

Pre-Post Pandemic Reemployment Analysis



Introduction

In March 2020, in response to the emerging Covid pandemic, Ohio issued a series of temporary orders impacting various industries. These orders limited restaurants and bars to carry out and delivery services, closed child day care facilities, and limited large public gatherings.¹ Ohio's traditional unemployment insurance program saw historic claims, and the federal government created new programs to cover employees not traditionally covered by unemployment, as well as to provide additional benefits to all claimants.

While claims began declining in late 2020 and throughout 2021, employers expressed difficulties finding workers amid reports that workers were leaving the labor force. This analysis examines reemployment among those in the accommodation and food services industries and certain health care and social services industries who filed for traditional unemployment benefit claims during March, April, and May 2020. There were three questions to be answered:

- 1) Were the claimants reemployed during the first and second quarters of 2021?
- 2) During the first and second quarter of 2021, were the claimants employed in the same industries as they were in the first quarter of 2020?
- 3) If employed, were the claimants employed by the same employers as they were in the first quarter of 2020?

Data for the analysis were provided by the Center for Human Resources Research (CHRR) at The Ohio State University. CHRR matched claimants to wage records that employers are required to submit quarterly with unemployment tax payments. Only claimants who had wages reported in the target industries for the first quarter of 2020 were included in the analysis.

¹ [Executive Order 2020-01D | Governor Mike DeWine \(ohio.gov\)](#) – Declaring a State of Emergency

Data

Figure 1 shows the industries targeted for the analysis with the number of unemployment claimants for whom wages could be found. Related industries were treated as a single group.² The ambulatory health care services industries had 7,481 claimants. The total count of claimants in Figure 1 is higher due to individuals holding multiple jobs in different industries. Nursing and residential care facilities had 5,499 claimants, and social assistance services had 12,712 claimants.

Figure 1. Target Industries and Count of Unemployment Insurance Claimants Working First Quarter 2020

Analysis Groups	Industries within each Analysis Group	Unemployment Insurance Claimants Working First Quarter 2020
Accommodation and Food Services		
Accommodation (NAICS 721)		18,398
Food Services and Drinking Places (NAICS 722)		140,415
Health Care and Social Services		
Ambulatory Health Care Services (NAICS 621)	Offices of Physicians, Mental Health Specialists (NAICS 621112)	175
	Offices of Mental Health Practitioners (except Physicians) (NAICS 621330)	476
	Outpatient Mental Health and Substance Abuse Centers (NAICS 621420)	1,457
	Home Healthcare Services (NAICS 621610)	5,402
Psychiatric and Substance Abuse Hospitals (NAICS 622210)		464
Nursing and Residential Care Facilities (NAICS 623)	Residential Intellectual and Developmental Disability Facilities (NAICS 623210)	2,045
	Residential Mental Health and Substance Abuse Facilities (NAICS 623220)	623
	Continuing Care Retirement Communities (NAICS 623311)	1,690
	Assisted Living Facilities for the Elderly (NAICS 623312)	820
	Other Residential Care Facilities (NAICS 623990)	408
Social Assistance Services (NAICS 624)	Child and Youth Services (NAICS 624110)	1,072
	Assisted Living Facilities for the Elderly (NAICS 624120)	5,849
	Other Residential Care Facilities (NAICS 624190)	2,686
	Community Food Services (NAICS 624210)	106
	Temporary Shelters (NAICS 624221)	181
	Other Community Housing Services (NAICS 624229)	209
	Emergency and Other Relief Services (NAICS 624230)	68
Vocational Rehabilitation Services (NAICS 624310)	2,870	
Child Day Care Services (NAICS 624410)		19,761

² Industries were combined if they were part of the same North American Industry Classification System (NAICS) subsector, however, those combinations do not necessarily include all industries that are part of a subsector.

Figure 2 shows the reemployment data for the accommodation and food services industries. Compared to claimants in the food services and drinking places industry, fewer claimants in the accommodations industry were employed in the first and second quarters of 2021, fewer were employed in the same target industry, and fewer were employed by the same first quarter 2020 employer. The percentage of claimants employed increased from the first to second quarters of 2021, but the percentage employed by the same employer as in the first quarter of 2020 decreased.

Figure 2. Accommodation and Food Services Industries

Target Industries	First Quarter 2021			Second Quarter 2021		
	Percentage of original claimants employed	Of those employed		Percentage of original claimants employed	Of those employed	
		Same Q1 2020 Target Industry	Same Q1 2020 Employer		Same Q1 2020 Target Industry	Same Q1 2020 Employer
Accommodation (NAICS 721)	69.2%	61.9%	59.4%	72.6%	62.6%	57.2%
Food Services and Drinking Places (NAICS 722)	75.8%	77.5%	65.1%	77.1%	76.0%	61.3%

Figure 3 shows the reemployment data for the health care and social services industries. The main difference between the health care and social services industries and the accommodations and food services industries reemployment is child day care services. Higher percentages of workers in the child day care services industry were employed both first and second quarter 2021 compared to all other industries in the analysis. Further, higher percentages of child day care workers were employed in the same industry and remained with the same employer in both the first and second quarters of 2021. Reemployment percentages for the same first quarter 2020 target industry and for the same first quarter 2020 employer were comparatively low for workers in psychiatric and substance abuse hospitals and workers in nursing and residential care facilities.

Figure 3. Health Care and Social Services Industries

Target Industries	First Quarter 2021			Second Quarter 2021		
	Percentage of original claimants employed	Of those employed		Percentage of original claimants employed	Of those employed	
		Same Q1 2020 Target Industry	Same Q1 2020 Employer		Same Q1 2020 Target Industry	Same Q1 2020 Employer
Ambulatory Health Care Services (NAICS 621)	72.9%	66.2%	67.9%	72.4%	63.2%	64.6%
Psychiatric and Substance Abuse Hospitals (NAICS 622210)	74.1%	50.9%	59.0%	71.6%	47.3%	54.2%
Nursing and Residential Care Facilities (NAICS 623)	70.2%	51.2%	54.0%	70.9%	48.3%	50.7%
Social Services (NAICS 624)	70.5%	67.6%	69.0%	71.7%	63.9%	65.8%
Child Day Care Services (NAICS 624410)	79.3%	80.9%	76.1%	78.9%	78.3%	72.3%

As indicated in the previous figures, reemployment by the same first quarter 2020 employer was higher than reemployment for the same first quarter 2020 target industry. Individuals may have multiple employers during a quarter; these individuals may have remained with employers in other industries but not employers in the target industries. Wage records, however, do not tell us if the jobs were sequential, concurrent, intermittent, or any other category.³

³ Wage records have other limitations that could affect the results of this analysis. Wage records only apply to jobs that are covered by unemployment insurance, which accounts for more than 95% of all jobs and only Ohio data were available for this analysis.

Conclusion

There has been discussion of a shift in employment based on COVID-19 and the impacts to the workplace. For the industries researched, between 70.9-78.9 percent of the original claimants were employed in the second quarter of 2021. Of those employed, between 47.3-78.3 percent were employed in the same industry and between 50.7-72.3 percent were employed by the same employer. Remember, individuals may have multiple employers during a quarter and so those individuals may have remained with employers in other industries, but not employers in the target industries. This research provides useful data for policymakers to gain a better understanding of the reemployment outcomes of unemployment insurance claimants filing during the temporary closure of business and their re-opening. The analysis of the accommodation and food services industries and certain health care and social services industries provides an indication of claimants who returned to work and who returned to work with the same employer.

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