



# UKG WORKFORCE ACTIVITY REPORT

January 2024



# January brings snow — and slows down shift work

Labor market loosens at start of 2024

By analyzing weekly employee shift work trends across 35,000 U.S. businesses and 4.3 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://UKG.com/WorkforceActivityReport).



Shift work decreased  
2.4% in January

# Executive summary

January 2024



## Mid-month shift growth

<b>-0.8%</b>	August
<b>0.1%</b>	September
<b>-0.2%</b>	October
<b>0.4%</b>	November
<b>-2.0%</b>	December
<b>-2.4%</b>	January



## Shift growth by company size

<b>-3.7%</b>	<100
<b>-2.9%</b>	101-500
<b>-1.3%</b>	501-1,000
<b>-0.8%</b>	1,001-2,500
<b>-1.9%</b>	2,501-5,000
<b>2.7%</b>	>5,000



## Workforce Recovery Index

<b>99.2</b>	August
<b>100.6</b>	September
<b>100.6</b>	October
<b>100.7</b>	November
<b>101.8</b>	December
<b>96.8</b>	January



## Shift growth by industry<sup>1</sup>

<b>-1.4%</b>	Healthcare
<b>-3.3%</b>	Manufacturing
<b>-0.3%</b>	Public Sector
<b>-3.7%</b>	Retail, food service, & hospitality
<b>-1.6%</b>	Services & distribution



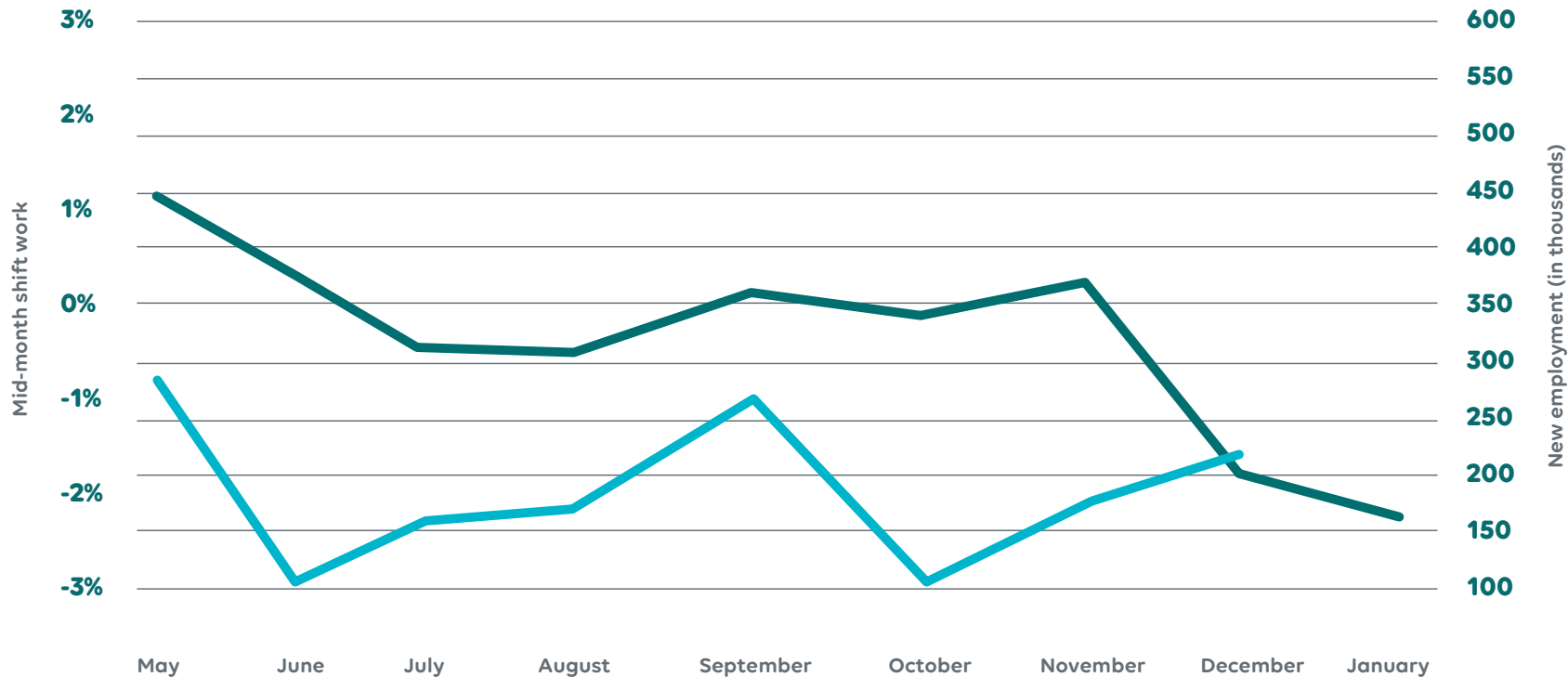
## Winter weather, holidays likely impacted January workforce activity

While January is traditionally a lighter month for hourly shift work, 2024 kicked off with consistent declines across sectors. The results were driven by a few consecutive holidays falling on a Monday, along with significant winter storms impacting shifts available to hourly workers throughout the month. Compiling these challenges, the prevailing trend in the labor market has turned slightly negative heading into February.

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



Workforce activity decreased 2.4% in January



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.

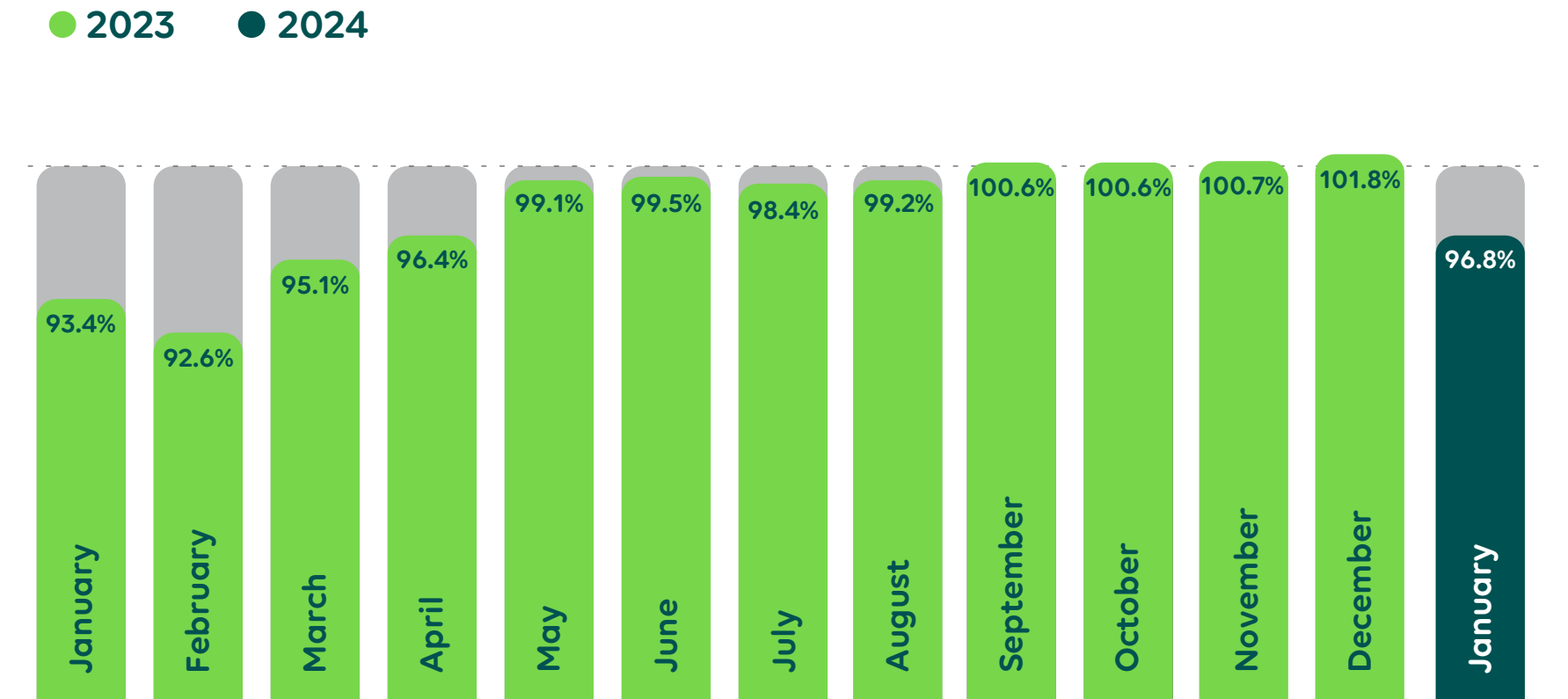
- UKG Shifts Worked
- BLS New Employment (in thousands)

## The UKG Workforce Recovery Index for January: 96.8

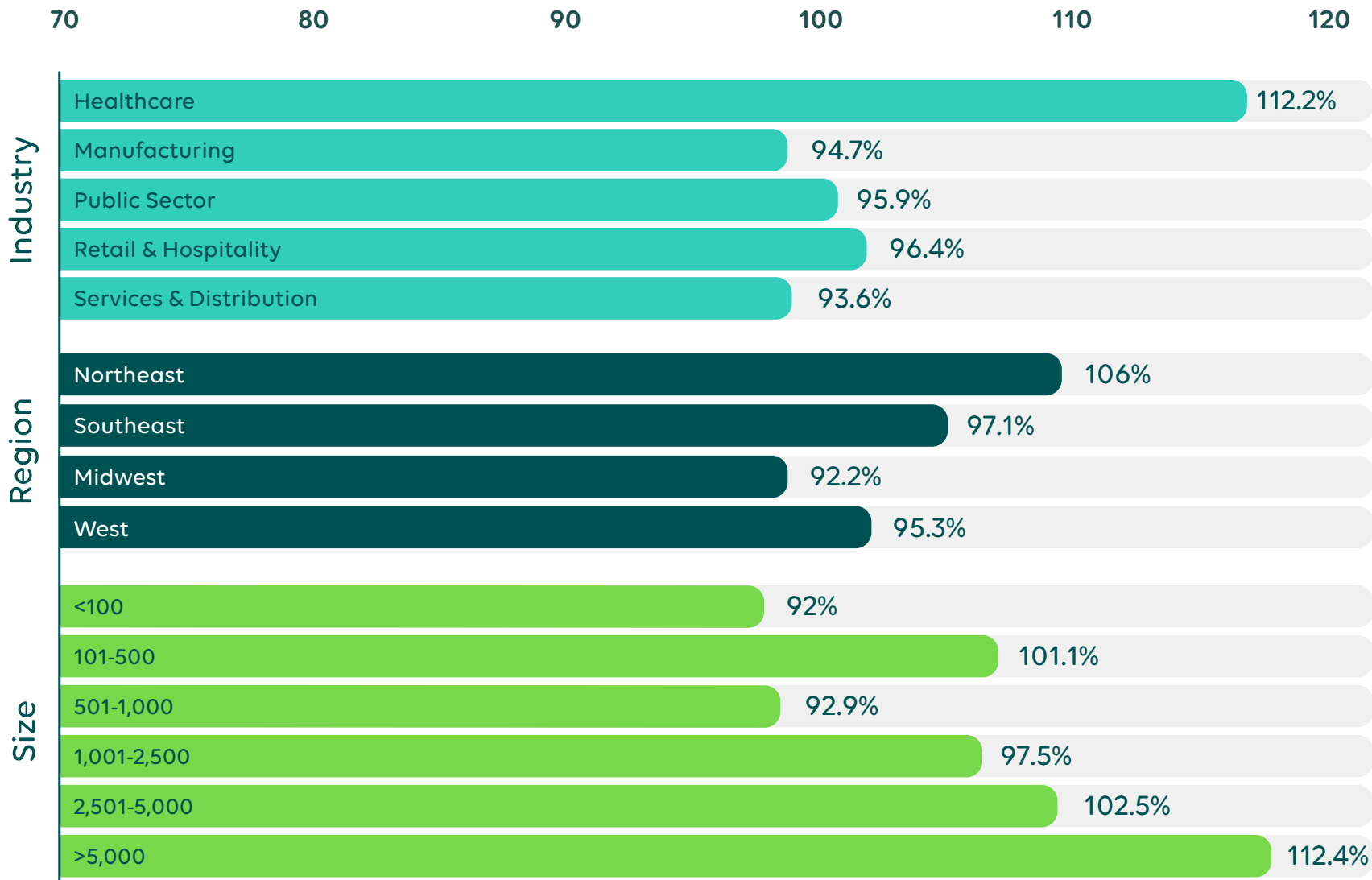


The UKG Workforce Recovery Index is a rolling 12-month scale that measures workforce activity levels at U.S. businesses. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator for anticipated changes in the labor participation rate.

## UKG Workforce Recovery Index



# UKG Workforce Recovery Index



January's UKG Workforce Recovery Index decreased 3.2% year over year

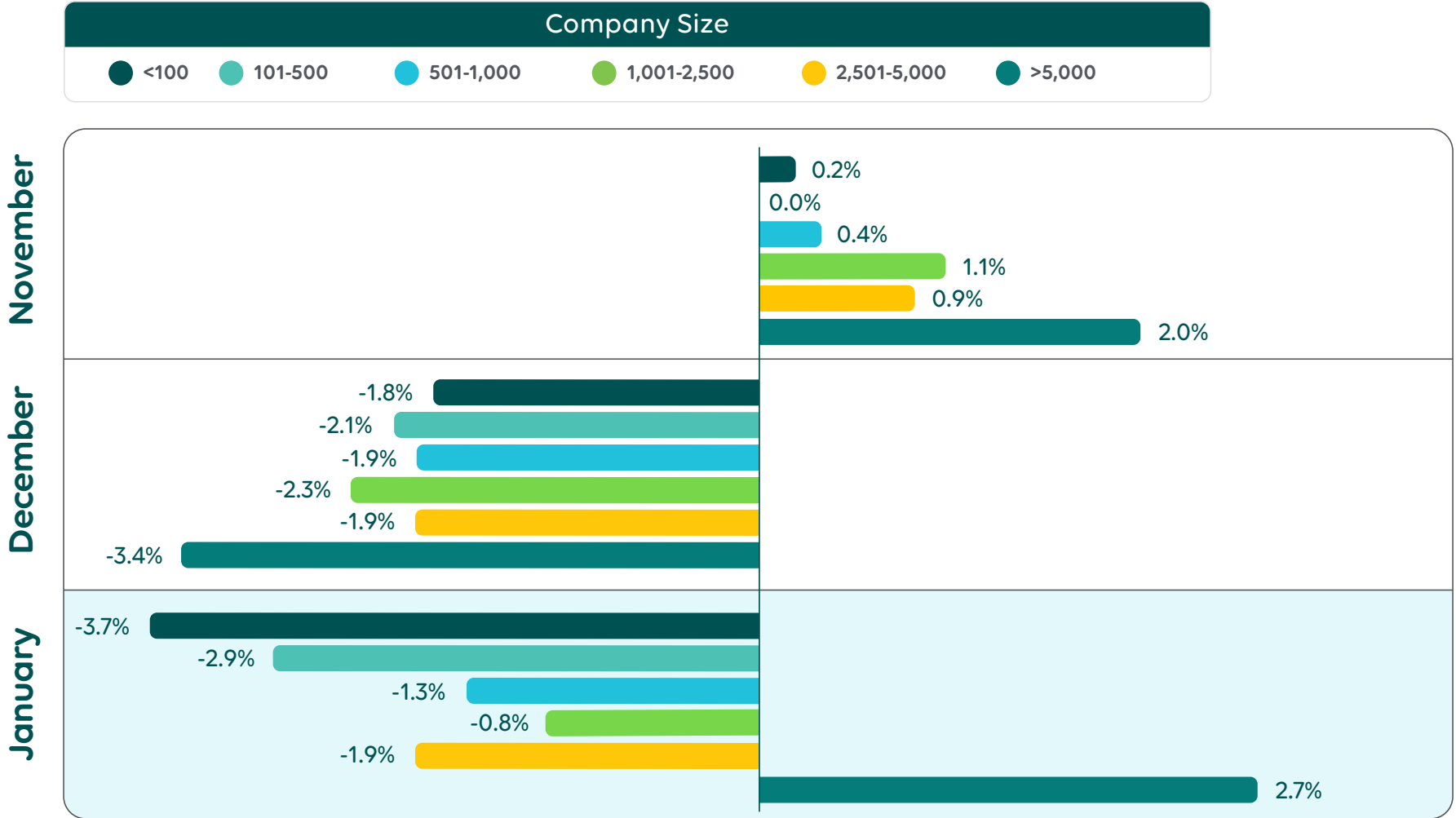
Examining the Workforce Recovery Index scale across industries, regions, or business size can provide a more detailed look at the often unequal distribution of economic momentum. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator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

# Shift recovery: Company size

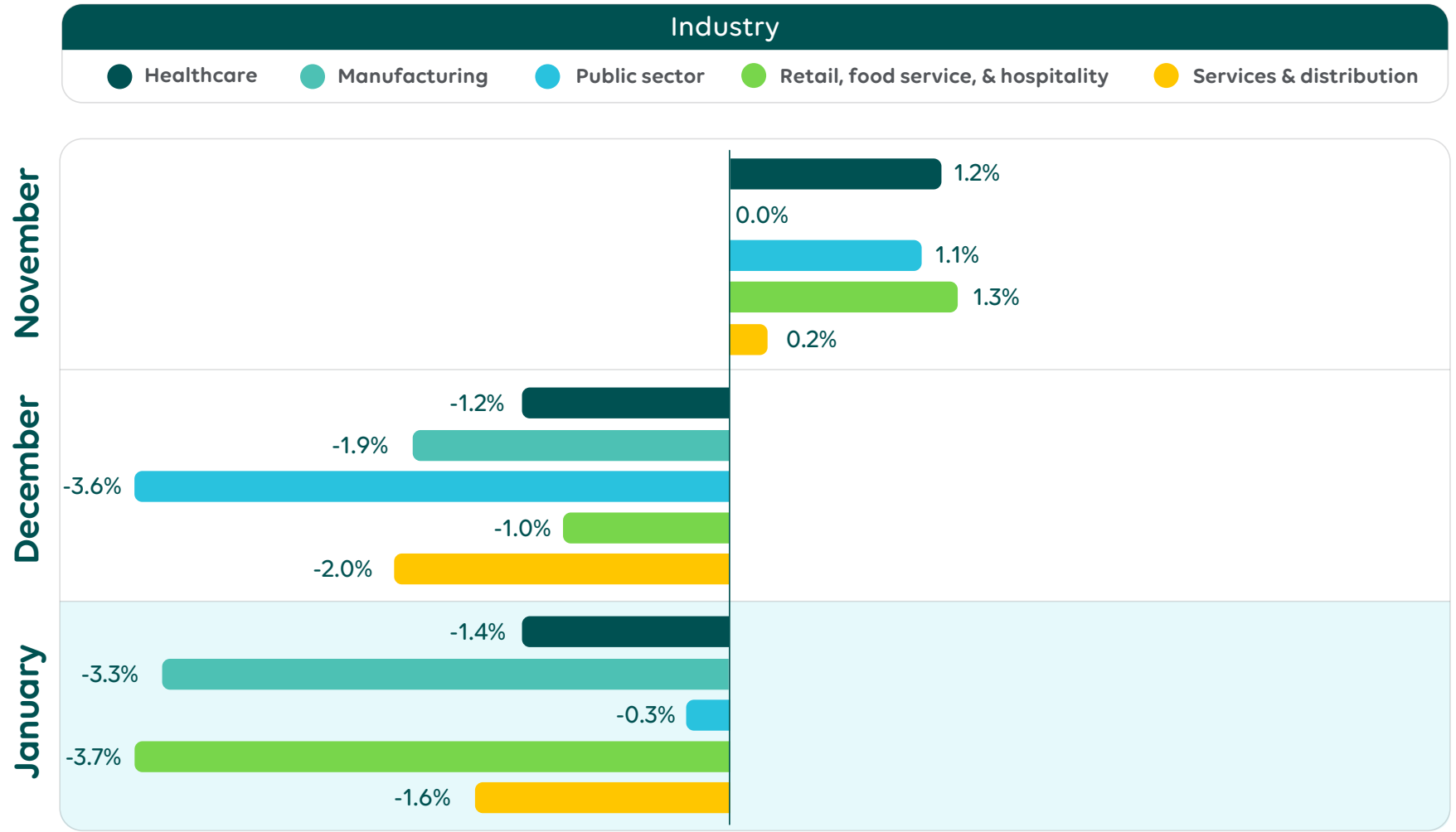
All company sizes but the largest experienced January drops



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



## Shift recovery: Industry



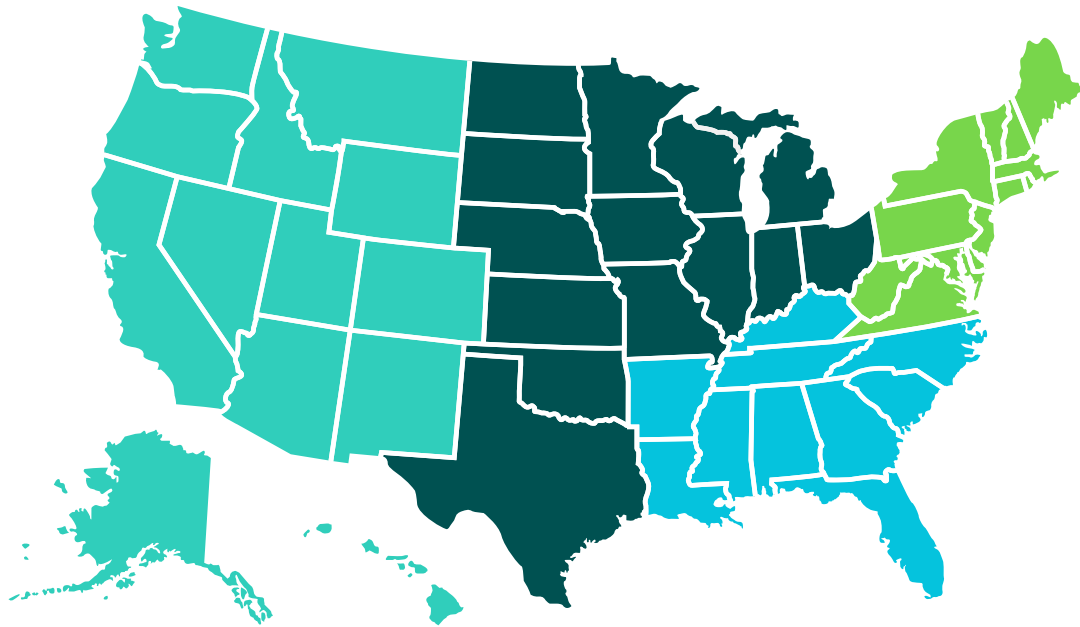
Retail and manufacturing sectors felt biggest impacts in January

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

**November:** 1.1%  
**December:** -2.2%  
**January:** -1.5%

### ● Southeast

**November:** 0.7%  
**December:** -1.7%  
**January:** -1.6%

### ● Midwest

**November:** 0.9%  
**December:** -1.8%  
**January:** -3.6%

### ● West

**November:** -0.7%  
**December:** -2.6%  
**January:** -1.1%

## Upcoming Reports



**Feb. 2:** Employment Situation Report



**Feb. 13:** Consumer Price Index, Real Earnings Report



**Mar. 6:** Job Openings and Labor Turnover Survey



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 4.3 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.

<sup>1</sup>Public Sector data, which includes K-12 education, is adjusted out of the report from June-September annually.

For more information please contact:  
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For the latest data reports, visit:  
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