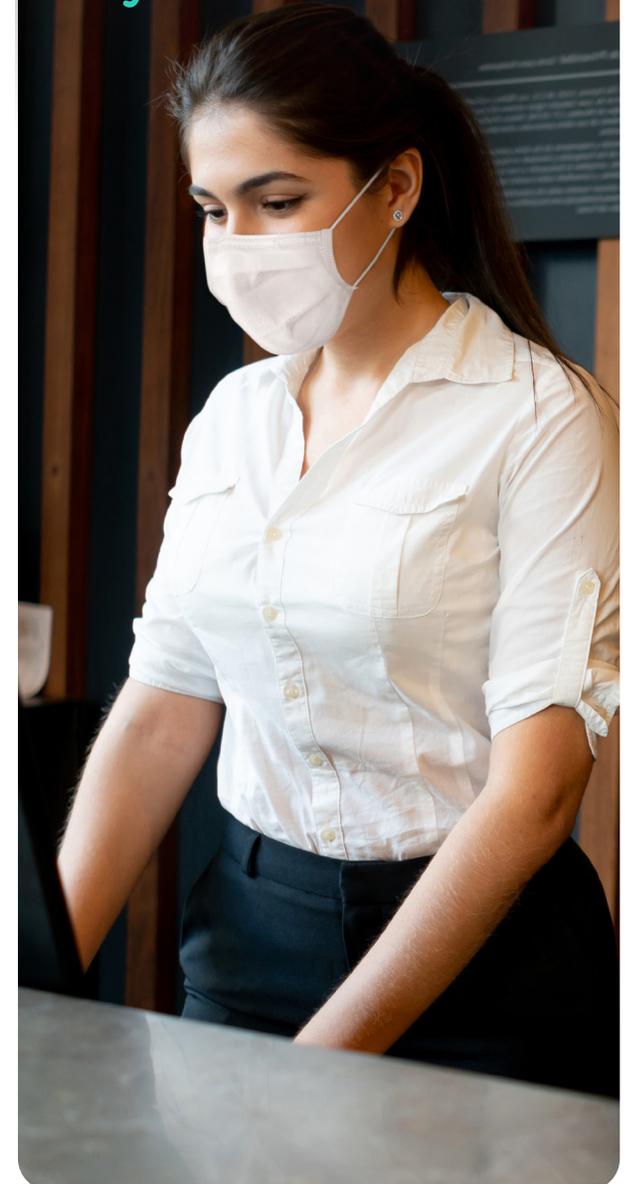
Shift growth as measure of workplace recovery

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

Despite increasing vaccination rates and the relaxing of restrictions, shift work volume across the U.S. remained relatively flat in April.



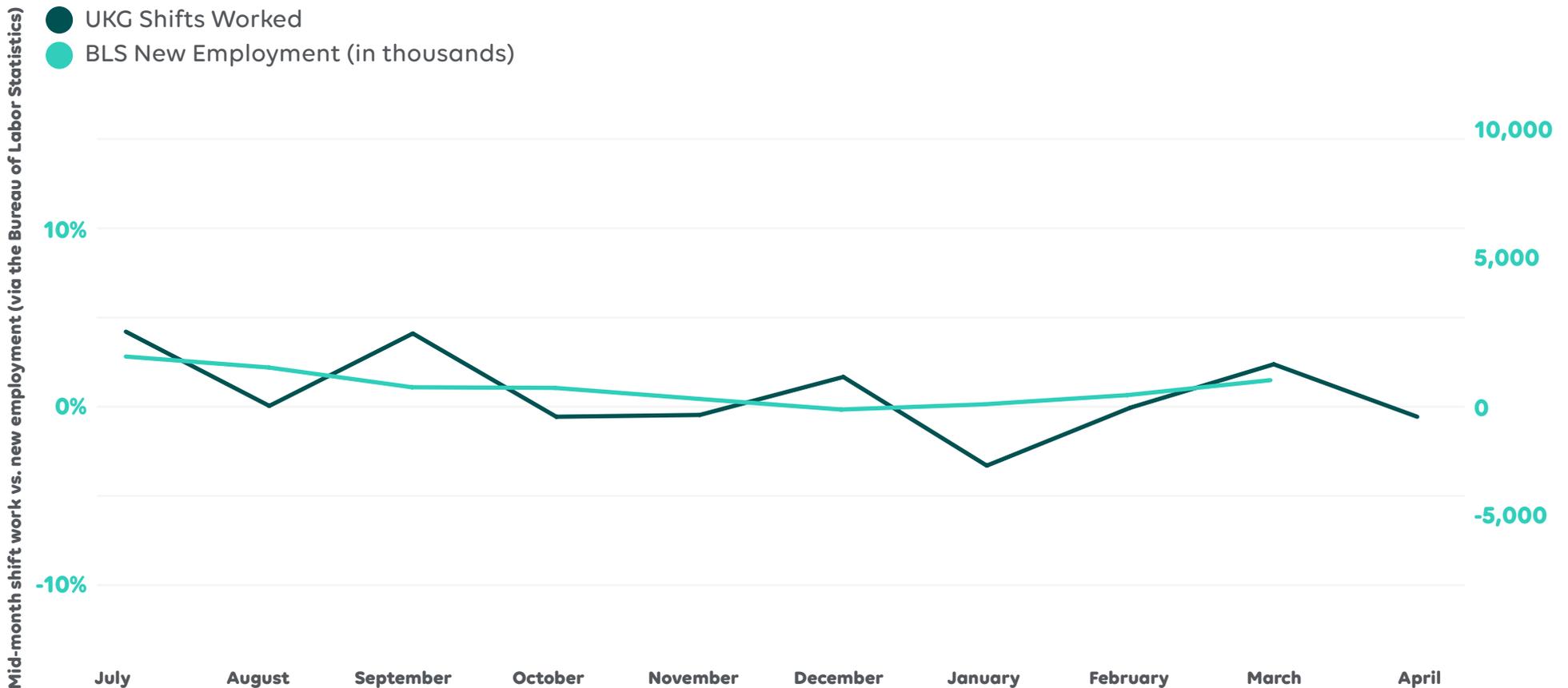
Shift volume in April increased by 0.5%



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

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.

Following a strong early March, shift volume in late March through mid-April dipped by 0.3%

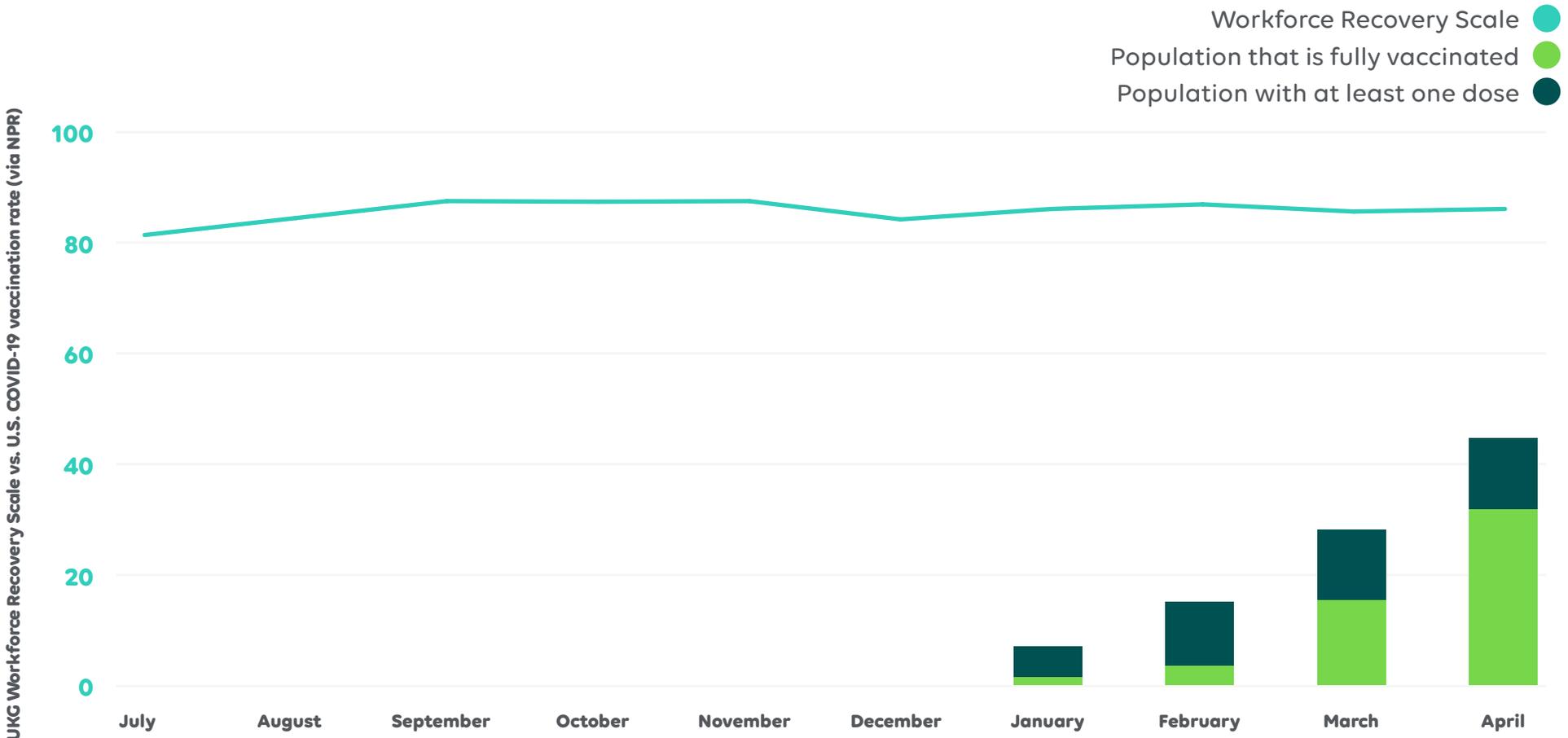


Shift recovery: Tracking work activity alongside vaccination rates

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.

The national economic recovery is dependent on a variety of factors — including an increasing rate of COVID-19 vaccinations. The combination of vaccination rates and the Workforce Recovery Scale provides a multidimensional view of stability indicators that can empower organizations to begin planning for future post-pandemic operations.

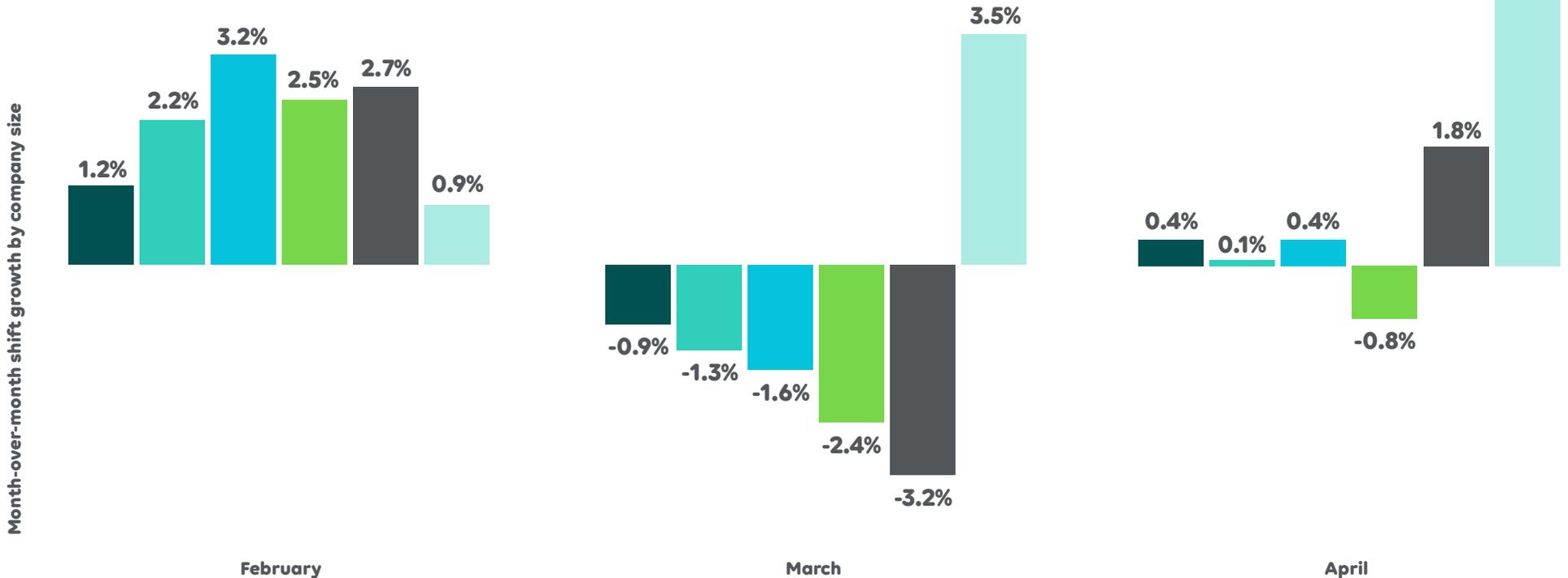
The UKG Workforce Recovery Scale currently sits at **85.9** compared to a **100.0** baseline in February 2020



Shift recovery: Company size

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

Large companies continue to drive nationwide shift growth, as companies with more than 5,000 employees saw a 5.0% month-over-month increase



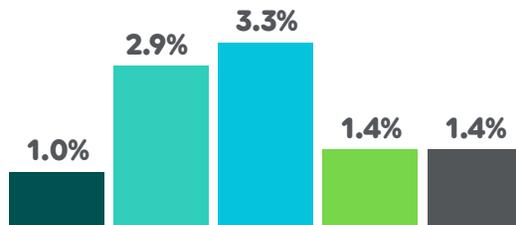
Shift recovery: Industry

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

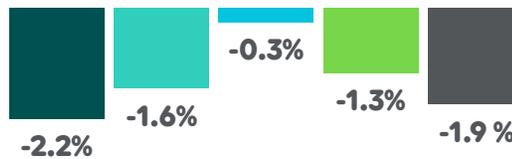
Shifts in the public sector seasonally **increased 7.4%** in April as K-12 school systems and higher education institutions returned to class following spring vacations

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

Month-over-month shift growth by industry



February



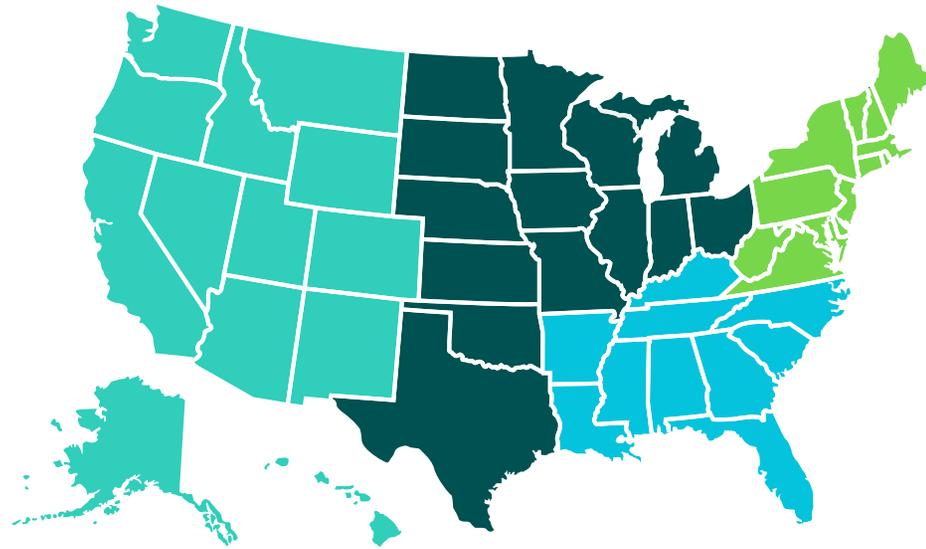
March



April

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	2.0% February	-0.7% March	2.1% April
● Southeast	1.3% February	-4.2% March	1.9% April
● Midwest	1.4% February	-0.6% March	0.0% April
● West	3.2% February	-0.8% March	-0.8% April

11 states have not recovered 10% or more of shifts lost.

5 states continue to maintain stay-at-home advisories.

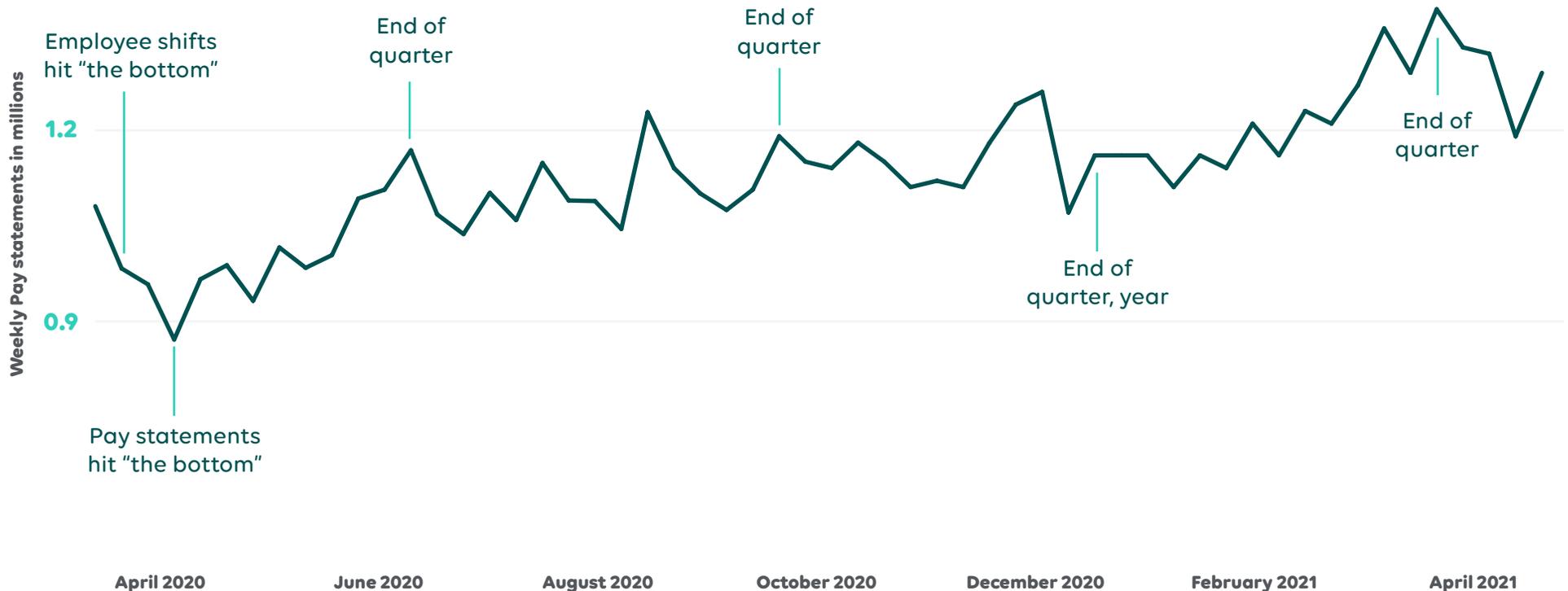
21 states saw an overall decline in shift work in April.

Pay statements

This data reflects the number of pay statements generated each week — including direct deposit and physical checks — for 3.3 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.

The rolling two-week average pay statement volume is **down 2.3%** compared to the same time period in March



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 3.3 million employees across more than 35,000 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.

For the latest data reports visit:
[UKG.com/WorkforceActivityReport](https://www.ukg.com/WorkforceActivityReport)

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