When I Work®

Get shift done.

HOURLY WORKFORCE INDEX

Hourly Employment Report: November 2020

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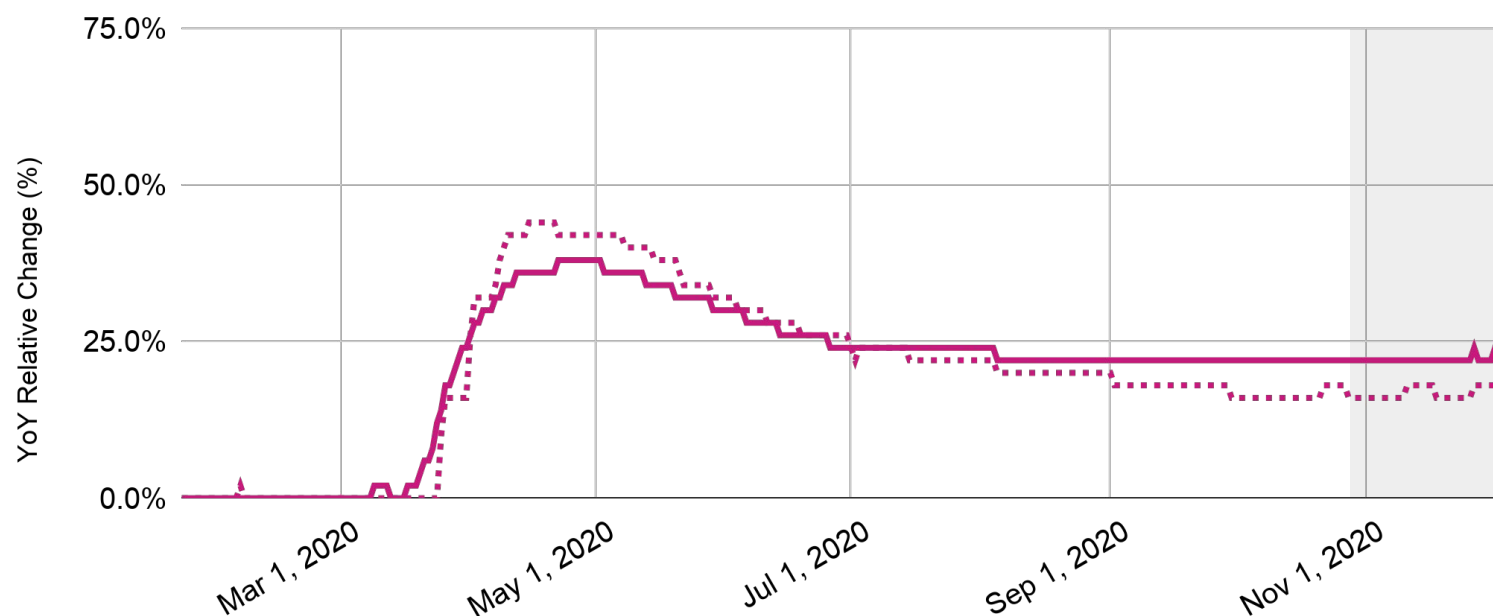
Hourly Employment Report

November 2020: All Industries

Hourly unemployment dropped in November from 21.5% to 22%. Underemployment also took a hit going from 16% to 18% this month.

UNEMPLOYMENT

22%
—

UNDEREMPLOYMENT

18%
....

Updated weekly, the Hourly Workforce Index (HWI) shows real-time hourly employment activity nationally and among states with the highest density of hourly employees; —often before jobs reports and other traditional lagging indicators of economic activity.

Hourly Employment Report

November 2020: Food Service, Retail, and Hospitality

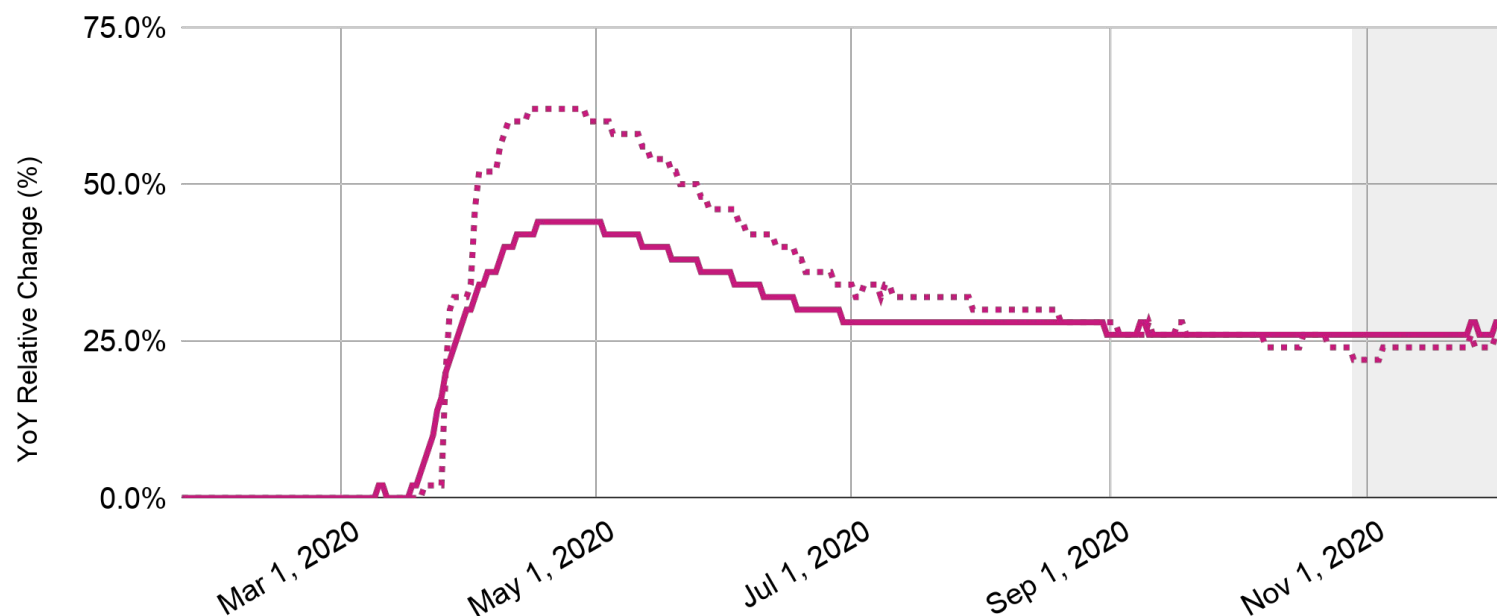Unemployment increased significantly in November going from 25.5% to 28% in November. Underemployment was hit even harder going from 22% to 28% as patio dining closed in colder states and new restrictions were put in place due to rising pandemic numbers.

UNEMPLOYMENT

28%

———

UNDEREMPLOYMENT

28%

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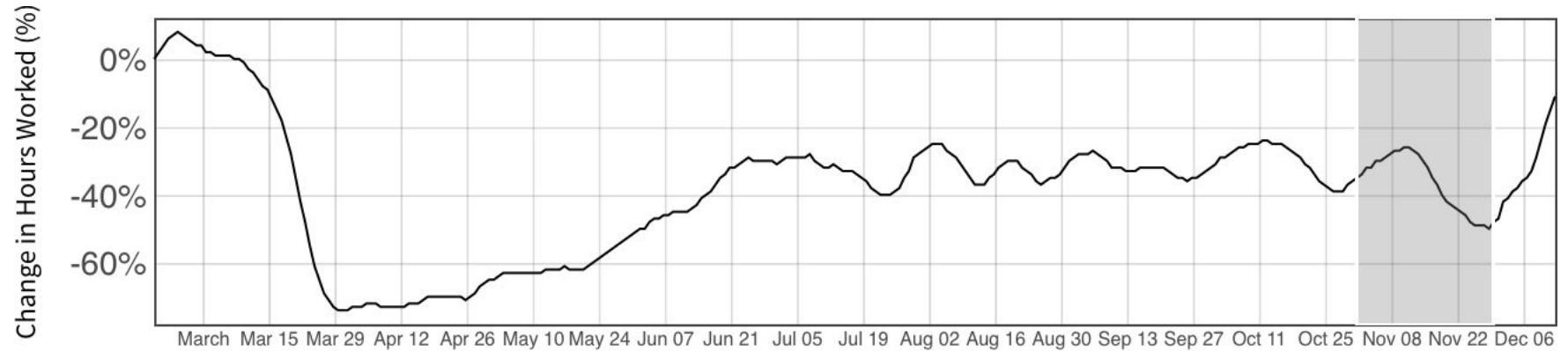*Updated weekly, the Hourly Workforce Index (HWI) shows real-time hourly employment activity nationally and among states with the highest density of hourly employees; —often before jobs reports and other traditional lagging indicators of economic activity.*

Minnesota

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-13% drop in hourly employment activity in November 2020. **Explore map.**
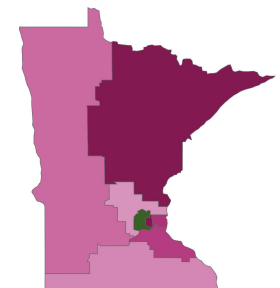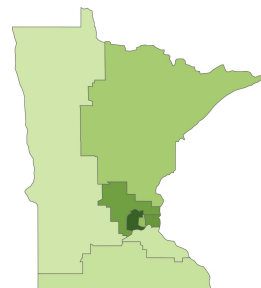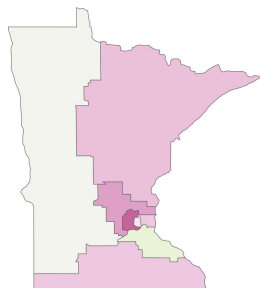

Change in Hours Worked (%)

Trendline shows the change in hourly employment activity compared to last year.

LAST MONTH	**-13%** Nov 2020

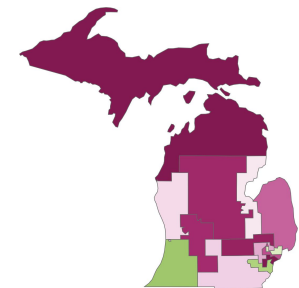| COVID IMPACT	**+63%** Since Mar 2020

LAST YEAR	**-11%** Since Dec 2019

Michigan

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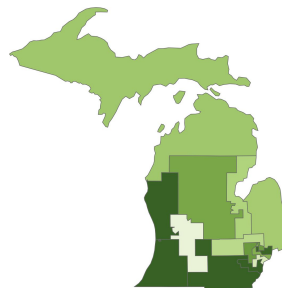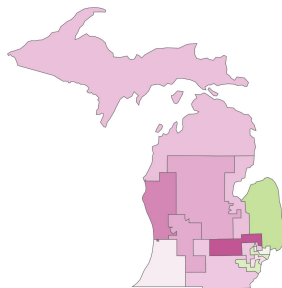**-15% drop** in hourly employment activity in November 2020. **Explore map.**
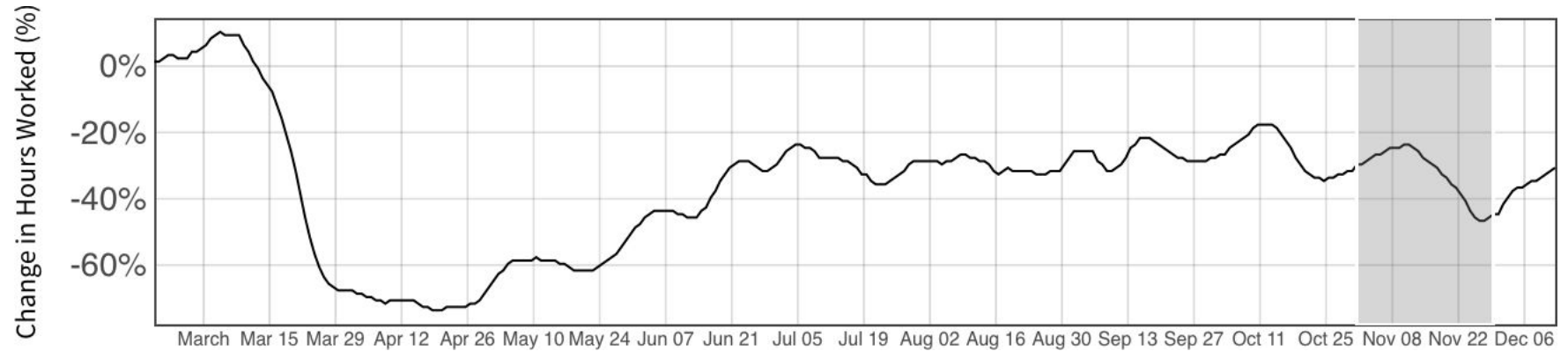
Trendline shows the change in hourly employment activity compared to last year.

LAST MONTH	**-15%** Nov 2020	COVID IMPACT	**+37%** Since Mar 2020	LAST YEAR	**-31%** Since Dec 2019

Washington
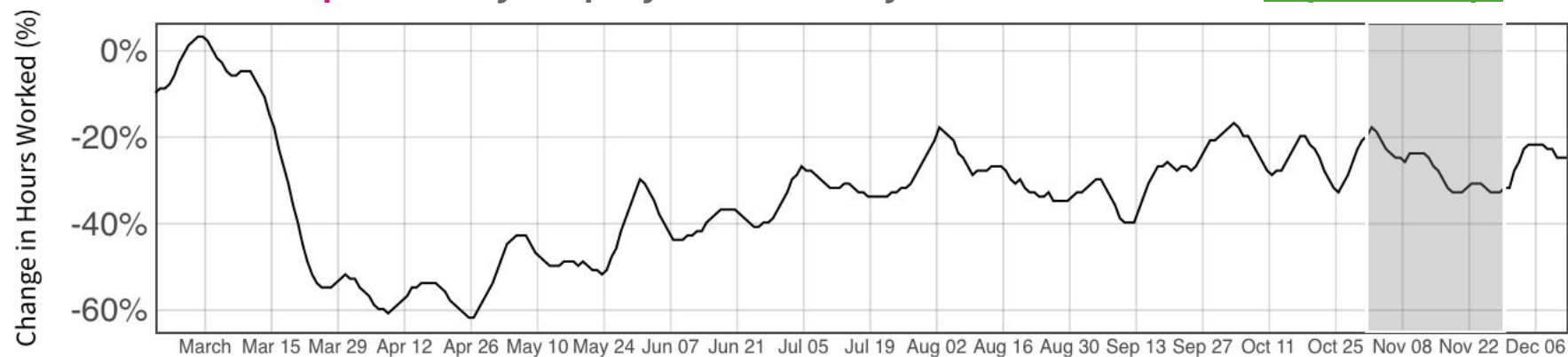
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-12% drop in hourly employment activity in November 2020. **Explore map.**
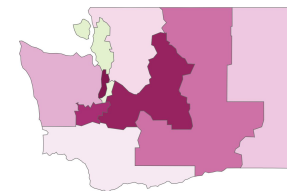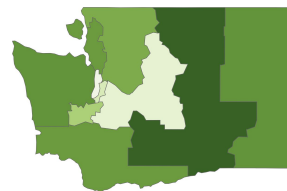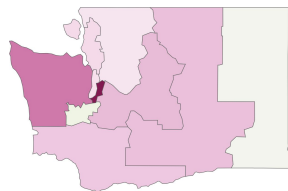

Trendline shows the change in hourly employment activity compared to last year.
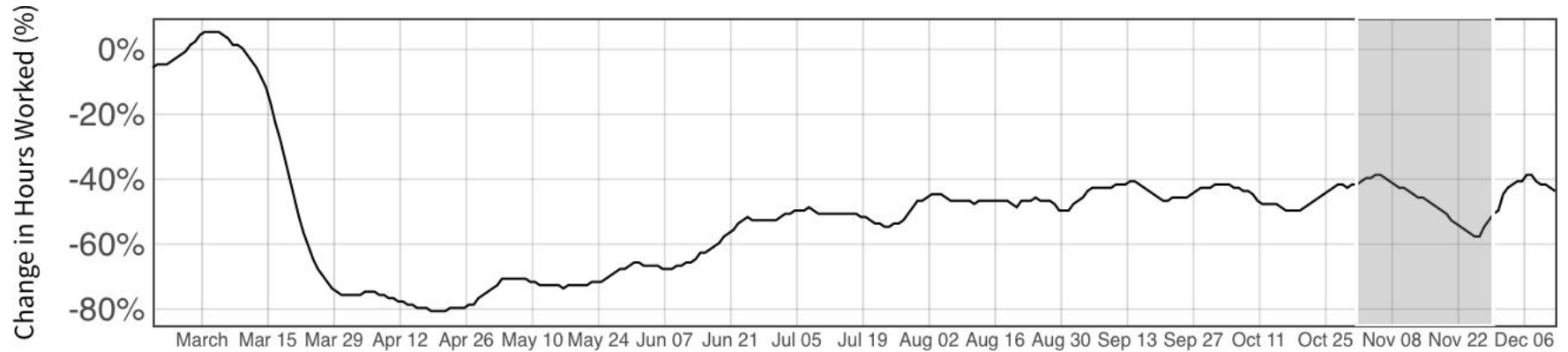
LAST MONTH **-12%** Nov 2020

COVID IMPACT **+28%** Since Mar 2020

LAST YEAR **-25%** Since Dec 2019

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New York

-9% drop in hourly employment activity in November 2020. **Explore map.**

Trendline shows the change in hourly employment activity compared to last year.

LAST MONTH	COVID IMPACT	LAST YEAR
-9% Nov 2020	**+31%** Since Mar 2020	**-44%** Since Dec 2019

Florida

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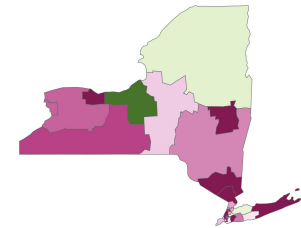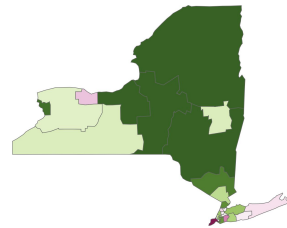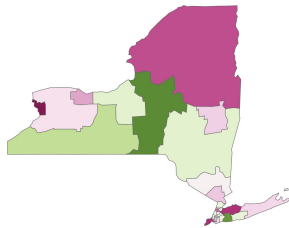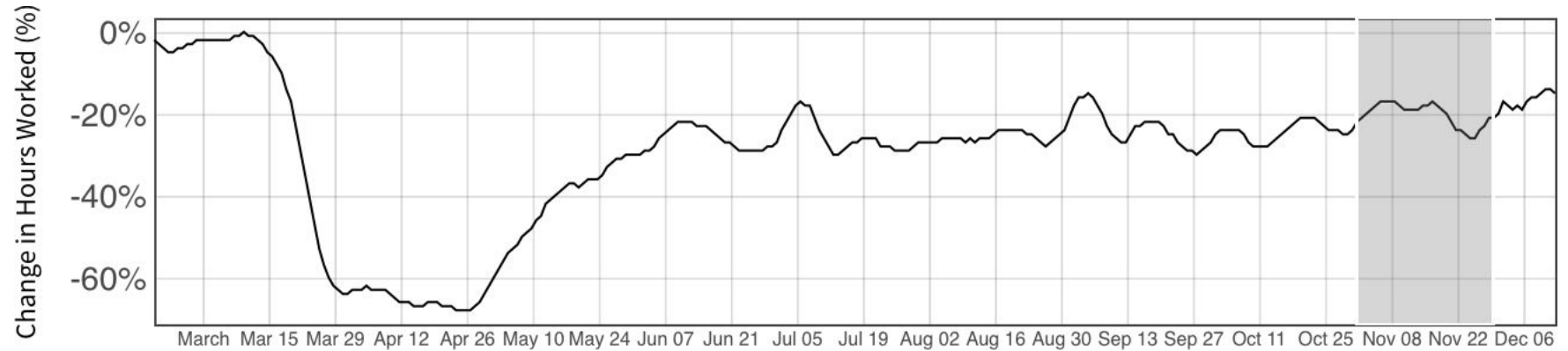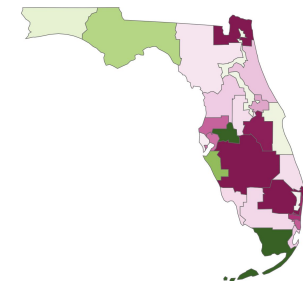**+1% gain** in hourly employment activity in November 2020. **Explore map.**

Trendline shows the change in hourly employment activity compared to last year.

LAST MONTH	+1% Nov 2020	COVID IMPACT	+48% Since Mar 2020	LAST YEAR	-15% Since Dec 2019

Colorado

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-12% drop in hourly employment activity in November 2020. **Explore map.**

Change in Hours Worked (%)

0%
-20%
-40%
-60%

March Mar 15 Mar 29 Apr 12 Apr 26 May 10 May 24 Jun 07 Jun 21 Jul 05 Jul 19 Aug 02 Aug 16 Aug 30 Sep 13 Sep 27 Oct 11 Oct 25 Nov 08 Nov 22 Dec 06

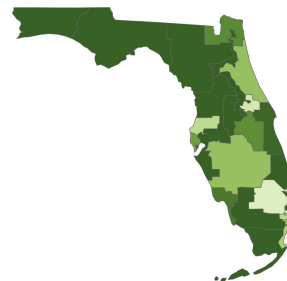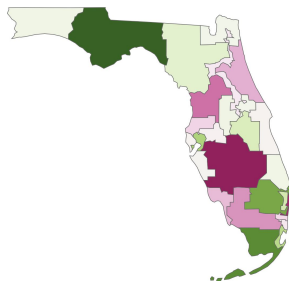*Trendline shows the change in hourly employment activity compared to last year.*

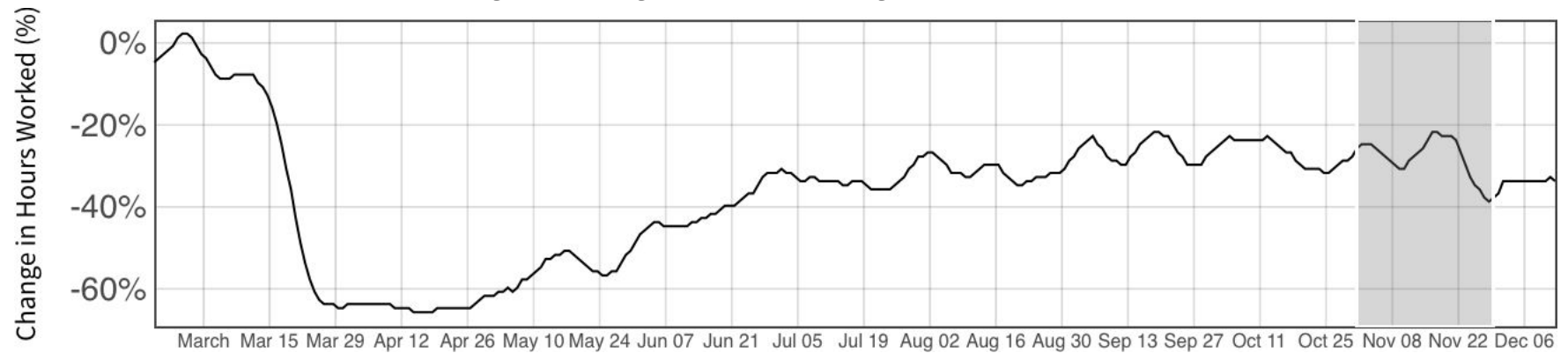| LAST MONTH	-12% Nov 2020	COVID IMPACT	+31% Since Mar 2020	LAST YEAR	-34% Since Dec 2019

Oregon

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-14% drop in hourly employment activity in November 2020. **Explore map.**
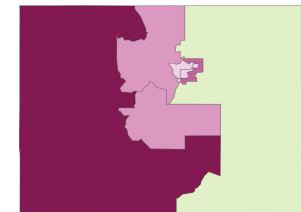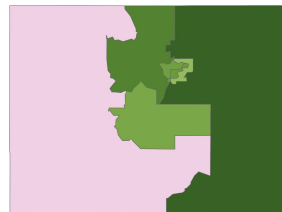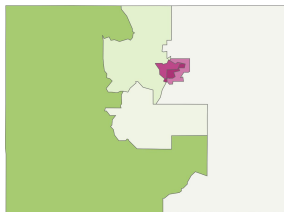

Trendline shows the change in hourly employment activity compared to last year.
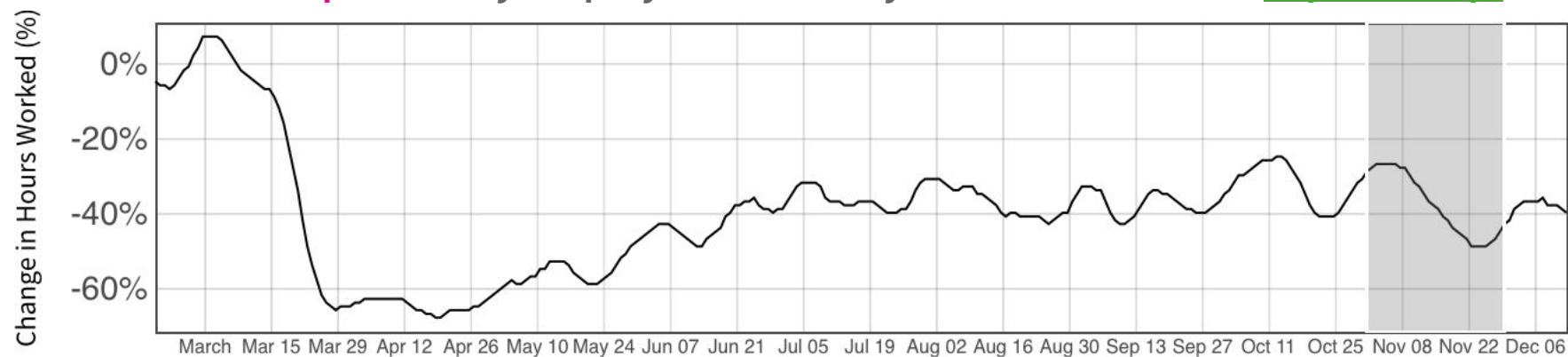
LAST MONTH
-14%
Nov 2020

COVID IMPACT
+25%
Since Mar 2020

LAST YEAR
-40%
Since Dec 2019

California

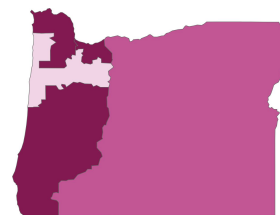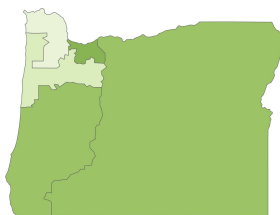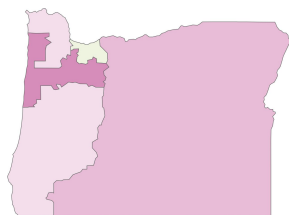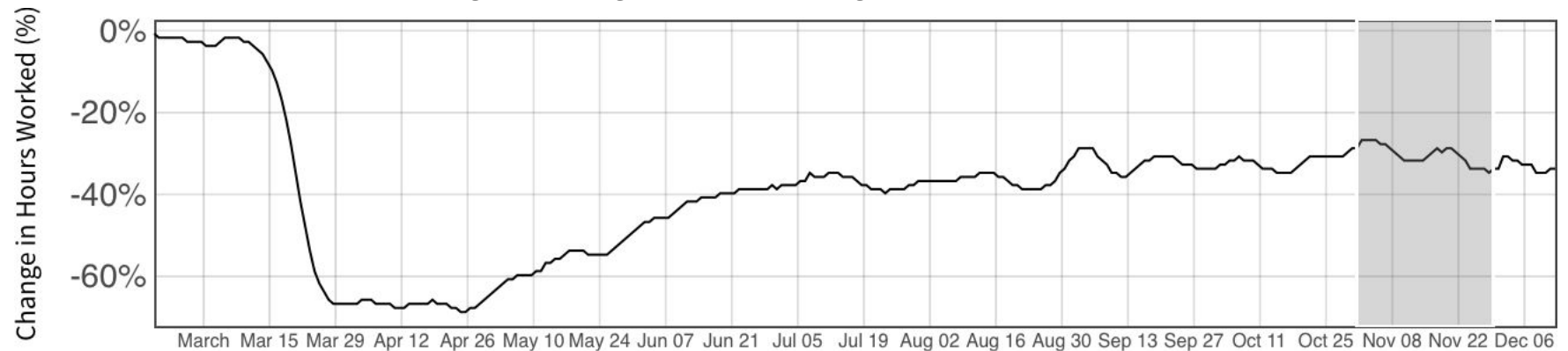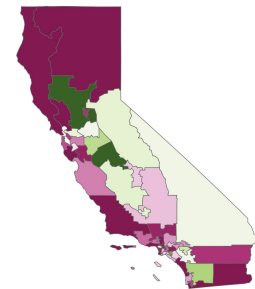**-5% drop** in hourly employment activity in November 2020. <u>Explore map.</u>

Trendline shows the change in hourly employment activity compared to last year.

LAST MONTH	**-5%** Nov 2020	COVID IMPACT	**+33%** Since Mar 2020	LAST YEAR	**-34%** Since Dec 2019

Texas

When I Work®
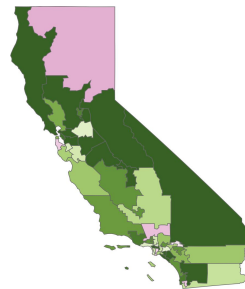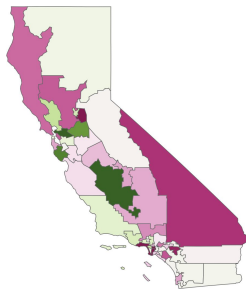
-1% drop in hourly employment activity in November 2020. **Explore map.**

Trendline shows the change in hourly employment activity compared to last year.
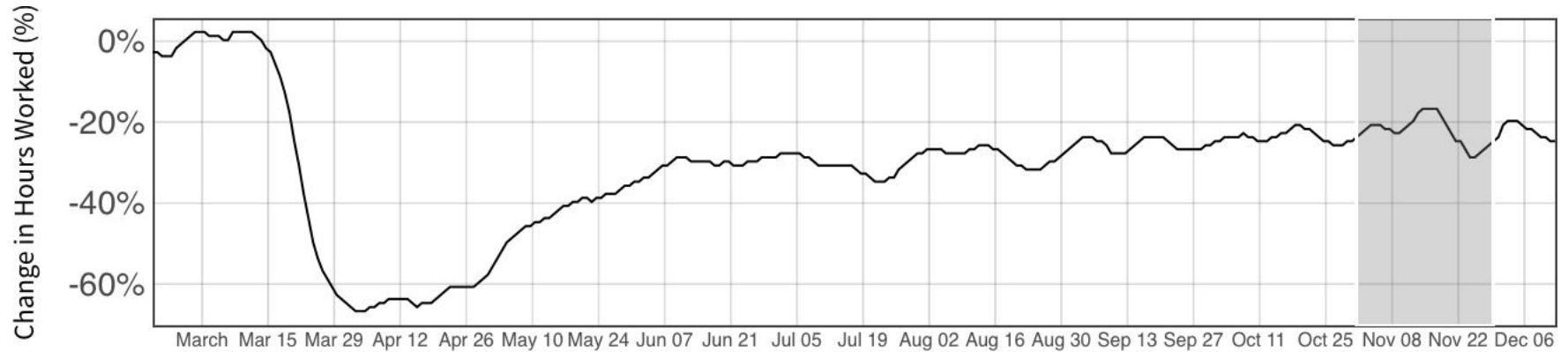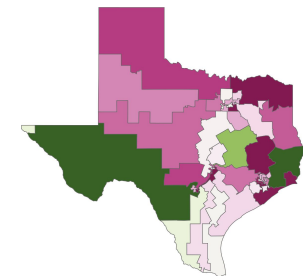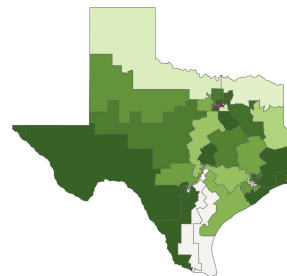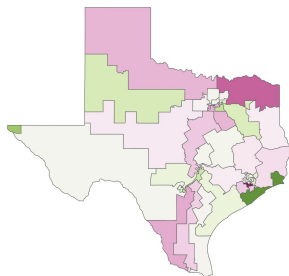
LAST MONTH	-1%	COVID IMPACT	+38%	LAST YEAR	-25%
	Nov 2020		Since Mar 2020		Since Dec 2019

Methodology

Updated weekly, the Hourly Workforce Index (HWI) is sourced from When I Work® Scheduling and Attendance product data sets that contain hourly-level data on the hourly workforce across a broad range of industries and other firmagraphic categories. There are approximately 400 million worked hours contained within the data set used to generate the HWI that represent over 1.25 million hourly workers that work for small businesses with 500 employees or less. The results are national and drill down among states with the highest density of hourly employees; —showing trends often before jobs reports and other traditional lagging indicators of economic activity.

These data are anonymized and aggregated to provide the HWI metrics with trend normalization to remove business related artifacts that establishes the applicability of the HWI metrics to the general economic trends for the hourly workforce. The HWI results are presented in relative terms to avoid compounding errors that would be introduced by integrating an absolute baseline value from governmental or other established industrial employment measure due to outmoded data collection processes and a collection bias toward larger-firm reporting.

These data account for year-over-year geographical and economic trends in the represented geographies using publicly available economic data at the state and federal levels. Looking at operational changes in terms of the number of hours worked, provides additional clarity given that it is inclusive of the immediate impacts of both unemployment and underemployment being felt across each geography.

Learn more and subscribe to updates at wheniwork.com/futureofwork