



UKG WORKFORCE ACTIVITY REPORT

December 2022





Workforce activity declined sharply to close out 2022

December experienced third largest monthly decline since April 2020

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 decreased -2.9% in December 2022

Executive Summary

December 2022



Mid-month shift growth

-0.6%	July
-0.8%	August
-0.3%	September
-0.9%	October
0.3%	November
-2.9%	December



Shift growth by company size

-2.7%	<100
-3.0%	101-500
-3.0%	501-1,000
-2.5%	1,001-2,500
-5.2%	2,501-5,000
-2.5%	>5,000



Workforce Recovery Index

95.5	July
97.6	August
97.6	September
97.1	October
96.2	November
92.9	December



Shift growth by industry

-1.4%	Retail, food service, & hospitality
-1.5%	Healthcare
-3.6%	Manufacturing
-3.2%	Services & distribution
-4.1%	Public Sector

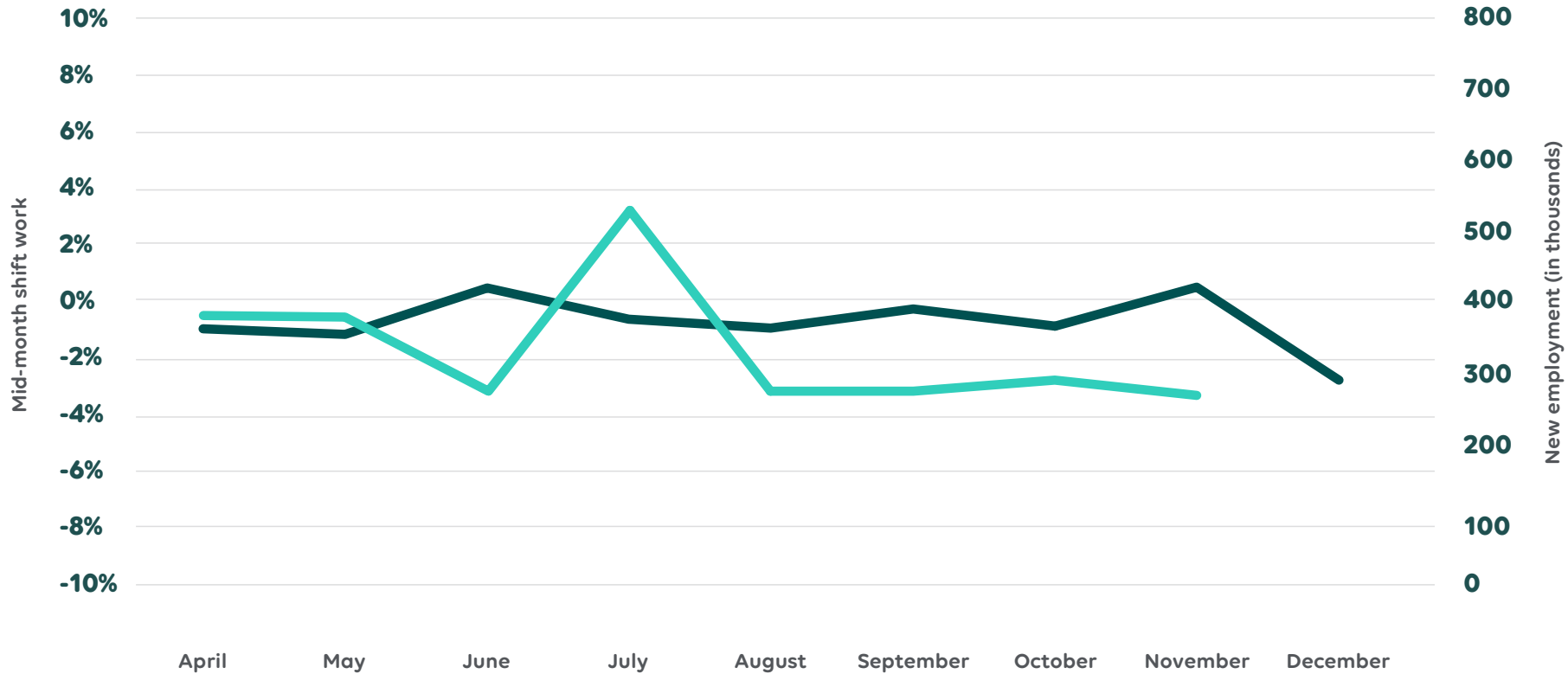


Labor market showing signs of weakness

"Executives across all industries, regions, and business-size segments are facing significant uncertainty. That played through in the labor market in December, as hourly employees were clearly offered fewer shifts."

Dave Gilbertson
Vice President, UKG

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



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



Workforce activity decreased -2.9% in December

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.

The UKG Workforce Recovery Index for December is 92.9

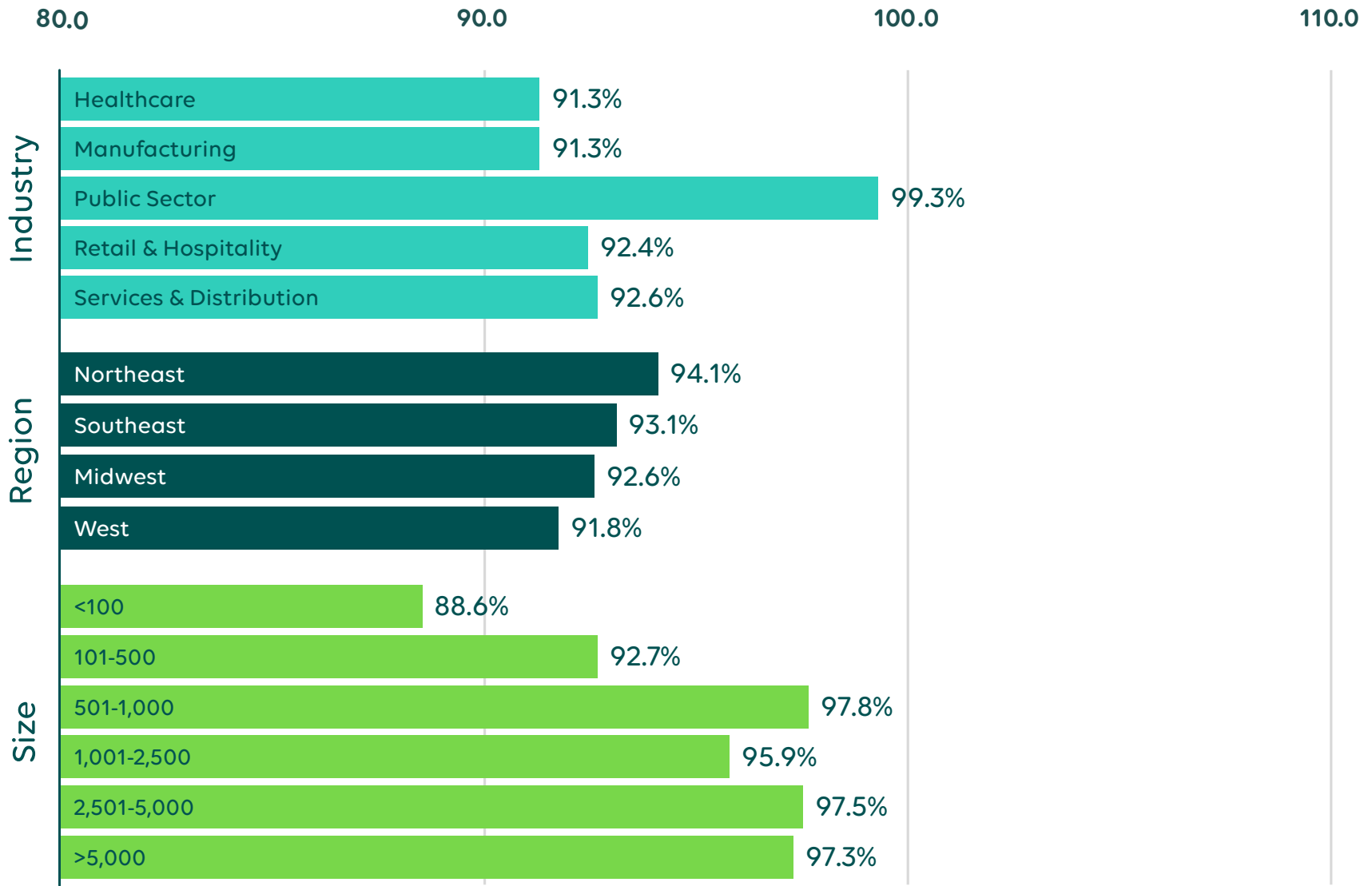


The UKG Workforce Recovery Index is a rolling 12-month scale that measures workforce activity levels at U.S. businesses. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator for anticipated changes in the labor participation rate.

UKG Workforce Recovery Scale



UKG Workforce Recovery Index



92.9 is the lowest index level since March 2021

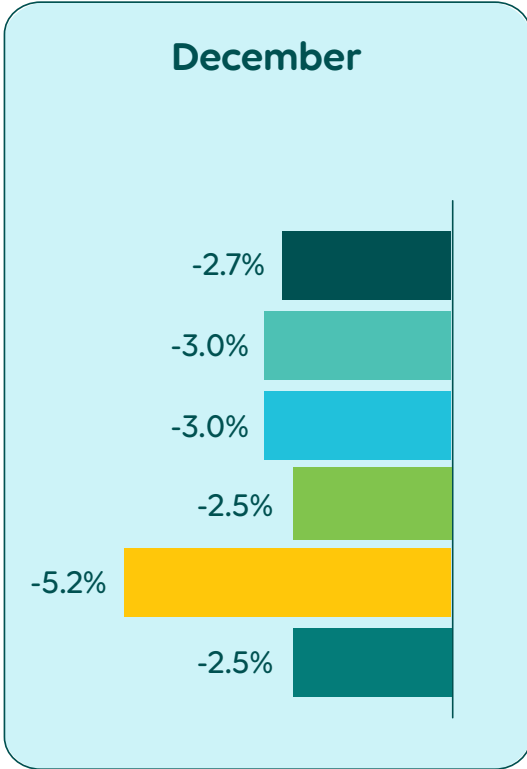
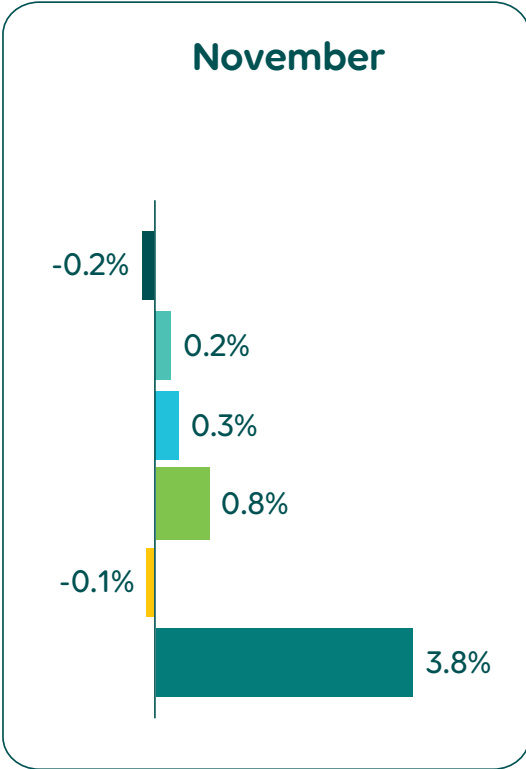
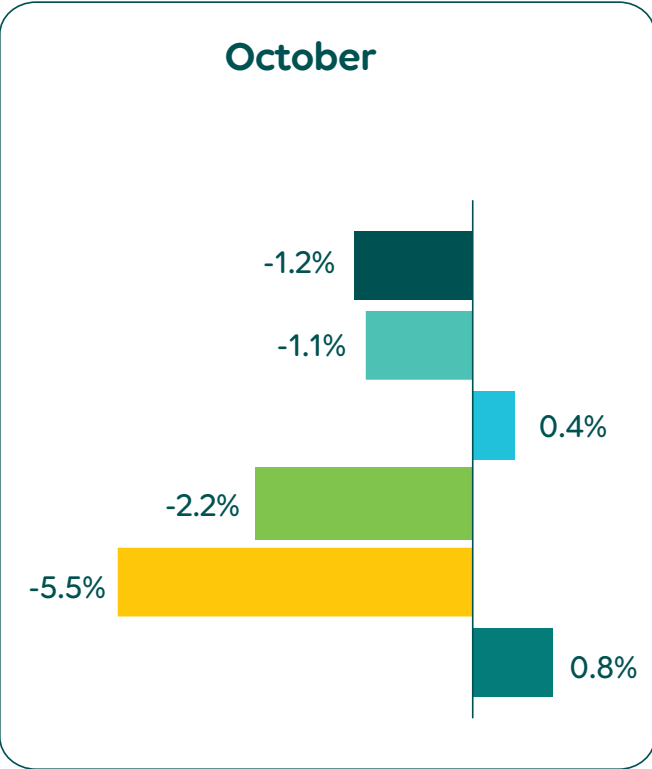
Examining the Workforce Recovery Index scale across industries, regions, or business size can provide a more detailed look at the often unequal distribution of economic momentum. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator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

Shift recovery: Company size

Declines at larger organizations may affirm layoffs



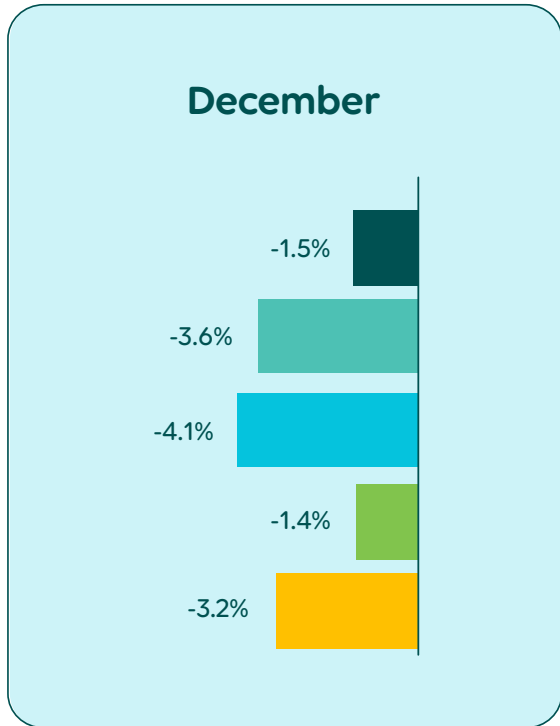
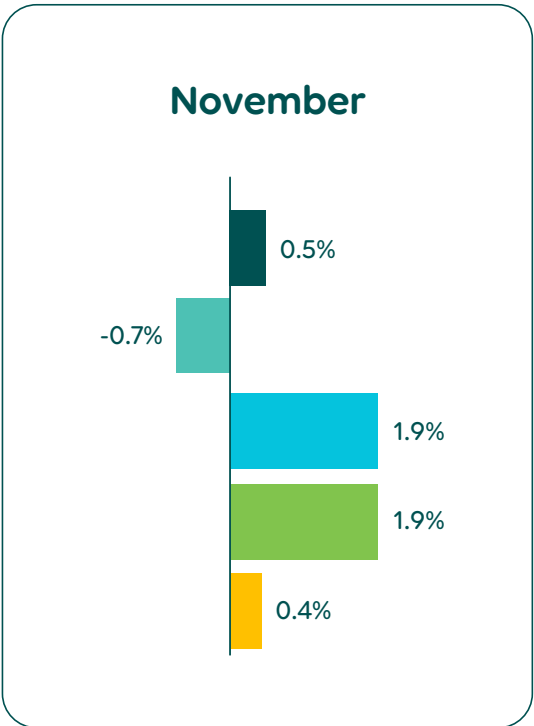
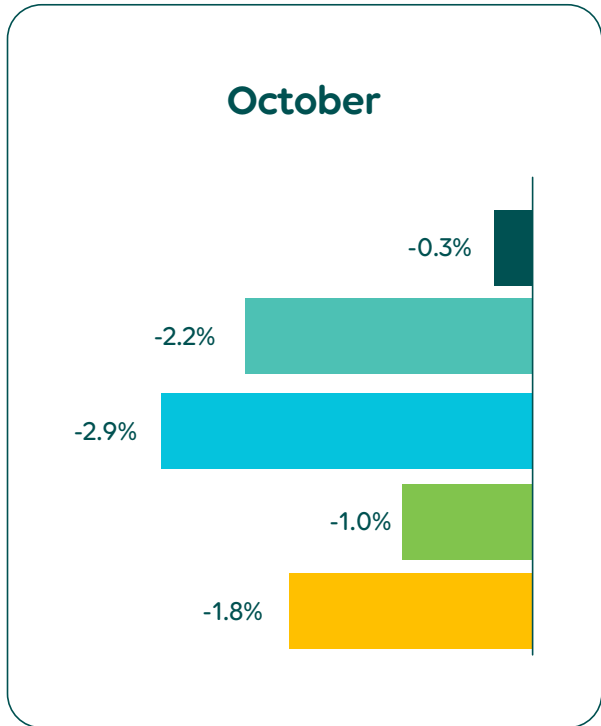
This data reflects month-over-month shift growth by company size as measured by time punches.



Shift recovery: Industry



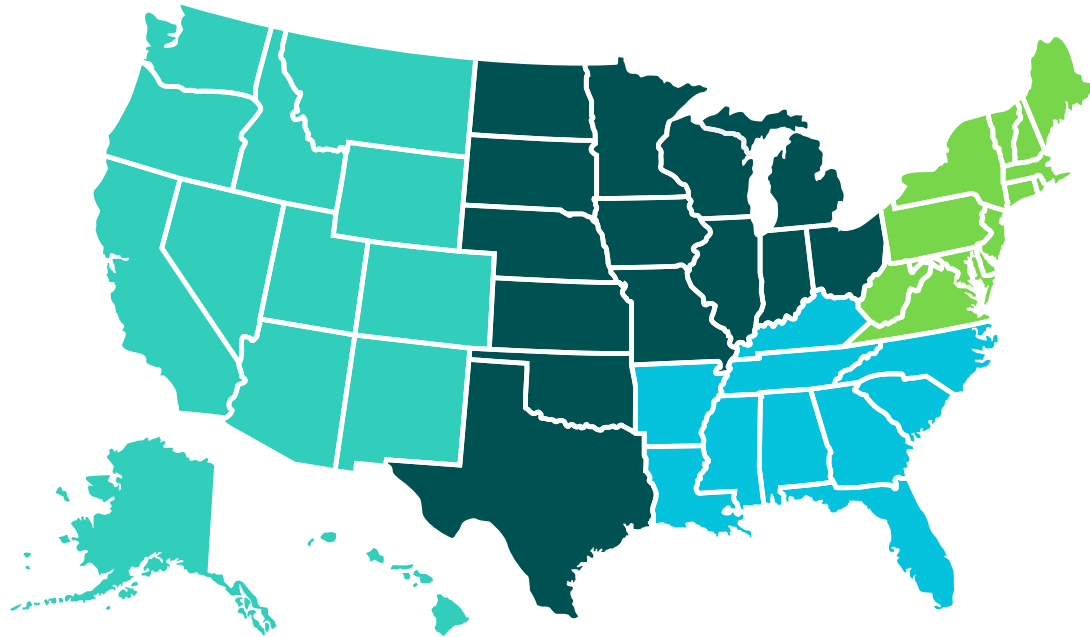
Retail activity fizzled during historically busy holiday season



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



● Northeast

October: -2.1%
November: 0.4%
December: -3.0%

● Southeast

October: -1.0%
November: 1.8%
December: -3.0%

● Midwest

October: -2.4%
November: 0.6%
December: -3.0%

● West

October: -0.4%
November: -0.8%
December: -3.0%



85.3% of people 5+ with at least one vaccination (CDC)



10.66% of U.S. counties at high risk of COVID based on hospitalization (CDC)



XBB variant accounts for **18.3%** 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)

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