



After the Recession: Employment Status and Earnings Recovery of Illinois Workers

by Rich Reinhold

In a previous article published in the Illinois Labor Market Review, we examined the growth in long-term unemployment in Illinois during the economic expansion that followed the last recession, sometimes called the “Great Recession” (see <http://tinyurl.com/Illinoislaborforcetrends>). This article takes a closer look at the post-recovery employment and earnings of workers who were displaced in the Great Recession. It address questions like: Were particular kinds of workers able to find jobs sooner than others? What types of workers were able to recover the highest and lowest percentage of their

previous earnings? Did most workers find employment in the industries in which they lost their jobs or did they find jobs in different industries?

Methodology

The findings that will be cited in this article are based on quarterly data from Illinois employers reporting mass layoffs in the Mass Layoff Statistics program and related administrative data from the unemployment insurance system, including initial claims for unemployment insurance benefits and quarterly wage and establishment

records. Post-layoff employment and earnings data were generated using the Longitudinal Tracking System, a reporting system designed by the State of North Carolina and funded by the U.S. Bureau of Labor Statistics. The Longitudinal Tracking System reports quarterly employment and earnings statistics by linking administrative data from the unemployment insurance system, including initial claims for unemployment benefits, quarterly wage records, Quarterly Census of Employment and Wages establishment records as well as employer survey data from the Mass Layoff Statistics program. The employment and earnings statistics generated from the Longitudinal Tracking System are reported at summary levels, such as industry, gender, race and age group. State and federal laws prohibit us from disclosing information that would reveal the identity of displaced workers and individual employers.

The population of workers we examined included those who filed initial claims for regular unemployment insurance benefits after being laid off from their previous employer sometime during the first quarter of 2008 through the second quarter of 2009. Anyone who reported earnings during any part of the post-layoff quarter was considered employed for that quarter. Employment status and earnings data were taken from quarterly unemployment insurance wage records submitted by Illinois employers. Wage records are primarily used to determine monetary eligibility for unemployment insurance benefits and include wage and salary earnings as well as bonuses paid.

Those workers who did not report earnings for a particular quarter should not necessarily be classified as “unemployed.” Some workers may have stopped looking for work. Others may have found employment in industries not covered by unemployment insurance (such as self-employment). Also, some workers may have found jobs located outside of Illinois. The post-layoff window in this analysis extends to eight quarters and varies depending on the layoff quarter. For example, for workers separated in the first quarter of 2008, the post-layoff quarter two would be the third quarter of 2008, post-layoff quarter four would be the first quarter of 2009, post-layoff quarter six would be third quarter 2009, and post-layoff quarter eight would be quarter one of 2010.

June 2009. During the recession, the Illinois unemployment rate jumped nearly five percentage points to 10.2 percent, and 343,000 nonfarm jobs were lost. Illinois’ extended mass layoff statistics also reflected the sharp downturn in the national economy. An extended mass layoff event includes at least 50 separated workers and lasts more than 30 days.

There were a total of 1,207 extended mass layoffs in Illinois, resulting in 206,605 worker separations during the first quarter of 2008 through the second quarter of 2009 (*see Table 1*). Of those layoff events, 748 were for non-seasonal reasons, resulting in 144,944 worker separations. About half of all of the extended mass layoffs and worker

Table 1: Total Illinois Quarterly Extended Mass Layoff Events and Worker Separations

Source: Illinois Department of Employment Security, Economic Information and Analysis
* Recession Period Quarters 2008-1 through 2009-2

Year/Qtr	Total Mass Layoffs		Excluding Seasonal Layoffs	
	Layoff Events	Separations	Layoff Events	Separations
2008-1	98	17,736	74	13,728
2008-2	110	26,735	64	12,585
2008-3	97	19,992	80	15,669
2008-4	286	55,805	165	35,027
2009-1	240	43,738	219	39,375
2009-2	196	42,599	146	28,560
Totals*	1,027	206,605	748	144,944

Extended Mass Layoffs during the Great Recession

The Illinois economy, as in most other states, suffered the effects of the so-called Great Recession that officially began in December 2007 and ended in

separations during the recession were in quarter four of 2008 and quarter one of 2009. Quarter four of 2008 and quarter one of 2009 also had the largest number of non-seasonal extended mass layoff events and worker separations in Illinois since the Mass Layoff Statistics program began in 1995.

Chart 1: Over-the-Year Change in Illinois Quarterly Mass Layoff Separations

Source: Illinois Department of Employment Security, Economic Information and Analysis

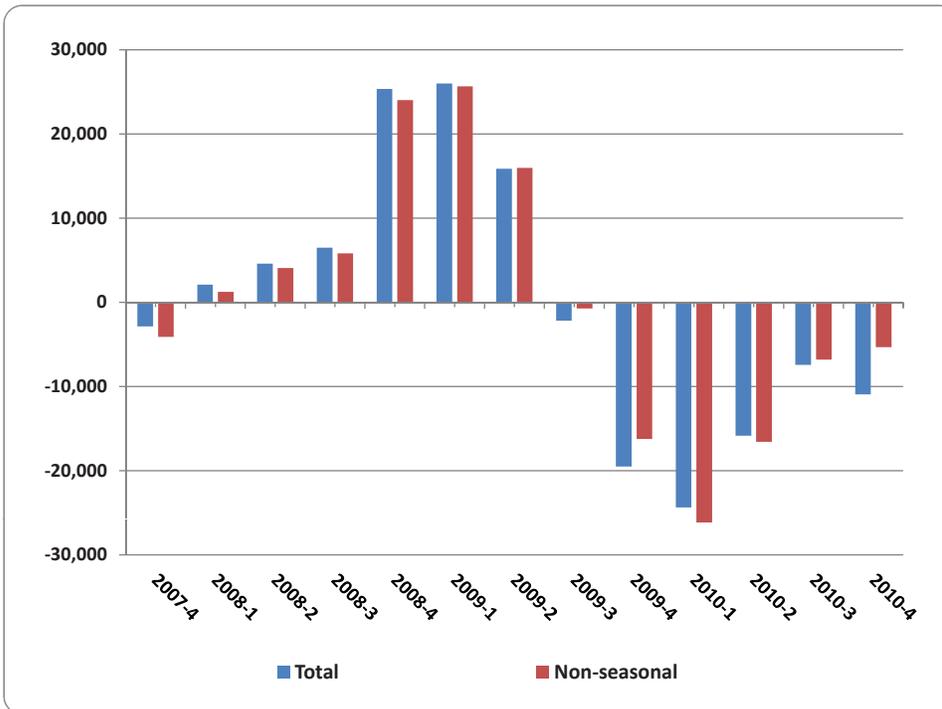


Chart 1 shows over-the-year change in total worker separations by quarter for both total and non-seasonal layoff events. The over-the-year changes by quarter in worker separations mirror the economic contraction and expansion periods; the quarters with increases in worker separations fall entirely within the contraction period, and the later quarters in the expansion period all show declines in worker separations.

Extended Mass Layoff Events by Industry

The industries which sustained the heaviest job losses due to non-seasonal reasons in the recession included construction, manufacturing, retail trade, finance and insurance and administrative and waste services, which includes temporary help services (*see Table 2*). These five industries represented more than 80 percent of all worker separations. Additionally, construction and manufacturing comprised nearly half of all extended

Table 2: Illinois Extended Mass Layoff Events and Separations by Industry During the Great Recession

Source: Illinois Department of Employment Security, Economic Information and Analysis

* Data suppressed to comply with employer confidentiality requirements

Major industry division	Total Extended Mass Layoffs				Non-Seasonal Mass Layoffs			
	Layoff Events	%	Total Separations	%	Layoff Events	%	Total Separations	%
Total, private	1,027	100%	206,605	100%	748	100%	144,944	100%
Mining	6	1%	848	0%	4	1%	424	0%
Utilities	3	0%	400	0%	3	0%	400	0%
Construction	211	21%	34,328	17%	124	17%	22,906	16%
Manufacturing	256	25%	48,064	23%	237	32%	44,288	31%
Wholesale trade	25	2%	3,843	2%	24	3%	3,633	3%
Retail trade	73	7%	18,447	9%	40	5%	9,458	7%
Transportation and warehousing	77	7%	20,908	10%	39	5%	7,970	5%
Information	9	1%	1,715	1%	7	1%	1,458	1%
Finance and insurance	44	4%	8,200	4%	44	6%	8,200	6%
Real estate and rental and leasing	*	*	*	*	0	0%	0	0%
Professional and technical services	26	3%	4,635	2%	20	3%	2,171	1%
Management of companies and enterprises	10	1%	1,350	1%	5	1%	727	1%
Administrative and waste services	189	18%	39,973	19%	165	22%	35,488	24%
Educational services	5	0%	601	0%	5	1%	601	0%
Health care and social assistance	23	2%	3,836	2%	12	2%	2,721	2%
Arts, entertainment, and recreation	7	1%	1,230	1%	0	0%	0	0%
Accommodation and food services	41	4%	14,845	7%	9	1%	2,302	2%
Other services, except public administration	21	2%	3,312	2%	10	1%	2,197	2%

mass layoffs and separations. The Mass Layoff Statistics program captures the reason for layoffs from employers, including layoffs due to seasonal reasons. Seasonal layoffs often include a large percentage of workers who are later recalled by the same employers.

Employment and Earnings of Workers Displaced in Industries with Largest Job Cutbacks

Although the impact of the recession was felt among all industry sectors,

this analysis focused primarily on the employment status and post-layoff earnings and earnings replacement for workers laid off in the five industry sectors which saw the greatest number of job cutbacks, including construction, manufacturing, retail trade, and finance and insurance, and administrative and waste services. Also, our analysis of post-layoff employment and earnings was limited to non-seasonal extended mass layoffs, which primarily included workers who were permanently separated from their employers.

Post-Layoff Employment Status of Displaced Workers by Industry

Among all industry sectors, the percent employed in each of the eight post-layoff quarters was fairly stable, ranging between 65.0 and 67.7 percent. Manufacturing and construction had the highest post-layoff employed percentages (*see Table 3A and Chart 3A*). Workers formerly employed in these two industries were also more likely to be recalled by their previous employers.

The employed percentages for construction workers in post-layoff quarters six through eight were about the same but were lower than the employed percentages reported during the first four post-layoff quarters, suggesting ongoing weakness in the industry. Finance and insurance, which, like construction, felt the brunt of the downturn in the real estate market, had the lowest post-layoff employed percentages. The percentage of former retail trade workers who were employed grew steadily and reached about 61 percent as of post-layoff quarter eight. Nearly all of extended mass layoffs in retail trade were permanent, with the majority of separations at locations that

Chart 3A: Percent of Workers Employed by Industry and Post-Layoff Quarter (excludes seasonal layoffs)

Source: Illinois Department of Employment Security, Economic Information and Analysis

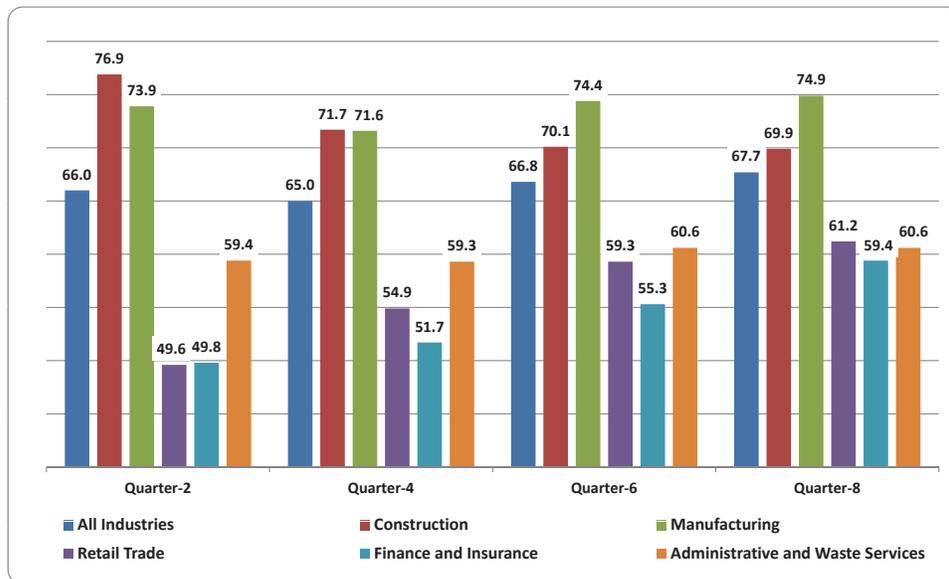


Table 3A: Percent Employed by Industry and Post-layoff Quarter

Source: Illinois Department of Employment Security, Economic Information and Analysis

Industry sector	Total Initial Claimants	Post-Layoff Quarters							
		Qtr-1	Qtr-2	Qtr-3	Qtr-4	Qtr-5	Qtr-6	Qtr-7	Qtr-8
All Industries	162,137	67.7	66.0	65.5	65.0	65.4	66.8	67.4	67.7
Construction	23,648	75.6	76.9	73.7	71.7	68.3	70.1	69.5	69.9
Manufacturing	61,044	76.2	73.9	73.0	71.6	73.5	74.4	74.8	74.9
Retail Trade	7,297	52.1	49.6	53.8	54.9	57.2	59.3	60.5	61.2
Finance and Insurance	8,179	58.3	49.8	51.0	51.7	54.0	55.3	57.3	59.4
Administrative and Waste Services	37,556	58.4	59.4	59.4	59.3	59.2	60.6	61.0	60.6

closed. Workers formerly employed in administrative and waste services reported the second lowest employed percentages throughout the eight-quarter post layoff period. The bulk of the workers in administrative and waste services were formerly employed in temporary help services, an industry group affected by layoffs throughout the economy.

Earnings of Displaced Workers by Industry

This report also examines the percentage of quarterly pre-layoff earnings replaced or recovered in employment reported during each of the eight post-layoff quarters (*see Table 3B and Chart 3B*). The post-layoff earnings may have been obtained with

new employers or with the separating employer after the workers were recalled to their previous jobs. The earnings recovery percentages shown equal the ratio of average quarterly post-layoff earnings for each quarter divided by average quarterly pre-layoff earnings.

Among all industries that reported non-seasonal extended mass layoffs, displaced workers recovered about 94 percent of their previous earnings eight quarters after being laid off. Workers who were laid off in manufacturing and administrative and waste services saw their earnings rise slightly above their pre-layoff earnings as of post-layoff quarter eight. Workers who were laid off in administrative and waste services reported the lowest average pre-layoff earnings. The highest average pre-layoff earnings and lowest post-layoff earnings recovery was found among workers formerly employed in finance and insurance. It should be noted that the quarterly earnings used in the earnings recovery percentages were not adjusted for inflation.

Chart 3B: Percent of Earnings Recovered by Industry and Post-Layoff Quarter (excludes seasonal layoffs)

Source: Illinois Department of Employment Security, Economic Information and Analysis

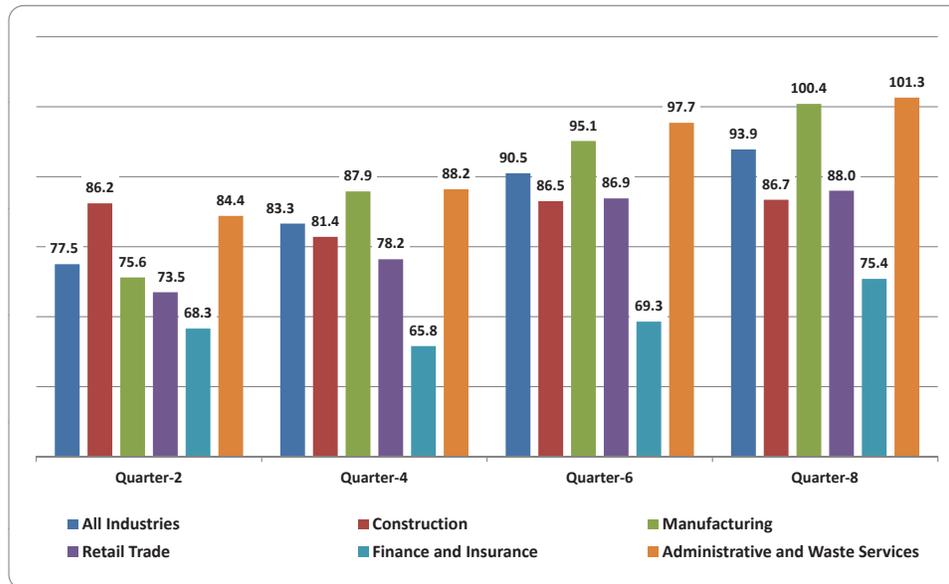


Table 3B: Percent of Pre-layoff Earnings Recovered by Industry and Post-layoff Quarter

Source: Illinois Department of Employment Security, Economic Information and Analysis

Industry sector	Total Initial Claimants	Average Quarterly Pre-Layoff \$	Post-Layoff Quarters							
			Qtr-1	Qtr-2	Qtr-3	Qtr-4	Qtr-5	Qtr-6	Qtr-7	Qtr-8
All Industries	162,137	\$11,299	73.8	77.5	80.2	83.3	84.3	90.5	97.9	93.9
Construction	23,648	\$14,538	76.6	86.2	84.9	81.4	78.9	86.5	84.9	86.7
Manufacturing	61,044	\$12,996	75.6	75.6	80.6	87.9	88.8	95.1	109.6	100.4
Retail Trade	7,297	\$6,269	58.5	73.5	79.7	78.2	83.8	86.9	89.9	88.0
Finance and Insurance	8,179	\$16,793	76.6	68.3	65.3	65.8	65.8	69.3	73.7	75.4
Administrative and Waste Services	37,556	\$5,824	70.3	84.4	88.2	88.2	92.1	97.7	100.6	101.3

Industry of Re-employment After Layoff

Our analysis also attempted to answer additional questions related to post-layoff employment status, including the following: In what industries did re-employed workers find employment? Were these industries the same or different than the industries the workers were laid off in? How did earnings

recovery differ for workers who were re-employed in the same or different industries?

Table 4 shows the industry of re-employment for workers formerly employed in each of the five industries targeted for this analysis, as of post-layoff quarter eight. Construction and manufacturing were the only industries in which at least half of the separated

workers were re-employed in the same industries they were laid-off. Workers in these two industries also had among the highest pre-layoff earnings and post-layoff earnings recovery percentages.

The bulk of the workers laid off in manufacturing were recalled to their previous or separating employers. Construction workers were either

Table 4: The Employment Status and Earnings Recovery of Illinois Unemployment Insurance Claimants in Mass Layoffs Quarters Post-layoff (excluding seasonal layoffs)

Source: Illinois Department of Employment Security, Economic Information and Analysis

Industry of Layoff	Industry of re-employment	Initial Unemployment Insurance claimants	Average pre-layoff \$	Post-Layoff Quarter 8	
				Percent Employed in Industry	Percent earnings recovered
Construction	Construction	14,581	\$14,976	56.2	89.3
	Admin., Support, Waste Mgmt, Remediation	997	\$11,280	4.5	71.4
	Other Services	447	\$13,832	1.6	83.5
	Manufacturing	218	\$13,365	1.3	89.4
	All other industries	1,187	-	36.4	-
	Claimants not re-employed	6,218	\$14,308	0.0	0.0
Manufacturing	Manufacturing	36,055	\$14,210	59.6	106.9
	Admin., Support, Waste Mgmt, Remediation	2,096	\$9,680	4.0	59.7
	Retail Trade	1,013	\$9,367	1.7	49.0
	Transportation and Warehousing	710	\$13,241	1.5	83.8
	All other industries	3,879	-	8.1	-
	Claimants not re-employed	17,291	\$11,203	0.0	0.0
Retail Trade	Retail Trade	2,041	\$6,428	27.6	83.5
	Admin., Support, Waste Mgmt, Remediation	392	\$5,710	6.2	79.6
	Health Care and Social Assistance	270	\$4,669	5.0	94.1
	Accommodation and Food Services	196	\$4,675	3.0	74.8
	Manufacturing	165	\$8,607	3.3	106.3
	Wholesale Trade	154	\$8,595	2.6	92.5
	All other industries	796	-	13.3	-
	Claimants not re-employed	3,283	\$6,078	0.0	0.0
Finance and Insurance	Finance and Insurance	2,096	\$22,724	26.7	80.1
	Admin., Support, Waste Mgmt, Remediation	524	\$14,378	7.1	68.3
	Professional, Scientific & Technical Svc	332	\$19,265	4.7	84.3
	Retail Trade	241	\$11,131	3.8	54.9
	Health Care and Social Assistance	189	\$11,223	3.7	57.7
	Education Services	171	\$14,555	2.4	56.0
	All other industries	675	-	11.1	-
	Claimants not re-employed	3,951	\$14,565	0.0	0.0
Admin., Support, Waste Mgmt, Remediation	Admin., Support, Waste Mgmt, Remediation	11,496	\$5,837	25.4	89.9
	Manufacturing	1,771	\$5,969	7.5	136.0
	Retail Trade	1,677	\$4,699	4.7	88.0
	Health Care and Social Assistance	1,197	\$4,443	4.3	103.6
	Professional, Scientific & Technical Svc	789	\$10,825	2.7	99.5
	Wholesale Trade	699	\$6,954	2.4	123.1
	All other industries	4,554	-	13.6	-
	Claimants not re-employed	15,088	\$5,464	0.0	0.0

recalled to previous employers or re-employed by new employers in construction through a union hiring hall.

Less than 30 percent of workers laid off from retail trade, finance and insurance and administrative and waste services (including temporary help services) were re-employed in the industries they separated from. These same workers also had among the highest pre-layoff earnings within their industry groups. Additionally, workers who were re-employed in their previous industries reported lower earnings recovery as compared to some who found jobs in new industries. For example, workers formerly employed in retail trade who were re-employed in retail trade

recovered less of their pre-layoff earnings (83.5%) as compared to retail trade workers who found new jobs in health care and social assistance (94.1%), manufacturing (106.3%) and wholesale trade.

Demographic Characteristics of Workers Separated in Extended Mass Layoffs during the Recession

The demographic characteristics of all Illinois workers in extended mass layoffs during the last recession were similar among those who were separated in non-seasonal layoffs (*see Table 5*). The majority of separated

workers in extended mass layoffs were male, under the age of 45 and white. About one-third had exhausted their 26 weeks of regular unemployment insurance benefits sometime during the six-quarter period following the layoffs.

The characteristics shown below were taken from initial unemployment benefits claims filed by displaced workers. The totals in Table 5 are higher than the number of worker separations shown in Tables 1 and 2 because some of the workers who filed unemployment claims and were part of extended mass layoffs were recalled within 31 days. The separation totals only include workers who were laid off for more than 30 days.

Table 5: Selected Characteristics of Illinois Workers Displaced in Extended Mass Layoffs During the Recession who Filed for Unemployment Insurance Benefits

Source: Illinois Department of Employment Security, Economic Information and Analysis

	All Extended Mass Layoffs		Non-Seasonal Layoffs	
Total	221,712	100.0%	162,137	100.0%
Gender				
Men	138,565	62.5%	109,604	67.6%
Women	83,147	37.5%	52,533	32.4%
Age Group				
Under 30	46,230	20.9%	33,284	20.5%
30 to 44	79,158	35.7%	58,998	36.4%
45 to 54	57,848	26.1%	42,424	26.2%
55 and over	38,261	17.3%	27,254	16.9%
Age not available	215	0.1%	177	0.1%
Race/Ethnicity				
White	141,814	64.0%	107,740	66.4%
Black/African-American	42,672	19.2%	28,622	17.7%
Hispanic origin	29,411	13.3%	19,527	12.0%
American Indian or Alaska Native	507	0.2%	395	0.2%
Asian or Pacific Islander	6,072	2.7%	4,800	3.0%
Race/Ethnicity not available	1,236	0.6%	1,053	0.6%
Unemployment Insurance benefits exhaustion status				
Exhausted UI benefits	66,863	30.2%	55,916	34.5%
Did not exhaust UI benefits	154,849	69.8%	106,221	65.5%

Table 6: Post-layoff Employment Status and Earnings by Selected Characteristics of Illinois Workers (excluding seasonal layoffs)

Source: Illinois Department of Employment Security, Economic Information and Analysis

Industry/size category	Total Initial Unemployment Insurance claims	Average quarterly pre-layoff \$	Percent employed				Percent Earnings Recovered			
			Qtr-2	Qtr-4	Qtr-6	Qtr-8	Qtr-2	Qtr-4	Qtr-6	Qtr-8
All workers, total	162,137	\$11,299	66.0	65.0	66.8	67.7	77.5	83.3	90.5	93.9
Gender										
Men	109,604	\$12,571	69.1	67.4	69.1	69.6	77.9	84.2	91.5	95.1
Women	52,533	\$8,653	59.6	60.0	61.9	63.8	76.0	80.3	87.4	90.2
Age Group										
Under 30	33,284	\$7,182	63.4	64.0	68.1	69.3	80.3	88.5	100.4	106.3
30 to 44	58,998	\$11,504	66.3	65.9	68.7	70.7	77.9	83.1	91.0	94.9
45 to 54	42,424	\$12,891	68.8	67.7	69.0	70.0	76.6	82.3	87.8	90.7
55 and over	27,254	\$13,317	64.3	60.3	57.7	55.7	76.4	81.9	87.1	87.8
Race/Ethnicity										
White	107,740	\$12,629	71.0	69.7	70.8	71.0	78.0	84.0	90.9	94.8
Black/African-American	28,622	\$7,747	54.5	53.4	56.4	58.8	71.5	80.0	87.9	91.2
Hispanic origin	19,527	\$8,492	59.2	58.8	62.7	64.9	79.6	81.4	90.7	89.5
American Indian or Alaska Native	395	\$10,502	60.5	58.0	58.2	60.5	80.7	82.7	88.6	92.7
Asian or Pacific Islander	4,800	\$12,893	55.1	57.5	59.1	61.9	79.2	81.4	91.4	93.8
Unemployment Insurance benefits exhaustee status										
Exhausted UI benefits	55,916	\$10,389	32.9	40.6	48.2	54.3	40.7	61.4	74.4	79.7
Did not exhaust UI benefits	106,221	\$11,774	83.4	77.9	76.6	74.8	84.5	88.7	95.2	98.6

Post-Layoff Employment Status and Earnings Replacement by Displaced Worker Characteristics

Part of our analysis included a comparison of post-layoff employment and earnings status by demographic characteristics. **Table 6** shows the post-layoff employment and earnings recovery percentage for men and women previously employed in one of the five target industry groups. Among all industries, about 70 percent of men were employed eight quarters after layoff, and they recovered about 95 percent of their previous earnings. Displaced female workers faced more difficulty in the

labor market, with roughly 64 percent employed eight-quarters after being laid-off. However, women experienced steady earnings recovery, replacing about 90 percent of their previous earnings eight quarters after layoff. Men reported higher pre-layoff earnings as compared to women, across all industries and among the five target industries. Some of the gender earnings disparity can be attributed to differences in full- and part-time status and the types of occupations the workers had been employed in.

Among workers younger than age 55, the employment percentages rose steadily, reaching about 70 percent in post-layoff quarter eight. Conversely, workers age 55 and older saw their re-employment

percentages decline over eight quarters; some of this decline may be attributed to older workers retiring and dropping out of the labor force. There was a strong and predictable relationship between age and earnings recovery. Younger workers reported the lowest earnings but the highest post-layoff earnings recovery; the reverse was true for older workers.

Among racial/ethnic groups, we found wide variation in post-layoff employment percentages but smaller differences in post-layoff earnings recovery. White displaced workers had the highest re-employment percentage, holding around 70 percent throughout the eight-quarter, post-layoff period. The next highest re-employment percentages were found

among Hispanics, followed by Asians, American Indians/Alaskan Natives and African-Americans. White and Asian displaced workers had the highest pre-layoff earnings and earnings recovery percentages. Blacks reported the lowest pre-layoff earnings among all racial/ethnic groups but saw their earnings recovery gradually increase during the post-layoff period. Hispanics reported slightly higher earnings recovery percentages than American Indians/Alaskan Natives and blacks throughout most of the post-layoff period until quarter eight.

Unemployment insurance benefits exhaustion was a strong predictor in post-layoff employment and earning status. Slightly more than half of workers who had exhausted their 26 weeks of regular unemployment insurance benefits were employed eight quarters after being laid off. Additionally, while workers who did not exhaust their unemployment insurance benefits recovered nearly all of their previous earnings eight quarters post layoff, exhaustees of unemployment benefits lost about 20 percent of their prior earnings.

Summary of Findings

In this article, we attempted to better understand the impact of the Great Recession in Illinois by tracking the employment status and earnings of Illinois workers who were involved in extended mass layoffs during the period of January 2008-June 2009. We focused particularly on industries that comprised the largest share of job losses during the recession, including manufacturing, administrative and waste services, construction, retail trade and finance and insurance. We excluded layoffs that were due to seasonal reasons.

Among all industries, roughly two-thirds of displaced workers were employed eight quarters after being laid off. Among the five target industries, workers formerly employed in manufacturing and construction had the highest post-layoff employed percentages and also were more likely to be recalled by the employers they were separated from. Finance and insurance had the lowest post-layoff employed percentages.

Displaced workers in all industries were able to replace more than 90 percent of their previous earnings eight quarters after being laid off. Those formerly employed in manufacturing and administrative and waste services actually saw their earnings rise slightly above their previous earnings. Workers laid off in finance and insurance lost about 25 percent of their previous earnings.

We also identified the industries where workers found employment during the post-layoff period. The majority of workers laid off in manufacturing and construction were re-employed in their previous industries, many of them recalled to their previous employers. These workers also reported the highest previous earnings and earnings recovery. Less than 30 percent of workers separated in retail trade, finance and insurance, and administrative and waste services were re-employed in their previous industries. The earnings replacement for workers in these three industries varied significantly depending on the industry in which they were re-employed.

The majority of workers in extended mass layoffs during the recession were

male, under the age of 45 and white. Approximately, one-third of the workers in this group exhausted their 26 weeks of regular unemployment insurance benefits sometime after being laid off.

About 70 percent of men were re-employed eight quarters after layoff and they recovered slightly about 95 percent of their previous earnings.

Displaced female workers faced more challenges finding new employment, with roughly 64 percent employed eight quarters after being laid off. However, women replaced 90 percent of their previous earnings, slightly less than the earnings replacement for men.

The re-employment percentages increased steadily for workers younger than age 55, rising to about 70 percent. Older workers saw their re-employment percentages gradually decline. Younger workers reported the lowest earnings but also the highest post-layoff earnings recovery; the reverse was true for older workers.

There were notable disparities in post-layoff employment percentages among racial/ethnic groups but smaller differences in their earnings replacement. White and Hispanic displaced workers had the highest re-employment percentages. The highest previous earnings recovery was found among white and Asian and Pacific Islander workers. Black or African-American workers reported the lowest re-employment percentages but recovered more than 90 percent of the previous earnings. Slightly more than half of workers who had exhausted their unemployment benefits were employed eight quarters after being laid off and recovered approximately 20 percent of their prior earnings.

For more mass layoffs and labor market data, visit, <http://www.ides.illinois.gov/page.aspx?item=54>.