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HOURLY WORKFORCE INDEX

Hourly Employment Report: December 2020

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Hourly Employment Report

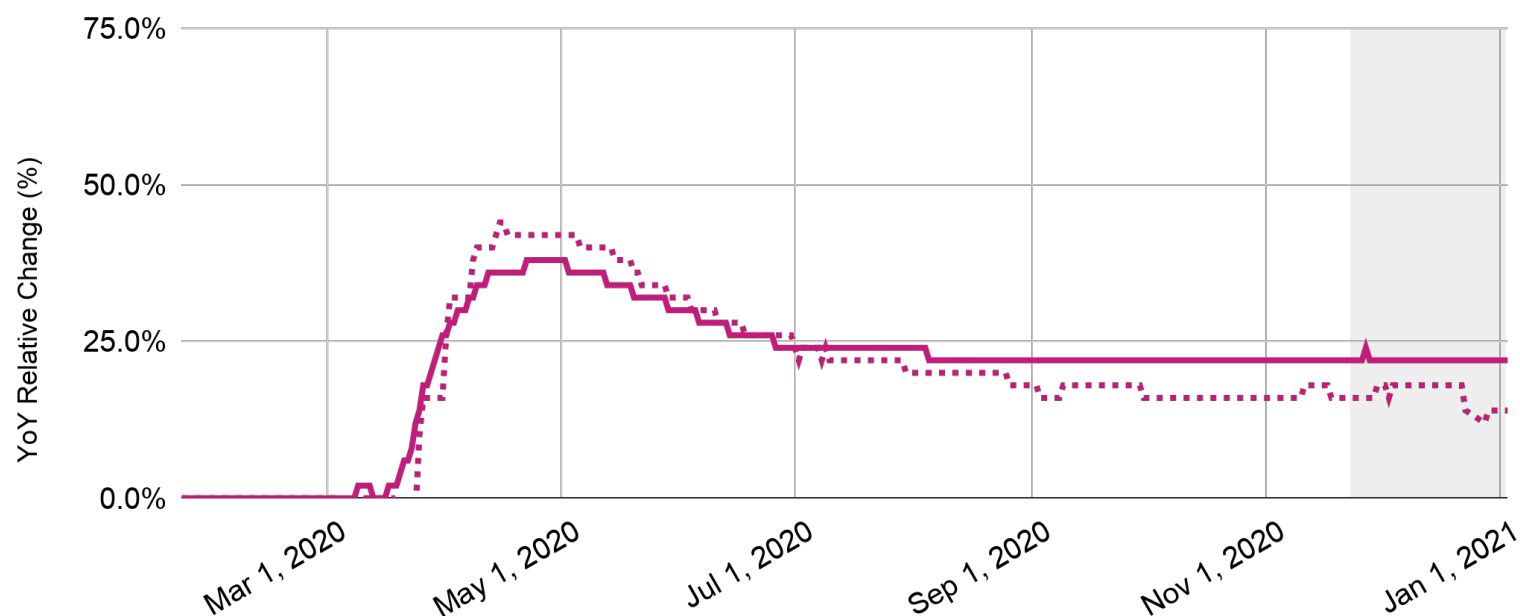
December 2020: All Industries

Hourly unemployment was flat in December at 22%. Underemployment improved in December going from 18% in November to 14% in December.

UNEMPLOYMENT

22%

UNDEREMPLOYMENT

14%

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

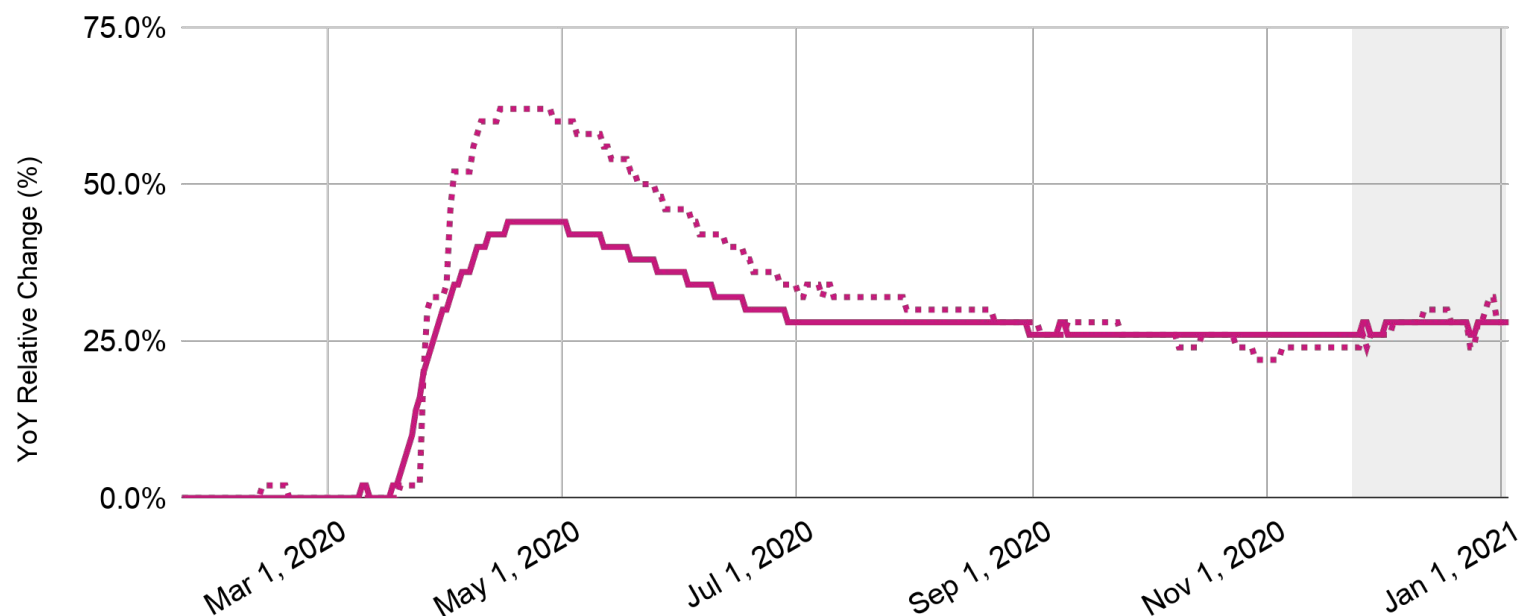
December 2020: Food Service, Retail, and Hospitality

Unemployment and Underemployment remained flat in December maintaining the increases from October to November. Retail staffed up for the holiday season as food service and hospitality pulled back.

UNEMPLOYMENT

28%

UNDEREMPLOYMENT

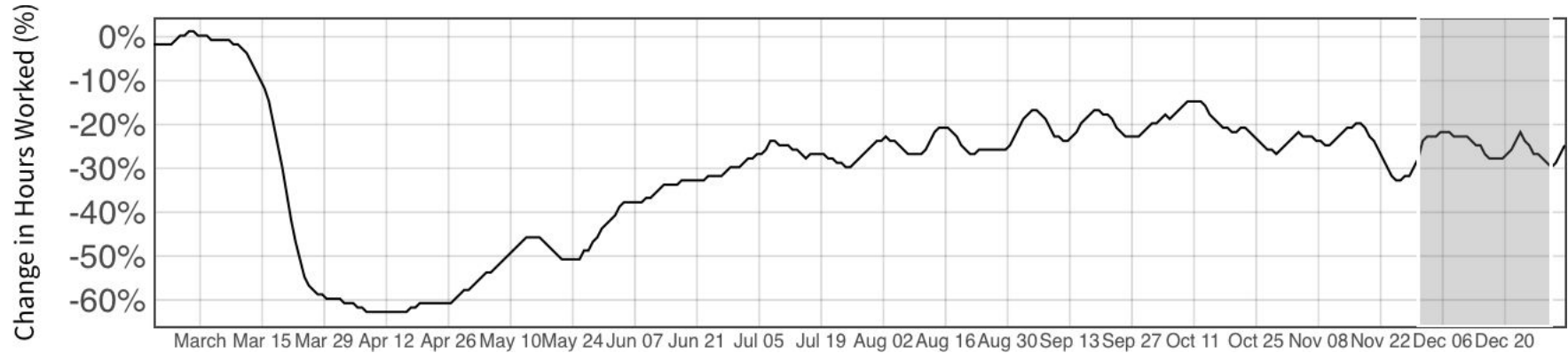
28%

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.



Colorado

-2% drop in hourly employment activity in December 2020. [Explore map.](#)

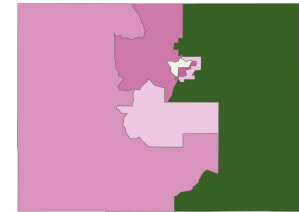
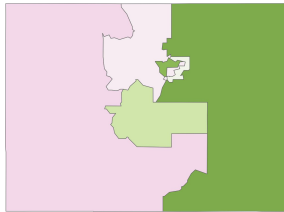


Trendline shows the change in hourly employment activity compared to last year.

LAST
MONTH **-2%**
Dec 2020

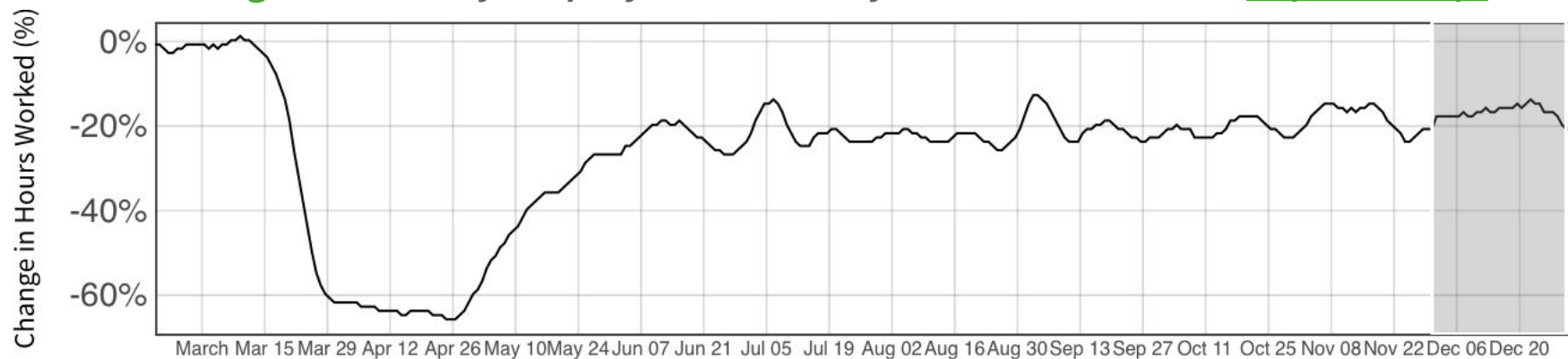
COVID
IMPACT **+35%**
Since Mar 2020

LAST
YEAR **-25%**
Since Jan 2020



Florida

+0% gain in hourly employment activity in December 2020. [Explore map.](#)

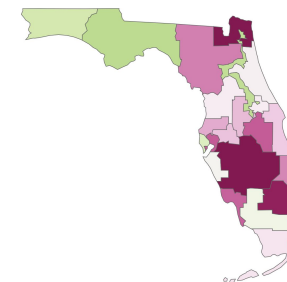
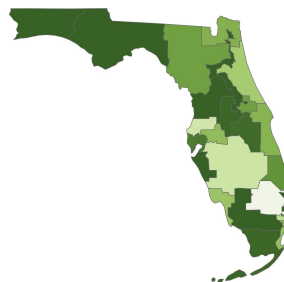
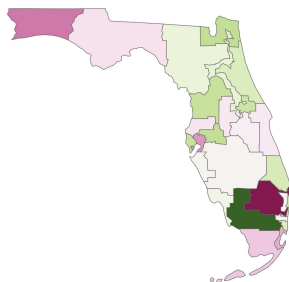


Trendline shows the change in hourly employment activity compared to last year.

LAST MONTH
+0%
Dec 2020

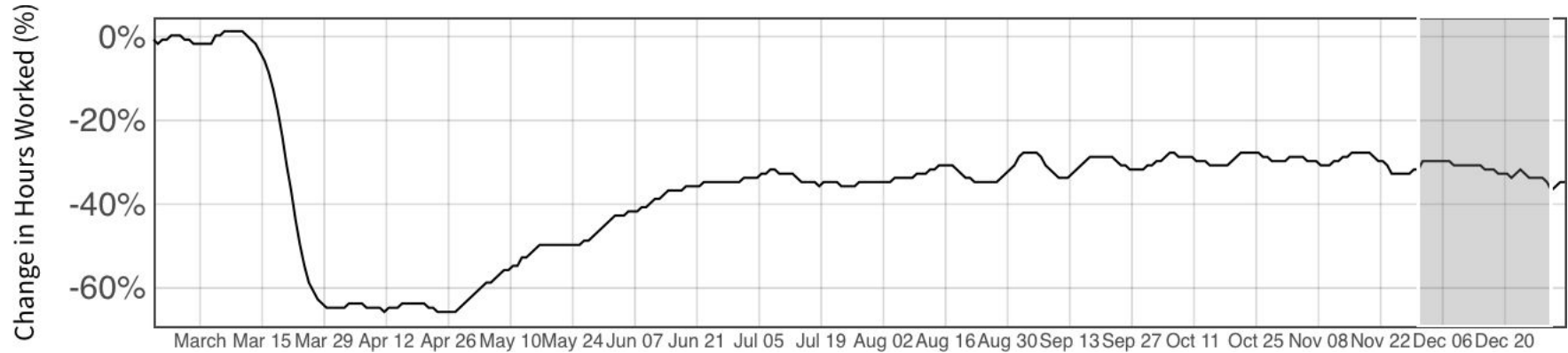
COVID
IMPACT **+42%**
Since Mar 2020

LAST
YEAR **-19%**
Since Jan 2020



California

-5% drop in hourly employment activity in December 2020. [Explore map.](#)

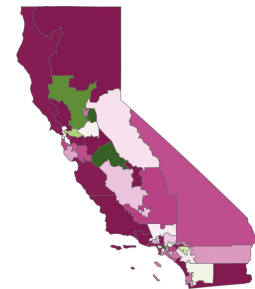
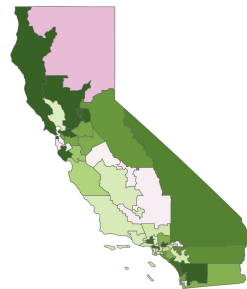
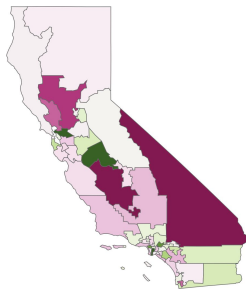


Trendline shows the change in hourly employment activity compared to last year.

LAST
MONTH
-5%
Dec 2020

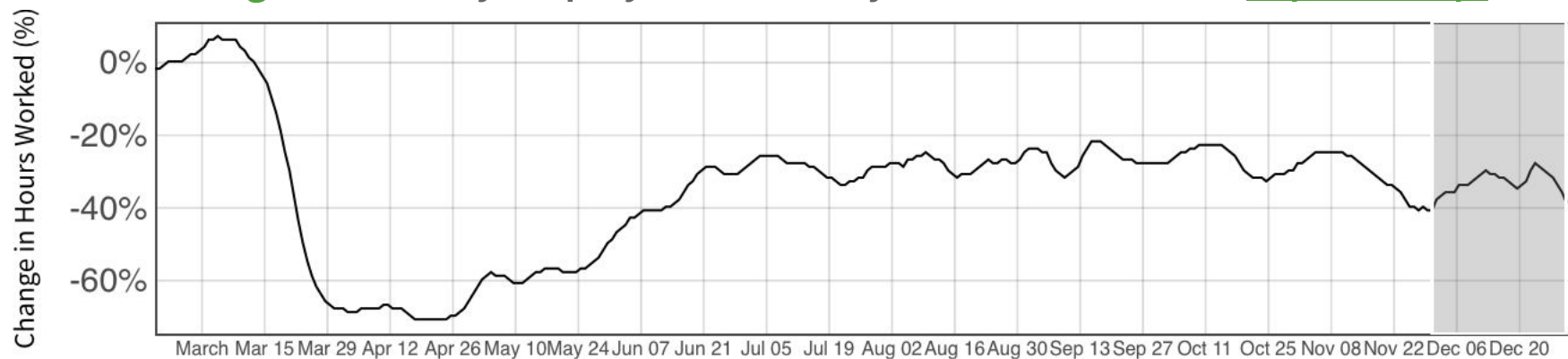
COVID
IMPACT
+30%
Since Mar 2020

LAST
YEAR
-35%
Since Jan 2020



Michigan

+2% gain in hourly employment activity in December 2020. [Explore map.](#)



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

LAST
MONTH

+2%

Dec 2020

COVID
IMPACT

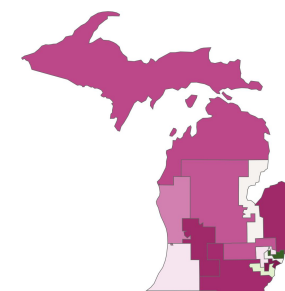
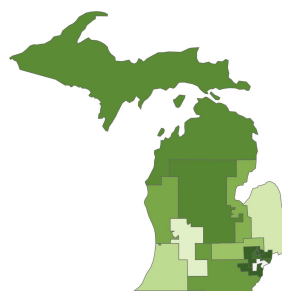
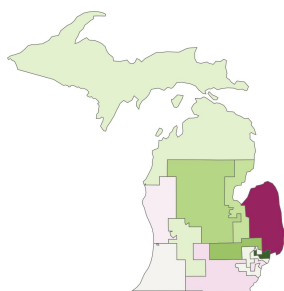
+30%

Since Mar 2020

LAST
YEAR

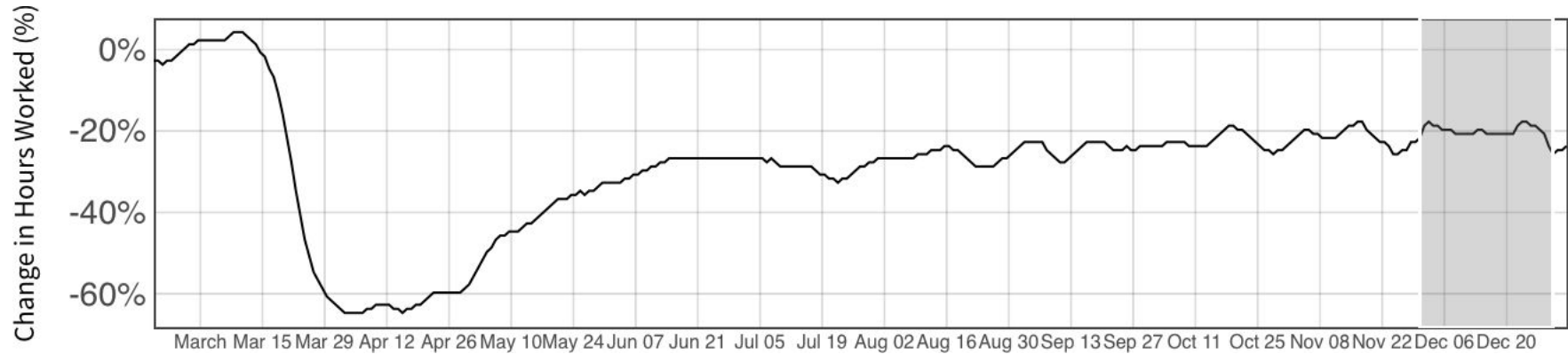
-37%

Since Jan 2020



Texas

-4% drop in hourly employment activity in December 2020. [Explore map.](#)

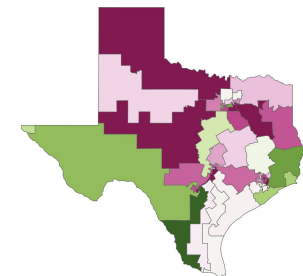
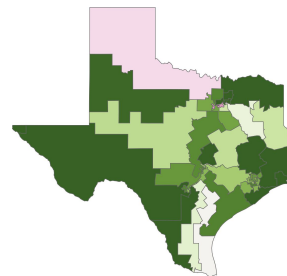
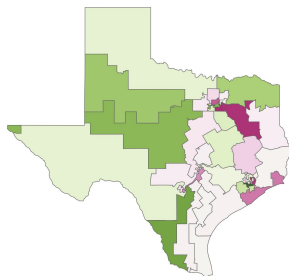


Trendline shows the change in hourly employment activity compared to last year.

LAST
MONTH **-4%**
Dec 2020

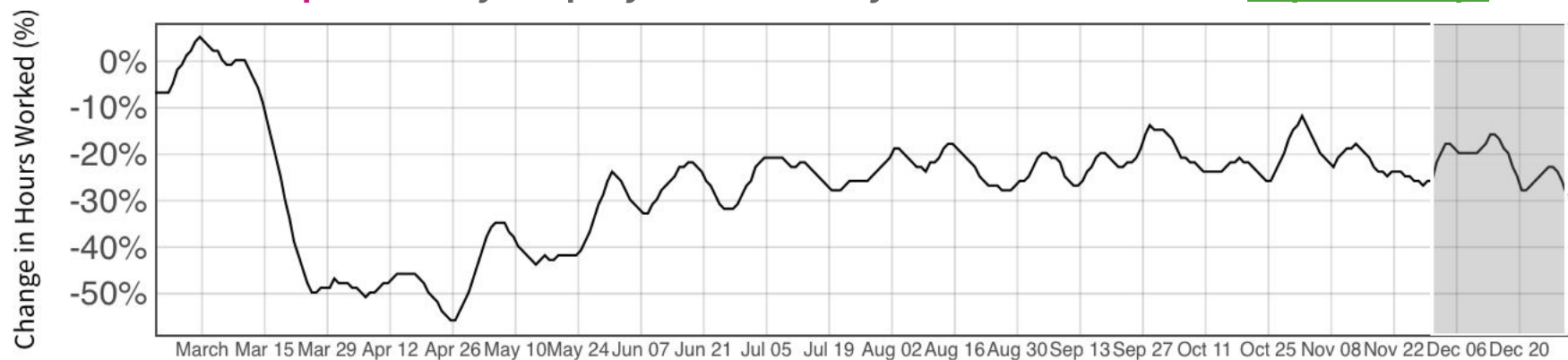
COVID
IMPACT **+37%**
Since Mar 2020

LAST
YEAR **-24%**
Since Jan 2020



Washington

-3% drop in hourly employment activity in December 2020. [Explore map.](#)

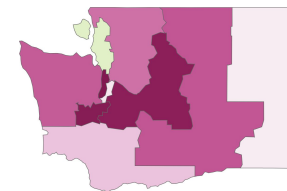
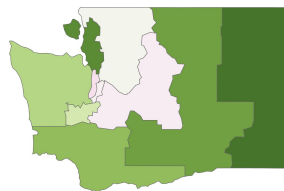
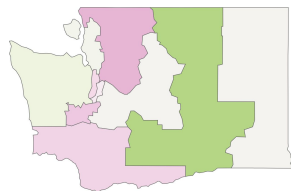


Trendline shows the change in hourly employment activity compared to last year.

LAST
MONTH **-3%**
Dec 2020

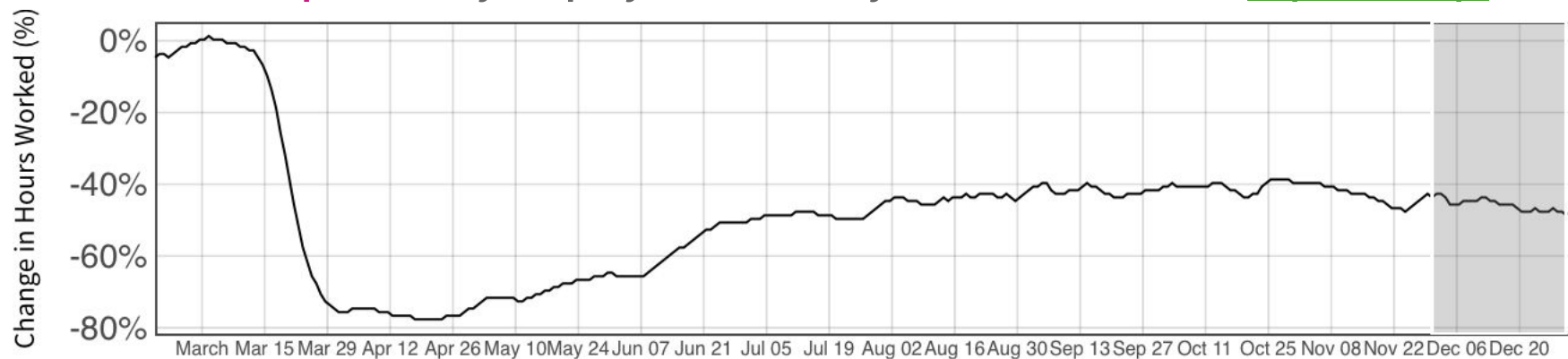
COVID
IMPACT **+21%**
Since Mar 2020

LAST
YEAR **-28%**
Since Jan 2020



New York

-5% drop in hourly employment activity in December 2020. [Explore map.](#)



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

LAST
MONTH

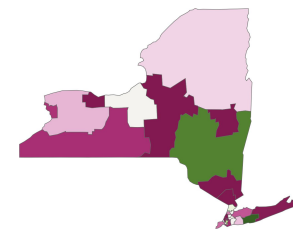
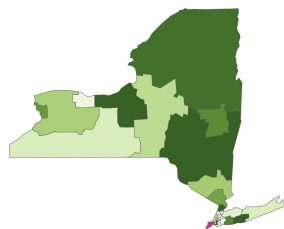
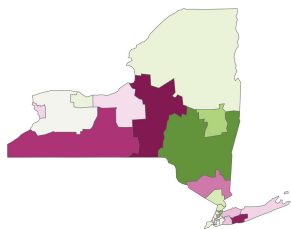
-5%
Dec 2020

COVID
IMPACT

+27%
Since Mar 2020

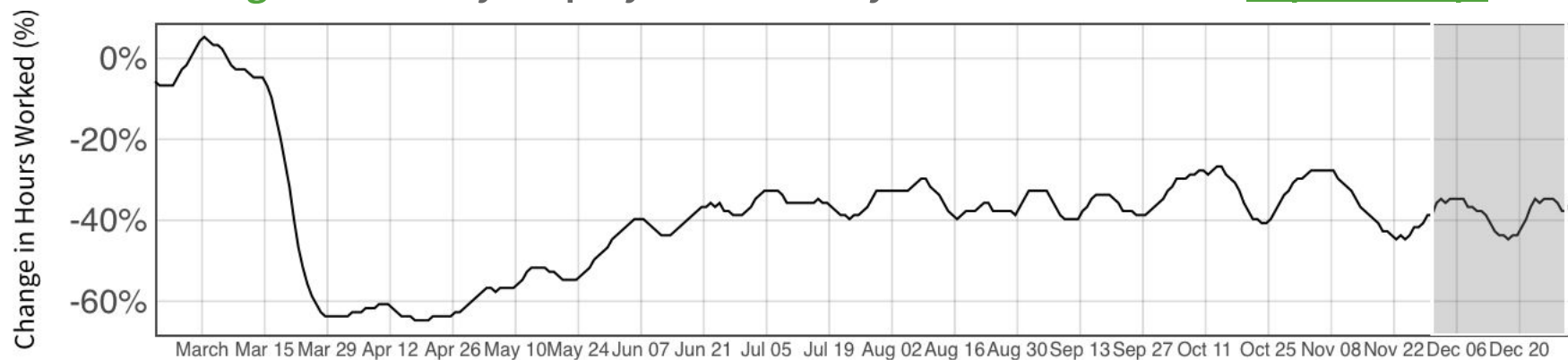
LAST
YEAR

-47%
Since Jan 2020



Oregon

+1% gain in hourly employment activity in December 2020. [Explore map.](#)

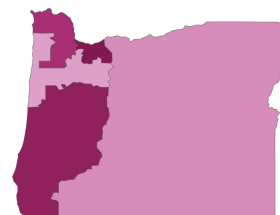
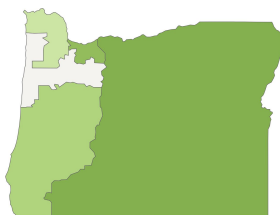
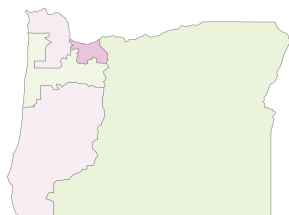


Trendline shows the change in hourly employment activity compared to last year.

LAST MONTH
+1%
Dec 2020

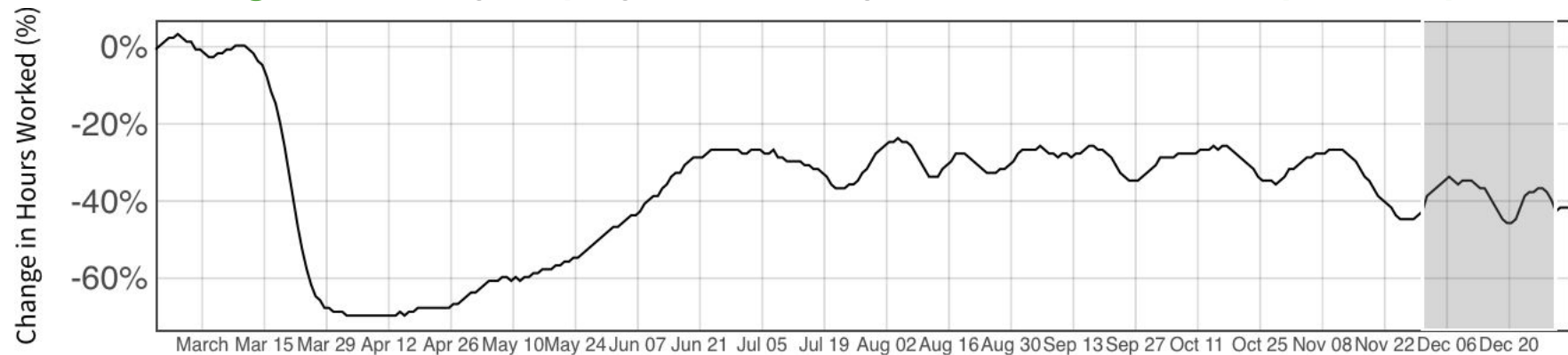
COVID
IMPACT **+28%**
Since Mar 2020

LAST YEAR
-36%
Since Jan 2020



Minnesota

+0% gain in hourly employment activity in December 2020. [Explore map.](#)

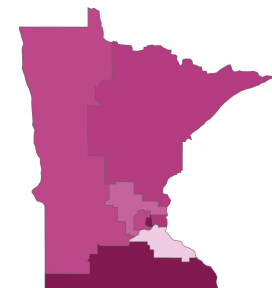
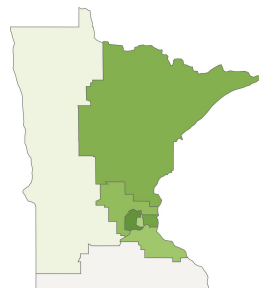
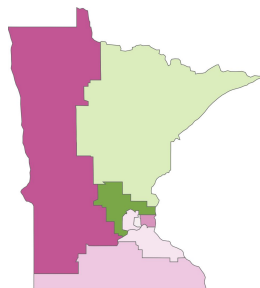


Trendline shows the change in hourly employment activity compared to last year.

LAST MONTH
+0%
Dec 2020

COVID
IMPACT **+26%**
Since Mar 2020

LAST
YEAR **-42%**
Since Jan 2020



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.

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