



December 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 3.2% in December—a significant decline compared to the 0.1% growth in November—as both COVID-19-related restrictions and the holiday season brought the national labor recovery to a standstill. The UKG Workforce Recovery Scale currently sits at 84.3 out of 100.

# December 2020

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

<b>-7.4%</b>	April
<b>10.1%</b>	May
<b>11.1%</b>	June
<b>0.2%</b>	July
<b>3.2%</b>	August
<b>3.1%</b>	September
<b>-0.1%</b>	October
<b>0.1%</b>	November
<b>-3.2%</b>	December

## Workforce Recovery Scale (pg. 5)

<b>72.1</b>	March
<b>66.8</b>	April
<b>73.6</b>	May
<b>81.7</b>	June
<b>81.9</b>	July
<b>84.5</b>	August
<b>87.1</b>	September
<b>87.0</b>	October
<b>87.1</b>	November
<b>84.3</b>	December

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

<b>-3.4%</b>	<100
<b>-2.8%</b>	101-500
<b>-5.2%</b>	501-1,000
<b>-2.1%</b>	1,001-2,500
<b>-2.4%</b>	2,501-5,000
<b>-2.5%</b>	>5,000

## Shift growth by industry (pg. 7)

<b>-1.7%</b>	Healthcare
<b>-2.7%</b>	Retail, hospitality & food service
<b>-2.0%</b>	Manufacturing
<b>-4.1%</b>	Services & distribution
<b>-6.6%</b>	Public sector

## Shift growth by region (pg. 8)

<b>-0.7%</b>	Midwest
<b>-1.4%</b>	Southeast
<b>-4.8%</b>	West
<b>-7.3%</b>	Northeast

The UKG Workforce Recovery Scale stands at **84.3**

“Limited shift growth during the BLS survey window should yield a net positive jobs report on Friday, though it will pale in comparison to the gains needed to make a dent in what remains a near-historic unemployment crisis.”

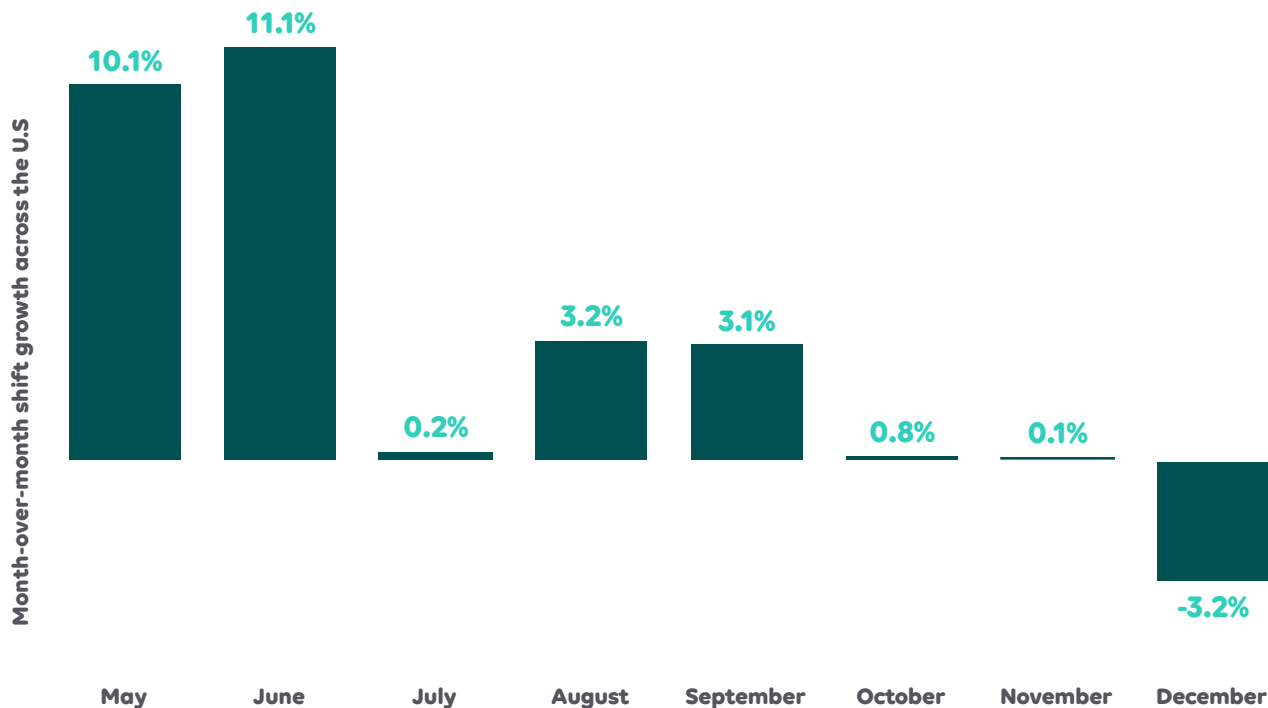
**Dave Gilbertson**  
Vice president, strategy and operations  
UKG

# 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.

Hindered by the ongoing impact of COVID-19 mandates and safety restrictions on business operations and coupled with the anticipated seasonal slowdown, shift work declined by 3.2% in December.



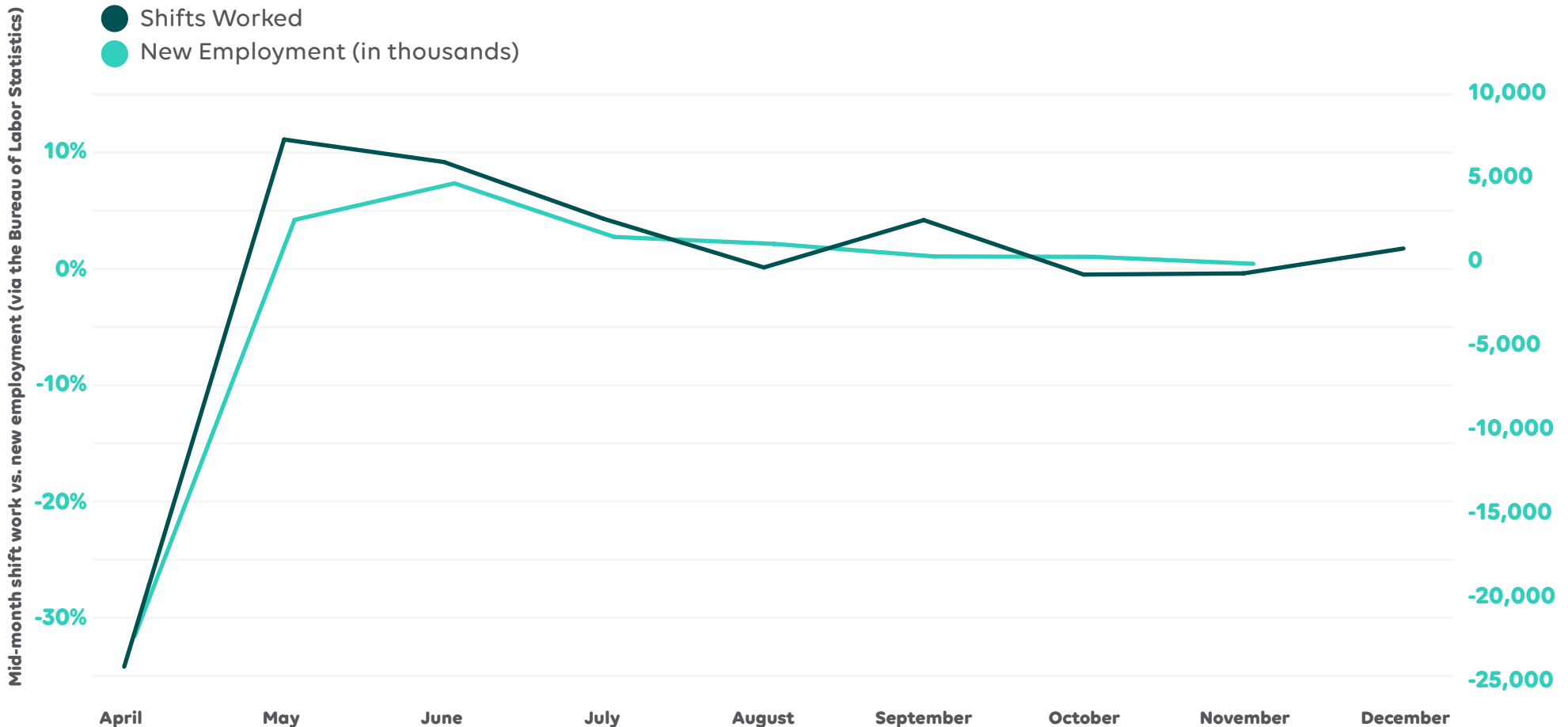
Shift growth in December is -3.2%



## 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.

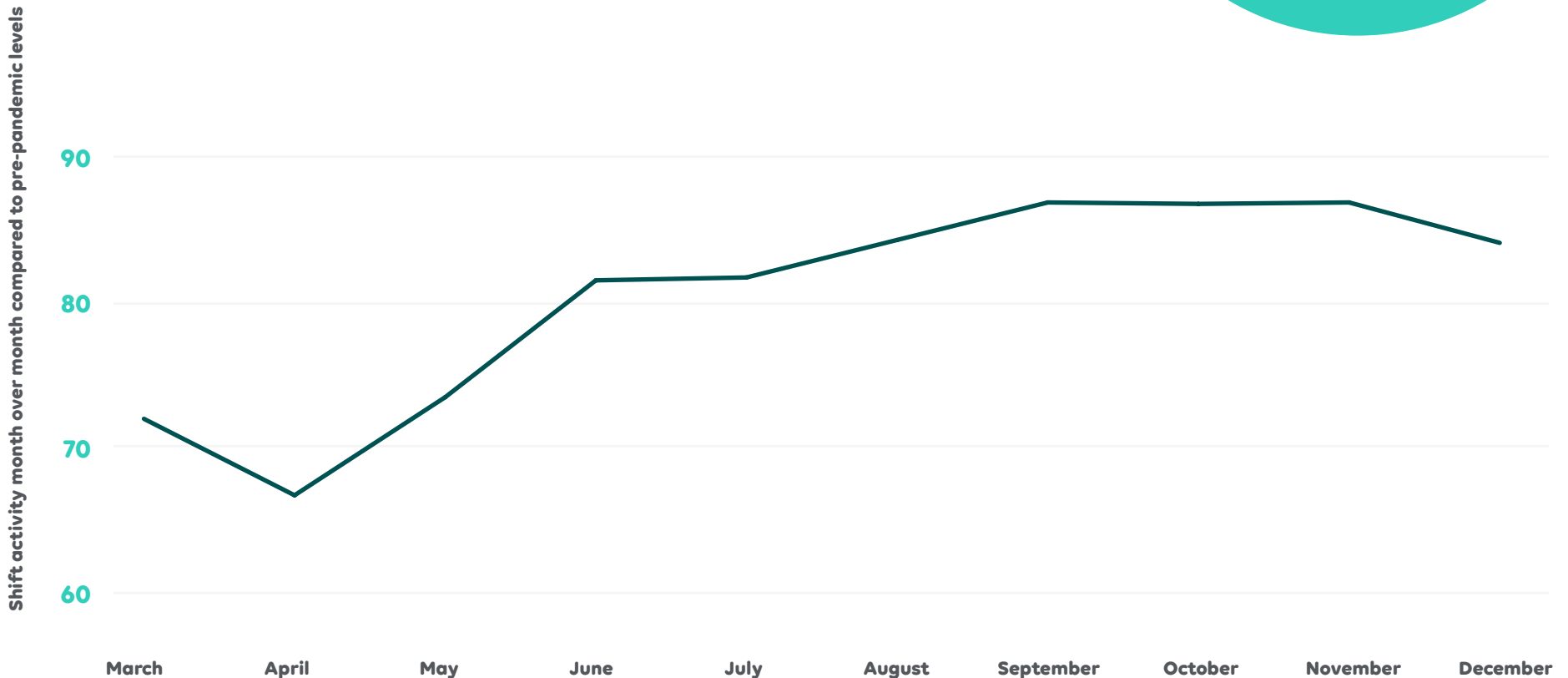
Related ramp-up to holiday season inflates mid-month shift work growth between November and December



## 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.

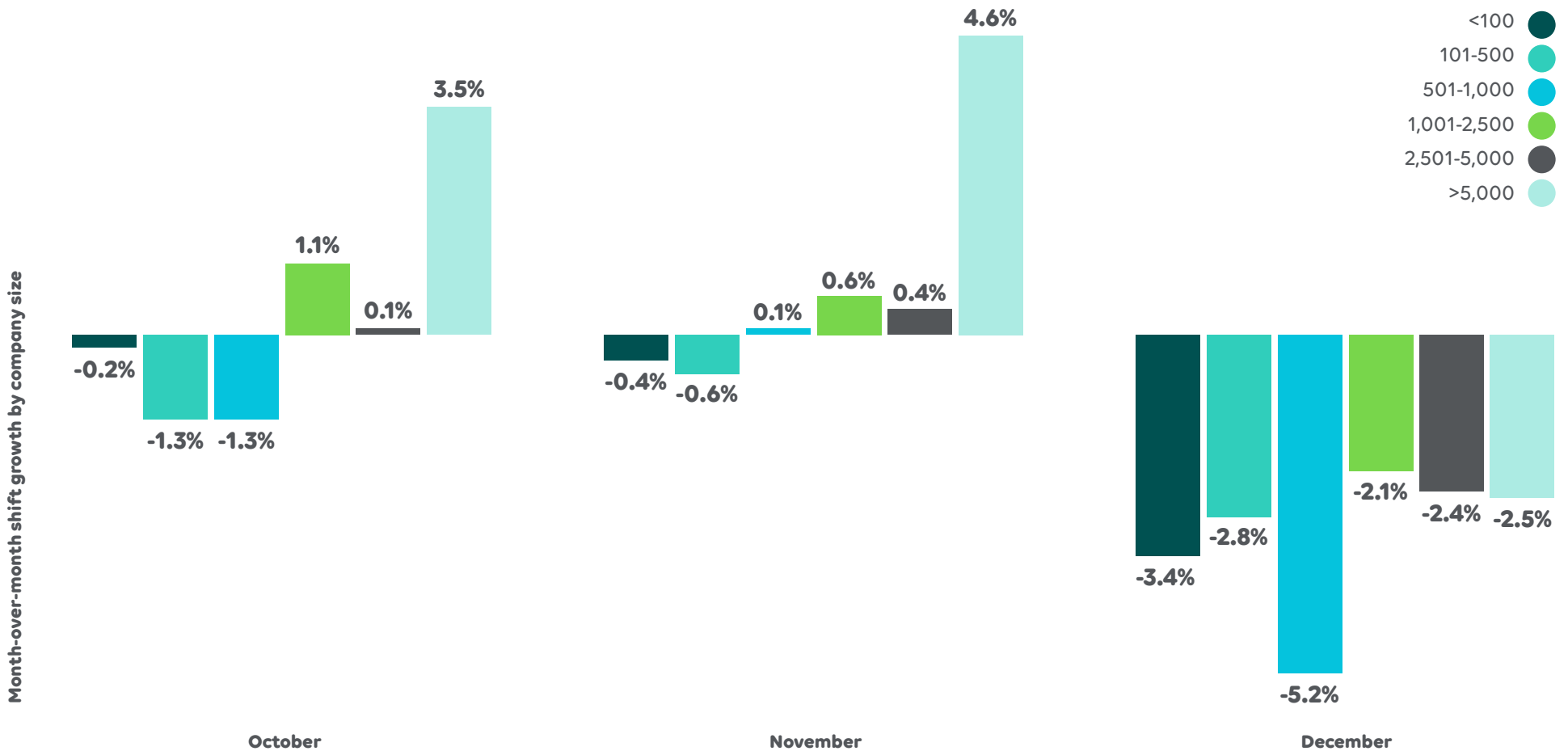
After bottoming out at 66.6 in April, the Workforce Recovery Scale sits at 80.4 in December



## Shift recovery: Company size

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

Though companies of all sizes experienced shift losses over the course of December, U.S. businesses with less than 1,000 employees continue to see slower labor recovery than those with more than 1,000 employees

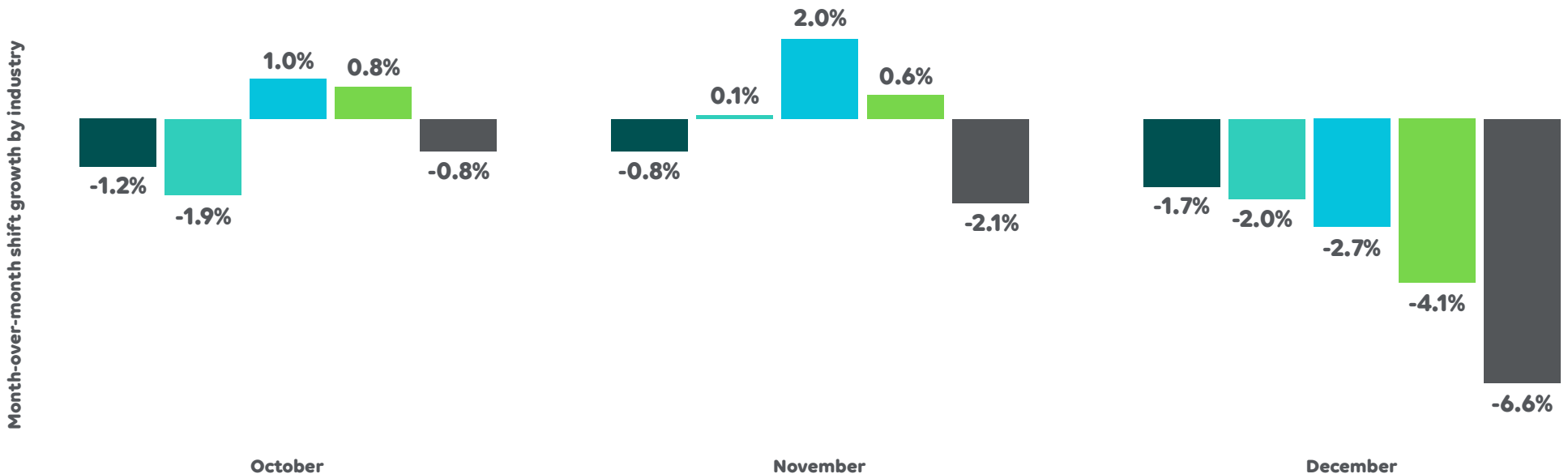


## Shift recovery: Industry

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

-2.0% shift decrease in retail, hospitality & food service and -4.4% shift decrease in services & distribution despite leading up to winter holidays

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

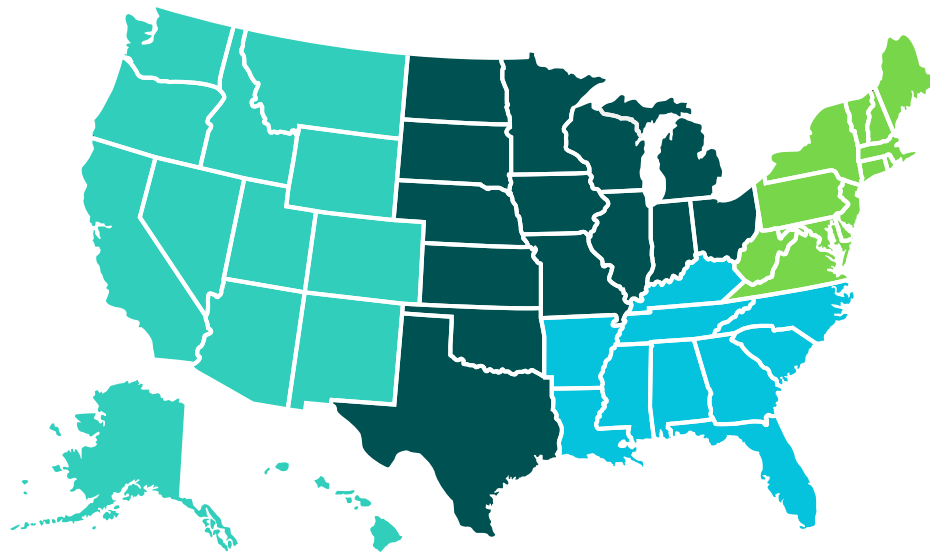




## Shift recovery: U.S. landscape

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> 1.1% October	<b>-0.4%</b> November	<b>-7.9%</b> December
<b>● West</b> -1.2% October	<b>0.5%</b> November	<b>-4.6%</b> December
<b>● Midwest</b> -0.5% October	<b>-0.5%</b> November	<b>-0.8%</b> December
<b>● Southeast</b> 0.1% October	<b>1.1%</b> November	<b>-1.0%</b> December

**10 states** saw shifts dip by more than 5% in December.

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

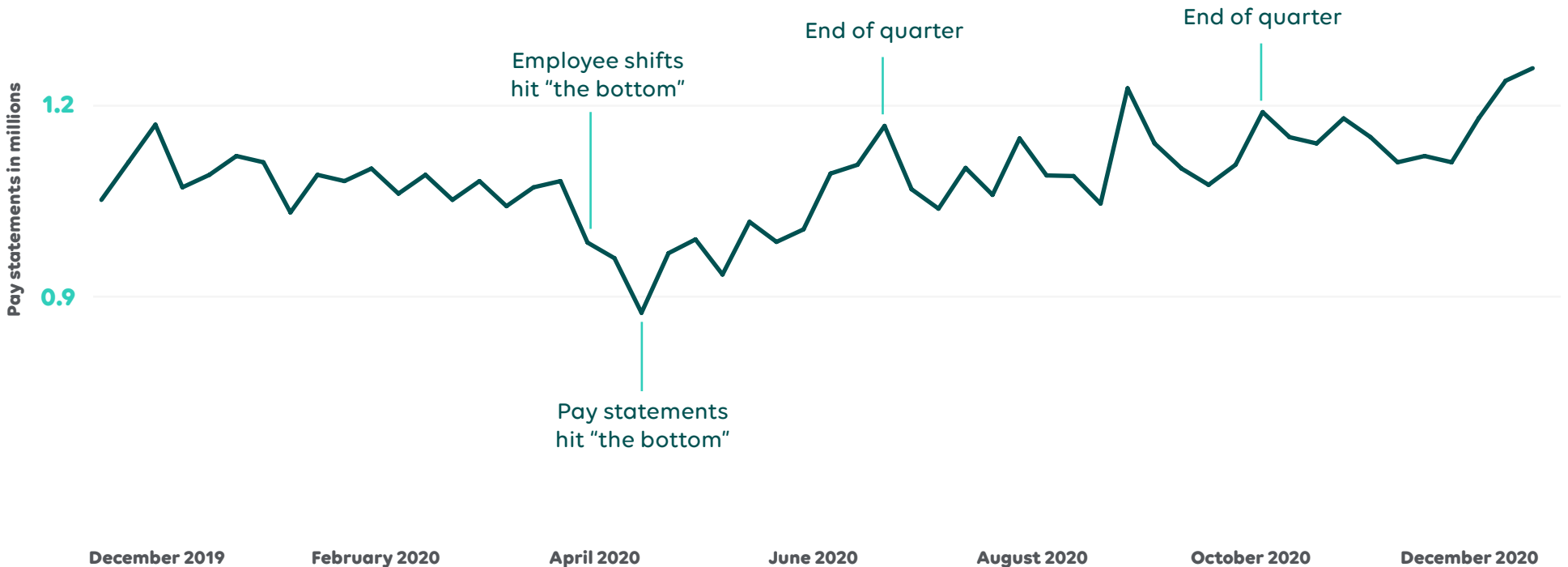
**15 states** have not recovered 25% or more of shifts lost.

## 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 bolstered by simultaneous quarter- and year-end, increasing 6.4% since the end of 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 December 2020 report captures data through December 20 and includes adjusted figures for some prior months to control for customer growth.

“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)**

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