



UKG WORKFORCE ACTIVITY REPORT

November 2022



Retail Hiring Comes Alive on Cusp of Holiday Season

Workforce activity increases for just third time in 2022

By analyzing weekly employee shift work trends across 35,000 U.S. businesses and 4.2 million people, this index provides directional insight into the health of the frontline working economy.

See all historical weekly reports at UKG.com/WorkforceActivityReport.



Shift work
increased 0.3% in
November 2022

Executive Summary

November 2022



Mid-month shift growth

0.8%	June
-0.6%	July
-0.8%	August
-0.3%	September
-0.9%	October
0.3%	November



Shift growth by company size

-0.2%	<100
0.2%	101-500
0.3%	501-1,000
0.8%	1,001-2,500
-0.1%	2,501-5,000
3.8%	>5,000



Workforce Recovery Index

96.5	June
95.5	July
97.6	August
97.6	September
97.1	October
96.2	November



Shift growth by industry

1.9%	Retail, food service, & hospitality
0.5%	Healthcare
-0.7%	Manufacturing
0.4%	Services & distribution
1.9%	Public Sector



Key Takeaways from November

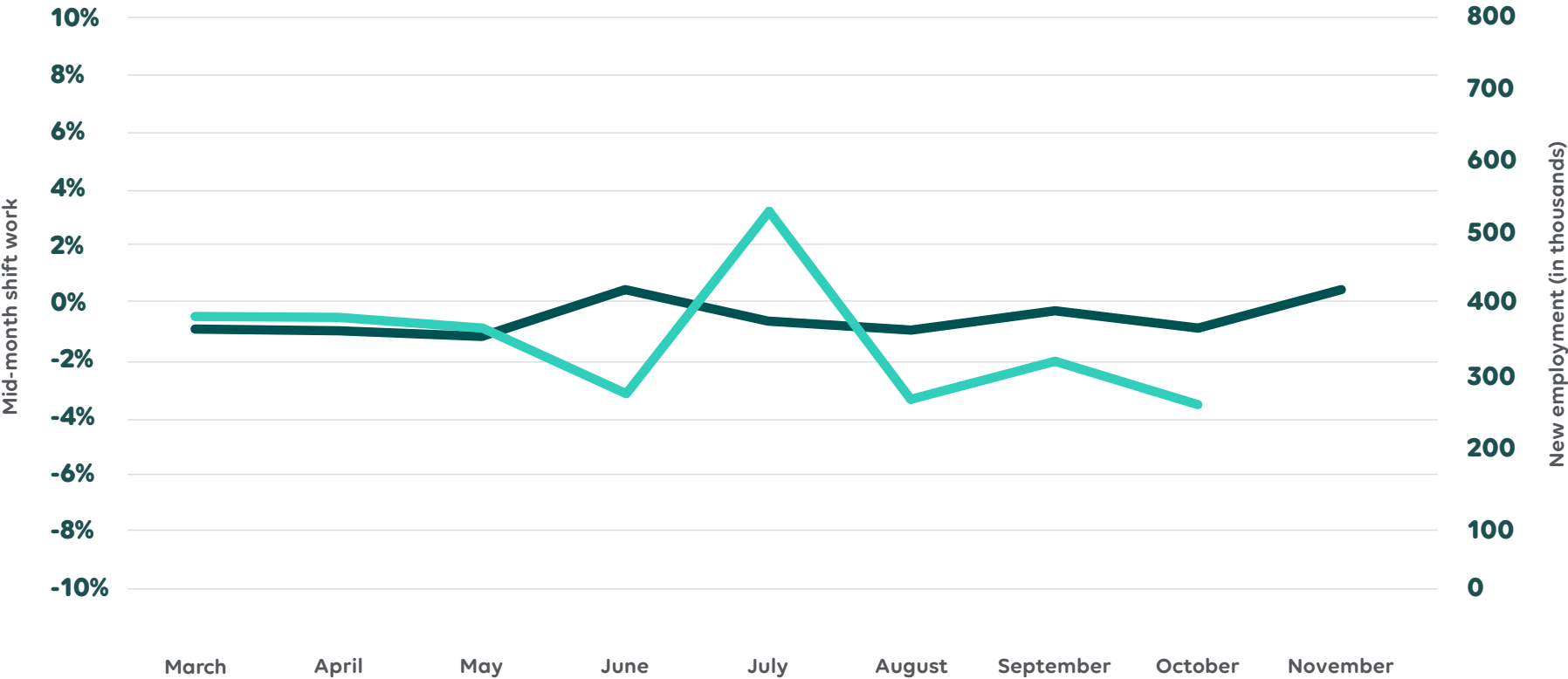
"We're finally seeing a long overdue surge in holiday hiring, it's just later and slightly more muted than we've experienced in the past. Overall, while there's still a lot of uncertainty around 2023, it looks like 2022 will be remembered as the smoothest and most stable job market at any point over the last three years."

Dave Gilbertson
Vice President, UKG

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



Workforce activity increased 0.3% in November



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.

- UKG Shifts Worked
- BLS New Employment (in thousands)

The UKG Workforce Recovery Index for November is 96.2

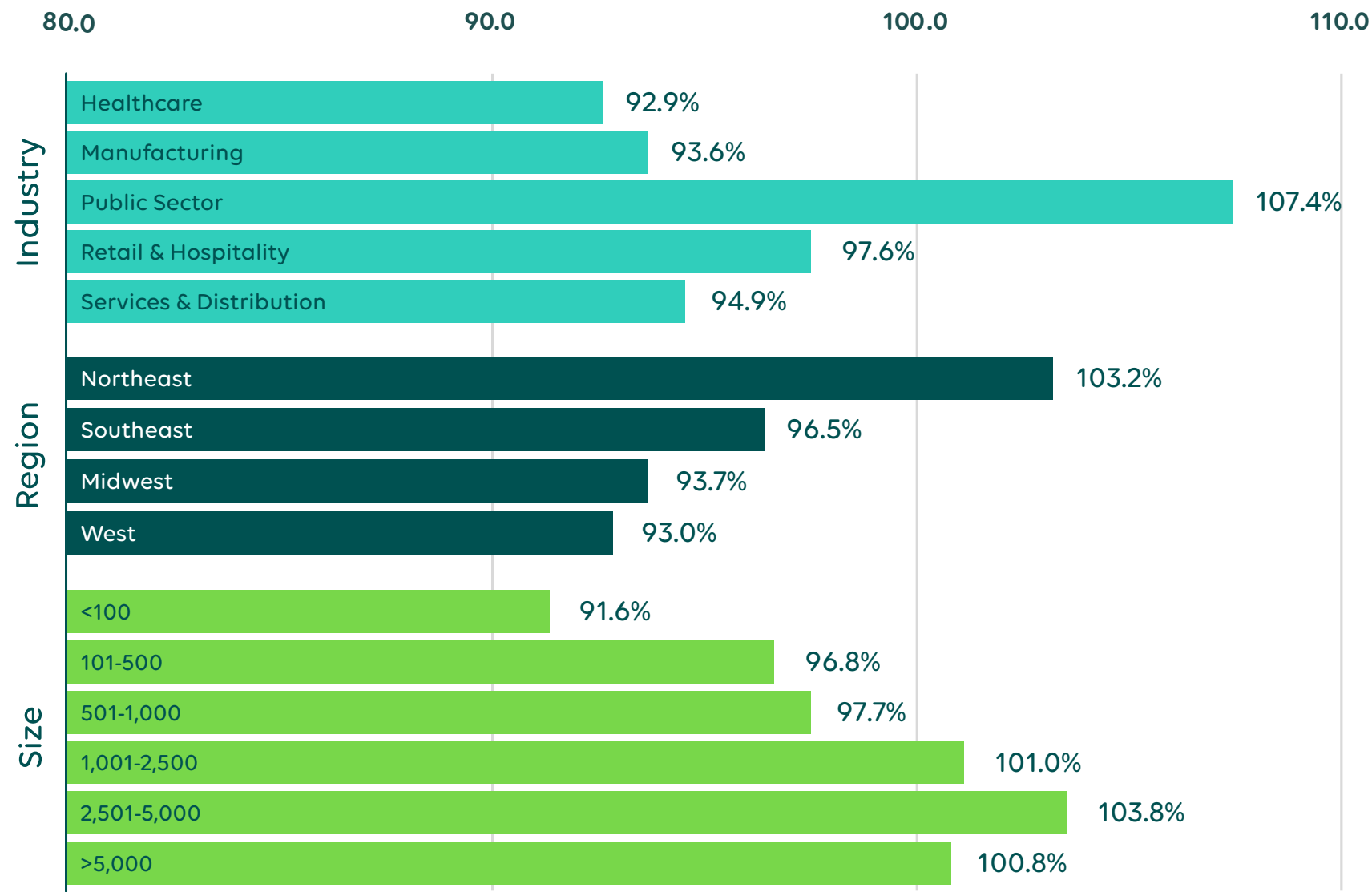


UKG Workforce Recovery Index

The UKG Workforce Recovery Index is a rolling 12-month scale 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.



UKG Workforce Recovery Index



The Workforce Recovery Index dropped nearly a point to 96.2

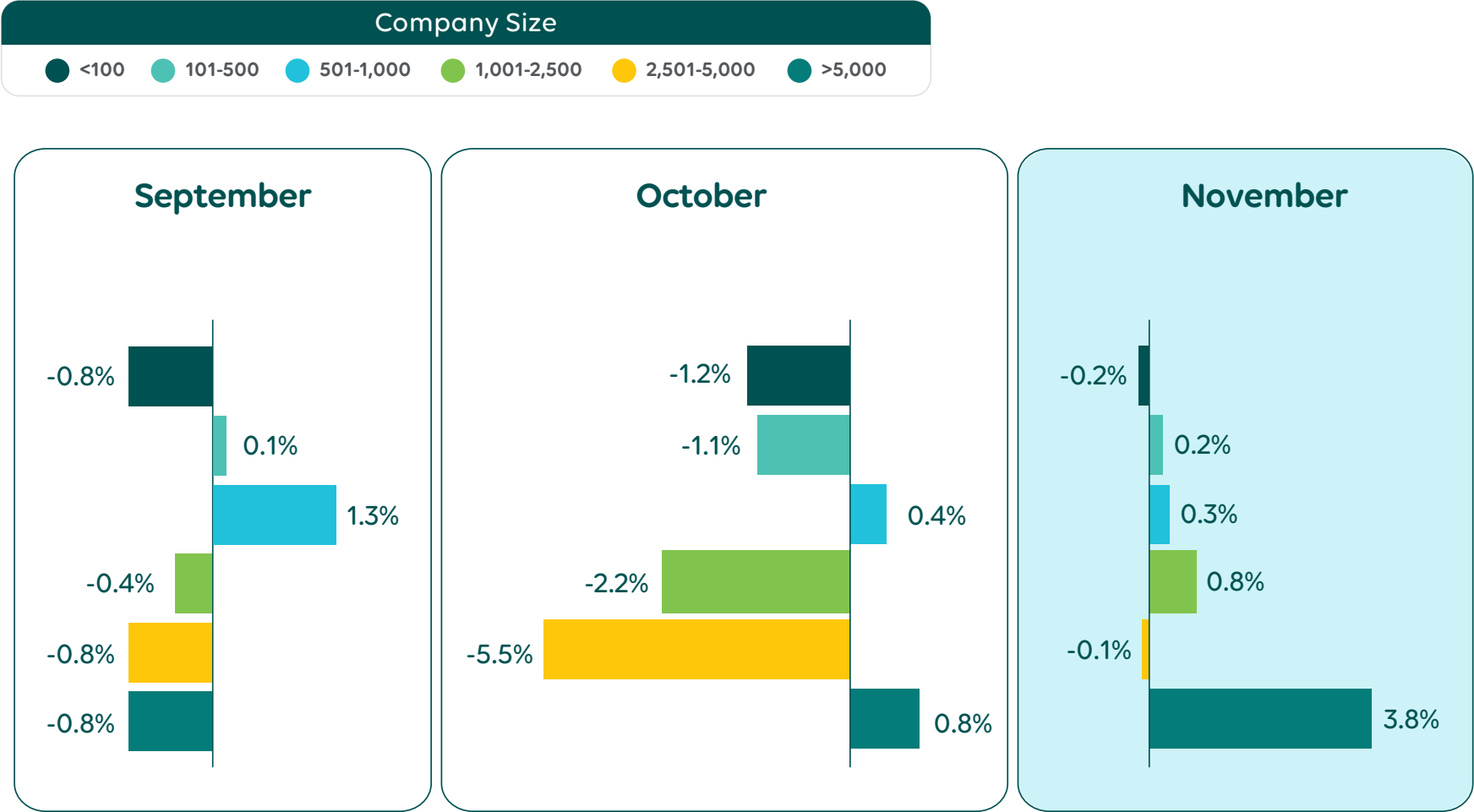
Examining the Workforce Recovery Index scale across industries, regions, or business size can provide a more detailed look at the often unequal distribution of economic momentum. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator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

Shift recovery: Company size

The largest organizations are driving the most growth



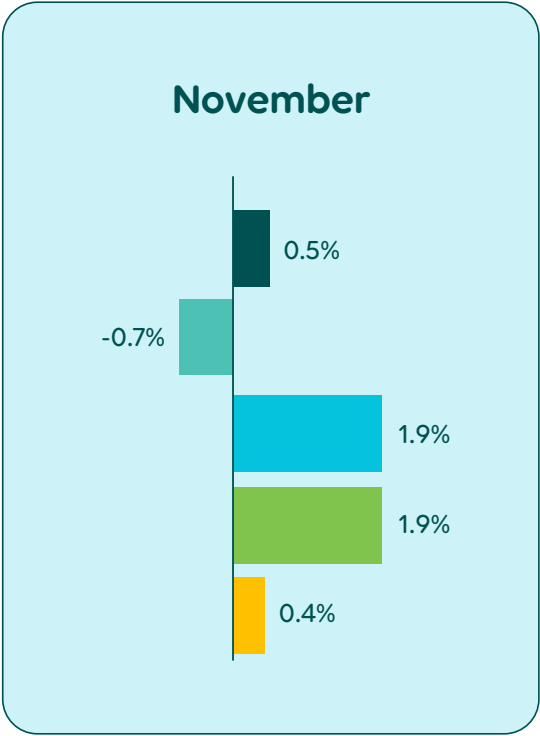
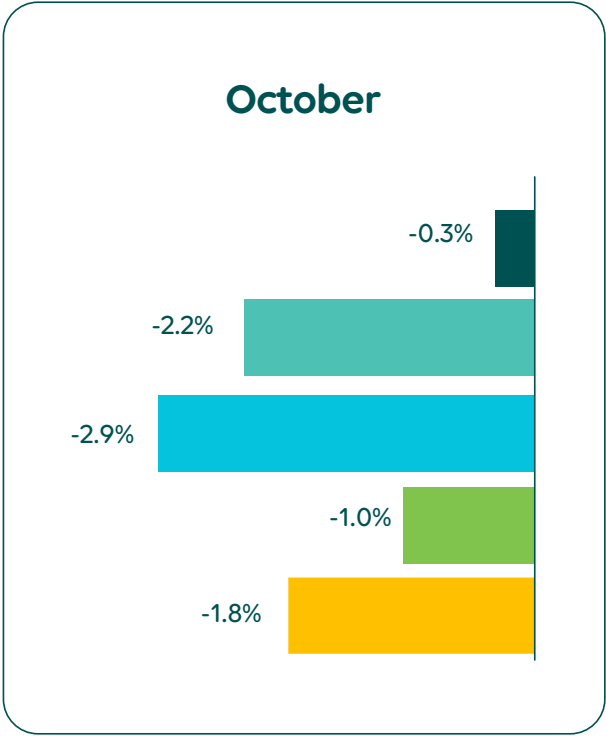
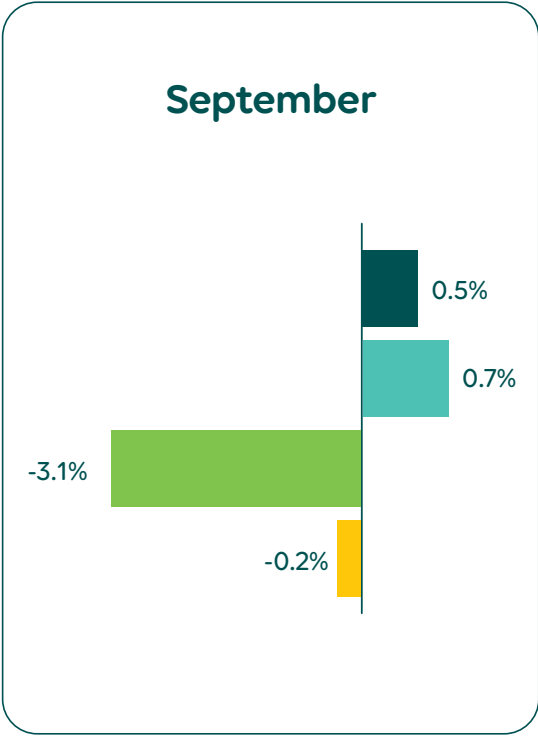
This data reflects month-over-month shift growth by company size as measured by time punches.



Shift recovery: Industry



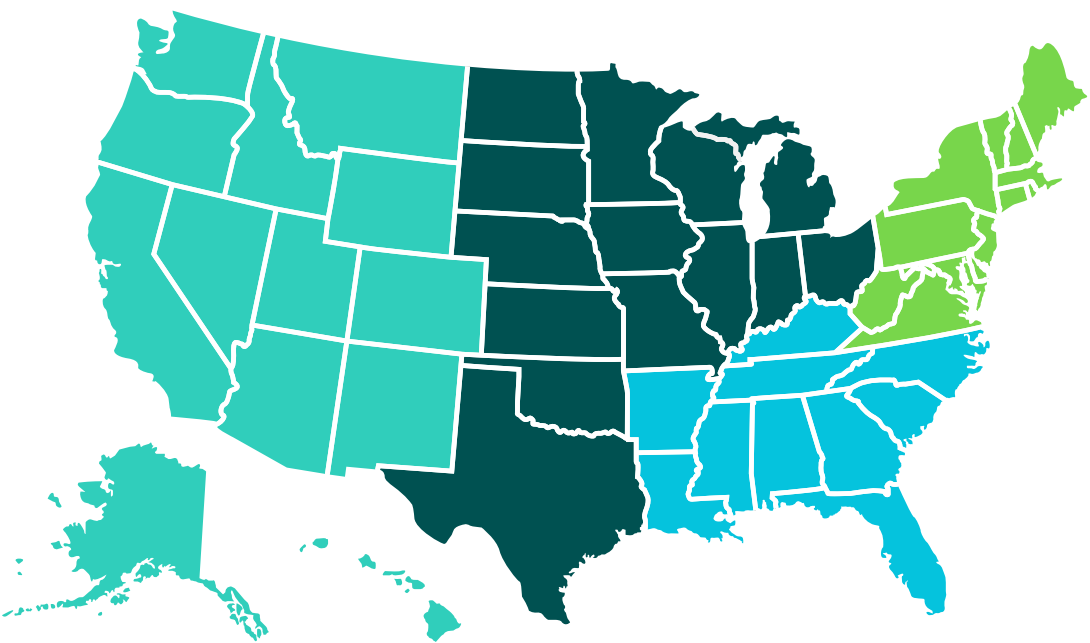
Most sectors
poised to turn
a corner



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

Shift recovery: U.S. landscape

The following, including CDC statistics, provide a snapshot of the November mid-month week. This data reflects month-over-month shift growth by region and state as measured by time punches.



● Northeast	● Southeast	● Midwest	● West
September: -1.1%	September: 0.4%	September: -0.1%	September: -0.3%
October: -2.1%	October: -1.0%	October: -2.4%	October: -0.4%
November: 0.4%	November: 1.8%	November: 0.6%	November: -0.8%



85.1% of people 5+ with at least one vaccination (CDC)



97.2% of U.S. counties at low/medium risk of COVID based on hospitalization (CDC)



BQ.1 and BQ1.1 variants account for 49.7% 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 4.2 million employees across more than 35,000 U.S. businesses.

“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.

Register to attend our monthly labor market briefing at 10:00 a.m. ET each month on the Tuesday prior to the BLS employment report publication by visiting [UKG.com/WorkforceActivityReport](https://www.ukg.com/workforce-activity-report).

**For more information
please contact:**

Dan Gouthro
1 978.947.7310
daniel.gouthro@ukg.com



For the latest data reports and to register to attend UKG labor market briefings visit: [UKG.com/WorkforceActivityReport](https://www.ukg.com/workforce-activity-report)

© 2022 UKG Inc. All rights reserved. For a full list of UKG trademarks, please visit [ukg.com/trademarks](https://www.ukg.com/trademarks). All other trademarks, if any, are property of their respective owners. All specifications are subject to change.