

Hourly Employment Trend

As of December 20, 2020: All Industries

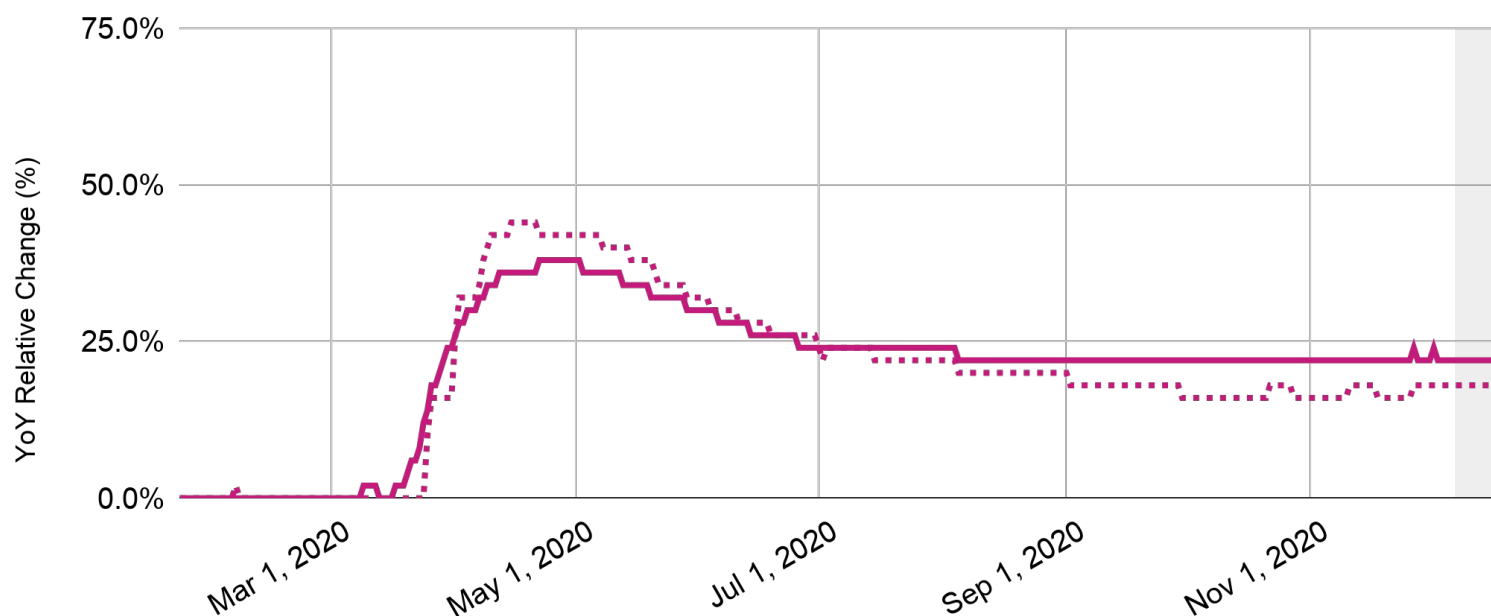
Nationally, 22% of hourly employees that were employed last year are not employed today, and those that are currently employed are working 18% fewer hours than they were last year at this time.

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 Trend

As of December 20, 2020: Food Service, Retail, and Hospitality

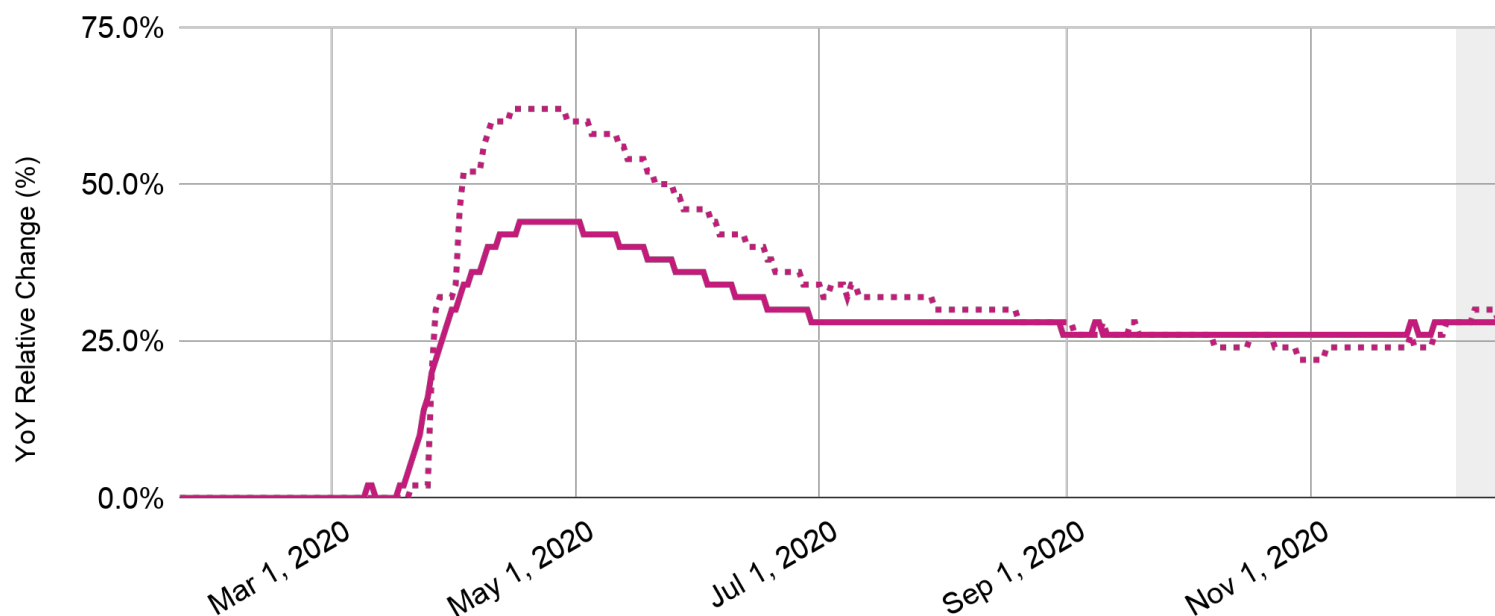
Nationally, 28% of hourly employees that were employed last year are not employed today, and those that are currently employed are working 28% fewer hours than they were last year at this time.

UNEMPLOYMENT

28%

UNDEREMPLOYMENT

28%

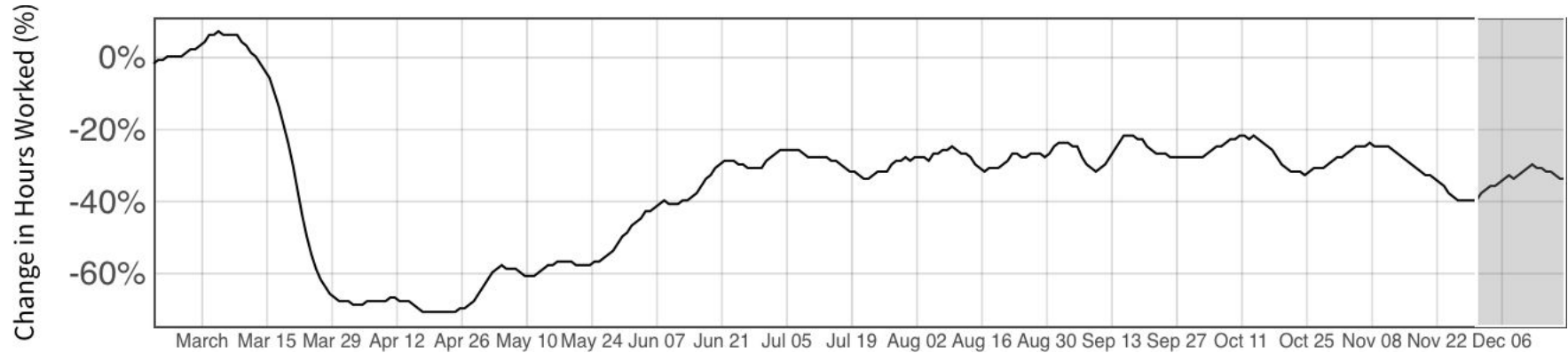


Updated weekly, the [Hourly Workforce Index \(HWI\)](#) shows real-time hourly employment activity nationally and among states with the highest density of hourly employees; —often before jobs reports and other traditional lagging indicators of economic activity.



Michigan

+6% gain in hourly employment activity in December as of December 20, 2020.



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

LAST
WEEK

-4%
Since Dec 13

LAST
MONTH

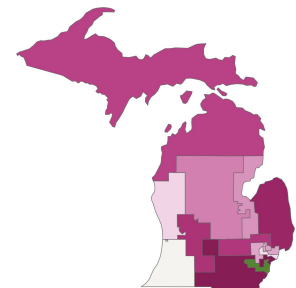
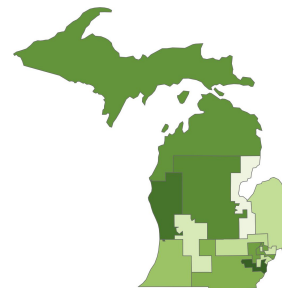
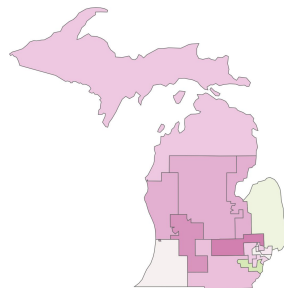
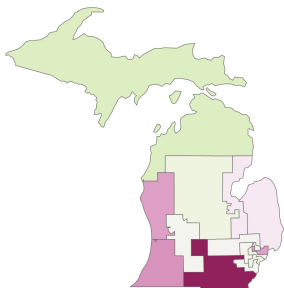
-12%
Nov 2020

COVID
IMPACT

+33%
Since Mar 2020

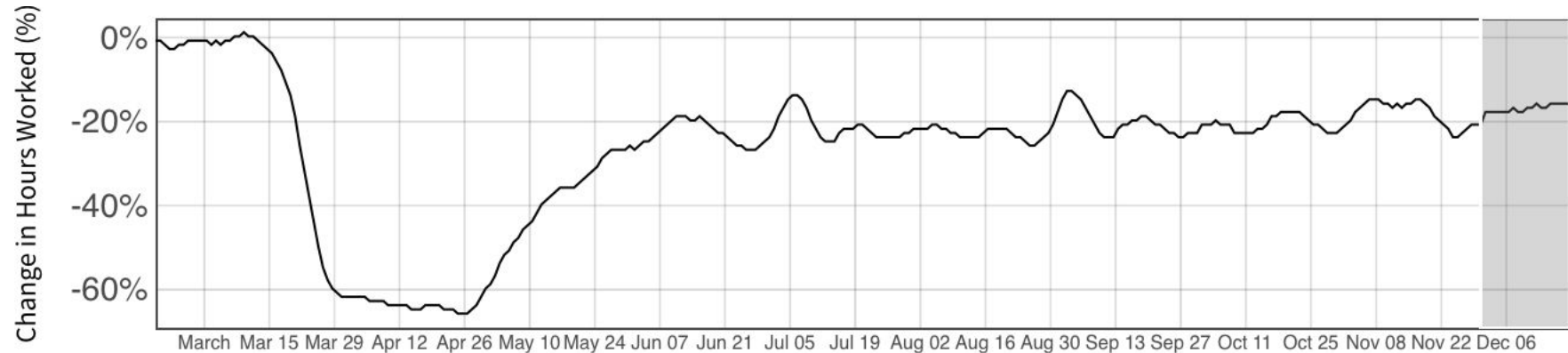
LAST
YEAR

-34%
Since Dec 2019



Florida

+5% gain in hourly employment activity in December as of December 20, 2020.



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

LAST
WEEK

+0%

Since Dec 13

LAST
MONTH

+1%

Nov 2020

COVID
IMPACT

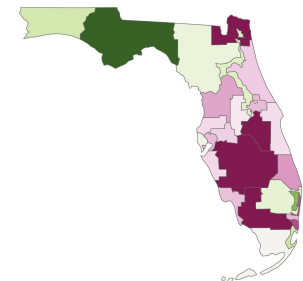
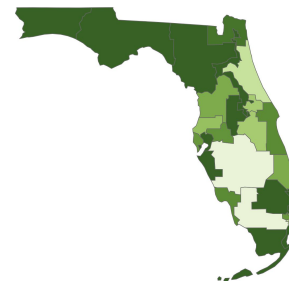
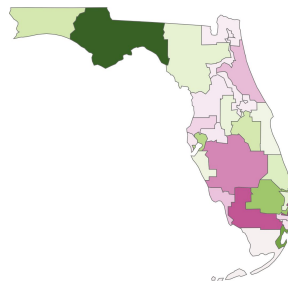
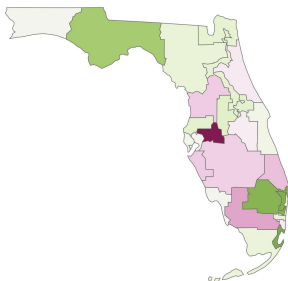
+45%

Since Mar 2020

LAST
YEAR

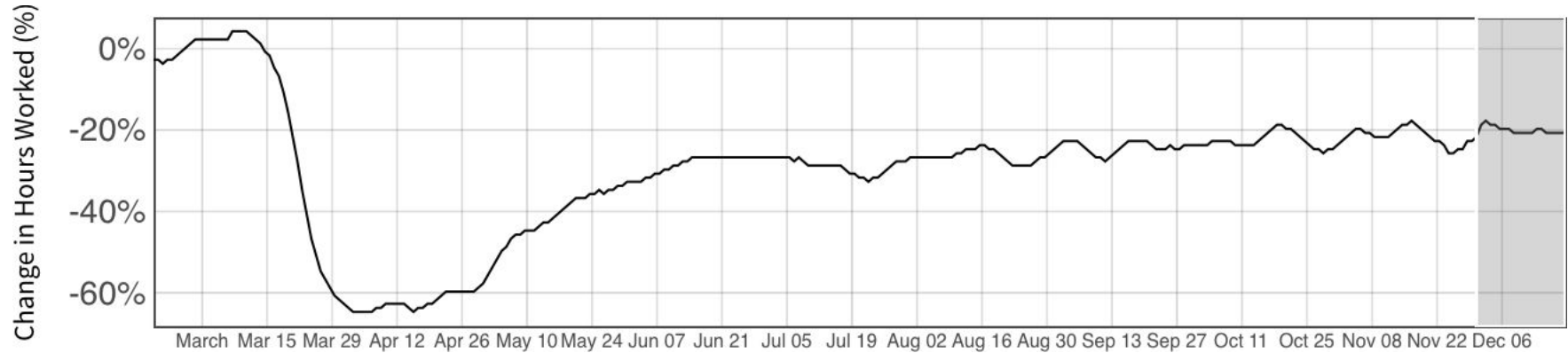
-16%

Since Dec 2019



Texas

+1% gain in hourly employment activity in December as of December 20, 2020.



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

LAST
WEEK

+0%
Since Dec 13

LAST
MONTH

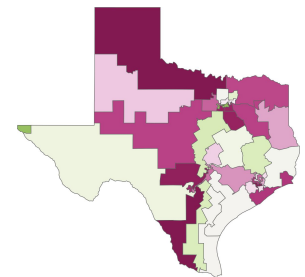
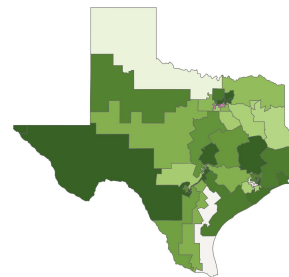
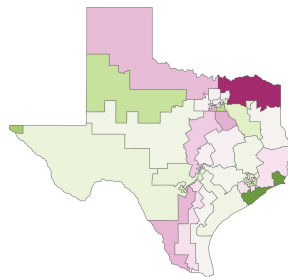
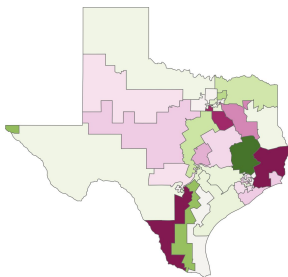
+1%
Nov 2020

COVID
IMPACT

+40%
Since Mar 2020

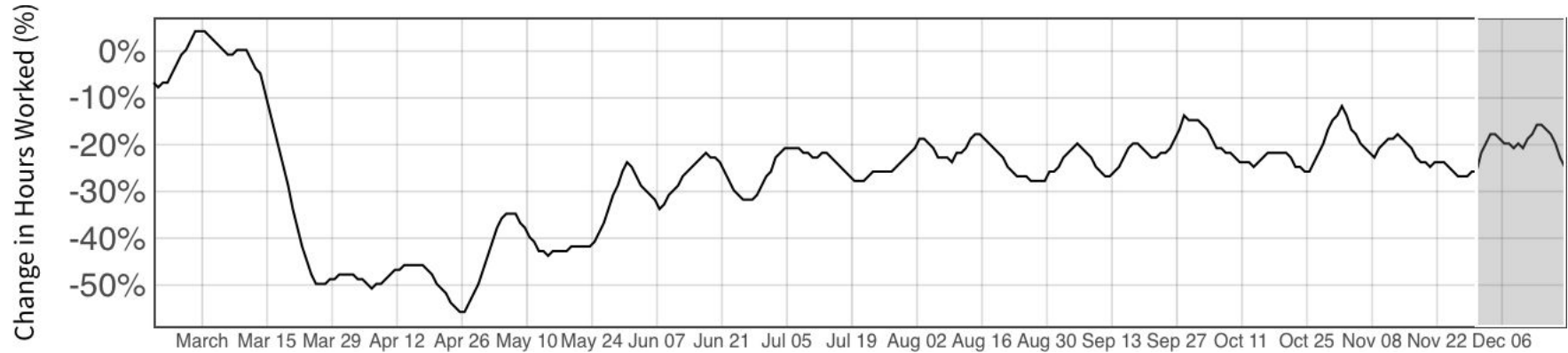
LAST
YEAR

-21%
Since Dec 2019



Washington

+1% gain in hourly employment activity in December as of December 20, 2020.



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

LAST
WEEK

-7%

Since Dec 13

LAST
MONTH

-12%

Nov 2020

COVID
IMPACT

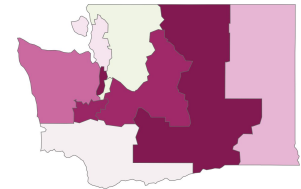
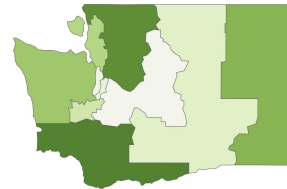
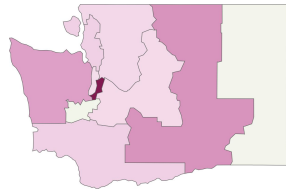
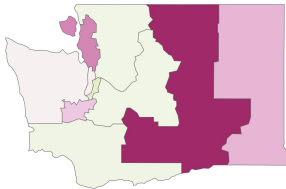
+24%

Since Mar 2020

LAST
YEAR

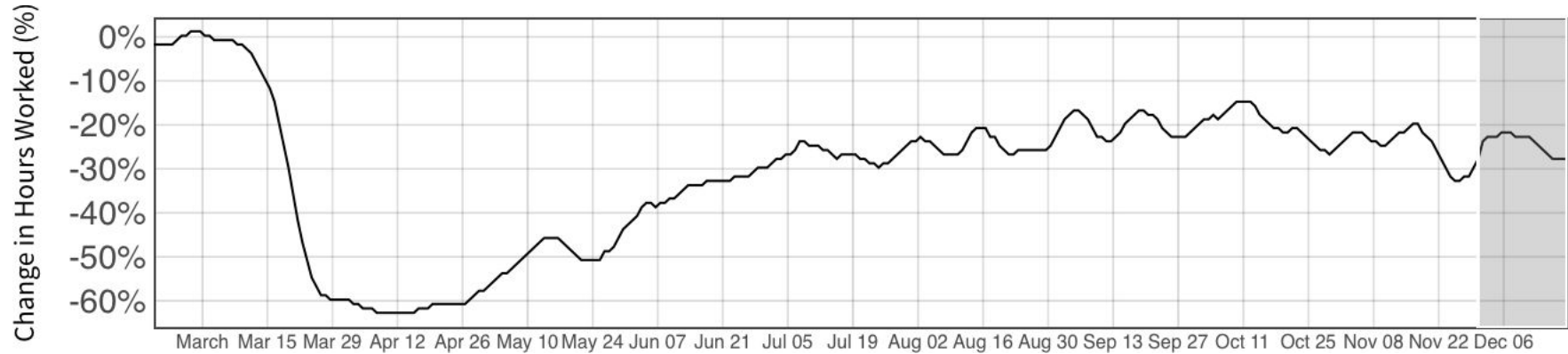
-25%

Since Dec 2019



Colorado

+0% gain in hourly employment activity in December as of December 20, 2020.



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

LAST
WEEK

-4%

Since Dec 13

LAST
MONTH

-5%

Nov 2020

COVID
IMPACT

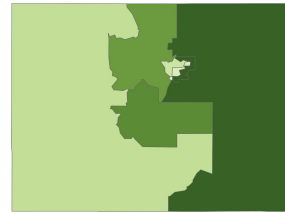
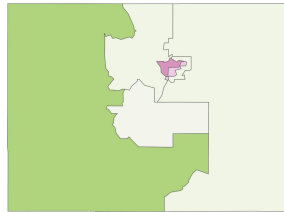
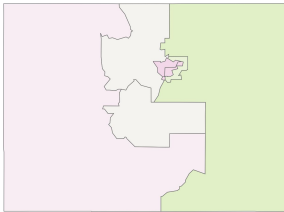
+32%

Since Mar 2020

LAST
YEAR

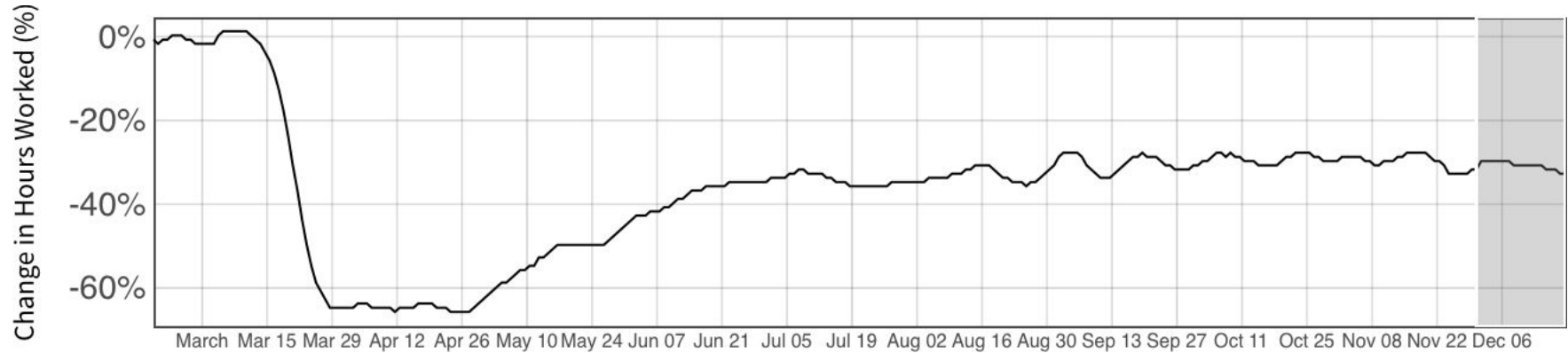
-28%

Since Dec 2019



California

-1% drop in hourly employment activity in December as of December 20, 2020.



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

LAST
WEEK

-2%

Since Dec 13

LAST
MONTH

-2%

Nov 2020

COVID
IMPACT

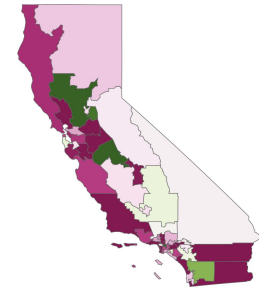
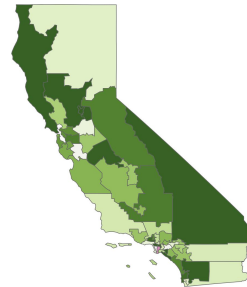
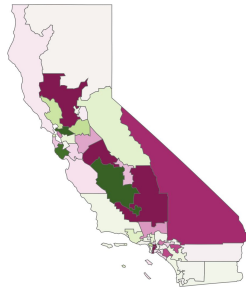
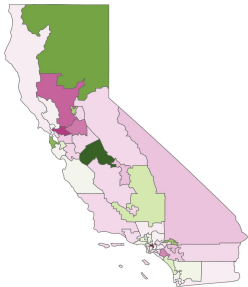
+32%

Since Mar 2020

LAST
YEAR

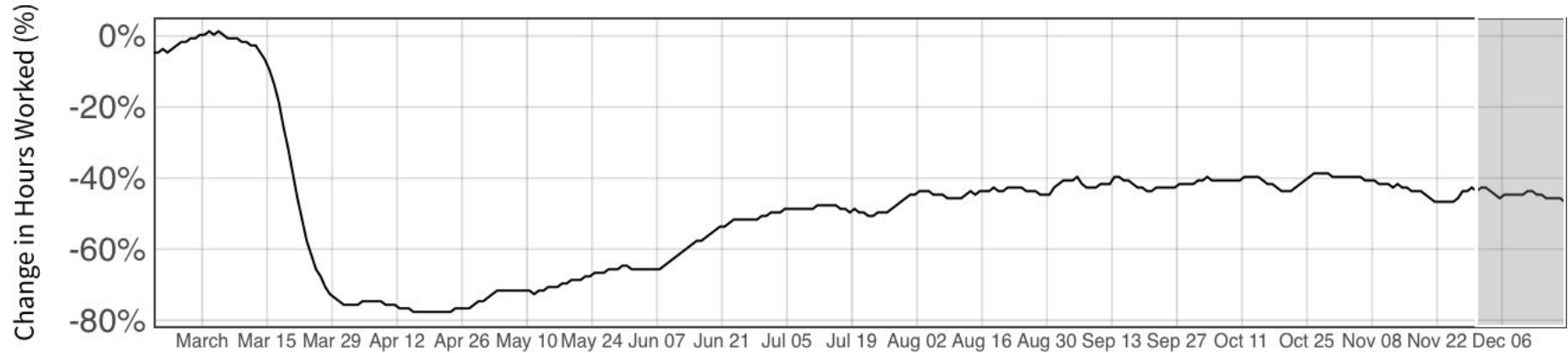
-33%

Since Dec 2019



New York

-3% drop in hourly employment activity in December as of December 20, 2020.



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

LAST
WEEK

-3%

Since Dec 13

LAST
MONTH

-3%

Nov 2020

COVID
IMPACT

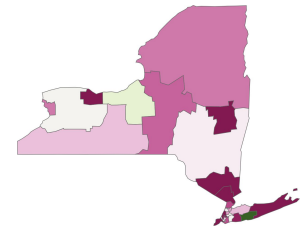
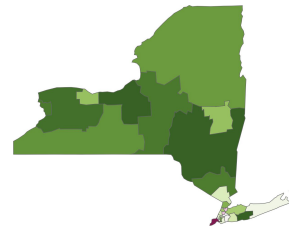
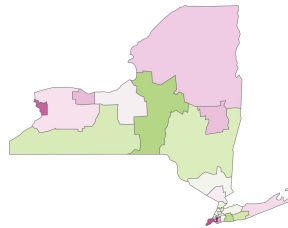
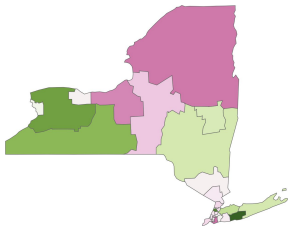
+27%

Since Mar 2020

LAST
YEAR

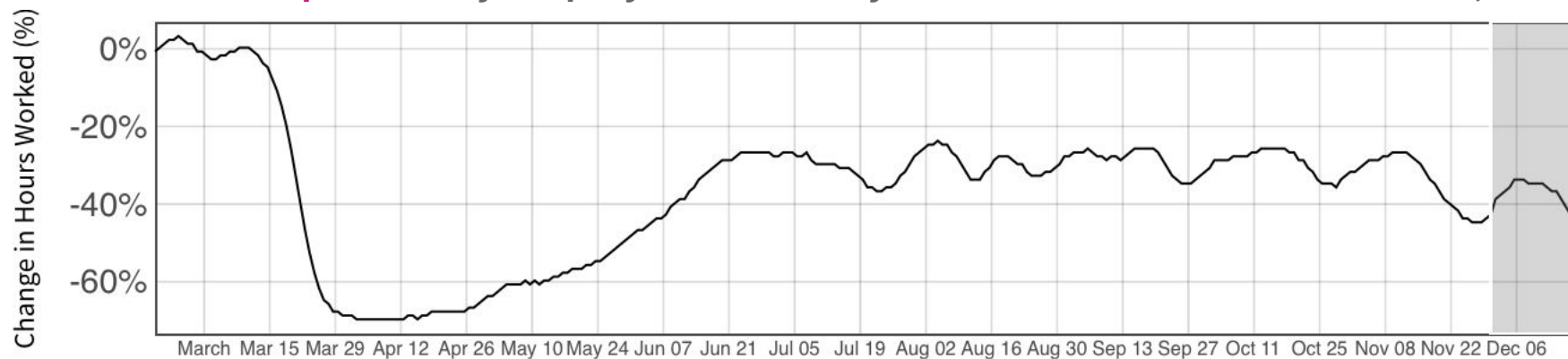
-47%

Since Dec 2019



Minnesota

-3% drop in hourly employment activity in December as of December 20, 2020.



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

LAST
WEEK

-10%

Since Dec 13

LAST
MONTH

-12%

Nov 2020

COVID
IMPACT

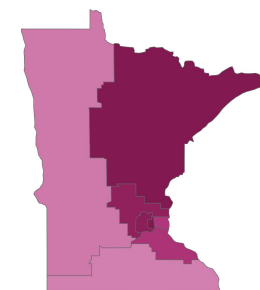
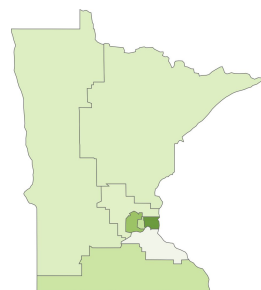
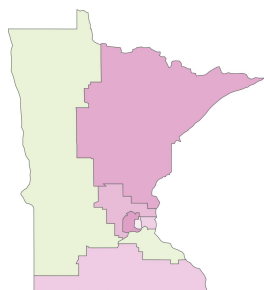
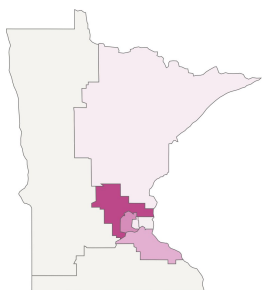
+22%

Since Mar 2020

LAST
YEAR

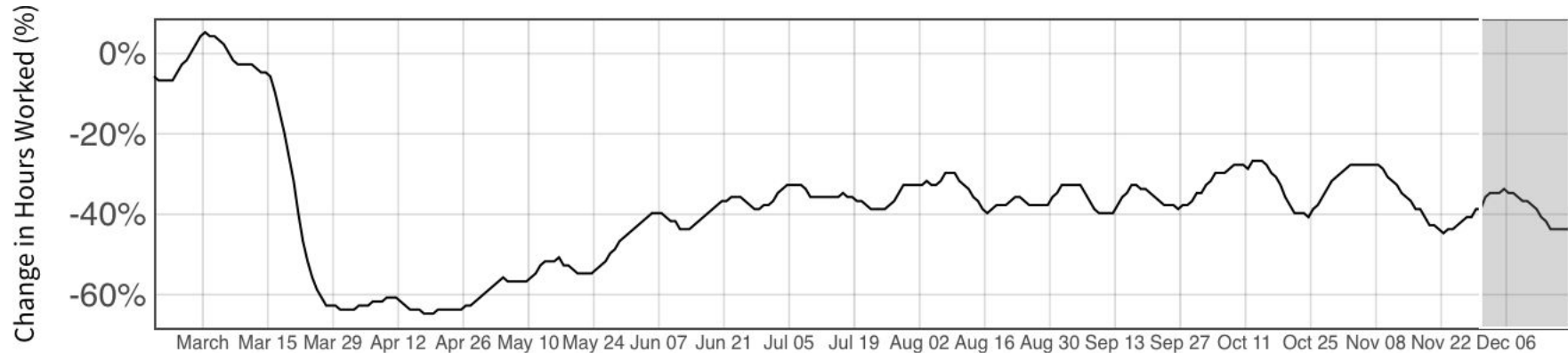
-46%

Since Dec 2019



Oregon

-5% drop in hourly employment activity in December as of December 20, 2020.



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

LAST
WEEK

-5%

Since Dec 13

LAST
MONTH

-9%

Nov 2020

COVID
IMPACT

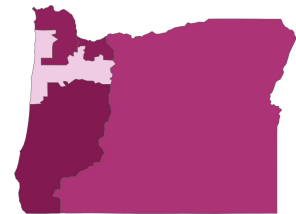
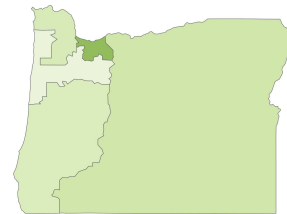
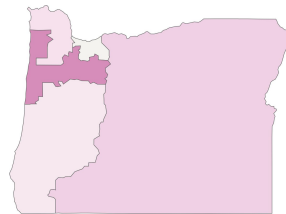
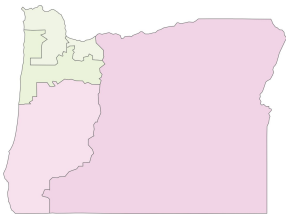
+19%

Since Mar 2020

LAST
YEAR

-44%

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 firmographic 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

