



UKG WORKFORCE ACTIVITY REPORT



By analyzing weekly employee shift trends at 35,000 U.S. businesses with a combined 4.0 million employees, this index tracks the ongoing recovery of the U.S. workforce.

Slight jobs growth expected in June

Labor market holding strong heading into Summer



Workforce activity begins heating up, breaks steady streak of declines

By analyzing weekly employee shift work trends across 35,000 U.S. businesses and 4.0 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://ukg.com/WorkforceActivityReport).

Workforce activity in June 2022 increased 0.8%. Following declines in 12 out of the prior 13 weeks, the market has now experienced two consecutive weeks of slightly growing workforce activity, setting the stage for jobs growth in June. A surprising sector of strength this month is retail, which following sustained declines since the beginning of 2022, increased 2.9%. Healthcare activity continued its long-term decline and will require several years to rebuild a skilled workforce following the ongoing exodus of caregivers.

June 2022

UKG expects
slight increase
in jobs growth
in June

Mid-month shift growth

-0.1%	September
0.1%	October
1.4%	November
-1.7%	December
-5.1%	January
6.6%	February
-0.6%	March
-0.6%	April
-1.0%	May
0.8%	June

Shift growth by company size

1.0%	<100
0.6%	101-500
1.2%	501-1,000
-0.2%	1,001-2,500
2.7%	2,501-5,000
1.6%	>5,000

Shift growth by industry

2.9%	Retail, food service, & hospitality
-0.9%	Healthcare
0.4%	Manufacturing
1.4%	Services & distribution

Workforce Recovery Scale

97.5	September
98.2	October
100.5	November
99.5	December
96.3	January
103.6	February
100.9	March
98.9	April
98.5	May
96.5	June

Shift growth by region

2.7%	Northeast
0.2%	Midwest
0.4%	Southeast
0.8%	West

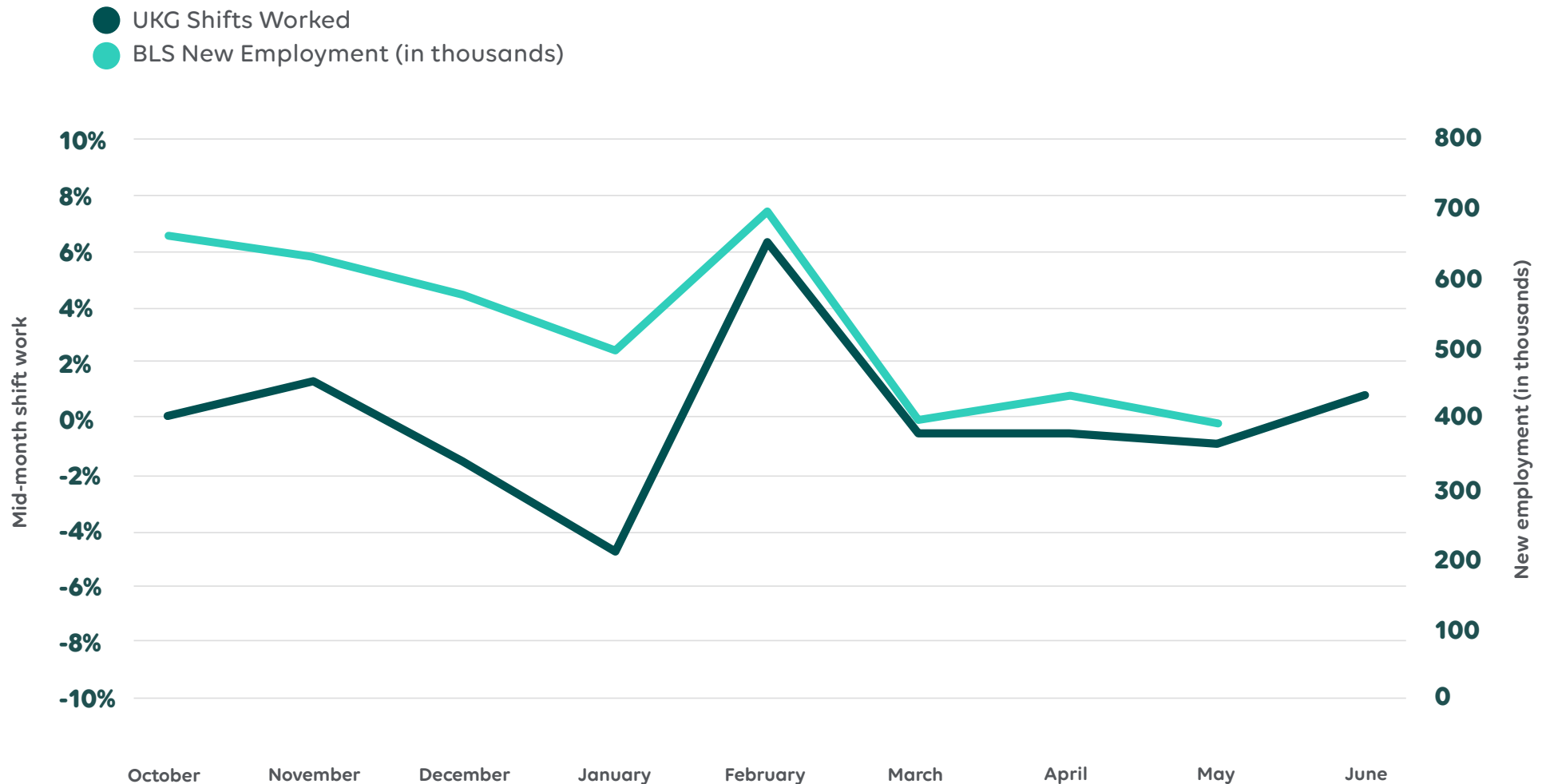
June's increase in workforce activity makes it unlikely we'll see a downside surprise in the BLS employment report. We saw slight, though broad-based, workforce gains across sectors with retailers showing particular signs of strength.

Dave Gilbertson
Vice President, UKG

Workforce activity and job creation: Tracking shift levels during the mid-month week

High-frequency UKG® shift data correlates each month with new employment gains reported by the U.S. Department of Labor — providing an indication of the direction of jobs recovery. The UKG data often comes into even closer alignment following ensuing Department of Labor revisions.

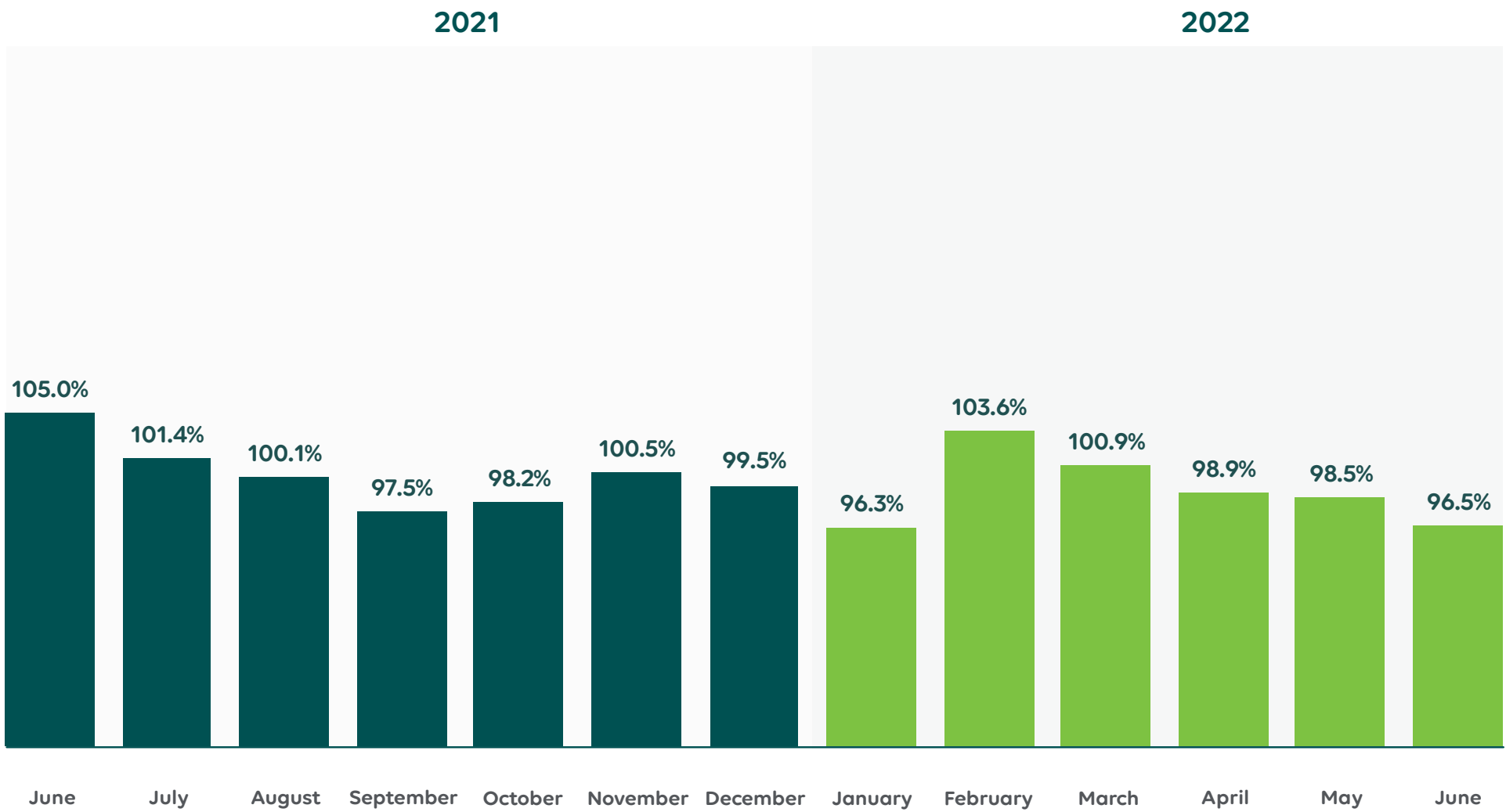
Workforce activity
increased 0.8% in June



UKG Workforce Recovery Scale

The UKG Workforce Recovery Scale — enhanced with an updated methodology in February 2022 — is a rolling 12-month index that measures workforce activity levels at U.S. businesses. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator for anticipated changes in the labor participation rate.

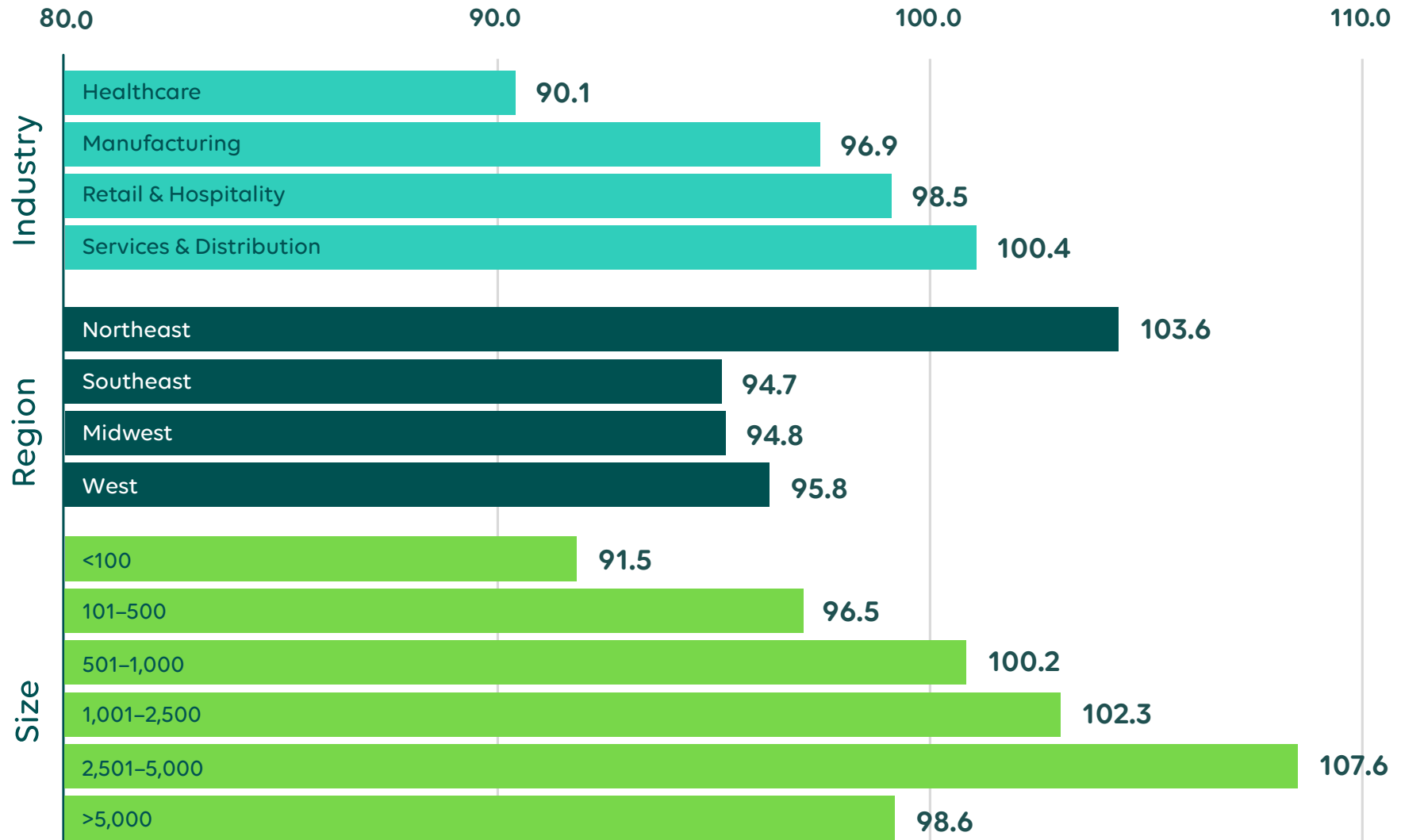
The UKG Workforce Recovery Scale for June is 96.5



UKG Workforce Recovery Scale

Examining the Workforce Recovery Scale index across industries, regions, or business size can provide a more detailed look at the often unequal distribution of economic momentum. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator for anticipated changes in the labor participation rate.

Retail is finally surging ahead of the typically busy summer season



Shift recovery: Company size

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

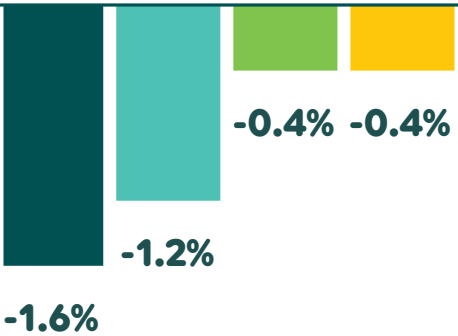
Larger businesses grew at a faster rate while smaller businesses grew at an average rate



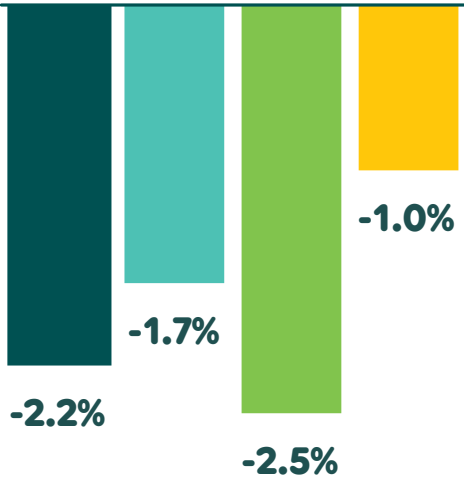
Shift recovery: Industry

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

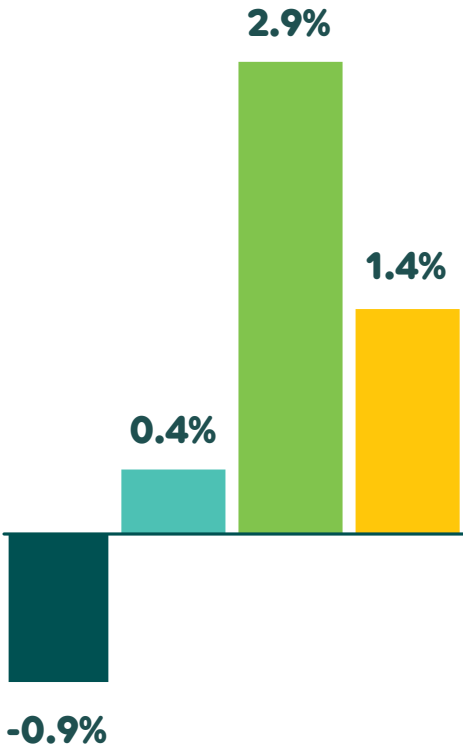
Retail workforce activity breaks slump, surges ahead of summer



April



May

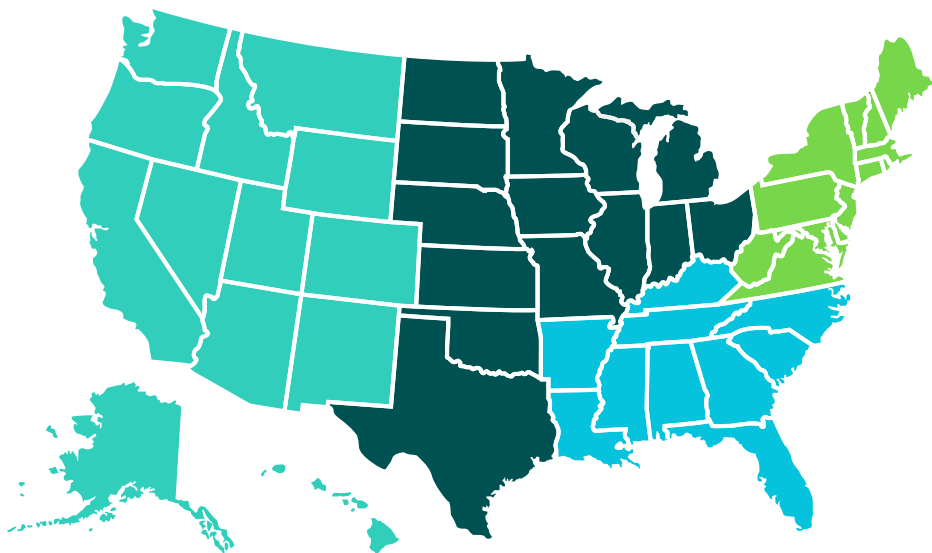


June

Shift recovery: U.S. landscape

The following, including CDC statistics, provide a snapshot of the June mid-month week.

This data reflects month-over-month shift growth by region and state as measured by time punches.



● Northeast	April: -0.3%	May: -0.5%	June: 2.7%
● Southeast	April: -1.3%	May: -0.8%	June: 0.4%
● Midwest	April: 0.2%	May: -0.7%	June: 0.2%
● West	April: -1.3%	May: -3.6%	June: 0.8%

83% of people
5+ with at least
one vaccination
(CDC)

39.58% of U.S. counties
at medium/high risk
of COVID based on
hospitalization (CDC)

BA.5 variant
accounts for
23.5% of COVID
cases (CDC)

Methodology



The Workforce Activity Report by UKG is an index that measures week-by-week metrics including employee shifts worked and pay statements from 3.9 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.

Since April 2020, UKG public sector data has included public K-12 and higher education institutions, in addition to traditional public sector government organizations. As is customary during the June-September timeframe, UKG will not report on public sector data until schools return in the fall.

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

**For more information
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