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**UKG WORKFORCE  
ACTIVITY REPORT**

February 2024





# February features shift work rebound, holiday surprise

Workforce activity bounces back from January

By analyzing weekly employee shift work trends across 40,000 U.S. businesses and 4.5 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 increased 0.5% in February

# Executive summary

February 2024



## Mid-month shift growth

0.1%	September
-0.2%	October
0.4%	November
-2.0%	December
-2.4%	January
0.5%	February



## Shift growth by company size

-0.3%	<100
0.7%	101-500
1.7%	501-1,000
1.5%	1,001-2,500
1.9%	2,501-5,000
-0.5%	>5,000



## Workforce Recovery Index

100.6	September
100.6	October
100.7	November
101.8	December
96.8	January
97.2	February



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

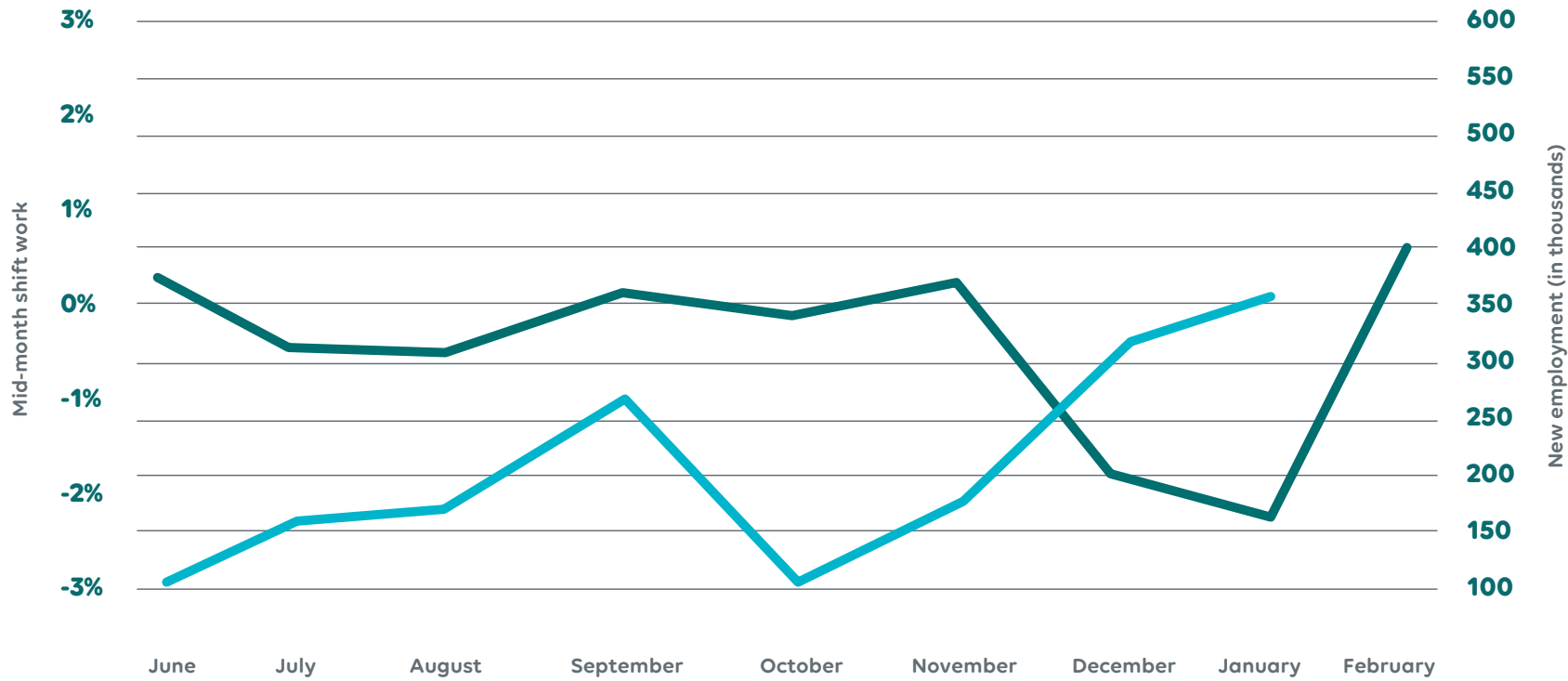
0.3%	Healthcare
1.0%	Manufacturing
2.1%	Public Sector
1.4%	Retail, food service, & hospitality
0.0%	Services & distribution



After rough start to 2024, workforce activity recovered slightly in February

Workforce activity in February bounced back from January's seasonably slower start to 2024. Shift work increased across sectors, even when accounting for the Presidents Day holiday, which had a minimal impact on the month's overall activity, compared with prior years. The labor market remains an employee's market, underlining the importance of providing great workplaces for all people in order to attract — and keep — top talent.

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



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



Workforce activity increased 0.5% in February

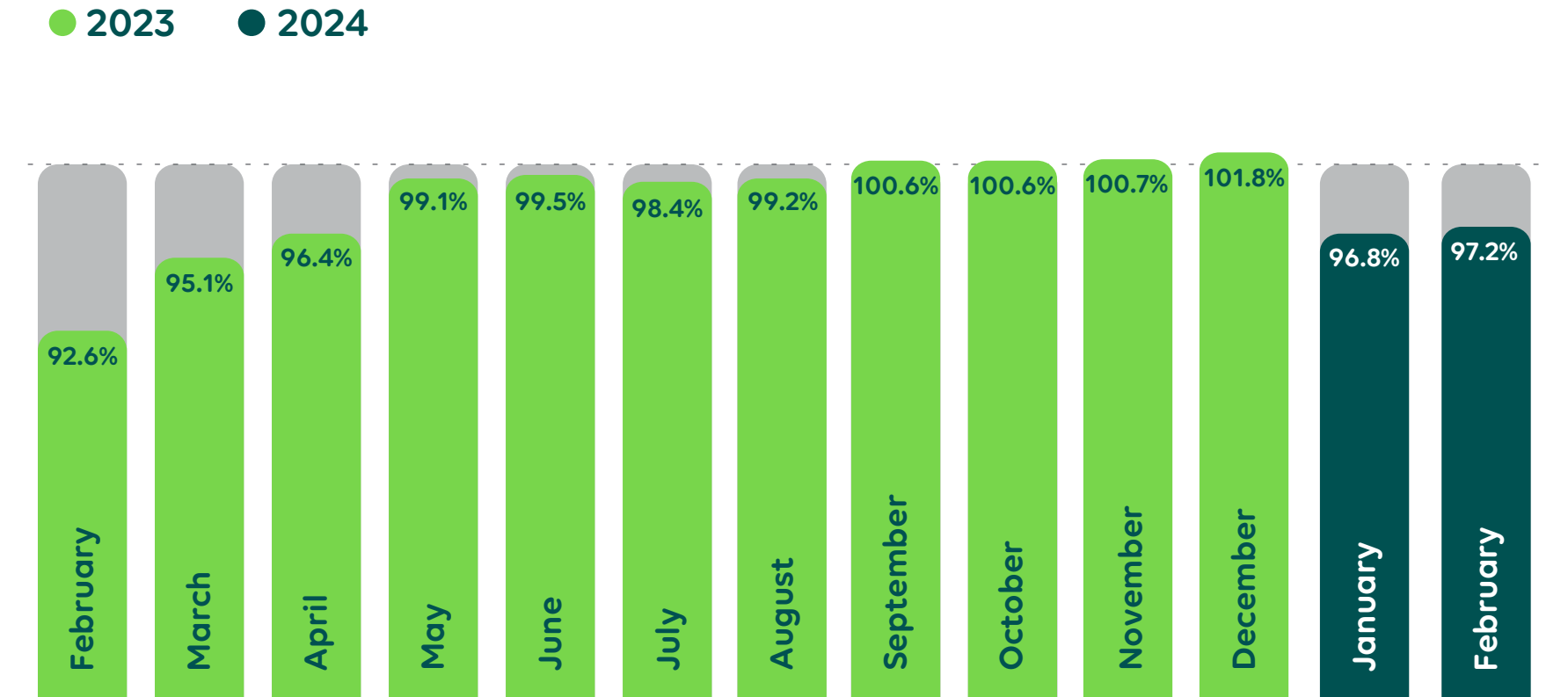
High-frequency UKG® shift data correlates each month with new employment gains reported by the U.S. Department of Labor — providing an indication of the direction of jobs recovery. The UKG data often comes into even closer alignment following ensuing Department of Labor revisions.

## The UKG Workforce Recovery Index for February: 97.2



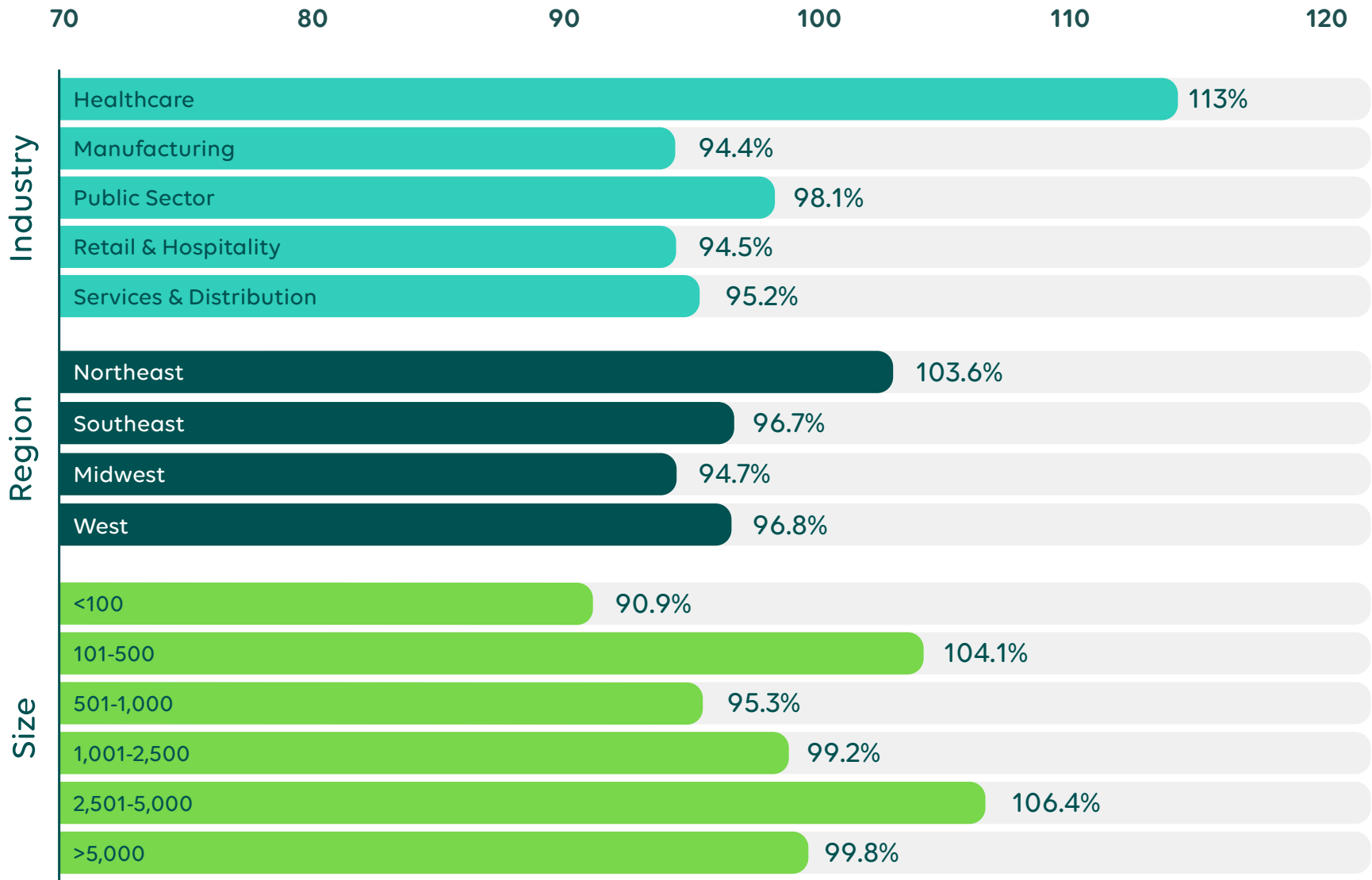
The UKG Workforce Recovery Index is a rolling 12-month scale that measures workforce activity levels at U.S. businesses. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator for anticipated changes in the labor participation rate.

## UKG Workforce Recovery Index





# UKG Workforce Recovery Index



After January drop, February's UKG Workforce Recovery Index inched closer to 100%

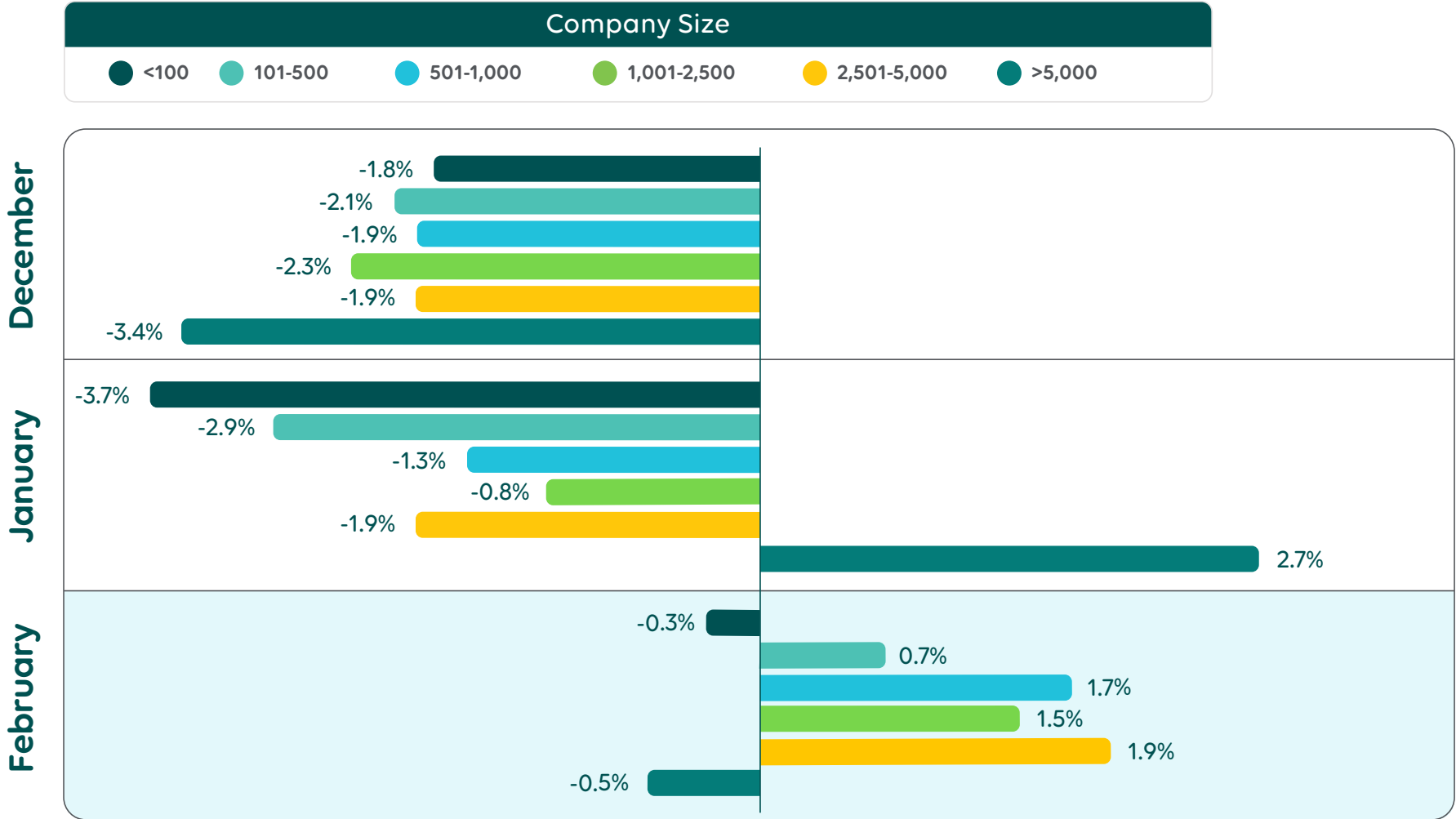
Examining the Workforce Recovery Index scale across industries, regions, or business size can provide a more detailed look at the often unequal distribution of economic momentum. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator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

# Shift recovery: Company size

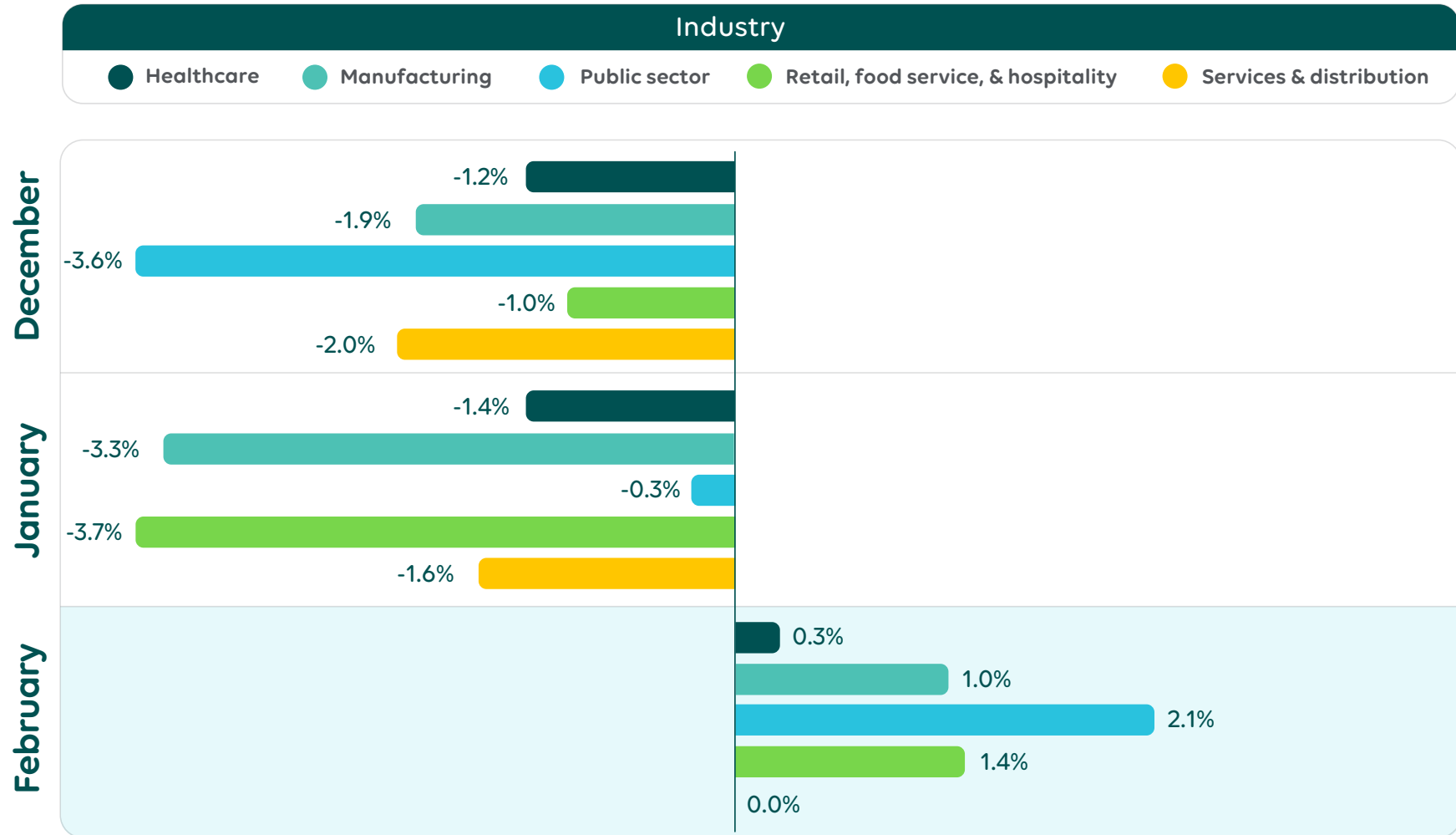
Biggest companies had biggest decrease in February shift work



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



## Shift recovery: Industry



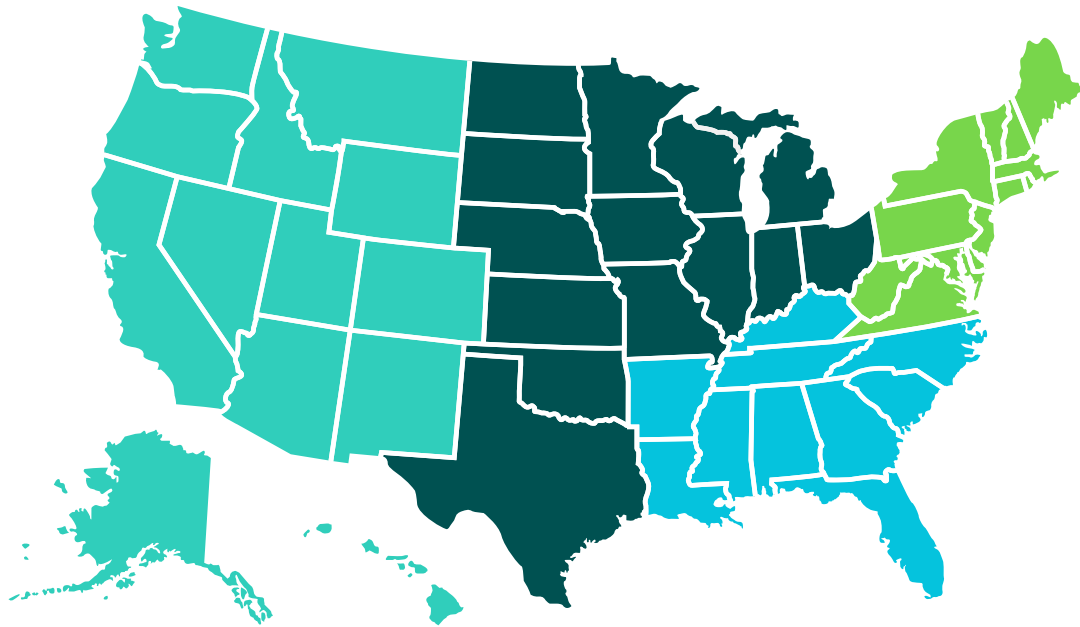
Shift work increased or remained flat across industries

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

**December:** -2.2%  
**January:** -1.5%  
**February:** -2.0%

### ● Southeast

**December:** -1.7%  
**January:** -1.6%  
**February:** 0.8%

### ● Midwest

**December:** -1.8%  
**January:** -3.6%  
**February:** 2.5%

### ● West

**December:** -2.6%  
**January:** -1.1%  
**February:** 0.9%

## Upcoming Reports



**March 8:** Employment Situation Report



**March 12:** Consumer Price Index, Real Earnings Report



**April 2:** 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 4.5 million employees across more than 40,000 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  
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For the latest data reports, visit:  
[UKG.com/WorkforceActivityReport](https://UKG.com/WorkforceActivityReport)



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