



February 2021

# 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 work across the U.S. rose 1.9% in February, reversing back-to-back months of shift losses and indicating that the national labor recovery—bolstered by increasing vaccination rates, relaxing business rules, and the promise of warmer months ahead—is trending in the right direction. The UKG Workforce Recovery Scale currently sits at 86.6 out of 100.

# February 2021

## National shift growth (pg. 3)

<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
<b>-3.0%</b>	January
<b>1.9%</b>	February

## Workforce Recovery Scale (pg. 5)

<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
<b>84.9</b>	January
<b>86.6</b>	February

## Shift growth by company size (pg. 7)

<b>1.2%</b>	<100
<b>2.2%</b>	101-500
<b>3.2%</b>	501-1,000
<b>2.5%</b>	1,001-2,500
<b>2.7%</b>	2,501-5,000
<b>0.9%</b>	>5,000

## Shift growth by industry (pg. 8)

<b>3.3%</b>	Retail, hospitality & food service
<b>2.9%</b>	Manufacturing
<b>1.4%</b>	Services & distribution
<b>1.4%</b>	Public sector
<b>1.0%</b>	Healthcare

## Shift growth by region (pg. 9)

<b>3.2%</b>	West
<b>2.0%</b>	Northeast
<b>1.4%</b>	Midwest
<b>1.3%</b>	Southeast

The UKG  
Workforce  
Recovery Scale  
stands at  
**86.6**

"After bottoming out in January, February saw a return to growth for hourly employees. March, which marks one year since shutdowns began, will set the stage for the spring recovery outlook."

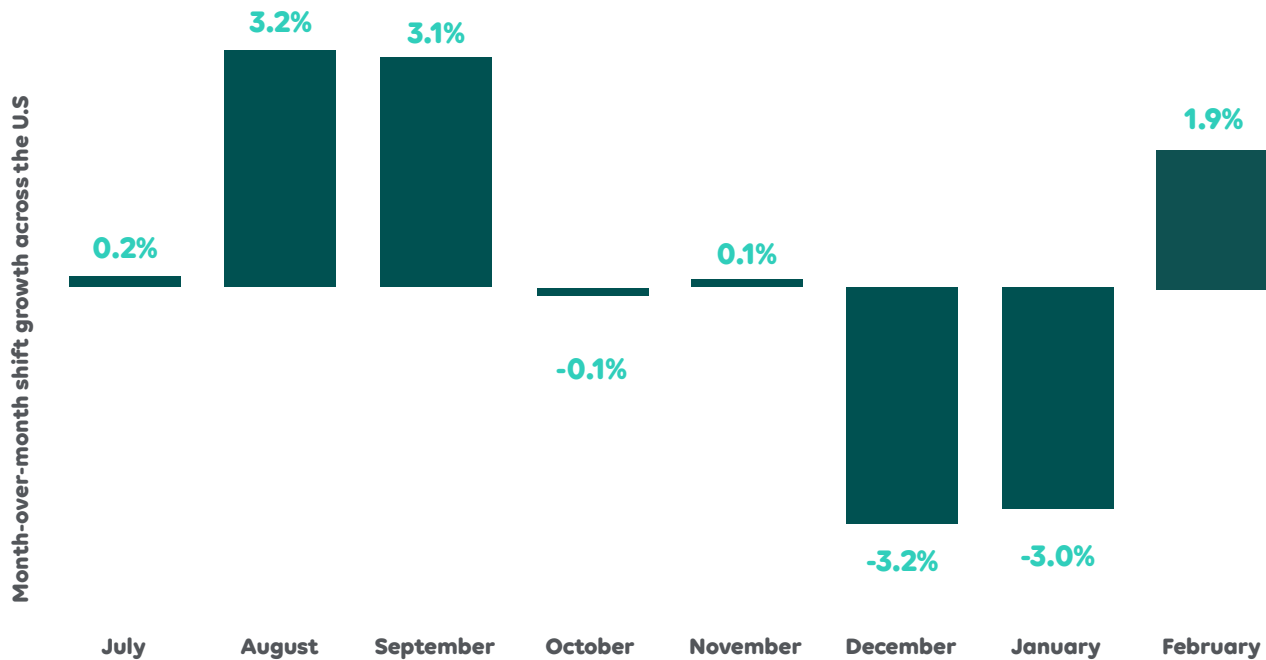
Dave Gilbertson  
Vice president, UKG

# 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.

Shift work increased 1.9% in February as increasing vaccinations help to relax restrictions and boost business operations.



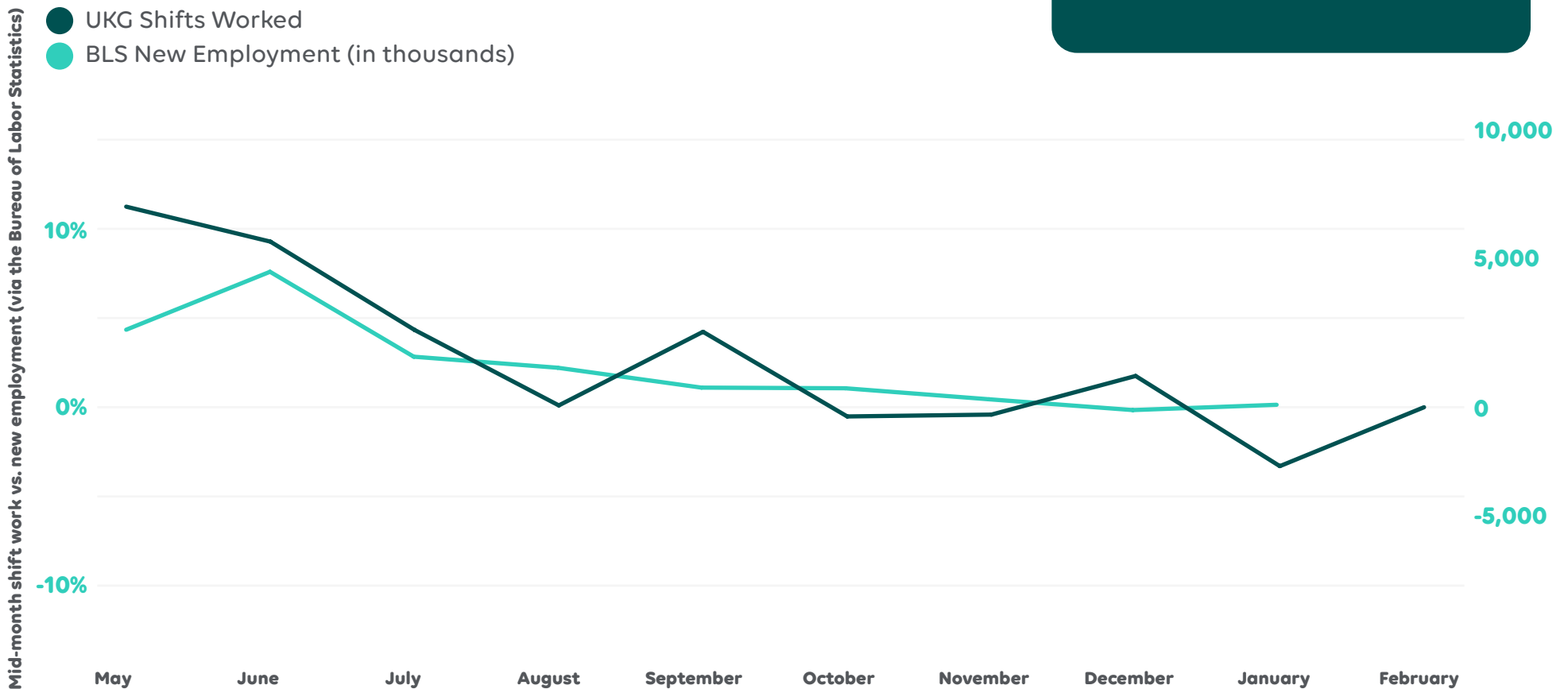
Shift growth in February is 1.9%



## 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.

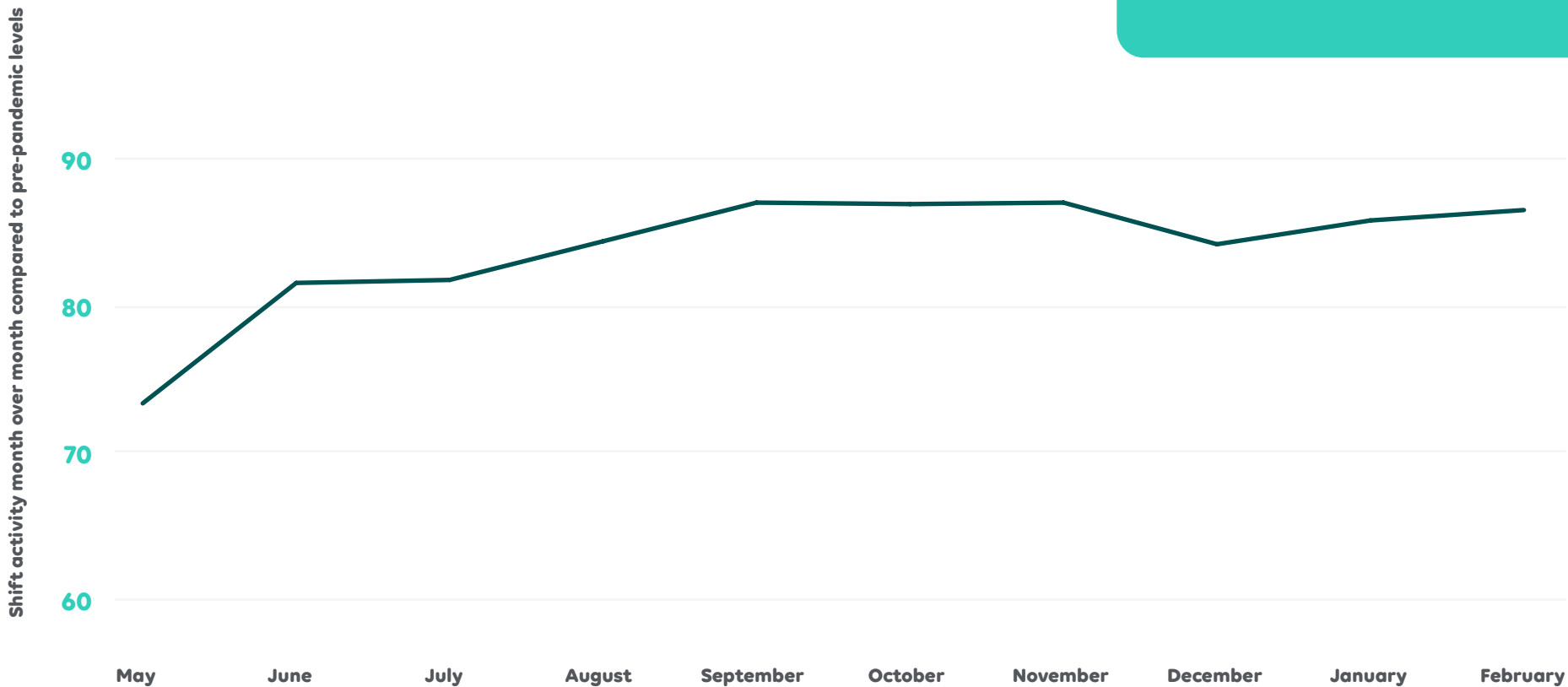
Mid-month shift work growth, hindered by federal holidays and severe winter storms in February, continues slow recovery



## 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.

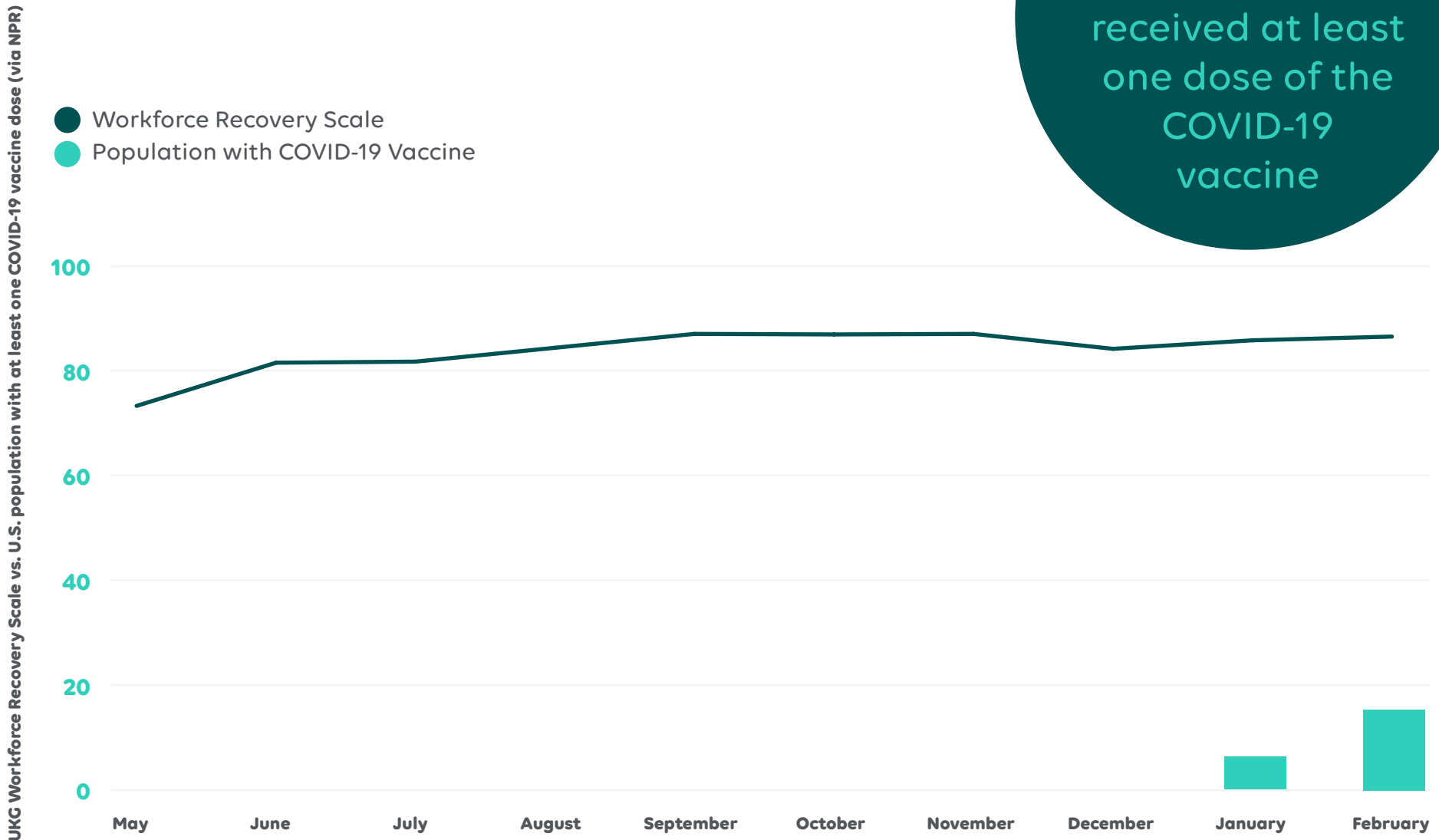
The Workforce Recovery Scale sits at 86.6 in February 2021 compared to a pre-pandemic level of 100.0 in February 2020



## Shift recovery: Tracking work activity alongside vaccination rates

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.

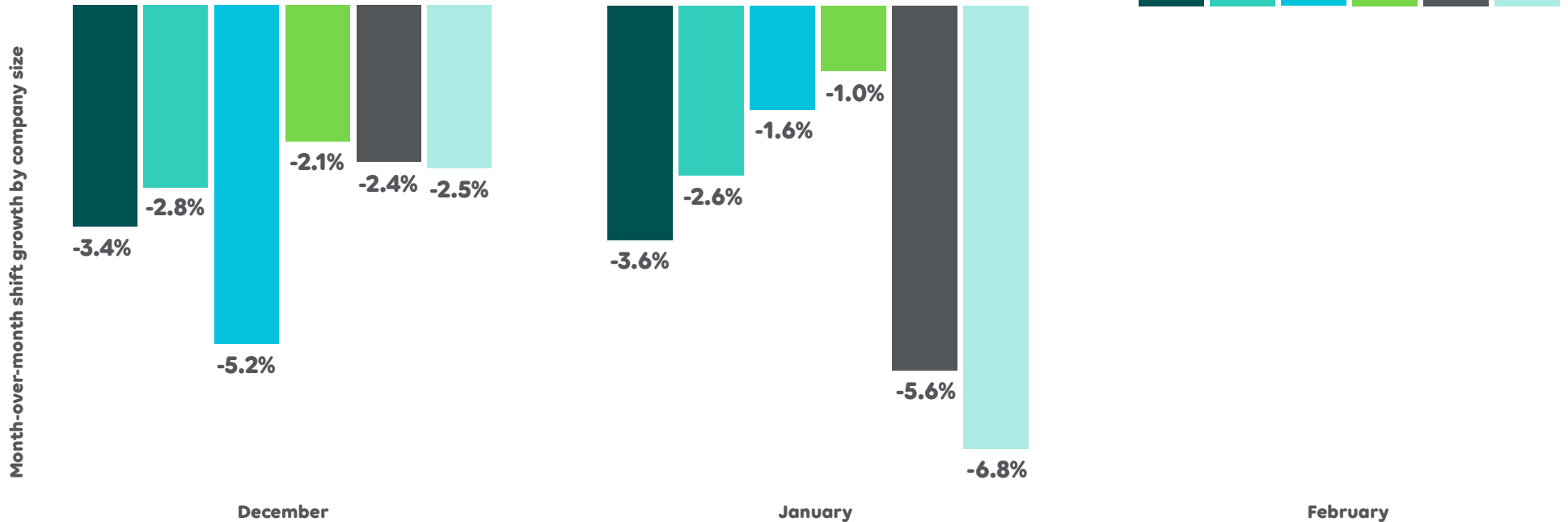
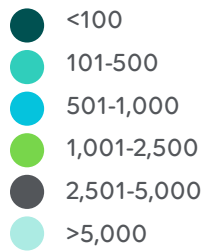
As of February 28, 15% of the U.S. population has received at least one dose of the COVID-19 vaccine



## Shift recovery: Company size

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

Ahead of the next rollout of PPP funding, companies with more than 500 employees continue to recover shifts more quickly than smaller companies

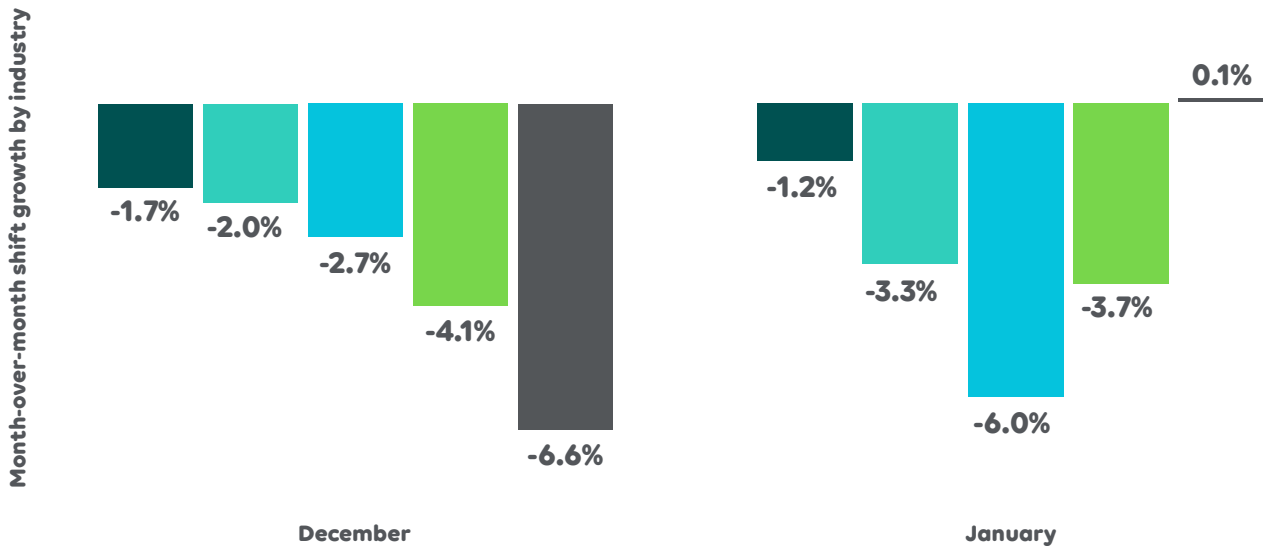




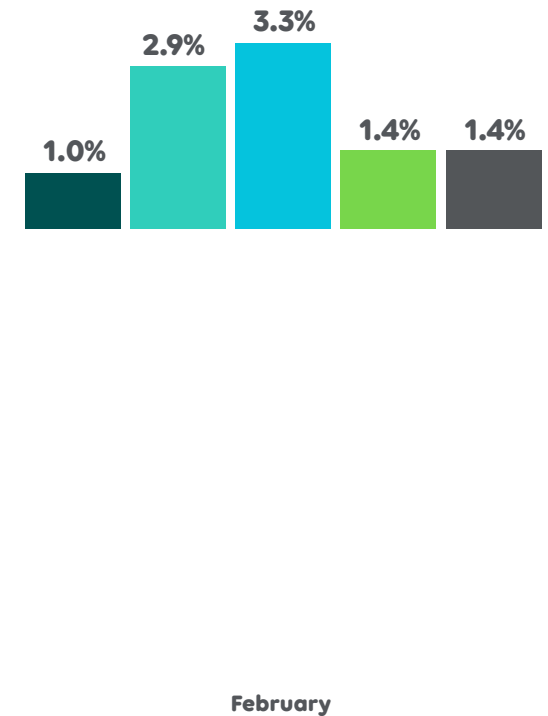
## Shift recovery: Industry

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

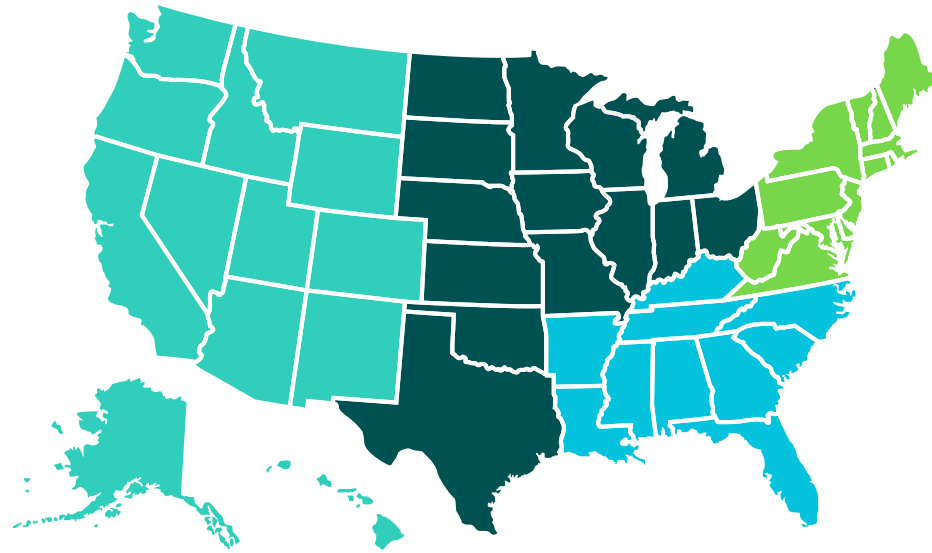


3.3% uptick in shift work at retail, hospitality & food service organizations as in-store guidelines begin to loosen



## 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	<b>-7.9%</b> December	<b>-3.5%</b> January	<b>2.0%</b> February
● West	<b>-4.6%</b> December	<b>-3.8%</b> January	<b>3.2%</b> February
● Midwest	<b>-0.8%</b> December	<b>-1.9%</b> January	<b>1.4%</b> February
● Southeast	<b>-1.0%</b> December	<b>-3.6%</b> January	<b>1.3%</b> February

**7 states** lost at least 20% of weekly shifts during Winter Storm Uri.

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

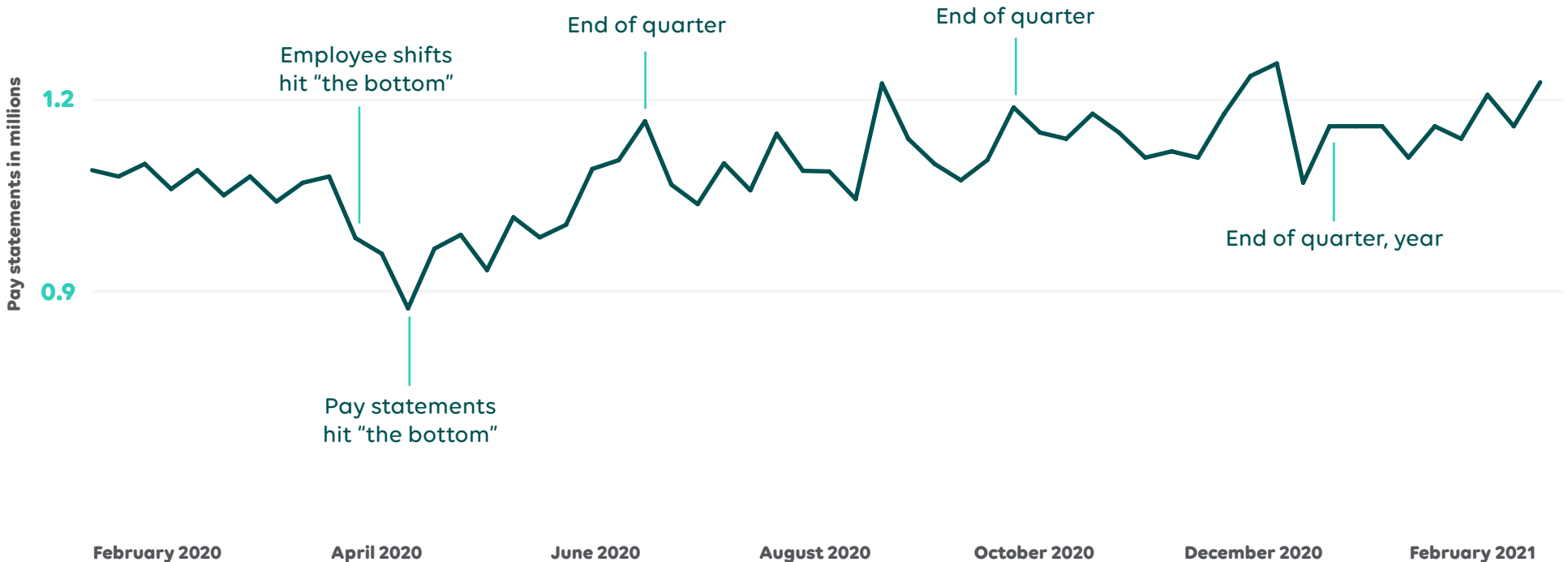
**6 states** saw an overall decline in monthly shift work in February.

## 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 right-size following an anticipated seasonal slowdown in January, rising 5.5% over the past eight weeks



# 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.

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

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