

Pre-Post Pandemic Reemployment Analysis 2.0



Employment and Reemployment in the Leisure and Hospitality and Health Care and Social Assistance Industries

This analysis compares the employment patterns of two groups of workers in the Leisure and Hospitality and Health Care and Social Assistance industries. One group of workers filed claims for unemployment insurance (UI) benefits between March 2020 and May 2020. The second group of workers did not file for UI benefits during that period, although they could have filed.

Why this comparison?

The employment patterns of those who did not file for UI benefits provide some context for understanding the reemployment patterns of those who filed for UI benefits. There are two factors that could have affected the employment of workers in these industries: worker turnover rates and the economic effects of the coronavirus. Workers leave jobs all the time. Worker turnover rates vary within industry sectors. Employment among those who did not file for UI benefits is more likely to reflect normal turnover as a point of comparison. The Census' Quarterly Workforce Indicators (QWI) turnover rates, which are based on employment wage records, are a reference for industry turnover rates. Of course, these have not been normal times. The effects of the coronavirus have been difficult for many businesses. Some reduced staff, while others closed. In addition, some workers are leaving their jobs at rates higher than normal turnover rates. The economic effects of the coronavirus should also be reflected in the employment patterns of those who did not file for UI benefits.

The data for this analysis were extracted from unemployment insurance wage records and were provided by the Center for Human Resources Research at The Ohio State University. All workers in the analysis were employed in the target industries during the first quarter of 2020. Employment was defined as having any wages reported for a given quarter. We wanted to answer three questions:

- 1) Were the claimants or workers employed in any Ohio industry during the first and/or subsequent quarters of 2021?
- 2) Were they employed in the same industry during the first and/or subsequent quarters of 2021 as in first quarter 2020? For example, was someone employed in food services still working in food services?
- 3) Were employers the same in the first quarter 2020 and in the first and/or subsequent quarters of 2021?

Results Overview

Among the health care industries, those who did not file for UI benefits had higher rates of any employment, employment in the same industry, and employment with the same first quarter 2020 employer than did those who filed for UI benefits.

In the social assistance industry, those who did not file for UI benefits had higher rates of any employment, somewhat higher employment rates within the same industry, and employment patterns with the same first quarter 2020 employer were inconsistent.

The child day care industry was a different story. There was only a small difference in employment in any industry between those who filed for UI benefits and those who did not file. Those who did not file for benefits had slightly lower employment rates in the same industry and with the same first quarter 2020 employer than did those who filed for benefits. QWI data show that child day care services had higher-than-average turnover rates in 2019.

In the accommodation industry, those who filed for UI benefits had slightly higher rates of any employment in the first and second quarters of 2021. However, their employment in the same industry and employment with the same first quarter 2020 employer was like those who filed unemployment claims. QWI turnover rates for the accommodation services industry were higher than average in 2019.

In the food services industry, those who did not file for UI benefits had slightly higher rates of any employment in the first and second quarters of 2021. Their rates of employment in the same industry and employment with the same first quarter 2020 employer were mostly lower than those who filed for benefits. The food services industry had some of the highest QWI turnover rates in 2019.

Click on the link below to view the updated analysis including the first, second and third quarters of 2021 wage record data.

[Reemployment Employment Analysis](#)

Conclusion

There has been discussion of a shift in employment based on COVID-19 and the impacts to the workplace. This research provides useful data for policymakers to gain a better understanding of 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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- Provide products and services that are customer- and demand-driven.
- Be known as an important and reliable source for information solutions that support workforce development goals and outcomes.

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