



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)

<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
<b>-1.2%</b>	March
<b>0.5%</b>	April

## Workforce Recovery Scale (pg. 5)

<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
<b>85.5</b>	March
<b>85.9</b>	April

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

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

## Shift growth by industry (pg. 7)

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

## Shift growth by region (pg. 8)

<b>2.1%</b>	Northeast
<b>1.9%</b>	Southeast
<b>0.0%</b>	Midwest
<b>-0.8%</b>	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.”

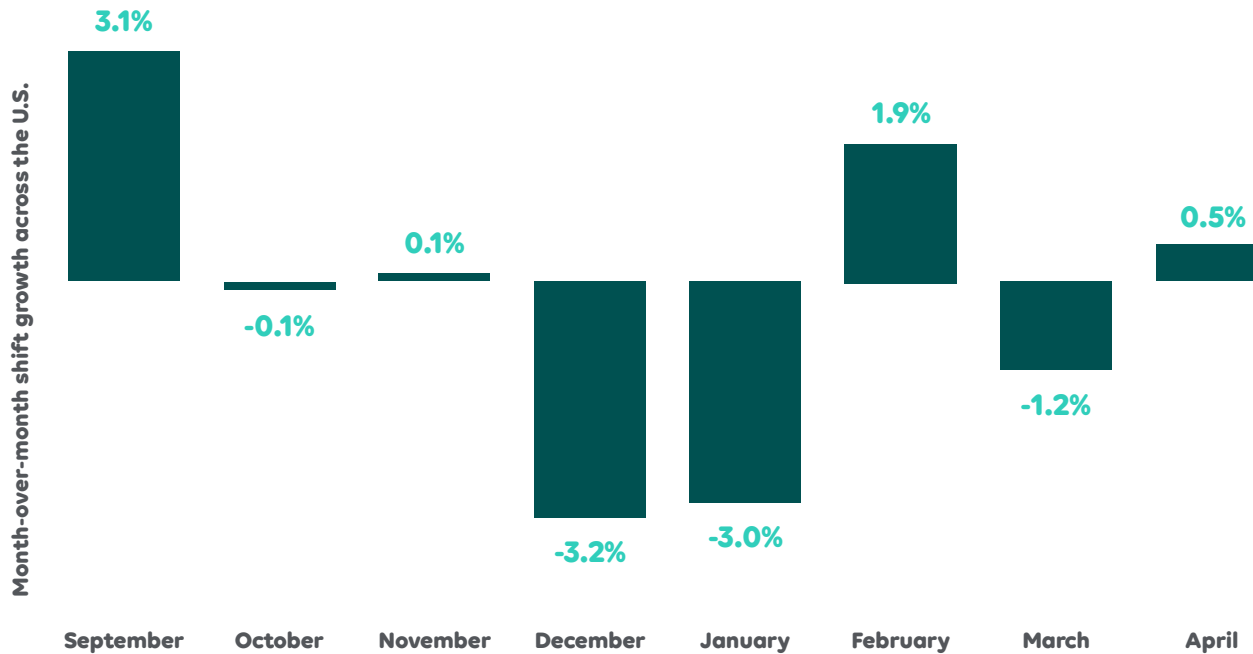
Dave Gilbertson  
Vice president, UKG

# Shifts worked

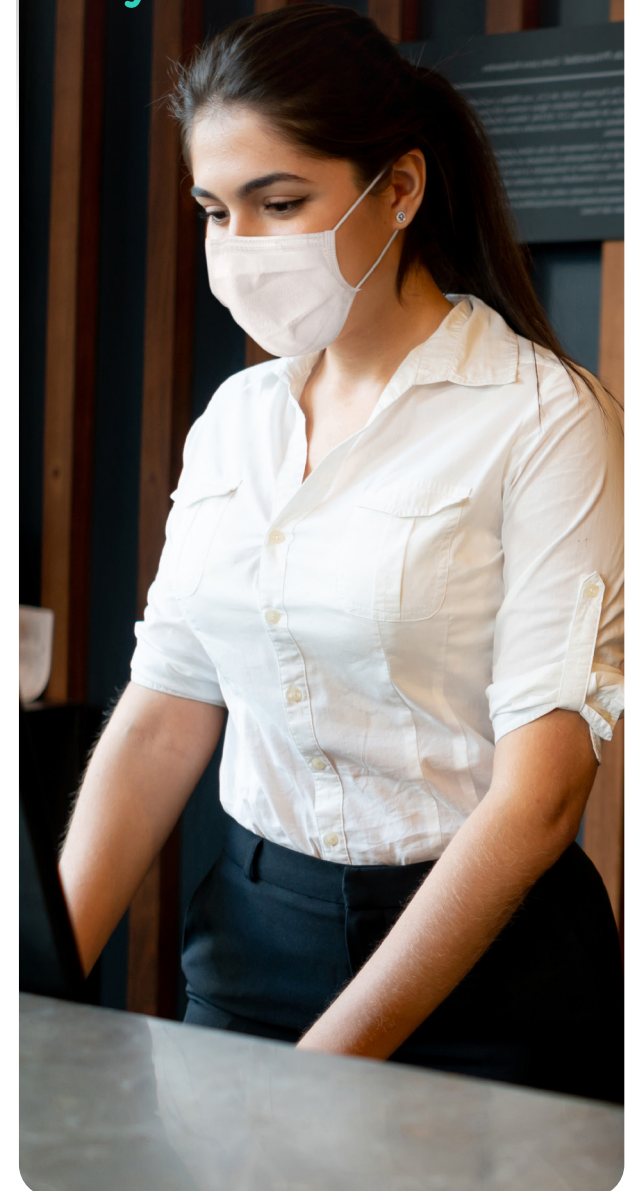
## Shift growth as measure of workplace recovery

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.



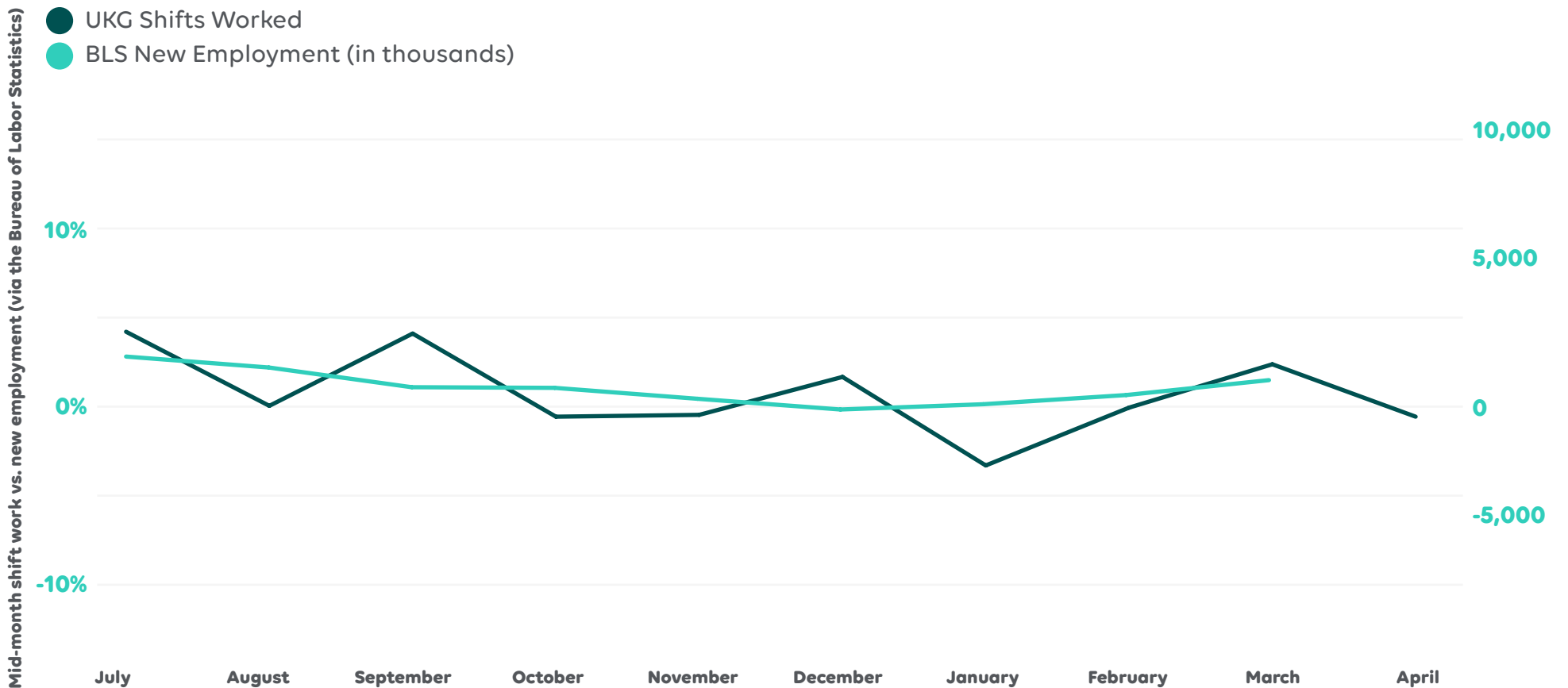
Shift volume in April increased by 0.5%



## 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%

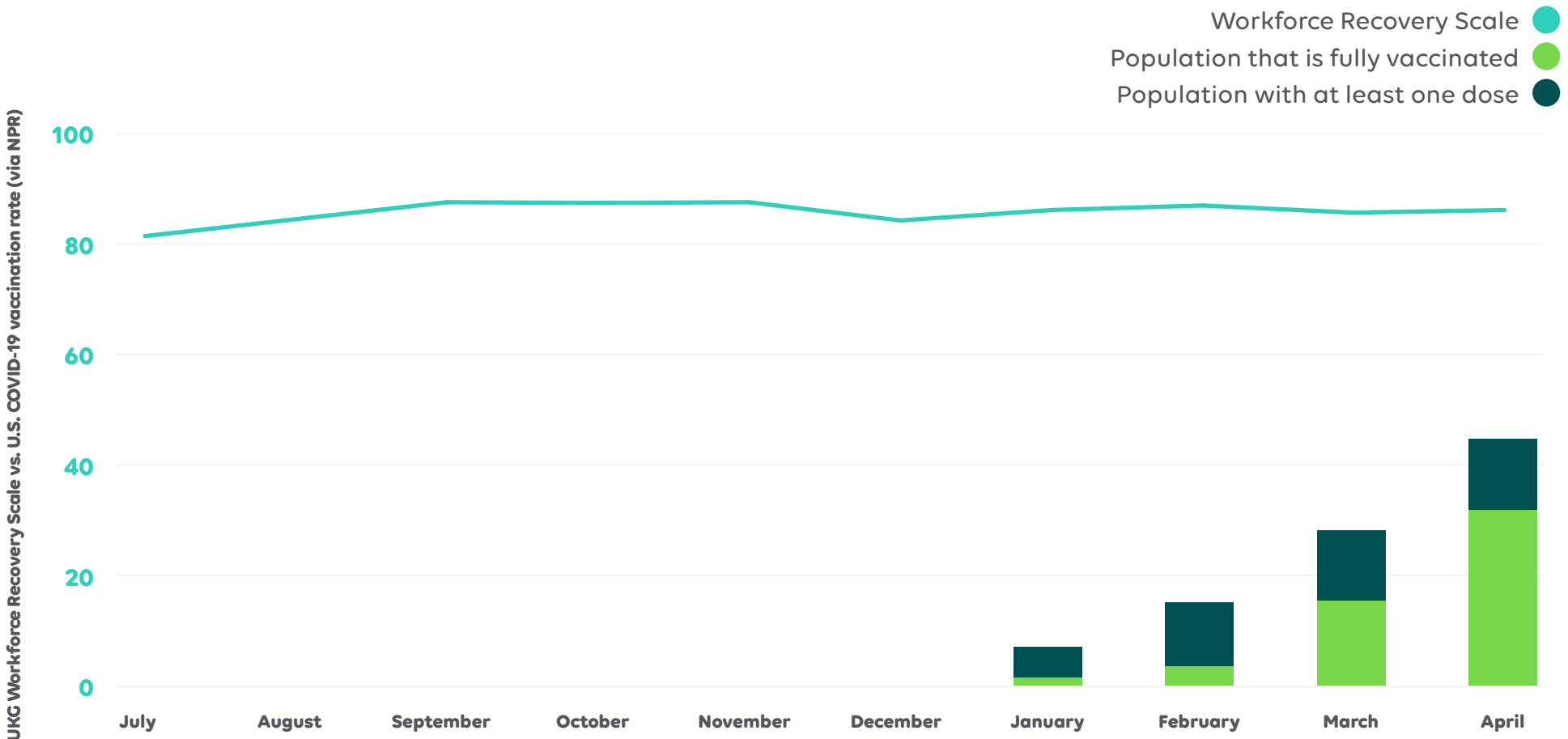


## Shift recovery: Tracking work activity alongside vaccination rates

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.

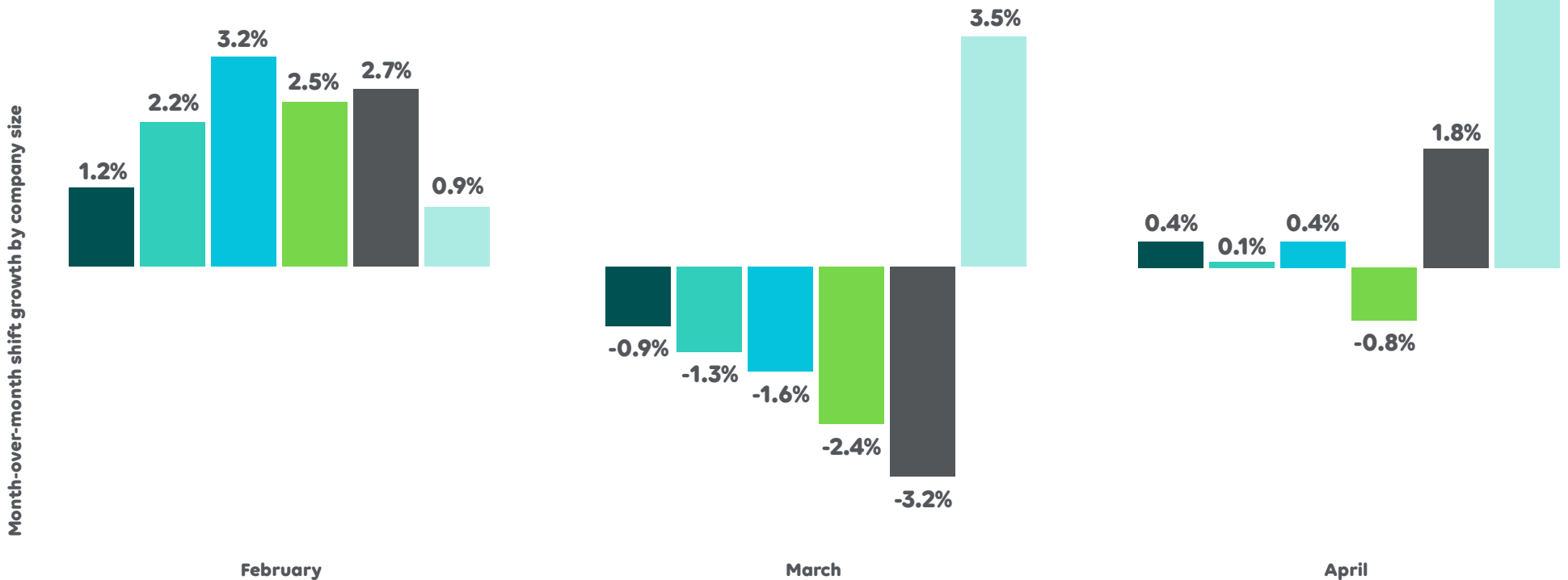
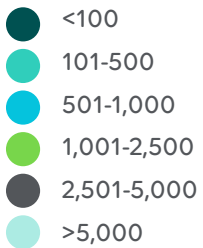
The UKG Workforce Recovery Scale currently sits at **85.9** compared to a **100.0** baseline in February 2020



## 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



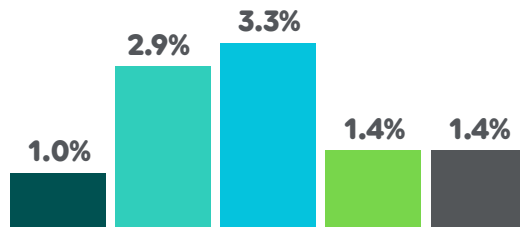
## Shift recovery: Industry

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

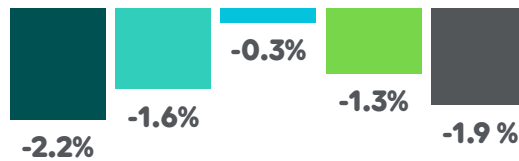
Shifts in the public sector seasonally **increased 7.4%** in April as K-12 school systems and higher education institutions returned to class following spring vacations

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

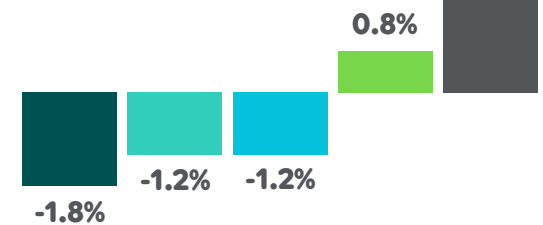
Month-over-month shift growth by industry



February



March

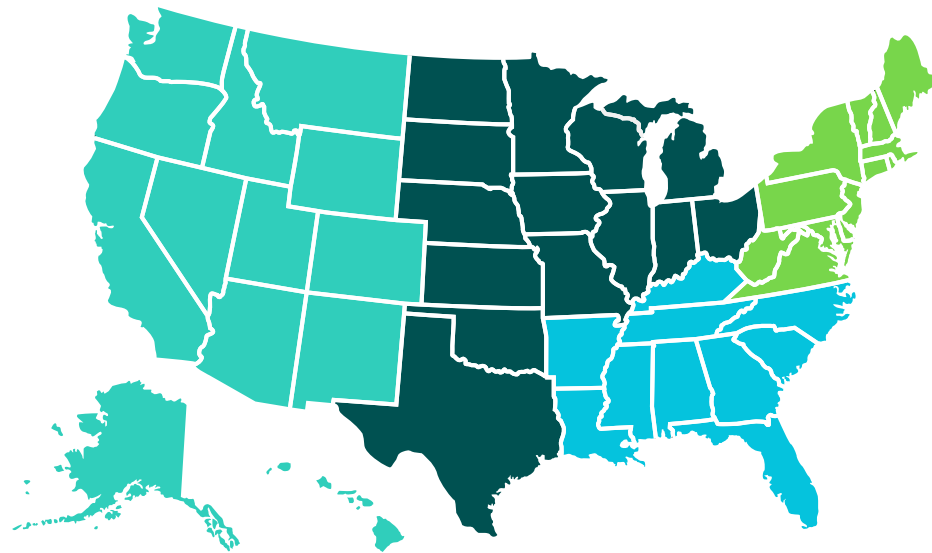


April



## 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.

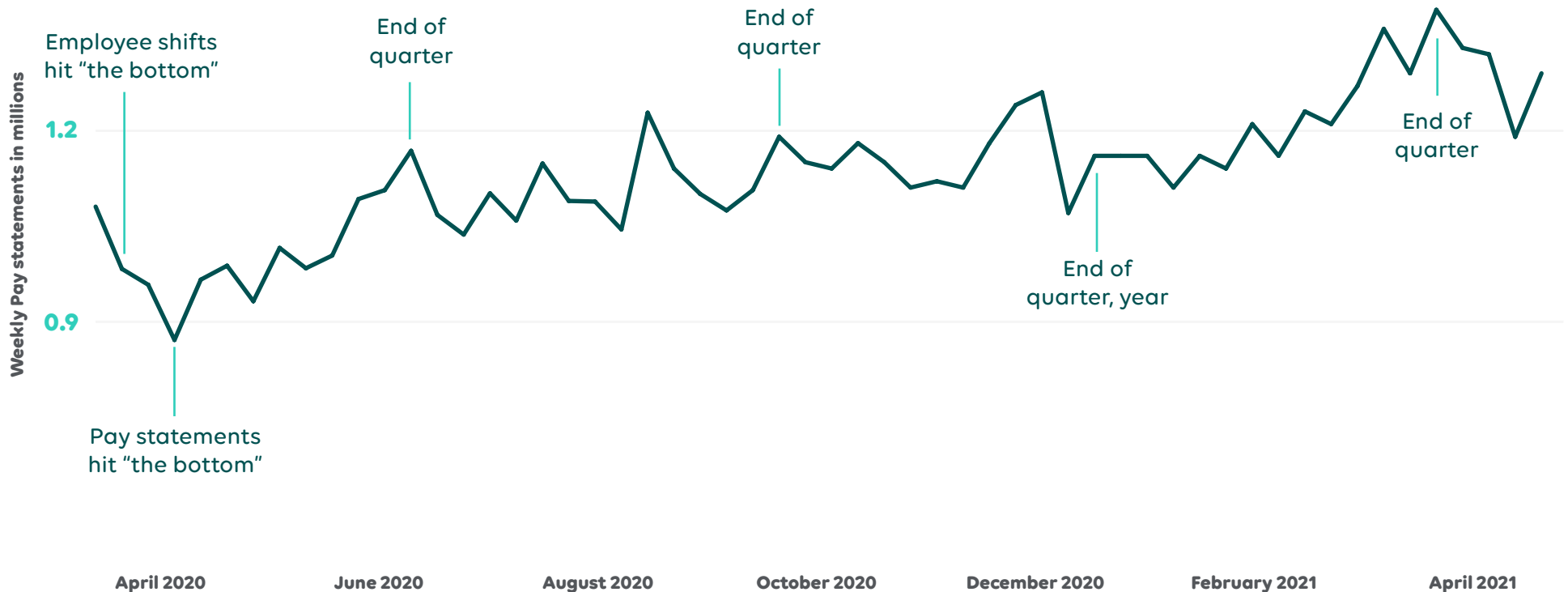
**21 states** saw an overall decline in shift work in April.

## 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)**

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