

UKG



# UKG WORKFORCE ACTIVITY REPORT

May 2023





# May Workforce Activity Points to Big Upside Surprise

Surging shift work a leading indicator of job creation

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](https://UKG.com/WorkforceActivityReport).



Shift work increased 1.0% in May 2023

# Executive summary

May 2023



## Mid-month shift growth

<b>-2.9%</b>	December
<b>0.0%</b>	January
<b>-0.5%</b>	February
<b>-1.6%</b>	March
<b>-0.2%</b>	April
<b>1.0%</b>	May



## Shift growth by company size

<b>1.3%</b>	<100
<b>1.7%</b>	101-500
<b>0.0%</b>	501-1,000
<b>-0.1%</b>	1,001-2,500
<b>1.1%</b>	2,501-5,000
<b>2.4%</b>	>5,000



## Workforce Recovery Index

<b>92.9</b>	December
<b>93.4</b>	January
<b>92.6</b>	February
<b>95.1</b>	March*
<b>96.4</b>	April*
<b>99.1</b>	May



## Shift growth by industry

<b>1.6%</b>	Retail, food service, & hospitality
<b>1.8%</b>	Healthcare
<b>0.1%</b>	Manufacturing
<b>1.2%</b>	Services & distribution
<b>8.1%</b>	Public Sector

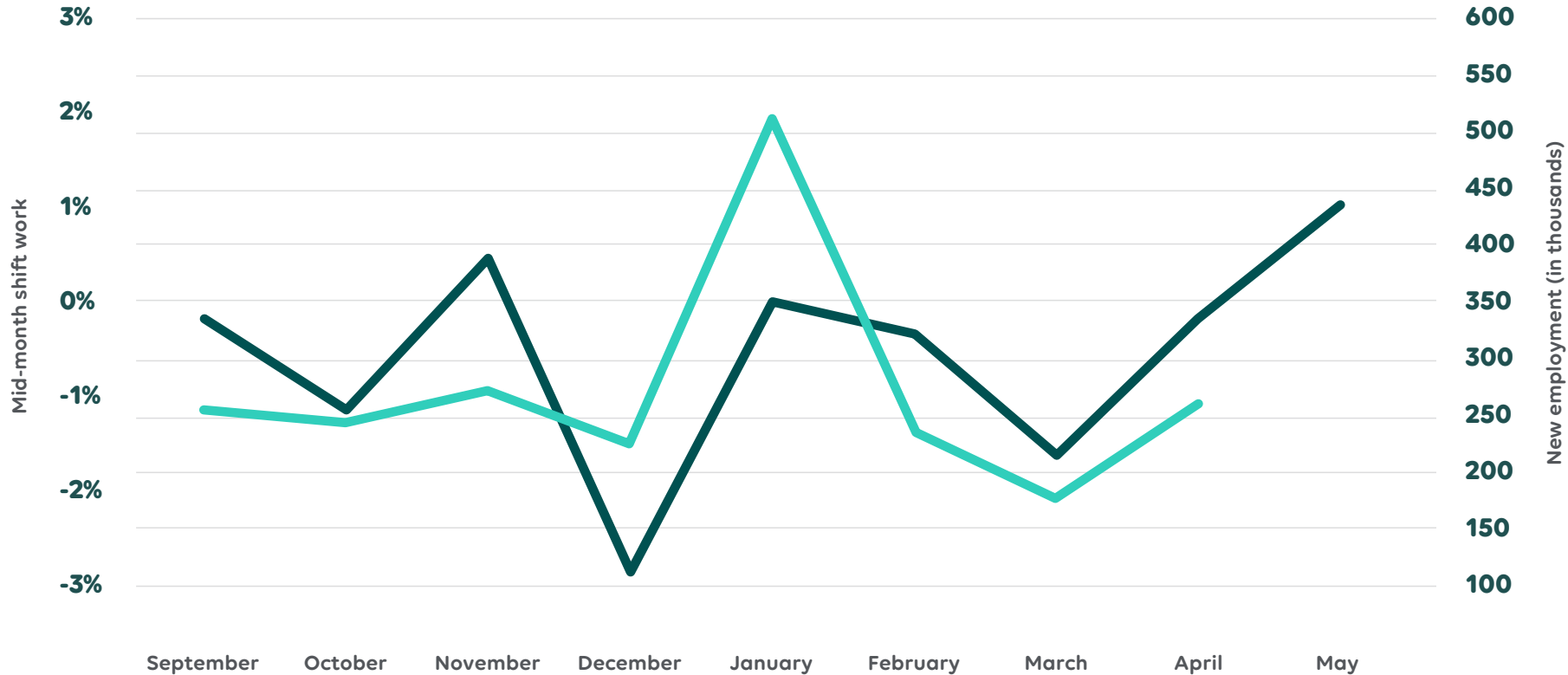


## Expect an upside surprise in May

"On the heels of a strong April, shift work in May experienced its biggest surge since late 2021. We're seeing signs of strength and improvement across every key measurement. We have high confidence May will see an upside surprise in job creation that is not reflected in the current consensus predictions."

**Dave Gilbertson**  
Labor Economist, UKG

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



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



Workforce activity increased 1.0% in May

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.

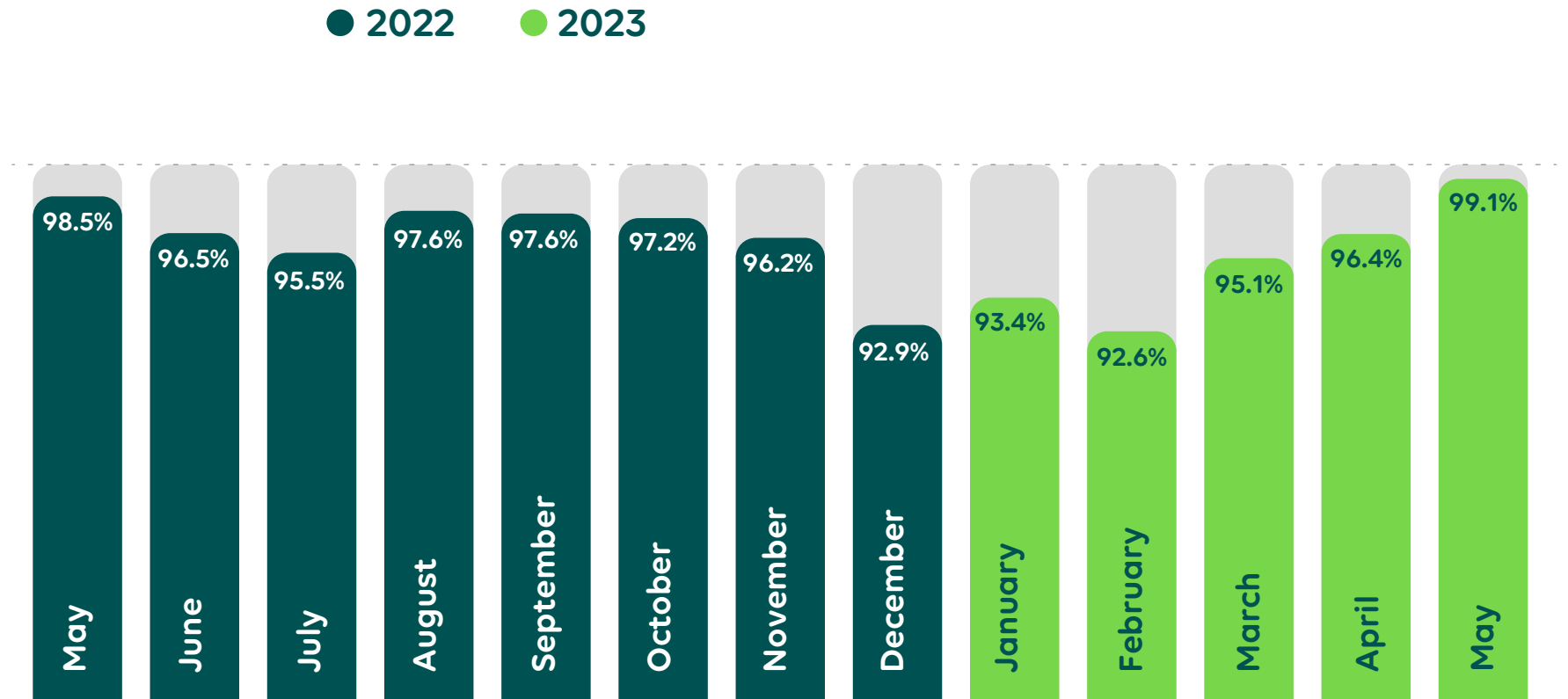


The UKG Workforce Recovery Index for May is 99.1

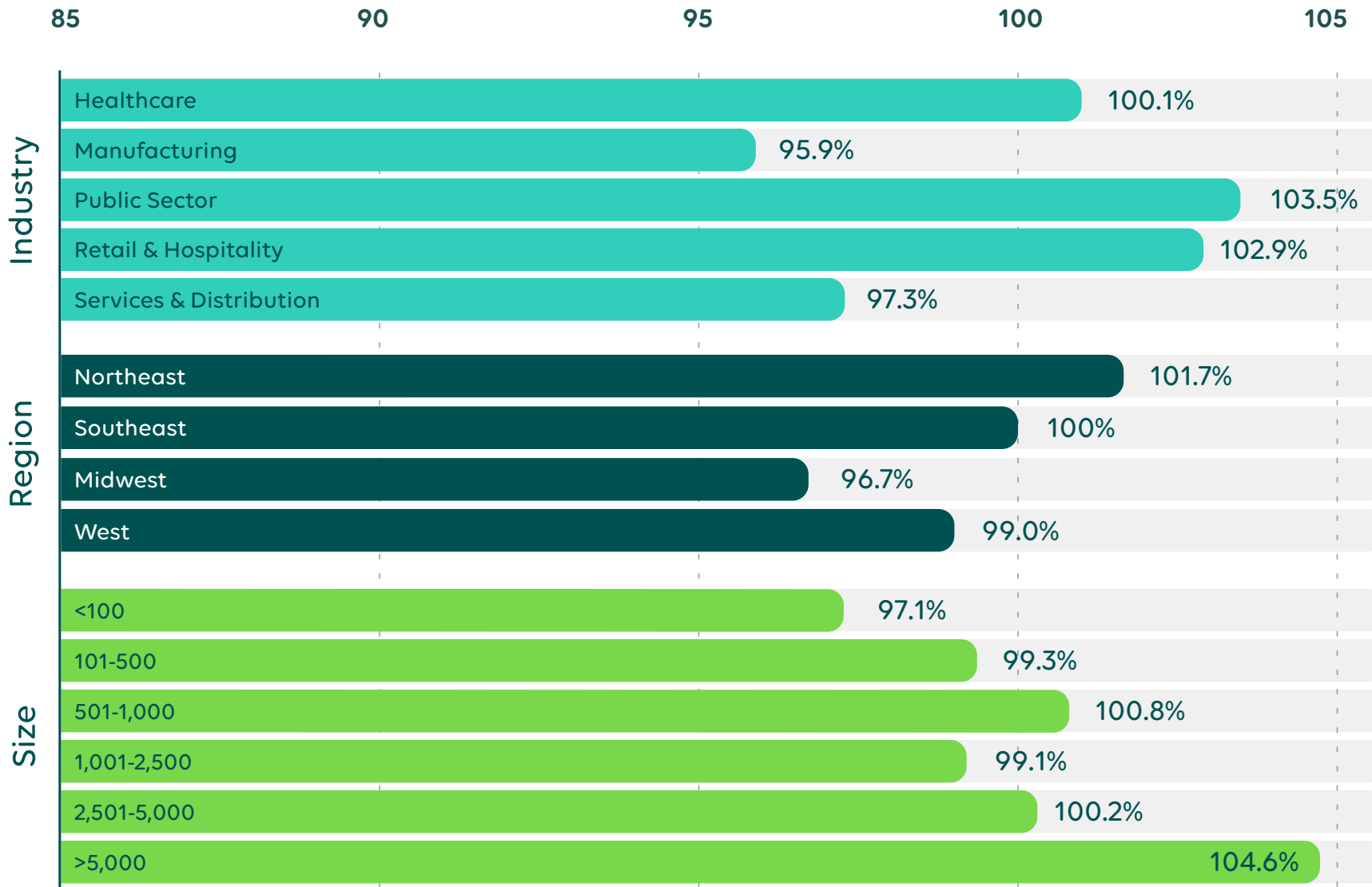


The UKG Workforce Recovery Index is a rolling 12-month scale that measures workforce activity levels at U.S. businesses. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator for anticipated changes in the labor participation rate.

## UKG Workforce Recovery Scale



# UKG Workforce Recovery Index



Strongest single month growth since Nov. 2021

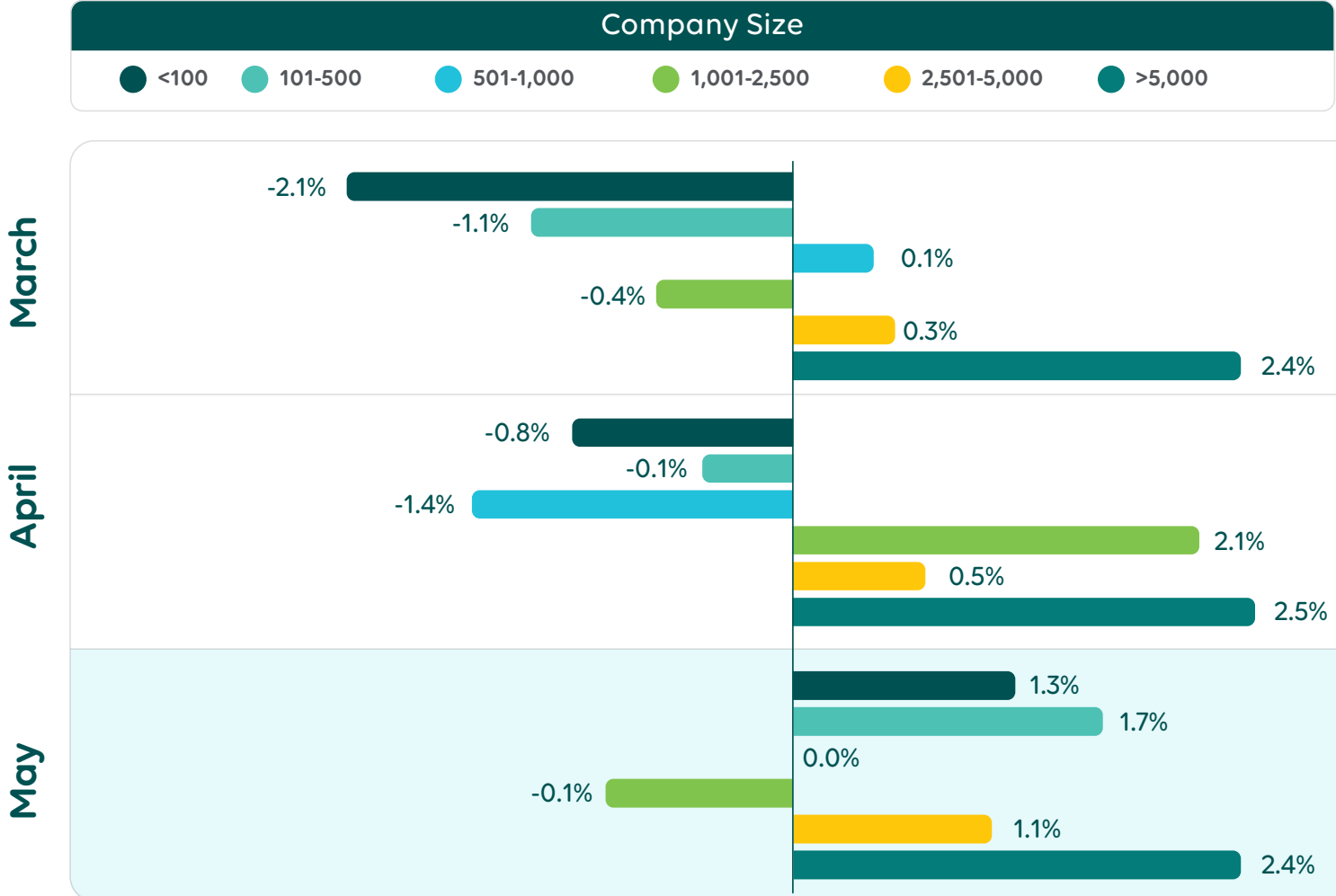
Examining the Workforce Recovery Index scale across industries, regions, or business size can provide a more detailed look at the often unequal distribution of economic momentum. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator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

# Shift recovery: Company size

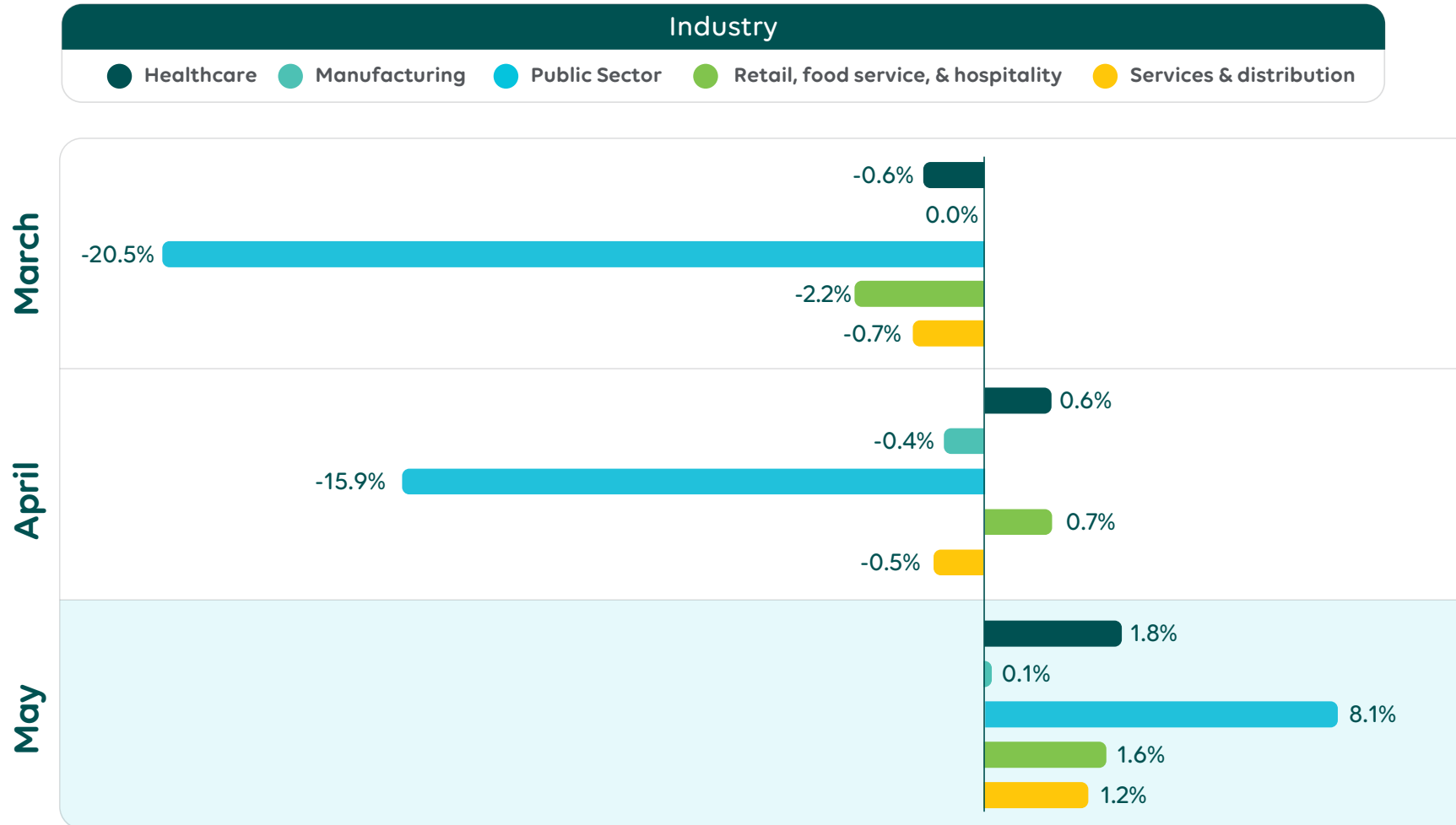
May showed surging strength in all key measurements



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



## Shift recovery: Industry



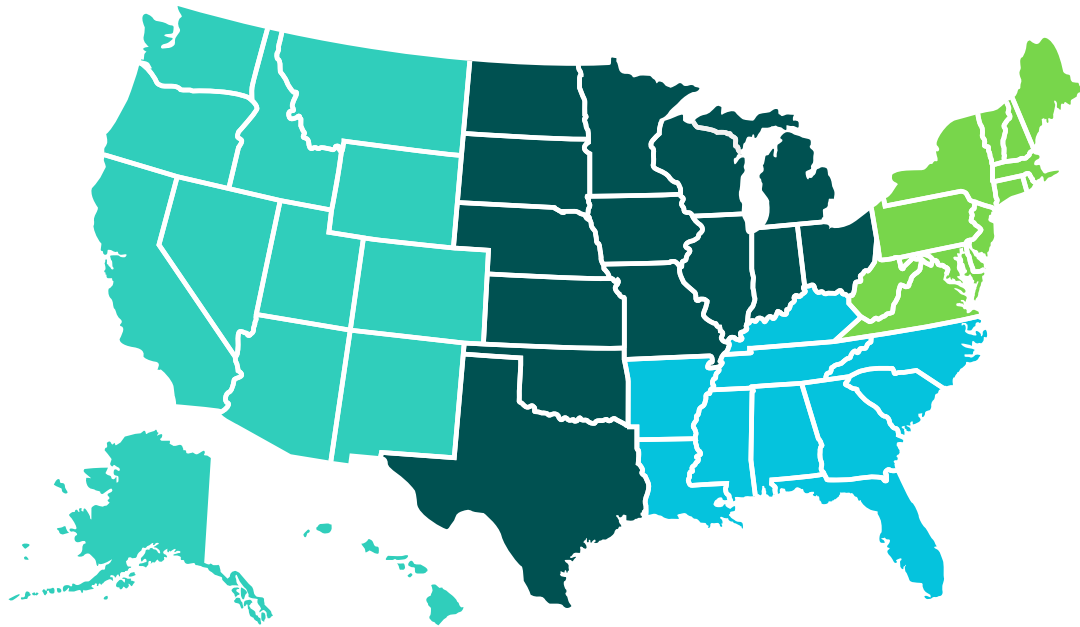
Seasonal industries well-positioned for summer

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



## Shift recovery: U.S. landscape

While the COVID-19 pandemic created regional inconsistencies in workforce activity from 2020-2022, large variations in regional changes today can often be attributed to localized events such as extreme weather emergencies.



### ● Northeast

**March:** 0.4%  
**April:** -0.2%  
**May:** 2.6%

### ● Southeast

**March:** -1.5%  
**April:** 0.8%  
**May:** 1.2%

### ● Midwest

**March:** -1.9%  
**April:** -0.1%  
**May:** 0.0%

### ● West

**March:** 0.1%  
**April:** 0.1%  
**May:** 0.3%

## Upcoming Reports



**June 2:** BLS Employment Situation



**June 13:** Consumer Price Index & Real Earnings



**June 13:** Real Earnings Report



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://UKG.com/WorkforceActivityReport).



# 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.

\*April 2023 index revised from 100.1 to 96.4

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