



# 2022 UNEMPLOYMENT SHORT-TERM & LONG-TERM

HISPANIC RESPONDENTS

September 2022

# Background and objectives

To better understand the challenges older adults face when they become unemployed, this study examines the attitudes and behaviors of Hispanic adults ages 45 and older, who experienced a period of unemployment in the past five years.

More specifically, the objectives of this study are to understand the similarities and differences among those who experienced a short-term (less than 6 months) or long-term (6 months or more) period of unemployment and to uncover the more specific impact on those who became unemployed during the pandemic.



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A person wearing a brown jacket and white gloves is holding a white sign with black text. The sign reads "OVER 50 NEED WORK". The background is a red brick wall.

**OVER 50  
NEED  
WORK**

## KEY FINDINGS

# Key findings

## Short-Term vs. Long-Term Unemployment

- Hispanic respondents are more likely to have experienced a period of short-term unemployment (61%) than long-term unemployment (39%).
- Also, the majority of those currently unemployed (63%) do not consider themselves retired but rather still willing to work.
- Short-term unemployed Hispanic adults are eager to find a job.
  - Short-term unemployed adults jump into their job search almost twice as fast as those long-term unemployed (72% vs. 37%, respectively, started within two weeks of becoming unemployed).
  - Short-term unemployed adults (61%) are more likely to seek out training opportunities while unemployed than are those long-term unemployed (39%).
- At least some of this eagerness appears to be financially driven. Hispanic respondents who experienced short-term unemployment appear to be more financially vulnerable than those long-term unemployed.
  - For example, more short-term unemployed Hispanic adults (73%) than long-term unemployed Hispanic adults (61%) made an undesirable choice or sacrifice during their period of unemployment to make ends meet, namely, borrowed money from friends or family, missed monthly payments, or went without some necessities.
  - Short-term unemployed Hispanic adults are more likely than those unemployed long-term to become self-employed (47% vs. 28%), even if temporarily.
  - Short-term unemployed Hispanic adults express greater financial hardship from being unemployed than those long-term unemployed. More than half are not likely to fully recover financially (54% vs. 35%), and more than one-third will retire later than planned (35% vs. 14%).

# Key findings (cont'd)

- This eagerness appears to pay off. Among Hispanic adults who experienced short-term unemployment during the pandemic, all have either found work (96%) or retired (4%).
- Regarding re-employment, Hispanic adults tend to return to the same industry and occupation they had previously. That said, many do find jobs that provide them with better opportunities.
  - Most respondents saw the working conditions assessed (pay, hours, working conditions, etc.) as better in the new job than in the previous job.
  - In addition, approximately three out of ten felt their current job (e.g., level of responsibility, autonomy, use of skills) was a step up from their previous job.



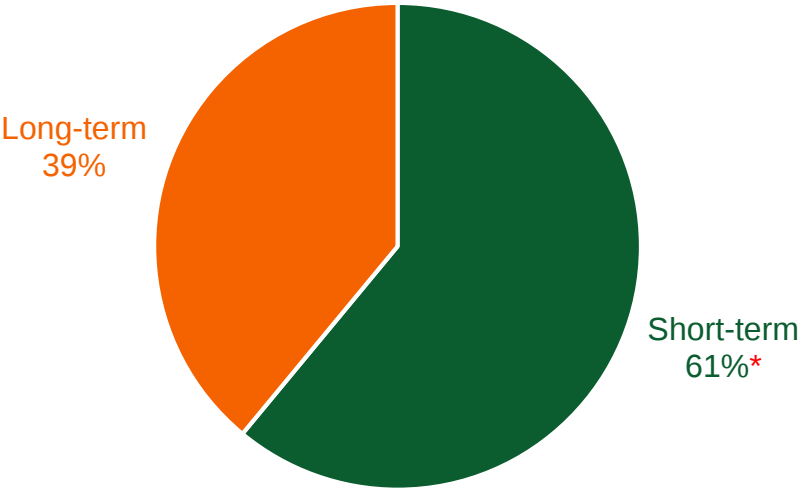


# RESPONDENT PROFILE

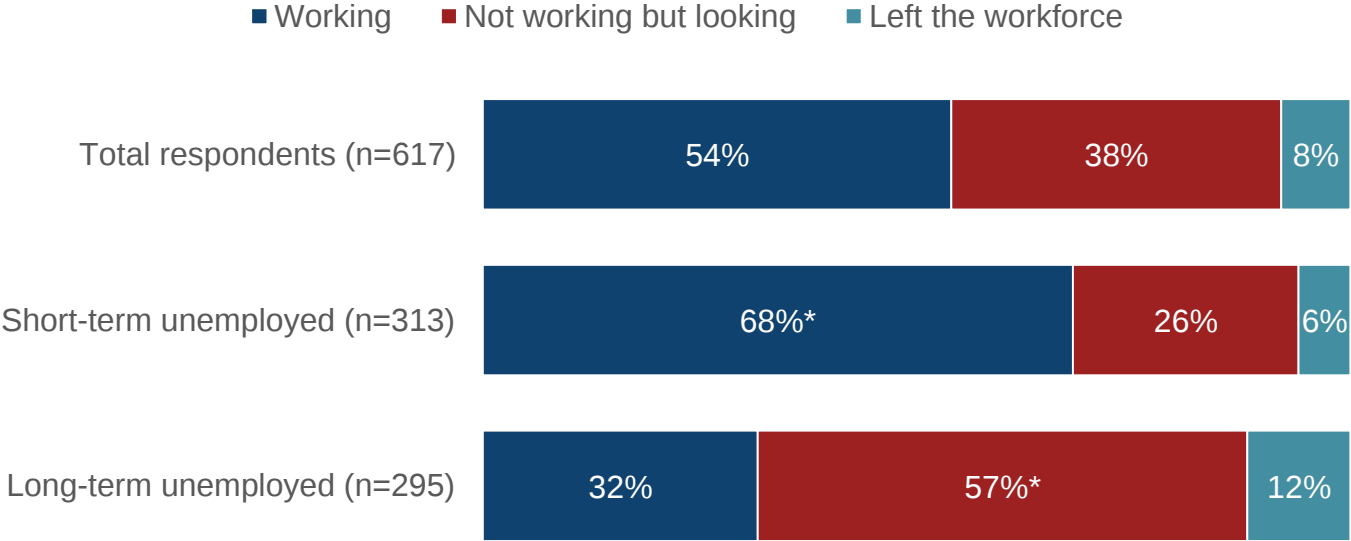
# Different than total respondents, Hispanic respondents are more likely to experience periods of short-term unemployment than long-term unemployment.

A significant portion of Hispanic adults who report being long-term unemployed (57%) are still unemployed today.

Length of most recent unemployment  
Among Hispanic respondents ages 45+



Current employment status  
Among Hispanic respondents, by length of most recent unemployment



Base: Total Hispanic Respondents 45+ (n=617)  
S4. How long have you been unemployed/was your most recent period of unemployment?  
Q1. Which of the following best describes your current employment status?

\* Indicates a significant difference between segments at a 95% confidence level

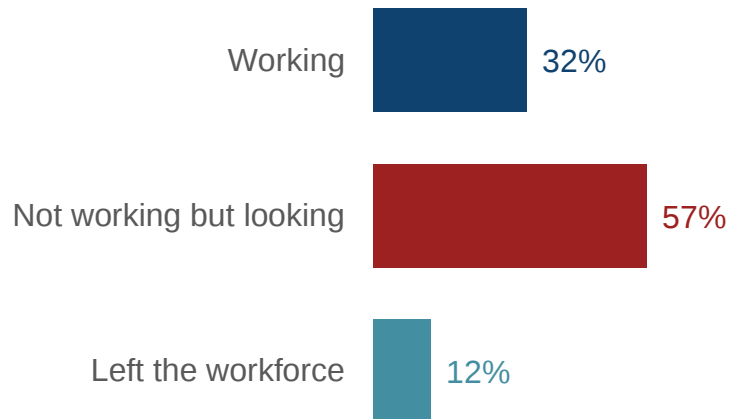
# Among Hispanic respondents who are currently unemployed, the majority (63%) are still in the job market.

However, the long duration of unemployment causes some to slow or temporarily stop their job search.

Understanding long-term unemployed Hispanic adults

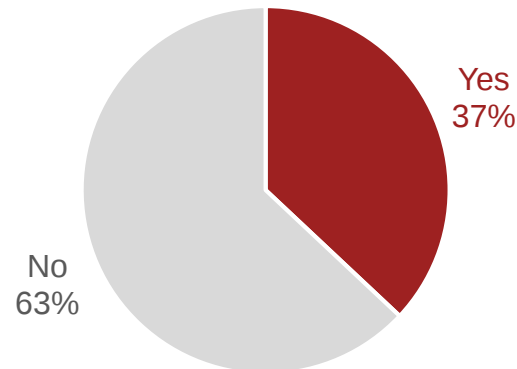
Among Hispanic respondents 45+ who were or are long-term unemployed (n=295)

## Current employment status



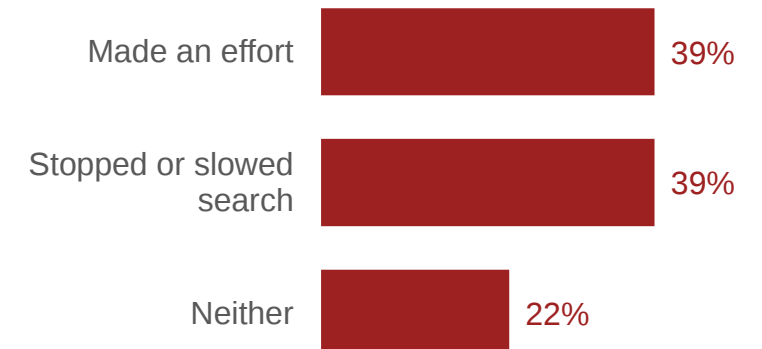
## Retired (n=195)

Among those not working but looking



## Behavior during unemployment (n=195)

Among those not working but looking



Q1. Which of the following best describes your current employment status?

Q1b. Do you currently consider yourself retired?

Q22. During your most recent period of unemployment, did you do any of the following as the length of time you were unemployed increased?

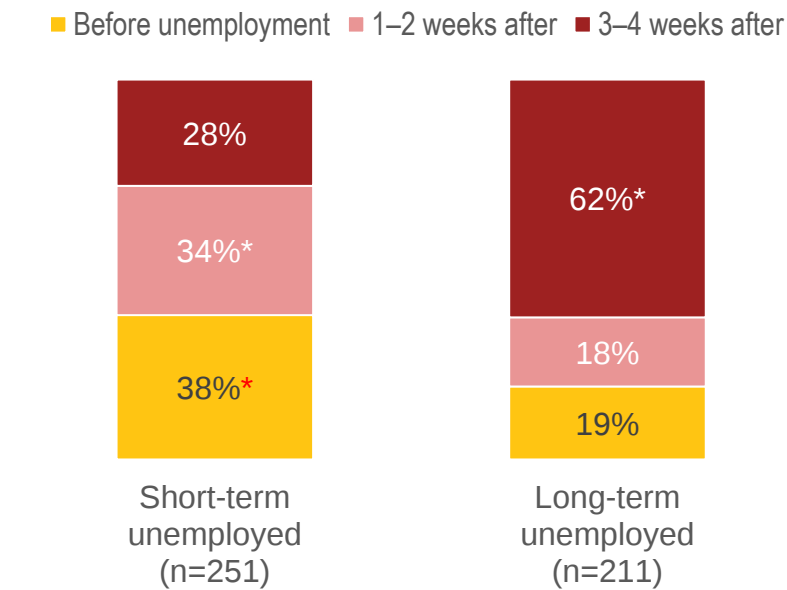


# UNEMPLOYMENT ATTITUDES AND BEHAVIORS

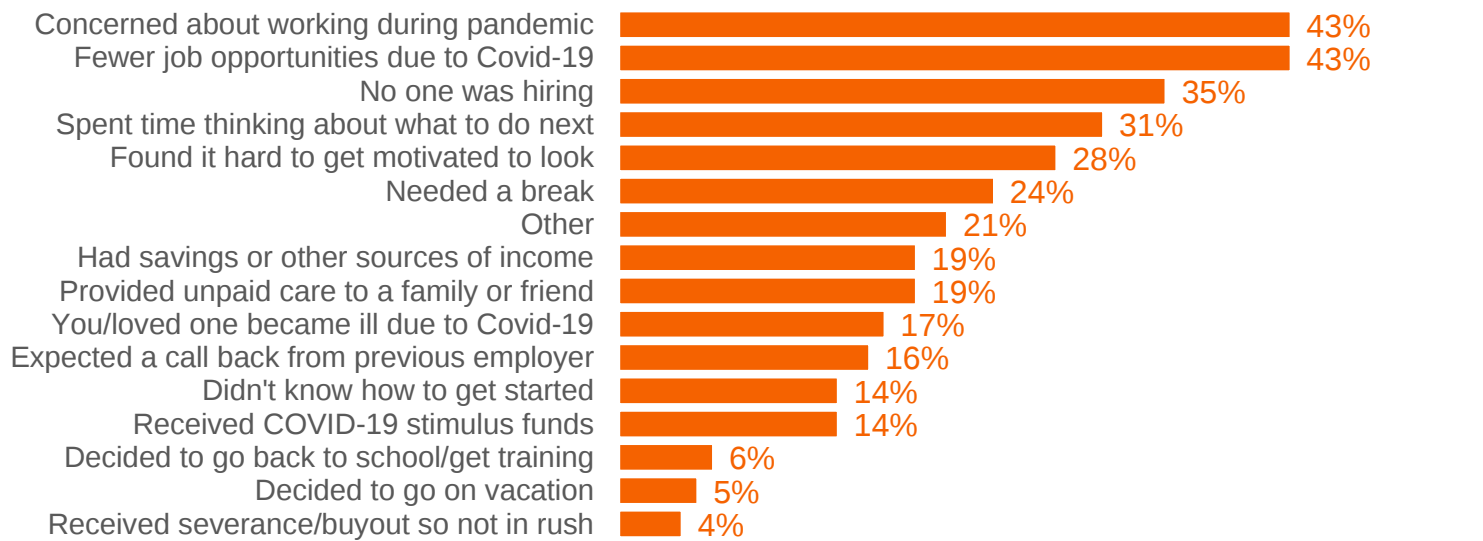
# Short-term unemployed Hispanic adults are more eager than those long-term unemployed to start their job search.

Most (72%) short-term unemployed adults start their job search immediately, while 62% of long-term unemployed adults wait three or more weeks before they start. Concerns about the pandemic were a main reason for the delay.

Timing of starting job search  
Among Hispanic respondents ages 45+



Major reasons for waiting to start a job search  
Among Hispanic respondents who waited 3–4 weeks or longer to start a job search  
Long-term unemployed (n=145)+

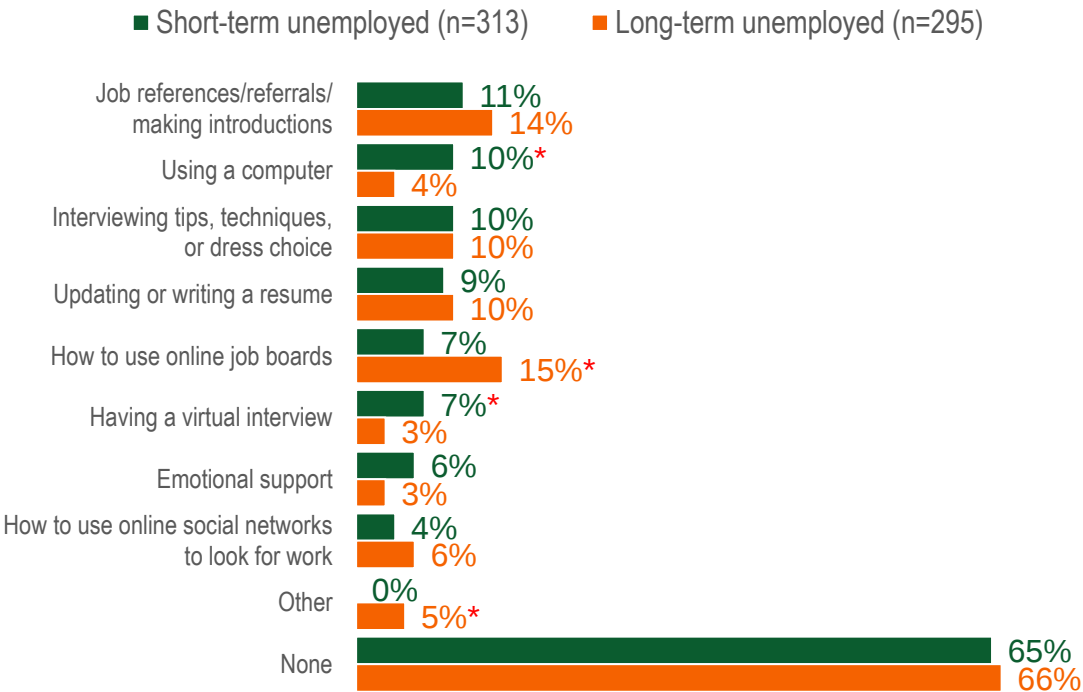


Q14. How soon before or after becoming unemployed did you begin your job search or start to look for another job?  
Q15. For each of the following, please indicate if it was a major reason, a minor reason, or not a reason at all why you started your job search when you did?  
\* Indicates a significant difference between segments at a 95% confidence level

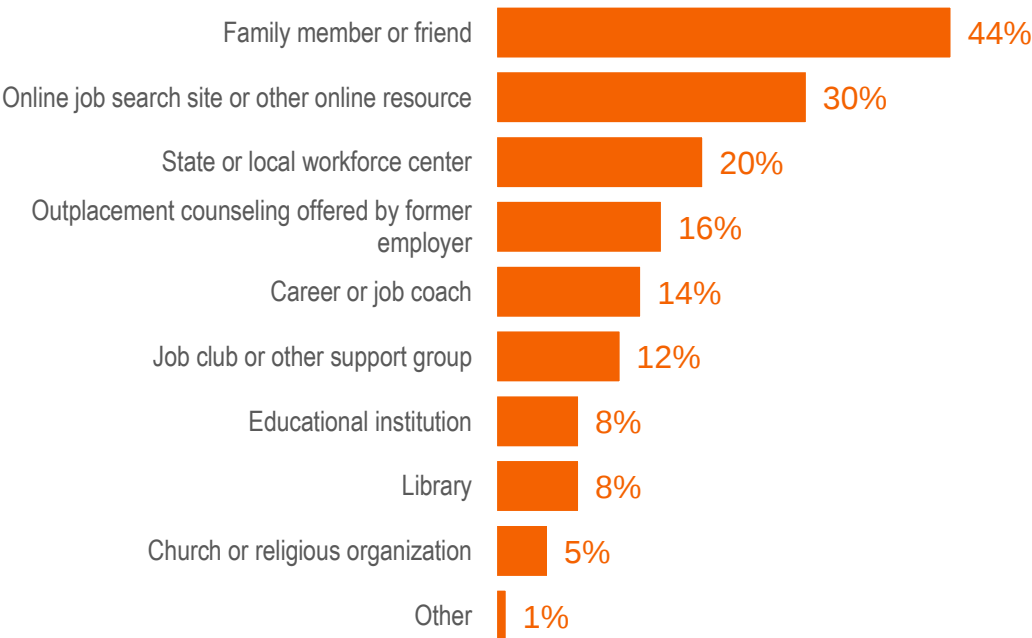
# One-third of Hispanic job seekers used outside assistance to help find a job.

Short-term unemployed adults leaned on family and friends most.

Types of job search assistance used  
Among Hispanic respondents ages 45+



Sources of job search assistance  
Among Hispanic respondents using job search assistance  
Short-term unemployed (n=135)+



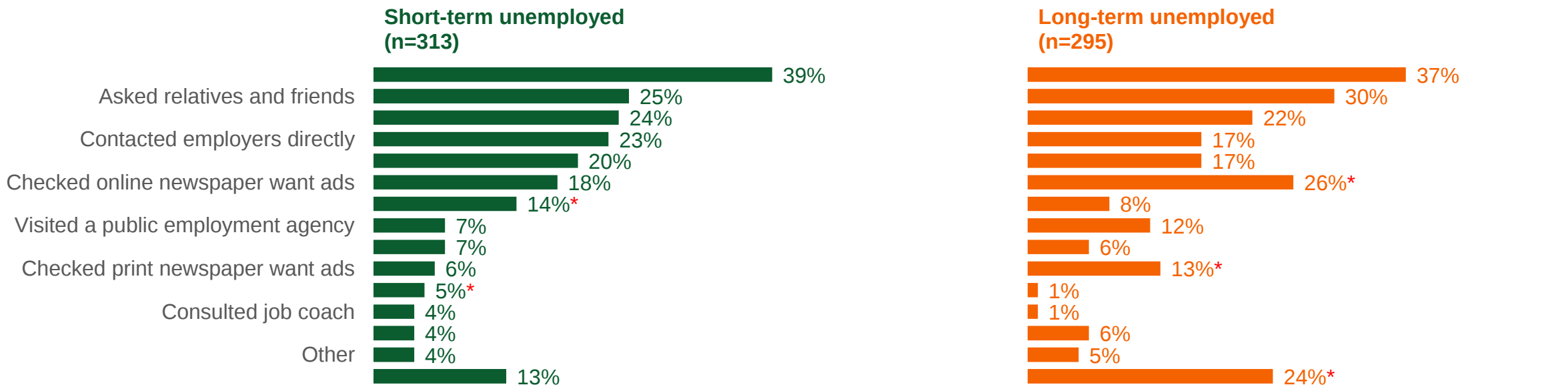
Q16. Generally, what types of online or in-person assistance, if any, [have you received / did you receive] during your job search?

\* Indicates a significant difference between segments at a 95% confidence level

# Among Hispanic job seekers, job search activities vary based on the length of their unemployment.

Checking online job boards is common for both segments, although more long-term unemployed job seekers rely on newspaper postings (online or paper) than do those short-term unemployed, who in turn, are more likely to attend a job fair than their counterpart.

Job search activities during current or most recent unemployment  
Among Hispanic respondents ages 45+



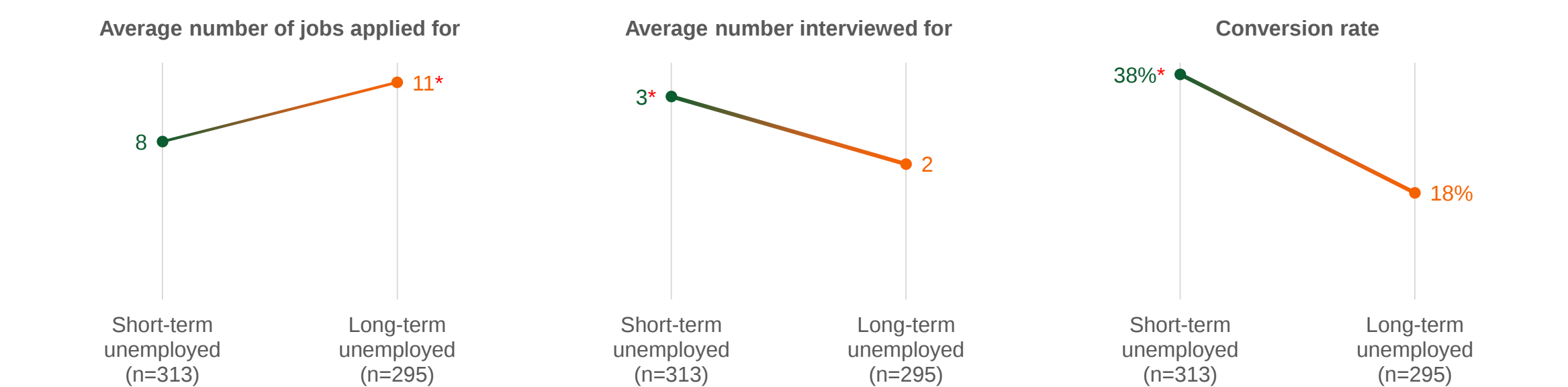
Q17. What steps [have you taken to find a job during your current period of unemployment / did you take to find a job during your most recent period of unemployment]?

\* Indicates a significant difference between segments at a 95% confidence level

# On average, Hispanic job seekers applied for nine jobs during their most recent period of unemployment, resulting in three interviews.

Those short-term unemployed more successfully convert an application into an interview than those long-term unemployed.

Job search results for **short-term** versus **long-term** unemployed  
Among Hispanic respondents ages 45+

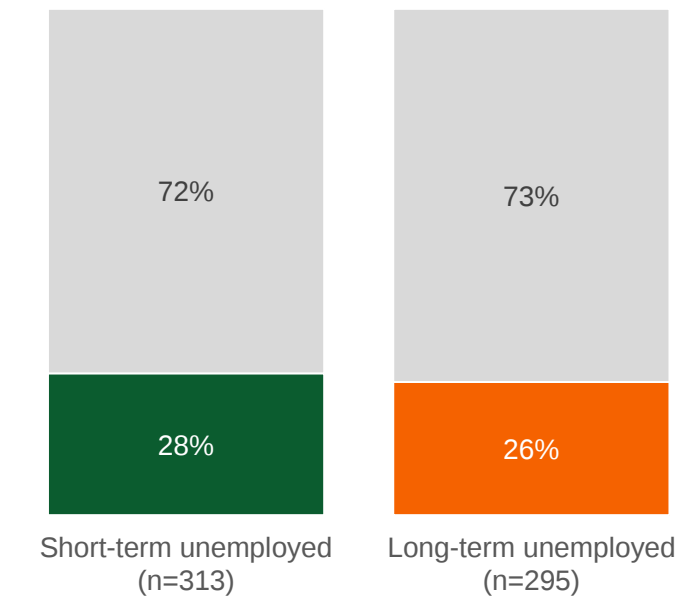


Q18. In total, about how many jobs did you apply for during your most recent period of unemployment?  
Q19. About how many jobs did you interview for during your most recent period of unemployment?  
\* Indicates a significant difference between segments at a 95% confidence level

# Approximately one out of four Hispanic respondents rejected a job offer during their period of unemployment.

Top reasons cited were undesirable pay or hours, commute, or benefits. Few regret rejecting an offer.

Percent who rejected job offers  
Among total respondents ages 45+



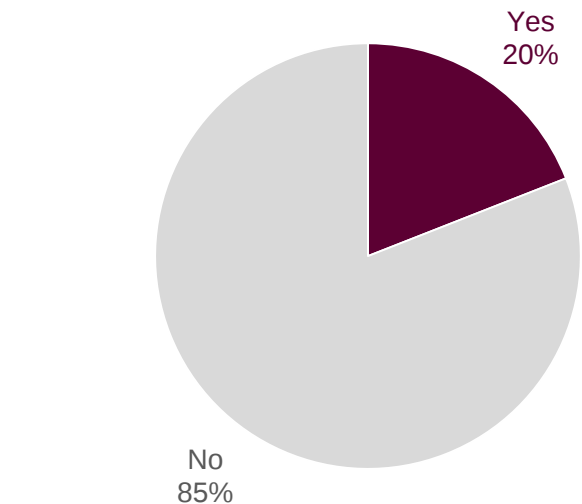
Base: Total Hispanic Respondents 45+  
Q20. [Have you rejected any job offers since becoming unemployed?  
/ Did you reject any job offers during your most recent period of unemployment?]

Reasons for rejecting job offers  
Among those who rejected a job offer+



Base: Hispanic Respondents Who Rejected Job Offer (n=154)  
Q20A. Why did you reject a job offer or offers?

Percent who regret rejecting job offers  
Among those who rejected a job offer+



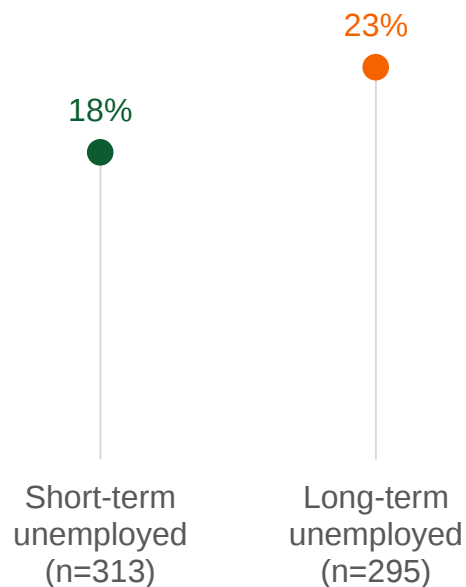
Base: Hispanic Respondents Who Rejected Job Offer (n=154)  
Q20B. Did you regret rejecting any job offer?

# Most (80%) feel they did the right things during their job search.

Among those who wished they had approached it differently, being open to getting more help, being more aggressive, and possibly looking in a different industry top the list.

Percent who wish they had done something differently during their job search

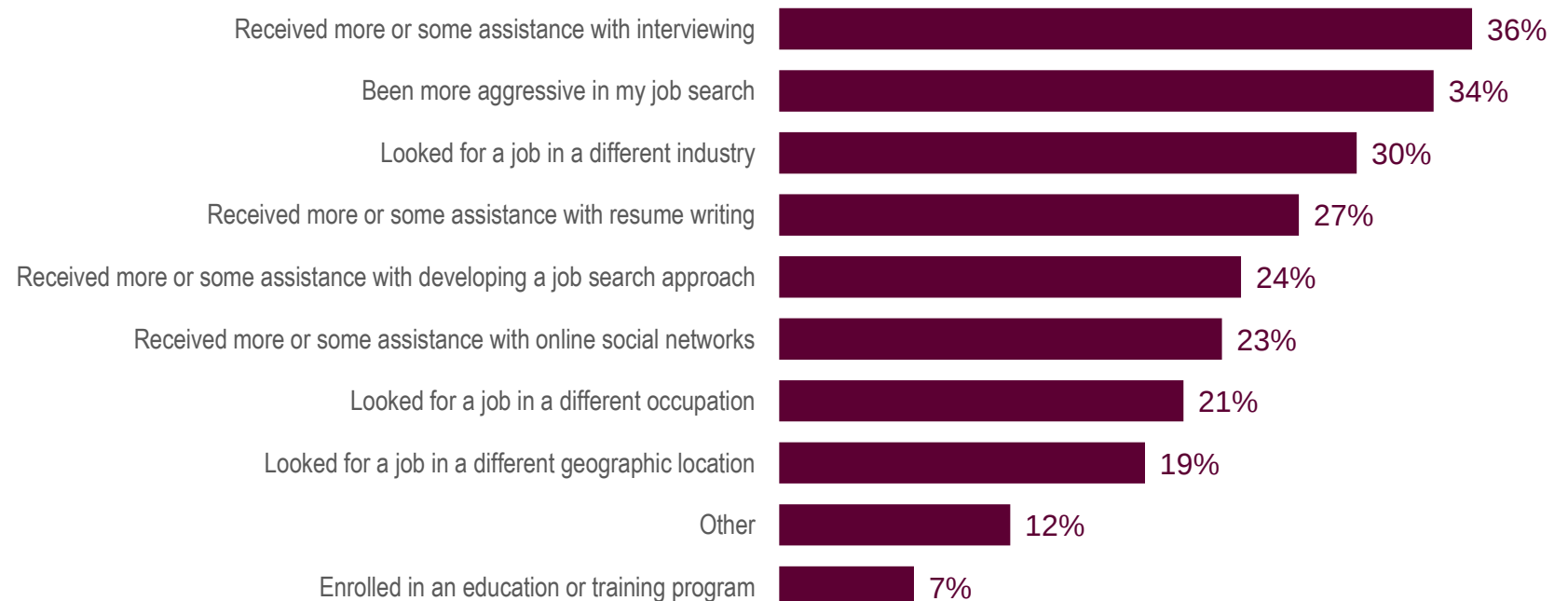
Among Hispanic respondents 45+



Base: Total Respondents 45+ Q21. [During your current period of unemployment, has there been/ During your most recent period of unemployment, was there] anything you wish you had done differently in your search for a job?

Percent who would have done the following differently

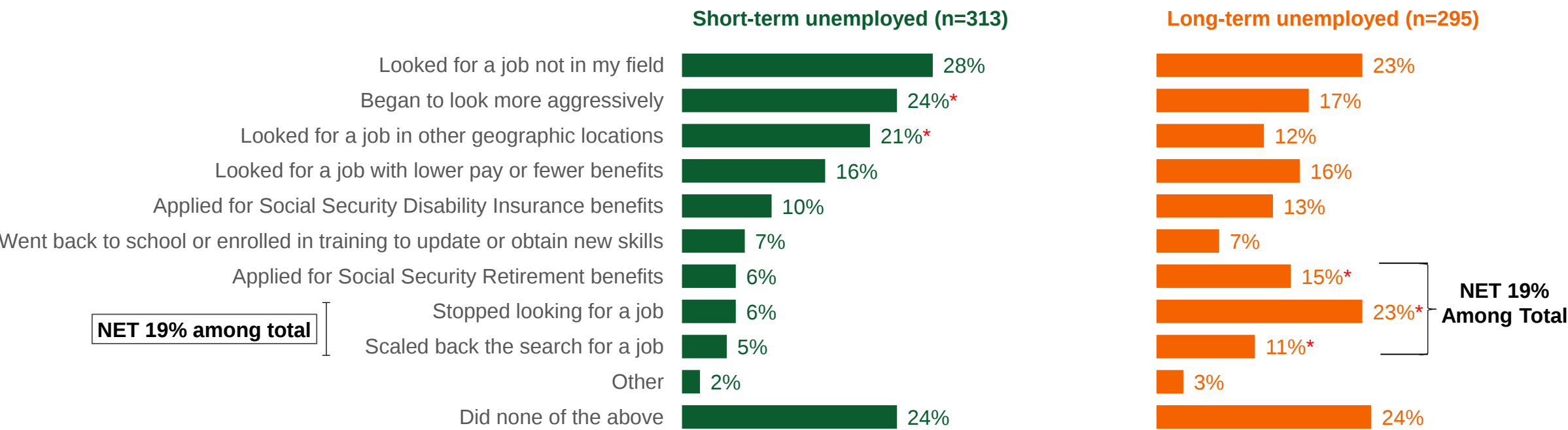
Among those who wish they had done something differently during their job search<sup>+</sup>



Base: Hispanic Respondents Who Wished Had Done Something Differently During Job Search (n=129)  
Q21A. Which of the following, if any, do you wish you had done differently in your search for a job?

# As the duration of the employment increased, some looked outside their field, location or benefit preferences, while others, primarily long-term unemployed, started to give up.

Actions taken during extended unemployment  
Among Hispanic respondents ages 45+

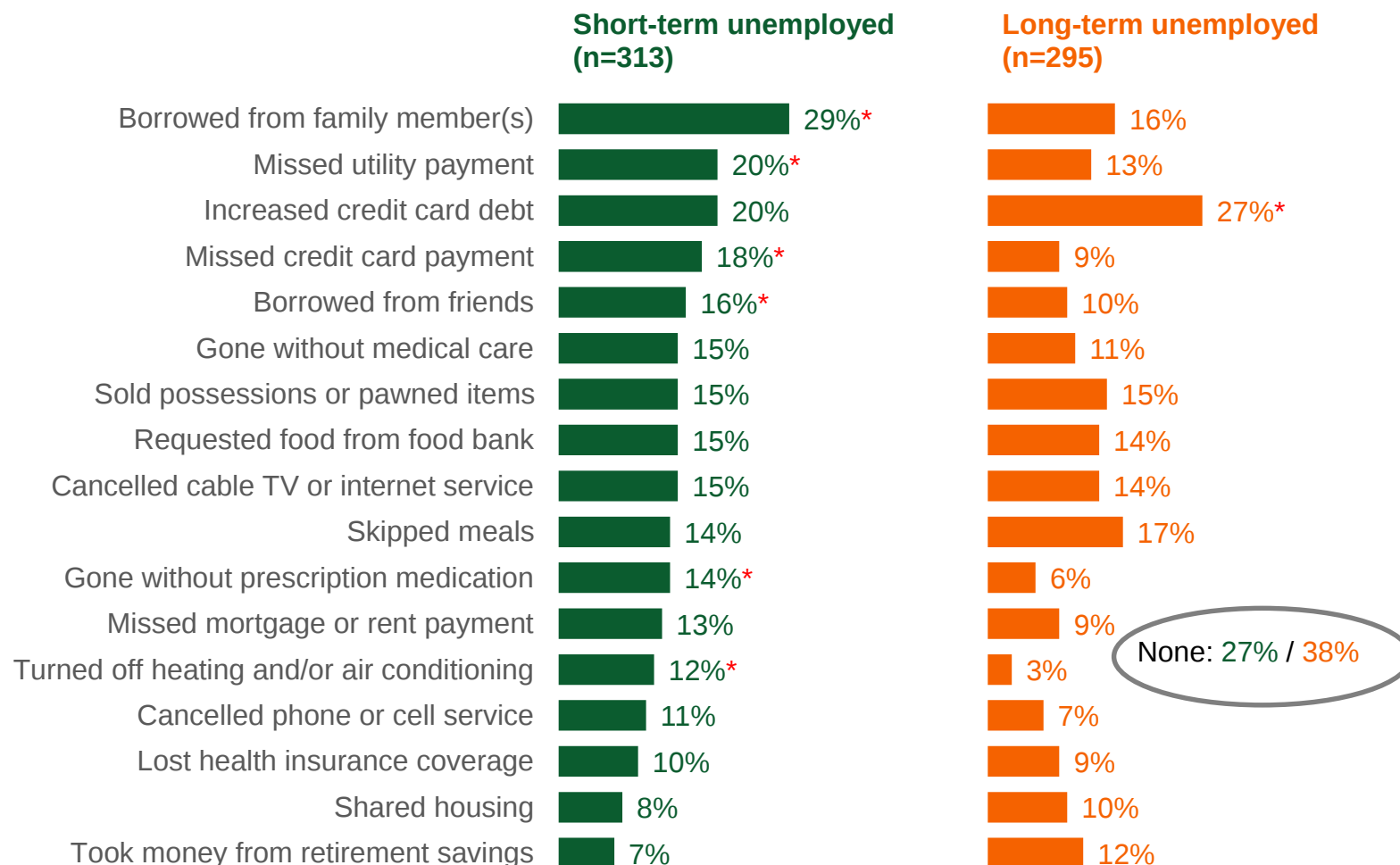


Q22. During your most recent period of unemployment, did you do any of the following as the length of time you were unemployed increased?

\* Indicates a significant difference between segments at a 95% confidence level

# Two-thirds (68%) of Hispanic adults experienced some level of financial hardship while unemployed.

Measures taken to remain financially secure during unemployment  
Among Hispanic respondents ages 45+



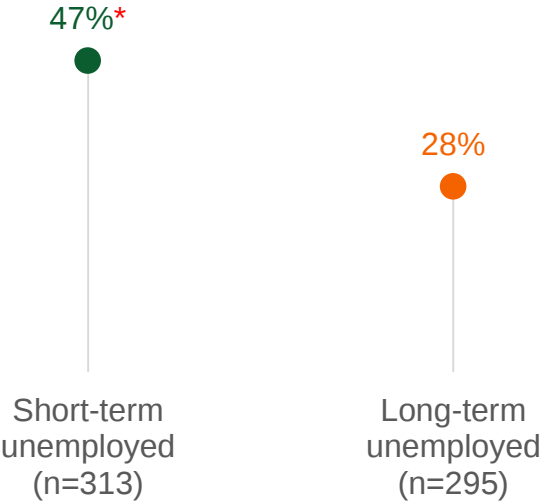
The choices and sacrifices of those short-term unemployed compared to those long-term unemployed indicate they are more financially vulnerable and therefore likely more aggressive in finding new work, as they cannot afford to be unemployed long-term.

Q24. [As a result of your current unemployment, have you done or experienced / During your most recent period of unemployment, did you do or experience] any of the following?

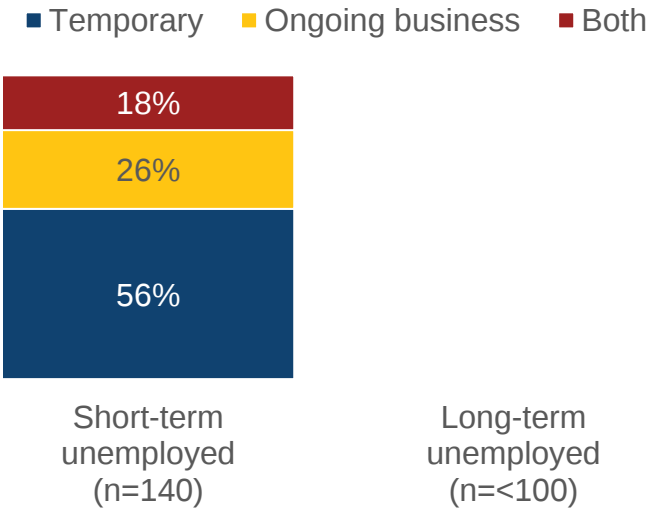
\* Indicates a significant difference between segments at a 95% confidence level

# Almost half (47%) of those short-term unemployed opted for self-employment to make ends meet, with many seeing financial benefits.

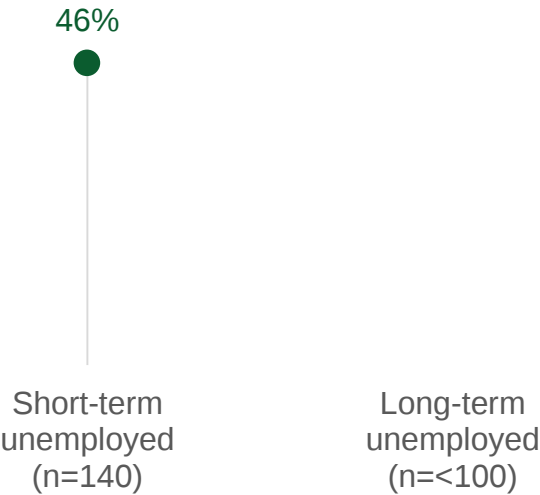
Took up self-employment during unemployment  
*Among Hispanic respondents ages 45+*



Intent of self-employment  
*Among those who were self-employed during unemployment+*



Self-employment was financially beneficial  
*Among those who were self-employed during unemployment+*



Base: Total Hispanic Respondents 45+  
Q25. As a result of your [current unemployment, did you work] for yourself - that is, were you self-employed -- in any of the following ways? Full results on following slide.

Base: Hispanic Respondents Self-Employed During Unemployment  
Q25A. Was this self-employment intended to be temporary to make ends meet or an effort to establish an on-going business?

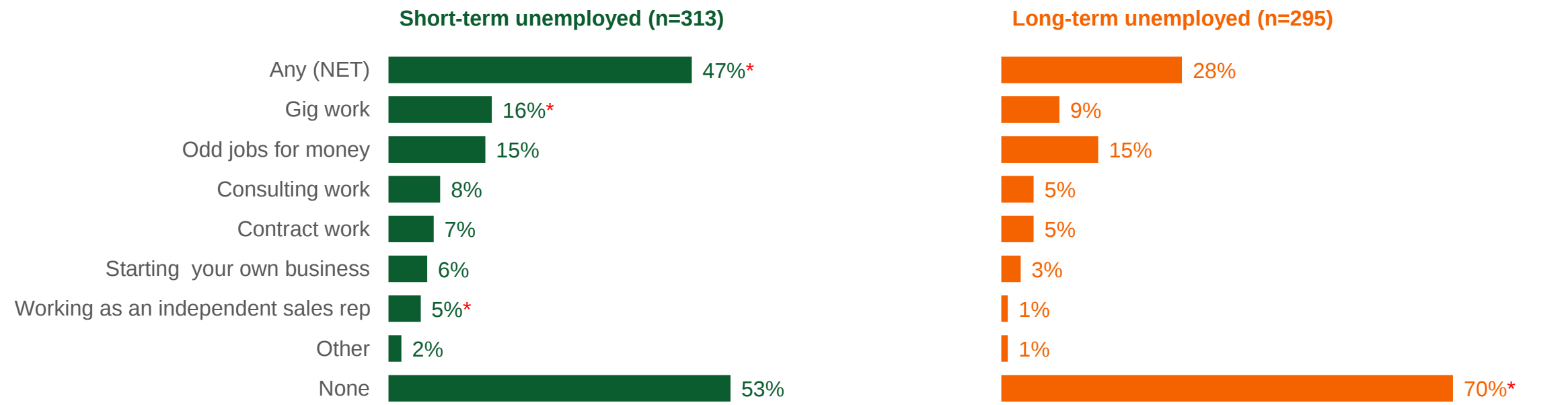
Base: Hispanic Respondents Self-Employed During Unemployment  
Q25B. Thinking only about the money you made working for yourself, did the self-employment provide you with enough money to live on?

+ Long-term Unemployed could not be shared due to small base sizes (n=<100)

# Gig work was a popular type of self-employment among short-term unemployed Hispanic respondents.

Taking on odd jobs was also mentioned by both those short- and long-term unemployed.

Types of self-employment during unemployment  
Among Hispanic respondents ages 45+



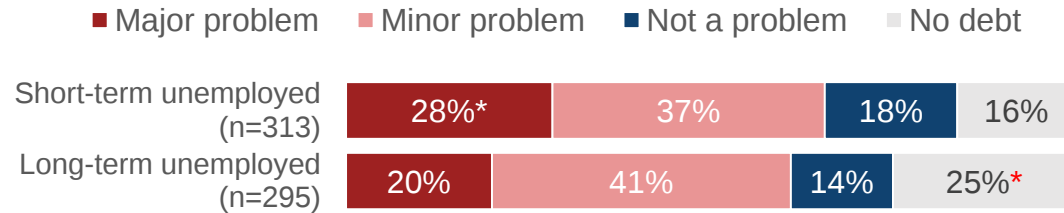
Base: Total Hispanic Respondents 45+  
Q25. As a result of your [current unemployment, have you worked / most recent period of unemployment, did you work] for yourself - that is, were you self-employed -- in any of the following ways?

\* Indicates a significant difference between segments at a 95% confidence level

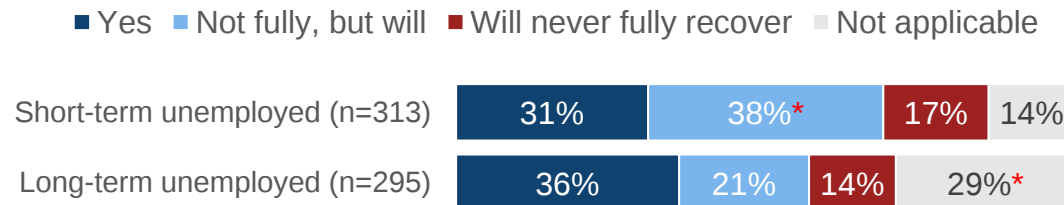
# Loss of employment impacts the finances of most, but among Hispanic adults it is more detrimental to those experiencing short-term unemployment.

Over half (54%) of short-term unemployed Hispanic adults have not recovered from lost wages yet, with 35% indicating their unemployment experiences in the past five years are likely to extend the age at which they can retire.

How problematic current level of debt is  
Among Hispanic respondents ages 45+



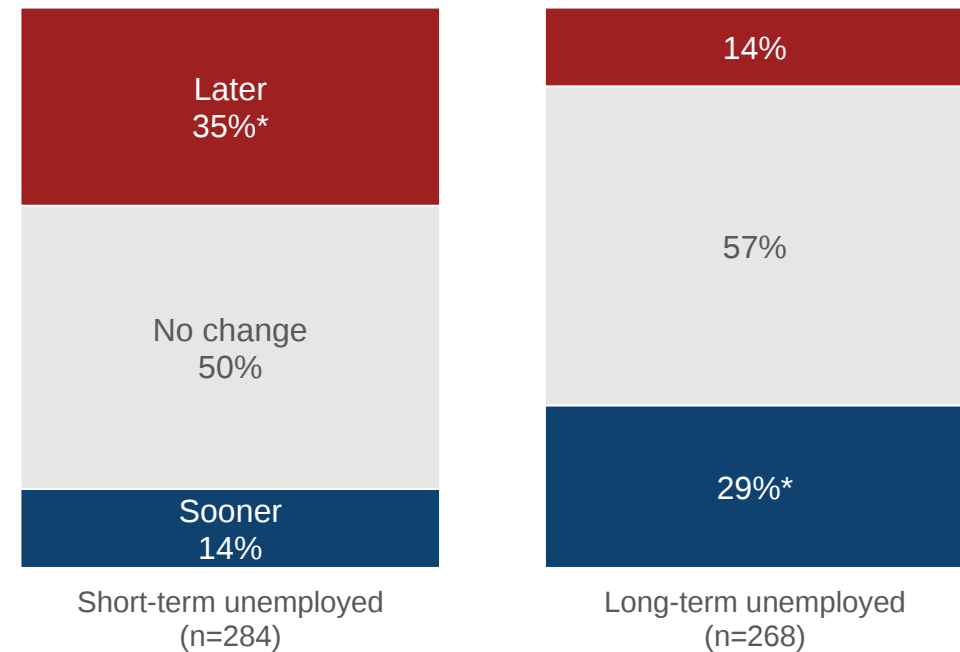
Recovered financially from unemployment  
Among Hispanic respondents ages 45+



Base: Total Hispanic Respondents 45+  
Q31. Thinking about your current financial situation, how much of a problem would you say your level of debt is?

Base: Total Hispanic Respondents 45+  
Q32. Have you recovered financially from your most recent unemployment experience?

Change in plans to retire due to unemployment  
Among those working, looking for work and not retired



Base: Hispanic Respondents Employed/ Looking For Work and Not Retired  
Q33. As a result of your unemployment experiences in the past 5 years, do you expect to fully retire sooner, later, or has the age at which you expect to fully retire not changed?

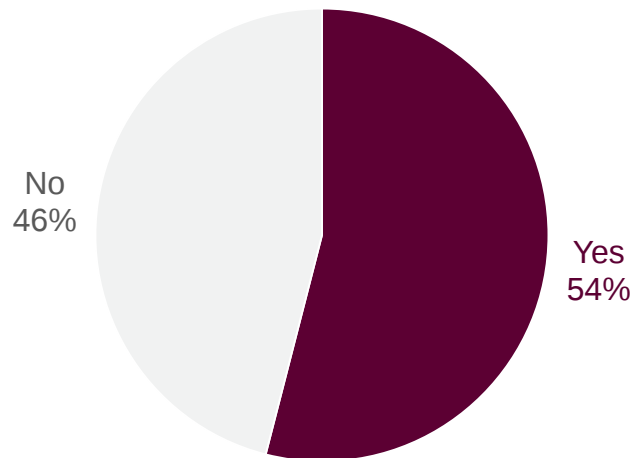
A woman with dark hair tied back, wearing a blue t-shirt, is sitting at a desk. She has her hands clasped together under her chin and is looking down with a thoughtful or perhaps stressed expression. In the background, there is a bookshelf filled with books and a potted plant. A desk lamp is visible on the right side of the desk.

## PARTICIPATION IN TRAINING AND BARRIERS ASSOCIATED WITH UNEMPLOYMENT

# The majority of those who participated in job training or educational programs in the past five years did so while unemployed.

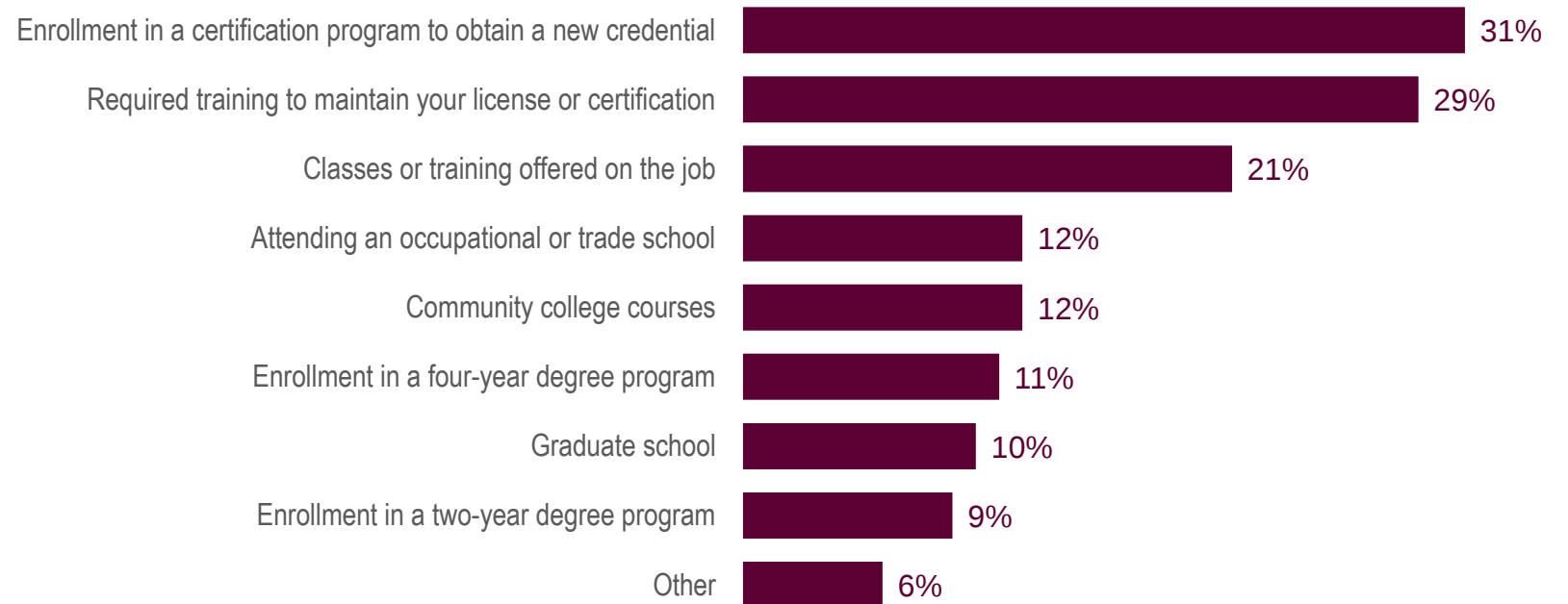
Certifications and on-the-job training are the most common types of training cited by Hispanic adults.

Participated in training or educational programs while unemployed  
*Among Hispanic respondents who participated in training or educational programs*



Base: Hispanic Respondents Participated in Training/ Education Programs (n=155)  
Q35. Did any of this training or education take place while you were unemployed?

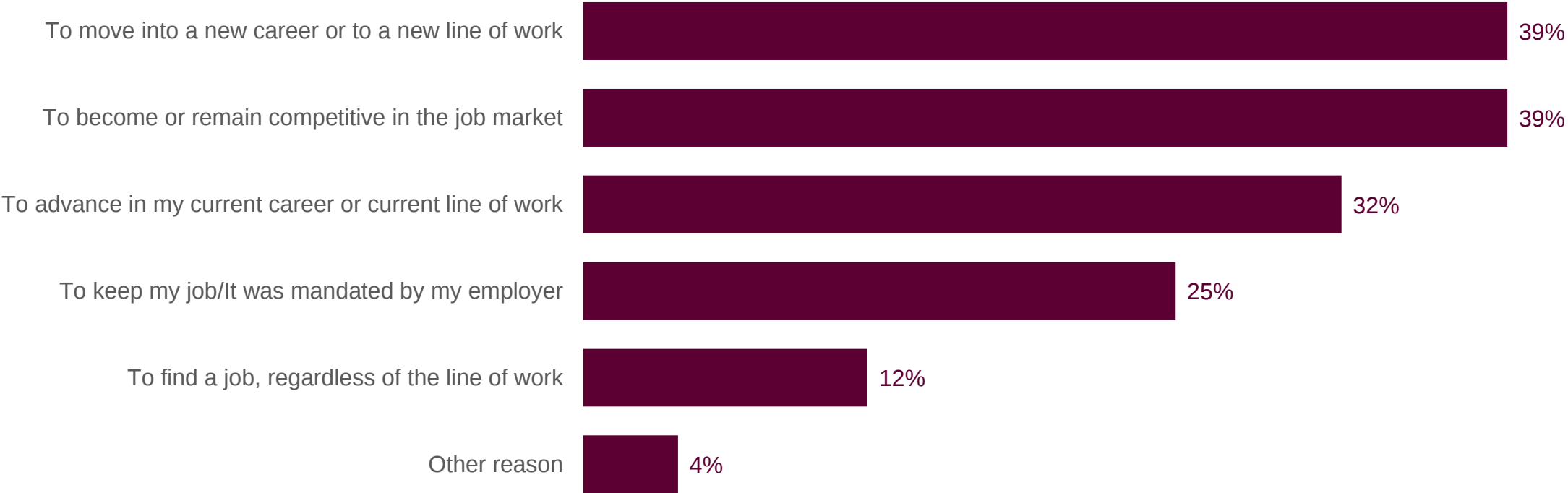
Type of training participated in  
*Among those who participated in training or educational programs<sup>+</sup>*



Base: Hispanic Respondents Participated in Training/ Education Programs (n=155)  
Q37. Did this education or training involve...?

# Hispanic adults sought training to move into a new line of work and/or remain competitive in the job market.

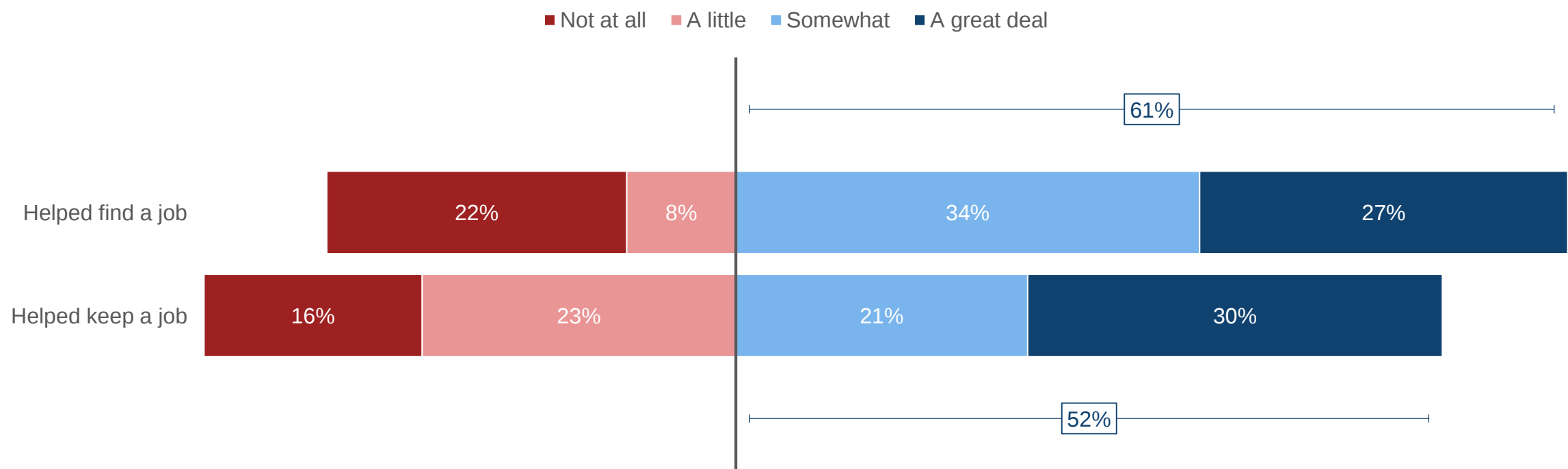
Desired outcome of training  
*Among Hispanic respondents who participated in training or educational programs* +



Base: Hispanic Respondents Participated in Training/ Education Programs (n=155)  
Q36. Why did you participate in training or education over the past 5 years?

# The majority of those who participated in training or educational programs say it was beneficial in finding and/or keeping a job.

Assessment of whether training helped find or keep a job  
Among those who participated in training or educational programs+



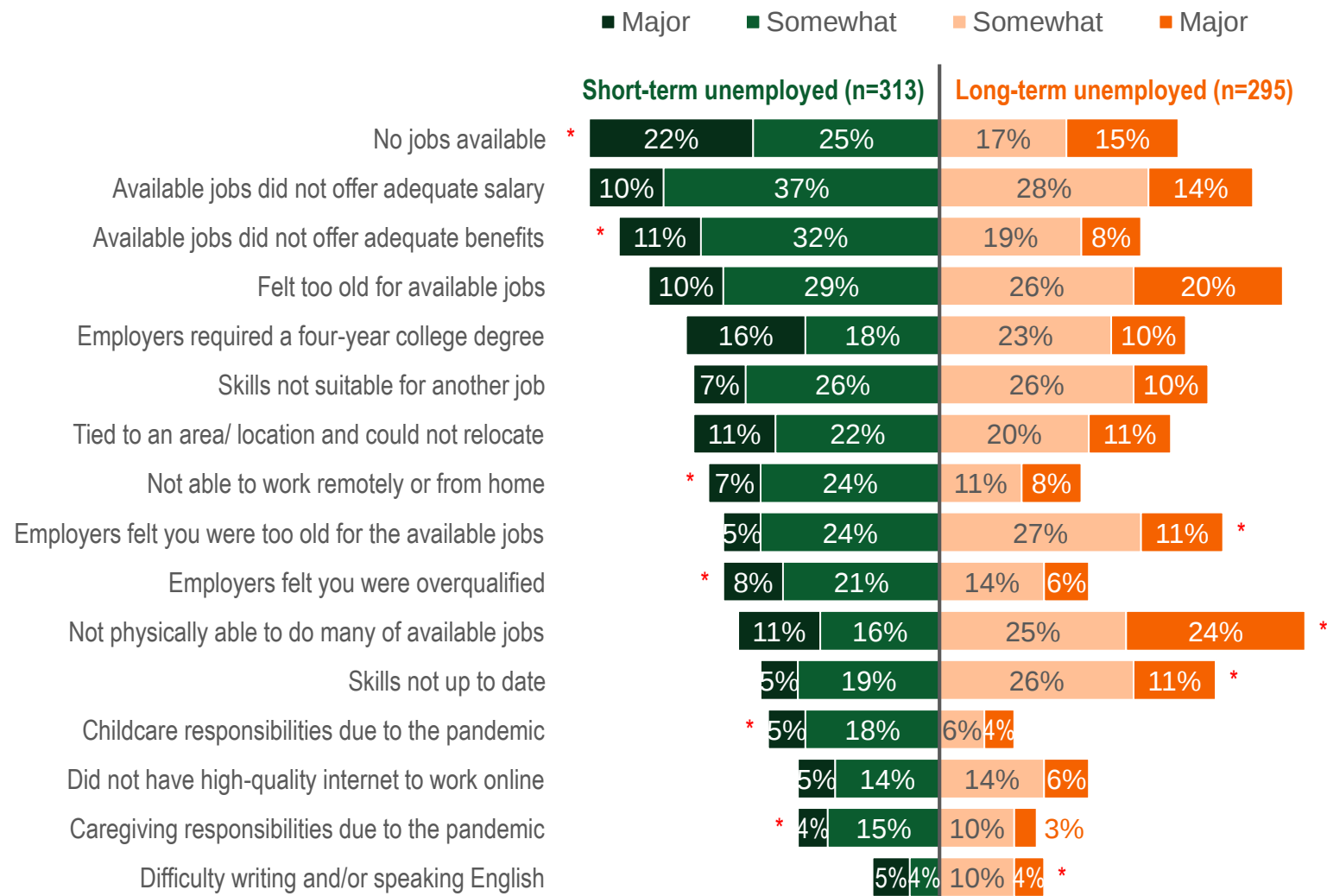
Base: Hispanic Respondents Participated in Training/ Education Programs  
(Weighted n=142-11 Not Applicable; 131)  
Q36A. Thinking again about the education or training you took within the past 5 years, to what extent has the education or training helped you find a job?

Base: Hispanic Respondents Participated in Training/ Education Programs  
(Weighted n=142-13 Not Applicable; 139)  
Q36B. To what extent has the education or training helped you keep a job?

# The barriers cited by those short-term and long-term unemployed vary.

Long-term unemployed Hispanic adults cite age and out-of-date skills more so than those short-term unemployed; while short-term unemployed adults cite issues related to benefits, remote work options, and being over-qualified more so than those long-term unemployed.

Barriers to finding a job (somewhat or major)  
Among Hispanic respondents ages 45+

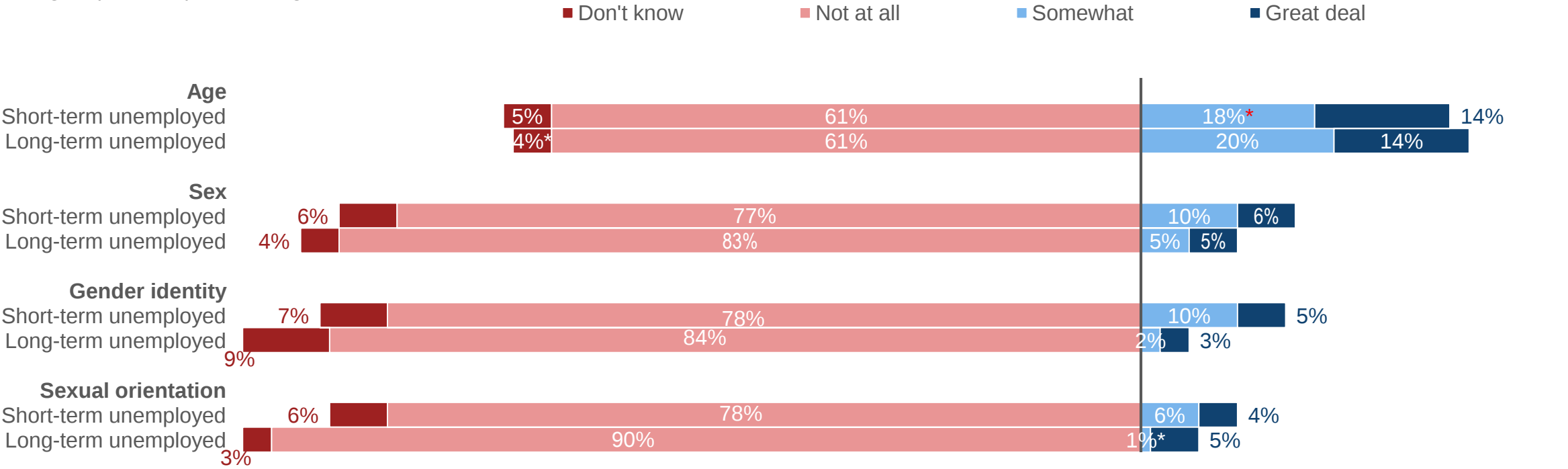


Q26. To what extent [are any of the following / were any of the following] a barrier to finding a job in your recent period of unemployment?

# Age discrimination negatively affects Hispanic adults' ability to get a job more than other types of discrimination, 33% among total respondents.

This is even more prevalent among Hispanic adults ages 65+ (51%) than those ages 45–64 (31%). It is also a bigger issue among those currently not working (37%) or retired (51%) than those currently working (29%).

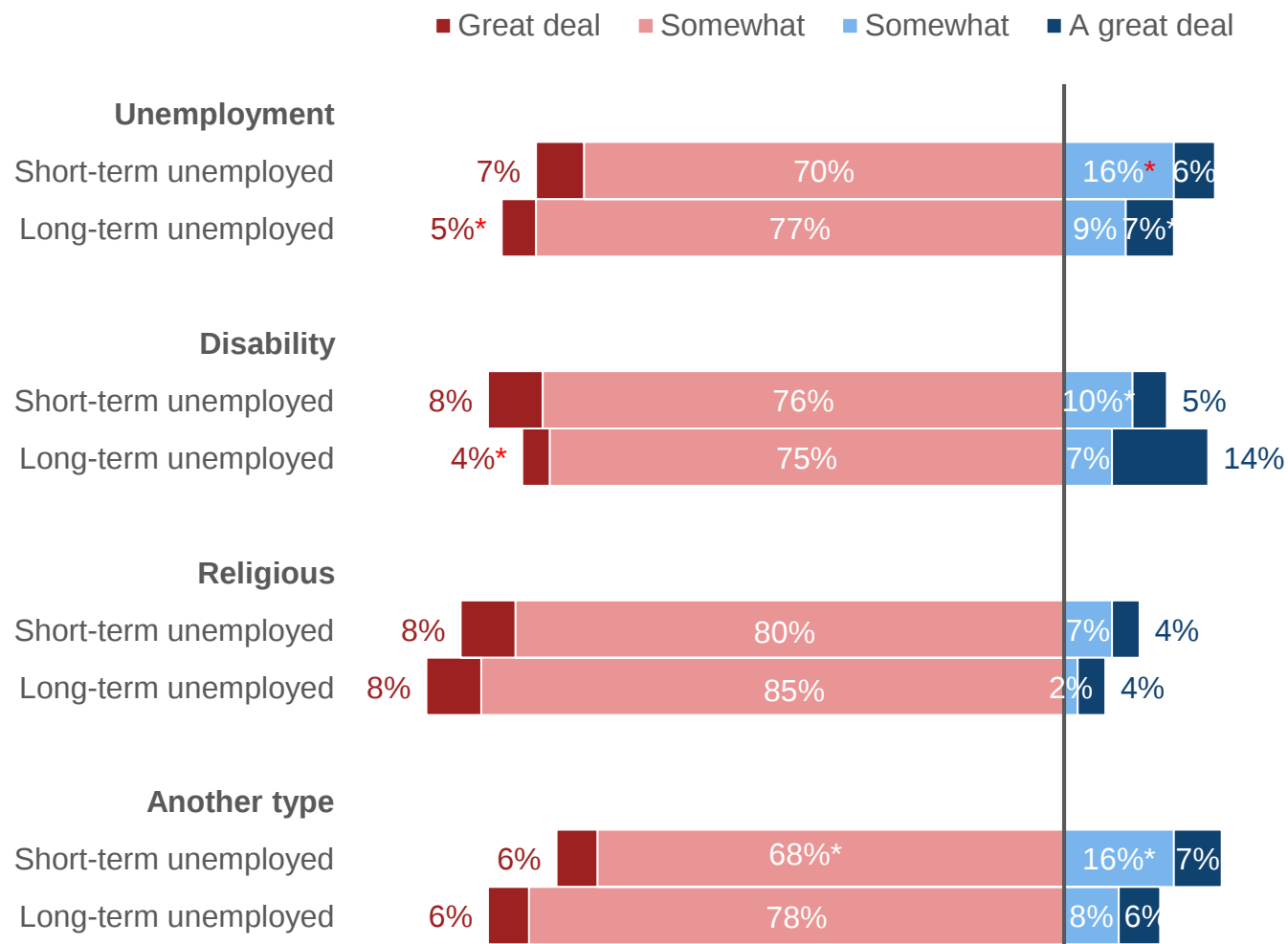
Types of discrimination experienced  
Among Hispanic respondents ages 45+



Base: Total Hispanic Respondents 45+ (Short-Term Unemployed: n=313; Long-Term Unemployed: n=295)  
Q27. During your most recent period of unemployment, to what extent, if at all did the following negatively affect your ability to get a job?  
\* Indicates a significant difference between segments at a 95% confidence level

One in five Hispanic job seekers (19%) have also felt the effects of race discrimination, though unemployment (20%) and disability (17%) discrimination are equally impactful.

Types of discrimination experienced (continued)  
Among total respondents ages 45+

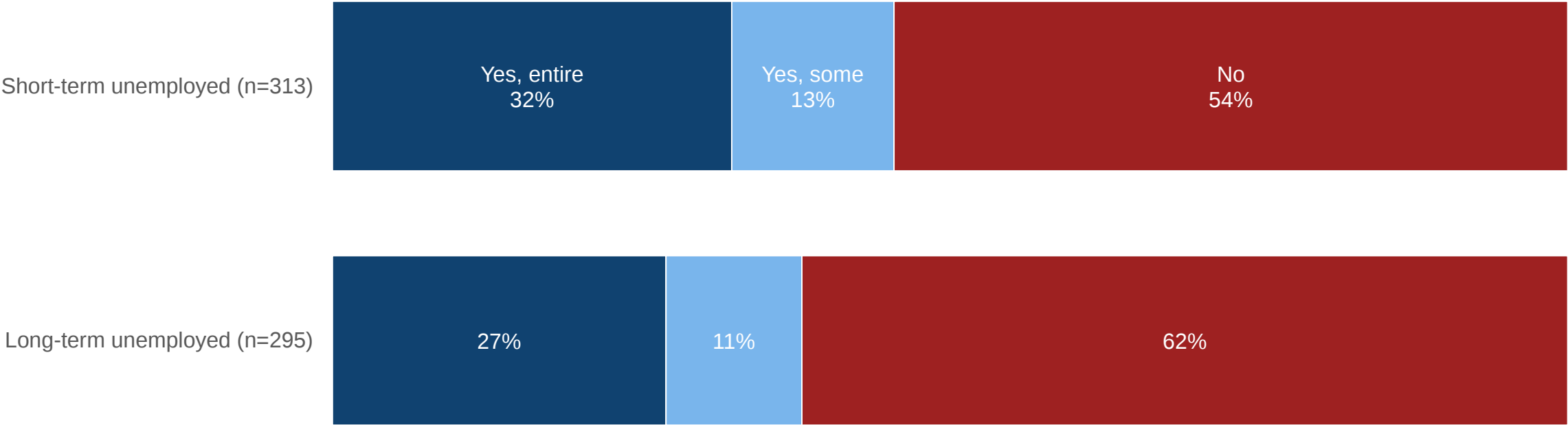


Base: Total Hispanic Respondents 45+ (Short-Term Unemployed: n=313; Long-Term Unemployed: n=295)  
Q27. During your most recent period of unemployment, to what extent, if at all did the following negatively affect your ability to get a job?

\* Indicates a significant difference between segments at a 95% confidence level

# Hispanic adults seeking employment are typically the primary earner in the household.

Had a working spouse or partner to help pay living expenses during most recent period of unemployment  
*Among Hispanic respondents ages 45+*



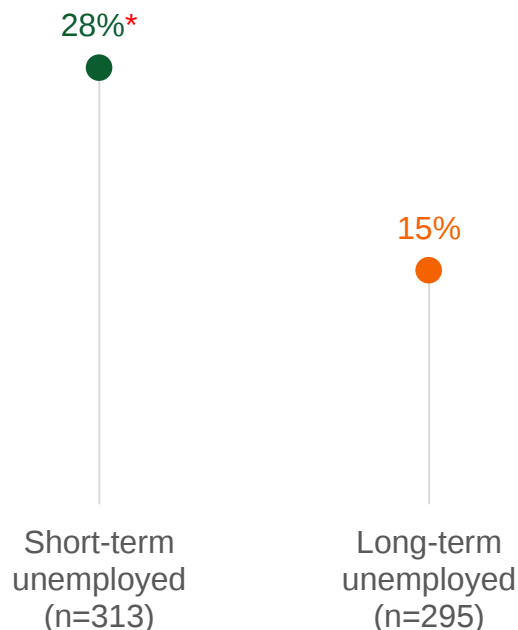
Q28. During your most recent period of unemployment, did you have a working spouse or partner who could help pay living expenses?

\* Indicates a significant difference between segments at a 95% confidence level

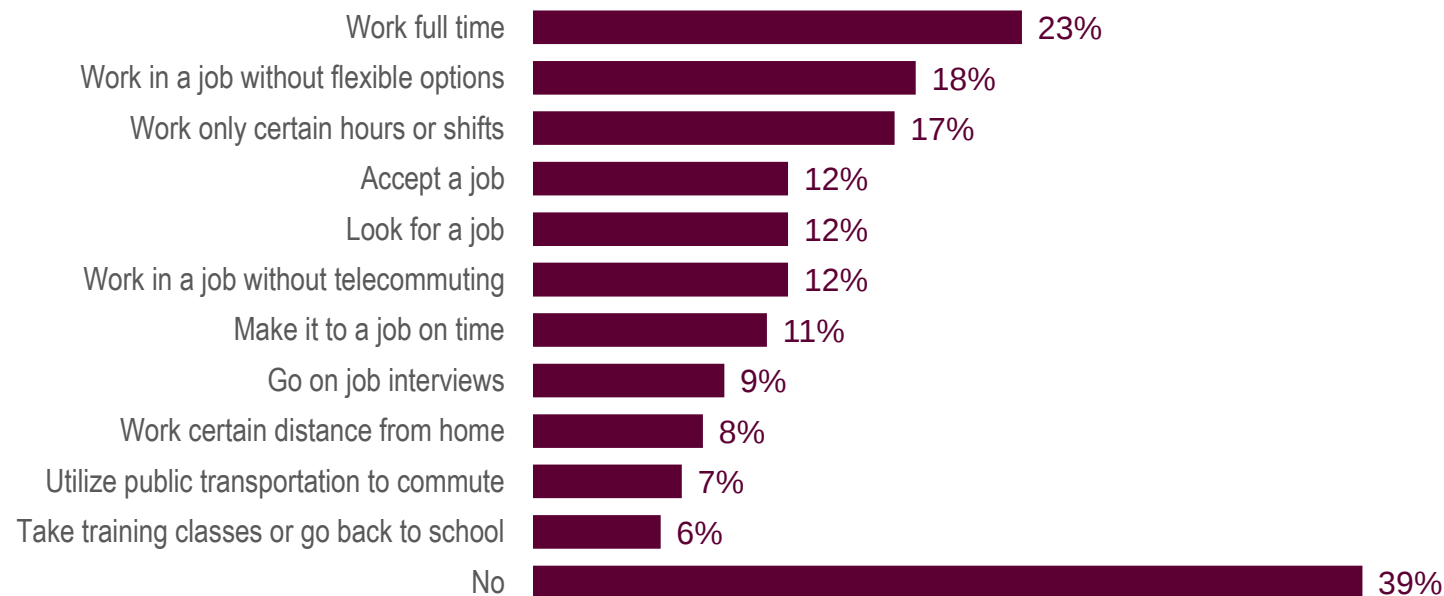
# Long-term unemployed Hispanic adults are less likely to be responsible for childcare than are those short-term unemployed.

Such responsibilities make it hard to work full-time or without flexible hours or shifts for some, although approximately 40% indicate that caring for children has no impact on their work requirements.

Provided child care during unemployment  
Among Hispanic respondents ages 45+



Impact of providing child care on the ability to...  
Among those who provided child care during unemployment+



Base: Total Hispanic Respondents 45+  
Q29. [Do you / During your most recent period of unemployment, did you] provide childcare to a child or grandchild?

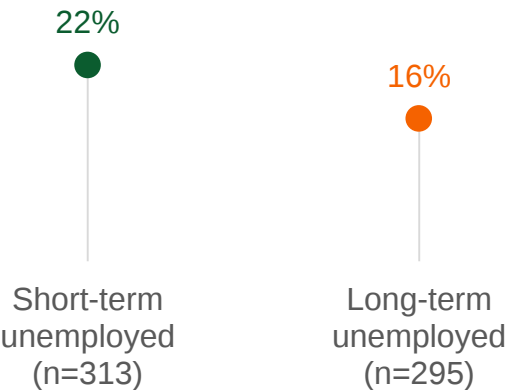
Base: Hispanic Respondents Provided Childcare (n=146)  
Q29A. Did your providing childcare to a child or grandchild affect your ability to do any of the following?

\* Indicates a significant difference between segments at a 95% confidence level

# One in five Hispanic adults were caregivers while unemployed.

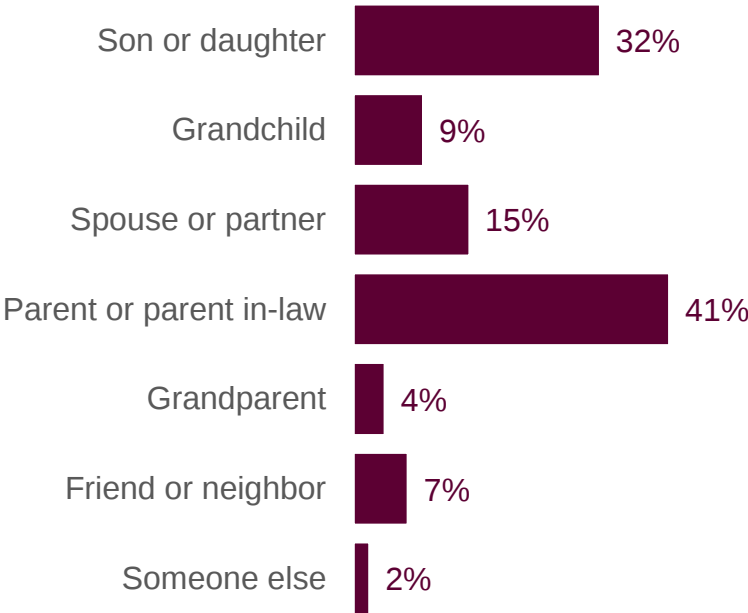
On average they spent approximately 24 hours a week providing caregiving, typically caring for a parent/parent-in-law or child with special needs.

Provided caregiving during unemployment



Base: Total Hispanic Respondents 45+ Q30. [Do you / During your most recent period of unemployment, did you] provide unpaid caregiving to an adult family member or a friend, or a child with special needs?

Provided caregiving to...  
Among those who provided caregiving+



Base: Hispanic Respondents Provided Care For Adult/ Child/Adult With Special Needs (n=133) Q30A. For whom do/did you provide caregiving?

Average hours of caregiving provided per week  
Among those who provided caregiving+

24.0

\* Indicates a significant difference between segments at a 95% confidence level

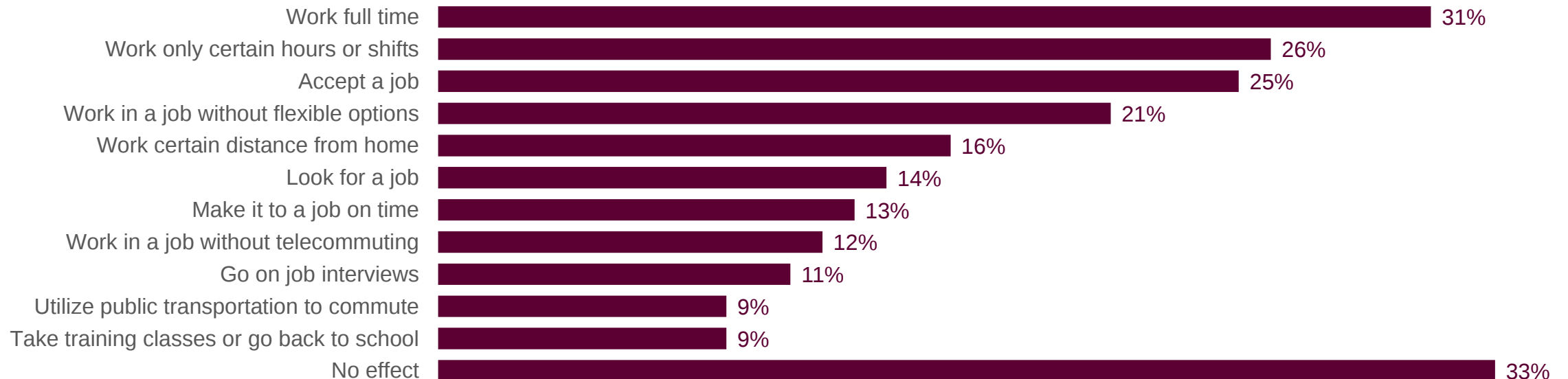
Base: Hispanic Respondents Provided Care For Adult/ Child/Adult With Special Needs (n=133) Q30B. Thinking about all the kinds of caregiving you provided, about how many hours did you spend doing these things in an average week?

# Two-thirds of caregivers indicate that it has some impact on their work requirements, especially on the ability to work full-time.

Being in control of their schedule or having flexibility is a must for some caregivers.

Impact of being a caregiver on the ability to...

Among those who provided caregiving<sup>+</sup>



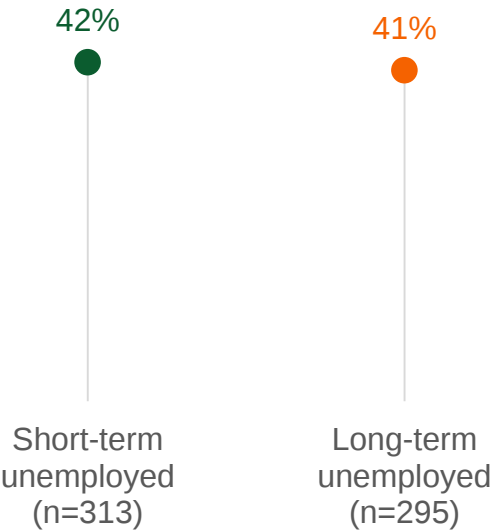
Base: Hispanic Respondents Who Provided Caregiving (n=133)

Q30c. Did your role as a caregiver affect your ability to do any of the following?

# A significant portion of Hispanic job seekers wished they had made some different choices during their career.

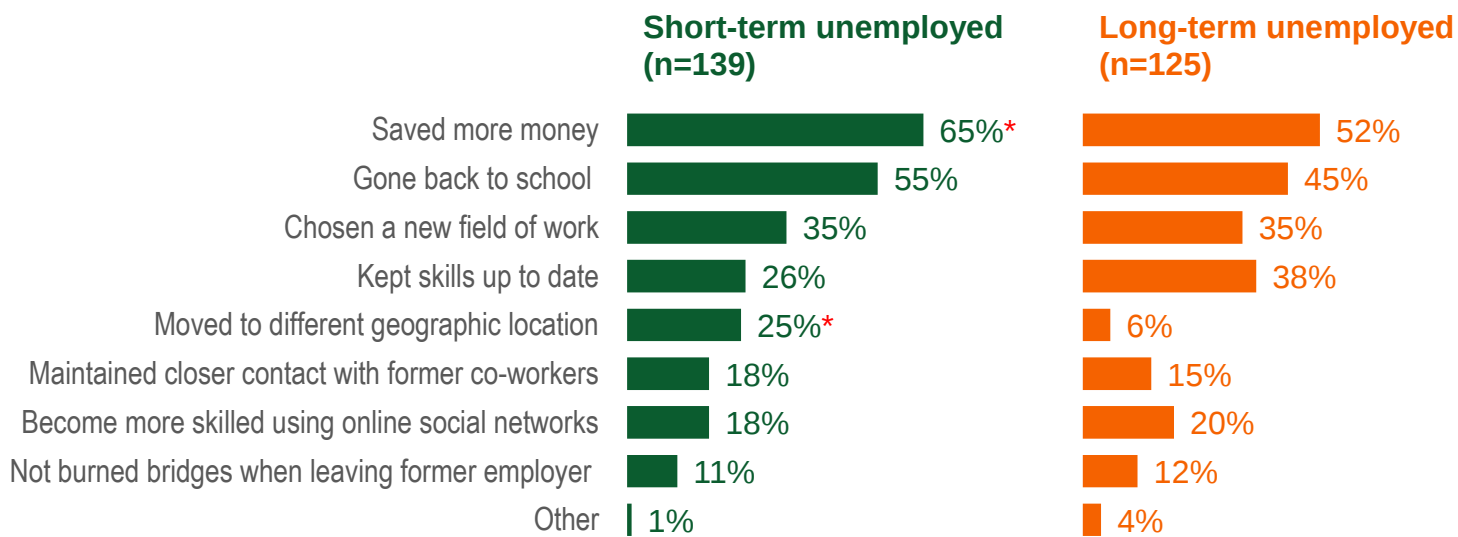
Saving more money and/or going back to school are common themes, with choosing a new career and keeping skills up-to-date rounding out the top four.

Wished they had done some things differently to be better positioned  
Among Hispanic respondents ages 45+



Base: Total Hispanic Respondents 45+  
Q38. Over the course of your working life or career, is there anything you wish you had done differently that would have better positioned you for dealing with your unemployment?

Things they wish they had done differently  
Among those who wish they had done something differently in their working life or career



Base: Hispanic Respondents Who Wished They Had Done Something Differently in Work life/Career  
Q38A. Which of the following do you wish you had done differently?

\* Indicates a significant difference between segments at a 95% confidence level

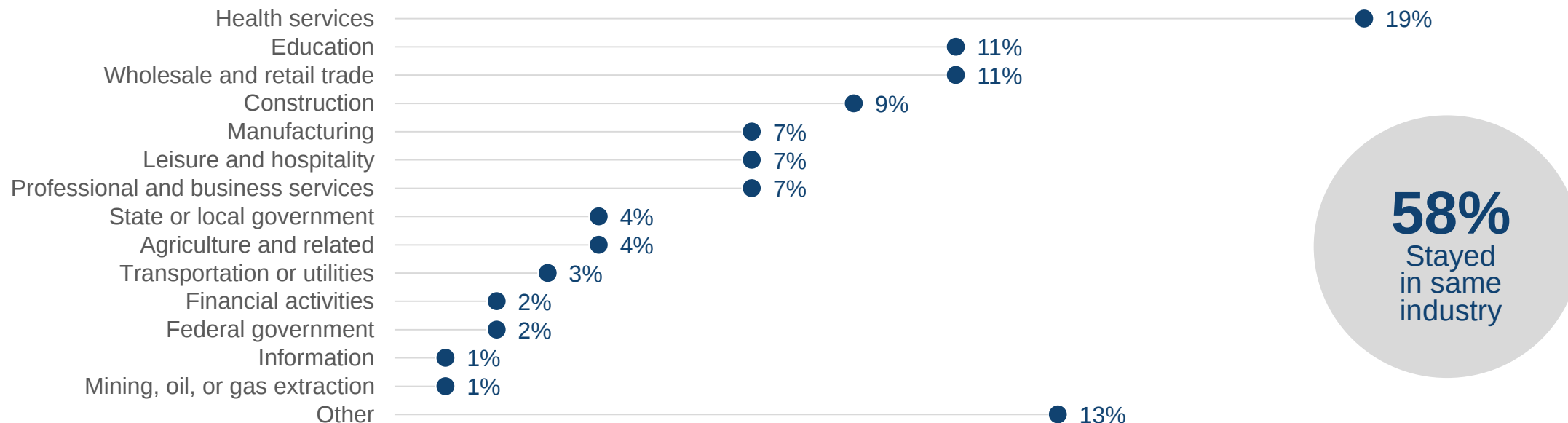


# THE RE-EMPLOYMENT EXPERIENCE

# More than half of those who are re-employed (58%) go back to work in the same industry they left.

Hispanic respondents' previous jobs cover a variety of industries with health services mentioned most.

Industry of employment before unemployment  
*Among Hispanic respondents currently working*



Base: Total Hispanic Respondents Currently Working (n=245)

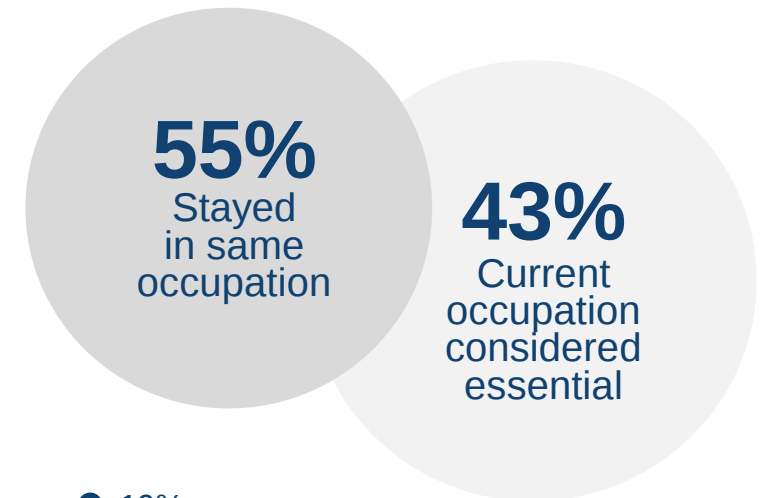
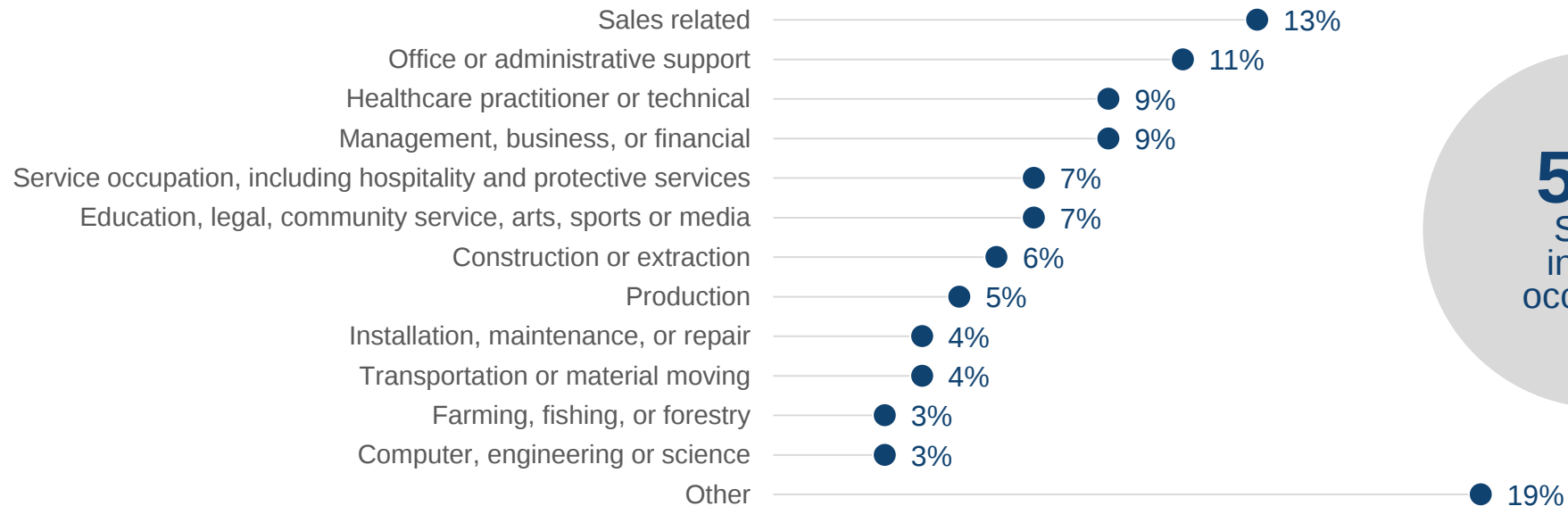
Q5. Before your [most recent / current] period of unemployment, what was the last industry/sector you were employed in?

Q6. Is your current job in the same industry/sector as the last job you had before your most recent period of unemployment?

# Most (55%) stay within their most recent occupation when they take a new job, with 43% considering their current occupation essential.

Hispanic respondents were previously employed in a wide variety of fields.

Occupation of employment before unemployment  
*Among Hispanic respondents currently working*



Base: Total Hispanic Respondents Currently Working (n=245)

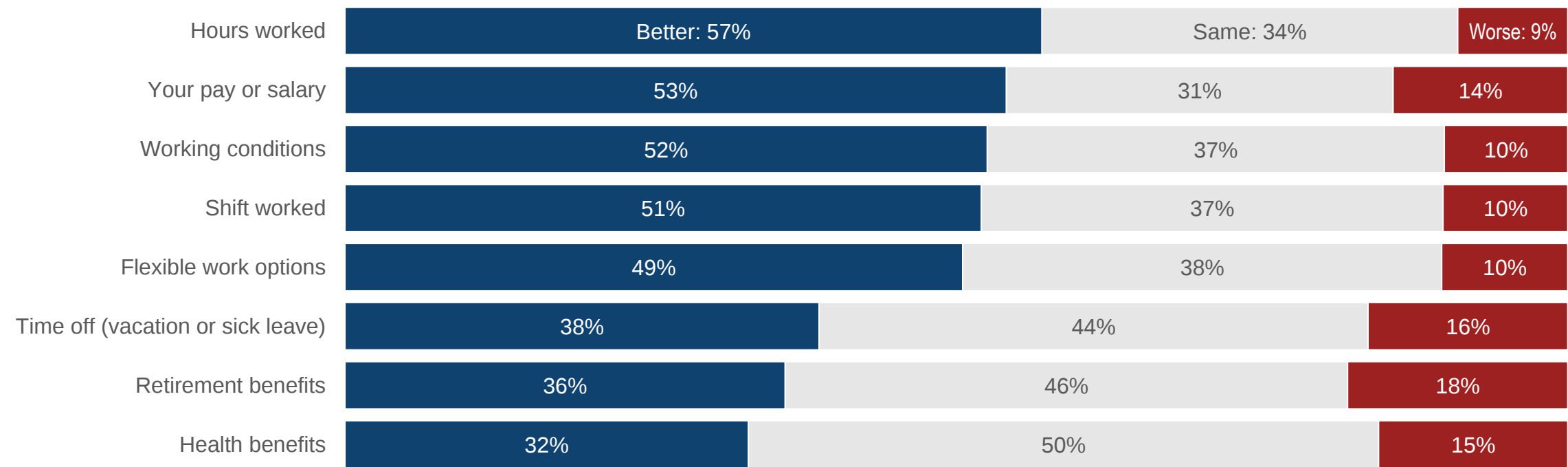
Q7. Before your most recent period of unemployment, what was the last occupation you had?

Q8. Is your current occupation the same as the last occupation you had before your most recent period of unemployment?

Q9. Is your current or most recent occupation in a field that has been considered essential" during the Covid-19 pandemic?"

# Re-employment for Hispanic adults typically results in better employment conditions than they had before.

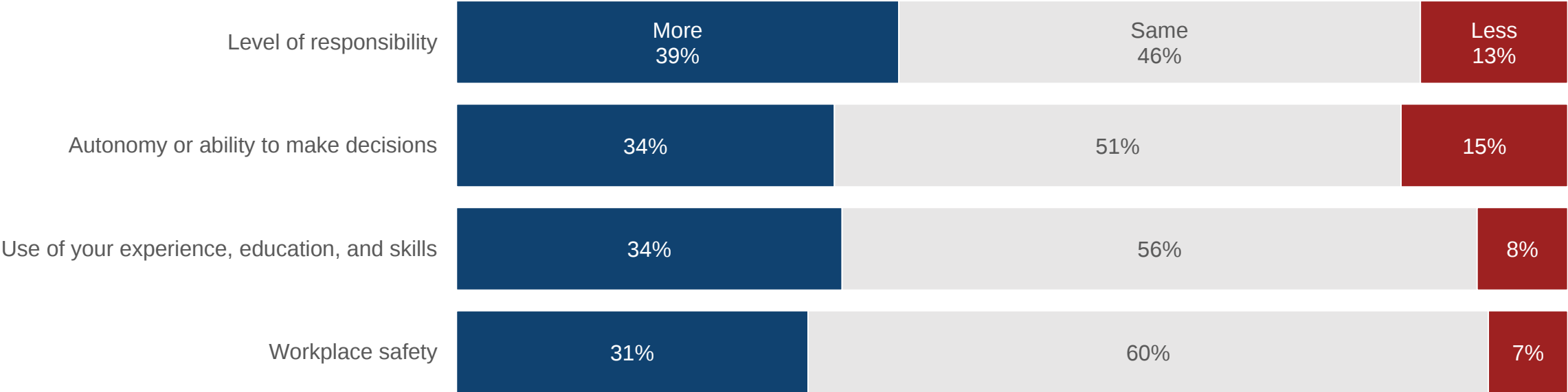
Rating of current employment conditions compared to previous employment  
*Among Hispanic respondents currently working*



Base: Total Hispanic Respondents Currently Working (n=245)  
Q12. Compared to the last job you had before your most recent period of unemployment, are the following conditions at your current job much better, somewhat better, the same, or somewhat worse, or much worse?

# The majority of re-employed Hispanic adults feel their value at the new job is the same as their previous job, meaning it is not a step up.

Rating of current employment value compared to previous employment  
*Among Hispanic respondents currently working*



Base: Total Hispanic Respondents Currently Working (n=245)  
Q13. Compared to the last job you had before your most recent period of unemployment, would you say your current job provides more, about the same, or less of each of the following?

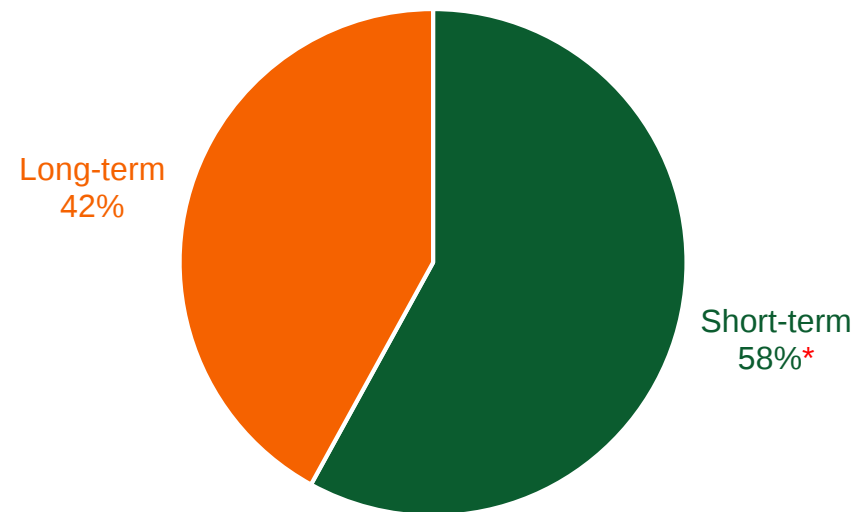


IMPACT OF THE PANDEMIC ON  
UNEMPLOYMENT

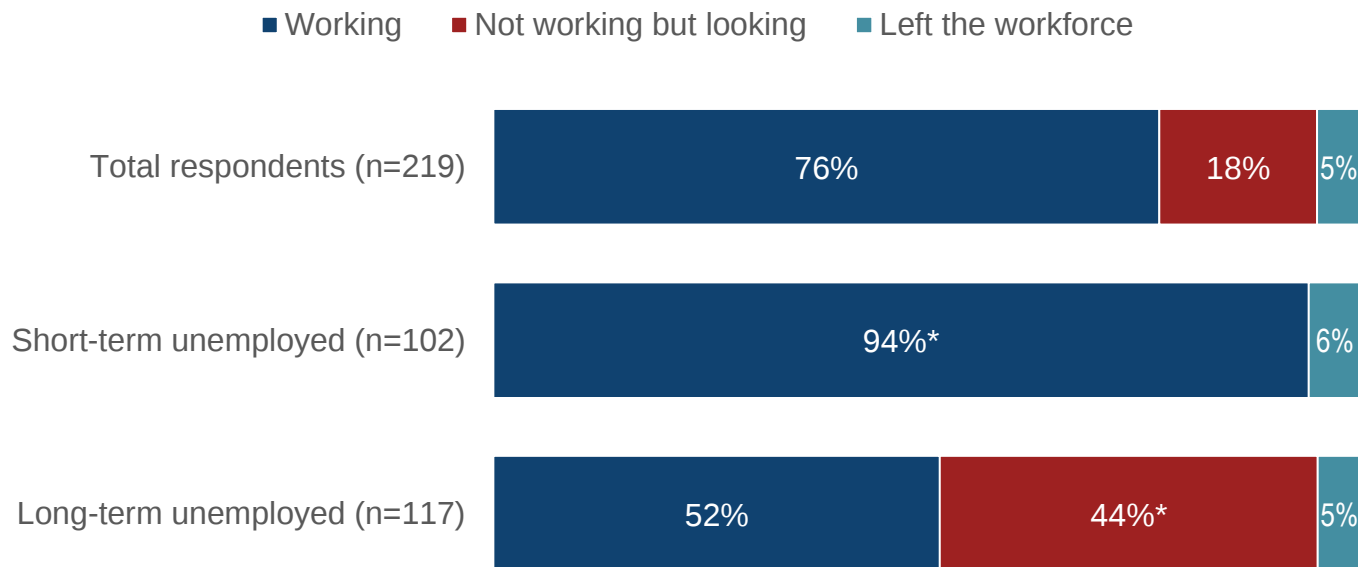
# Among Hispanic adults who were unemployed during the pandemic, the majority (58%) experienced short-term unemployment.

Of which, all but those who chose to retire, have since been re-employed.

Length of most recent unemployment  
Among Hispanic unemployed during the pandemic  
(2020 or 2021)



Current employment status  
By length of most recent unemployment  
Among Hispanic unemployed during the pandemic (2020 or 2021)

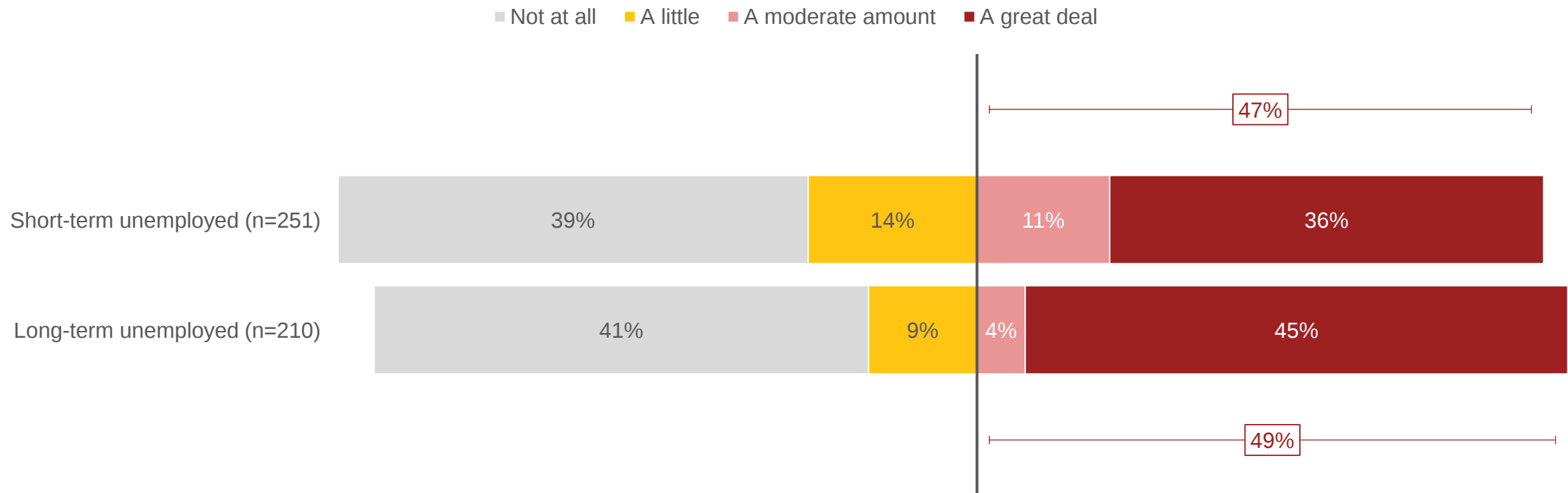


Base: Those Unemployed During the Pandemic (n=219)  
S4. How long have you been unemployed/was your most recent period of unemployment?  
Q1. Which of the following best describes your current employment status?

\* Indicates a significant difference between segments at a 95% confidence level  
^ Defined by those who identified 2020 or 2021 at Q3a: In what year did your most recent period of unemployment begin?

# Almost half of Hispanic adults who became unemployed during the pandemic fault the pandemic for their job loss.

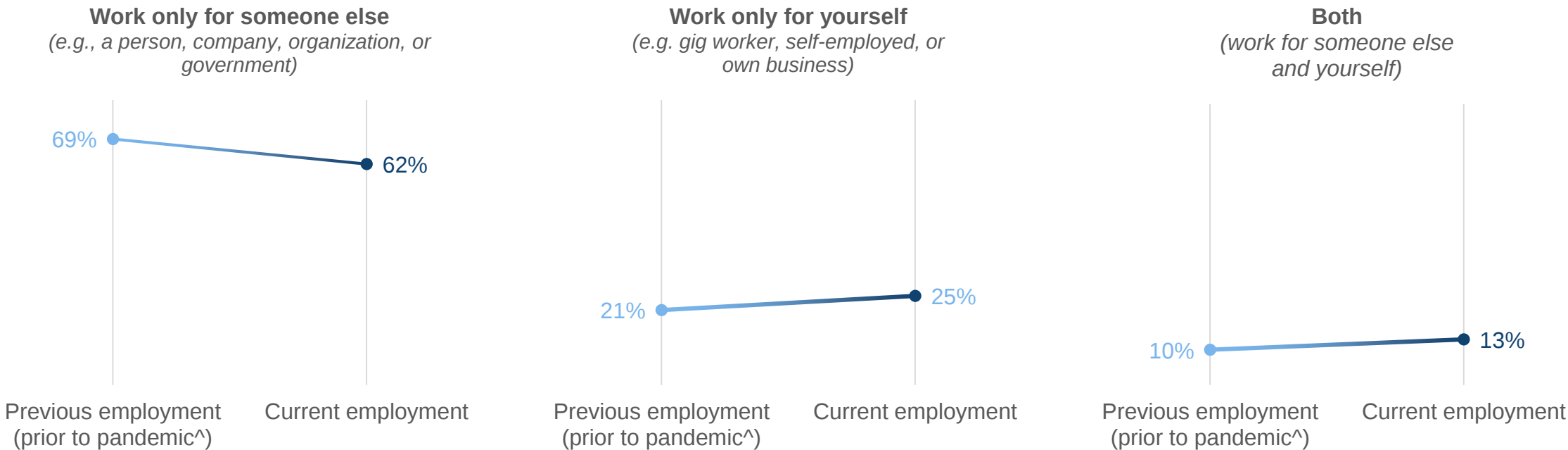
Perception of pandemic contribution to unemployment  
*Among Hispanic respondents who became unemployed*



Q4a. Again, thinking about your [most recent/current] period of unemployment, to what extent, if at all, was the Covid-19 pandemic a contributing cause of your becoming unemployed?

# Most Hispanic adults who were re-employed after losing their jobs during the pandemic returned to the same work situation.

Type of unemployment before and after most recent period of unemployment  
Among Hispanic unemployed during the pandemic and currently working<sup>^</sup>

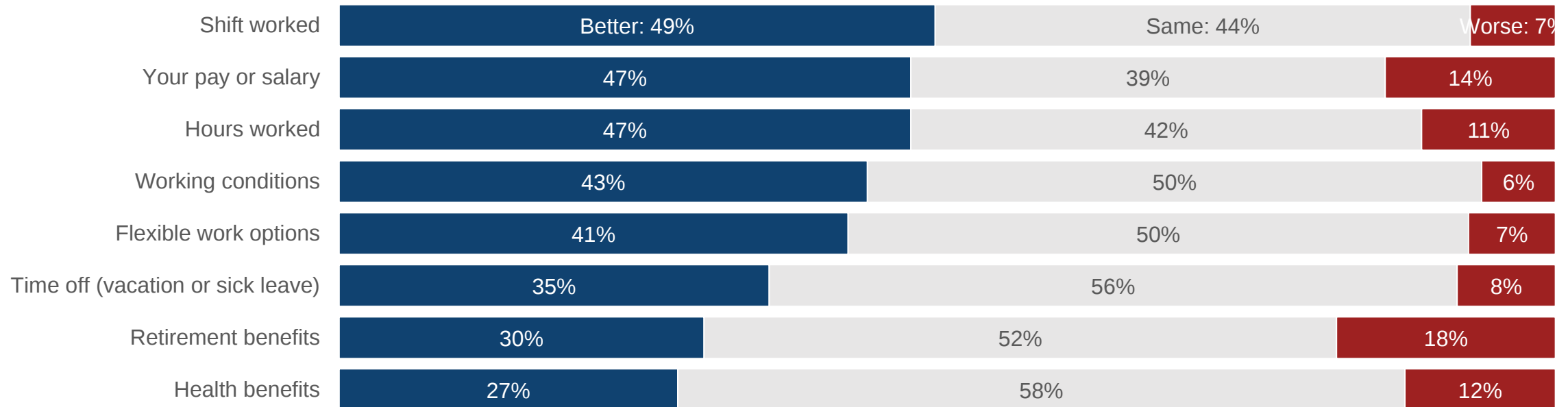


Base: Hispanic Respondents Unemployed During the Pandemic/Working Now (n=134)  
Q1f. Do you work for yourself, someone else, or both?  
Q3b. Which of the following best describes your situation just before your most recent period of unemployment?

<sup>^</sup>9% of those now working were not working for pay during the pandemic, though they reported themselves as unemployed during that time – they were removed from the base for this statistic.

# Most who are working after losing their job during the pandemic say their new job provides the same or better employment conditions.

Rating of current employment conditions compared to previous employment  
*Among Hispanic unemployed during the pandemic and currently working*

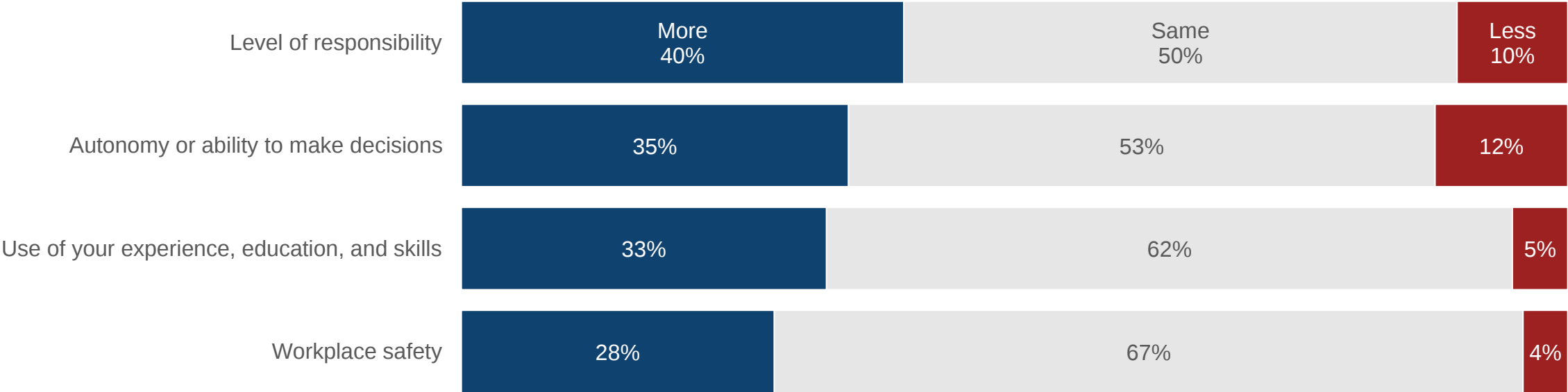


Base: Hispanic Respondents Unemployed During the Pandemic/Working Now (n=134)

Q12. Compared to the last job you had before your most recent period of unemployment, are the following conditions at your current job much better, somewhat better, the same, or somewhat worse, or much worse?

# Most who lost their job during the pandemic found a job that provides them the same or better sense of being a valued employee.

Rating of current employment value compared to previous employment  
*Among Hispanic unemployed during the pandemic and currently working*



Base: Hispanic Respondents Unemployed During the Pandemic/Working Now (n=134)  
Q13. Compared to the last job you had before your most recent period of unemployment, would you say your current job provides more, about the same, or less of each of the following?



# IMPLICATIONS

# Implications

This study finds a significant portion of older Hispanic adults who tend to act quickly once they become unemployed to shorten their period of unemployment. Some appear to be financially vulnerable and unable to live without income for an extended period. Therefore, this group needs access to resources to help them find suitable employment quickly, even if the work is temporary.

Older Hispanic job seekers also need access to training and educational programs to help them expand their skills and knowledge base to ensure they remain competitive in a rapidly changing work environment. Such training should include job-specific skills as well as how to address age discrimination and other barriers during the application, interviewing, and hiring process. It should also address job search burnout and ways to overcome it.

Policy must invest in programs that prepare older adults for the new and emerging types of jobs and work arrangements, such as working remotely and juggling work and caregiving responsibilities.





# METHODOLOGY

# Methodology

## Objectives:

- Examine how long-term unemployed older Hispanic adults (i.e., those whose cumulative periods of unemployment was 6 months or more) compare with short-term unemployed older Hispanic adults.
- Examine skills needed and barriers to training among current long-term unemployed older Hispanic adults, and how they compare with those who are short-term unemployed.
- Examine the impact of the Covid 19 pandemic on the experiences and outcomes of those who became unemployed during the first two years of the pandemic.

**Methodology:** Online probability survey of AmeriSpeak® Panel members conducted by NORC at the University of Chicago for AARP.

**Qualifications:** Experienced any period of unemployment within the past five years.

**Sample:** Hispanic adults ages 45+ (n=617)

**Interviewing Dates:** June 29, 2022-July 25, 2022

**Questionnaire length:** 19 minutes





# APPENDIX

# Demographic profile by segment

|            | Total Hispanic Respondents | Short-Term Unemployed | Long-Term Unemployed |
|------------|----------------------------|-----------------------|----------------------|
|            | <i>n=617</i>               | <i>n=313</i>          | <i>n=295</i>         |
| Gender:    |                            |                       |                      |
| Man        | 51%                        | 48%                   | 56%                  |
| Woman      | 48%                        | 50%                   | 44%                  |
| Non-binary | -                          | -                     | -                    |
| Age:       |                            |                       |                      |
| 45-64      | 89%                        | 91%*                  | 85%                  |
| 65+        | 11%                        | 9%                    | 15%*                 |
| Region:    |                            |                       |                      |
| Northeast  | 16%                        | 13%                   | 20%                  |
| Midwest    | 10%                        | 13%                   | 6%                   |
| South      | 28%                        | 30%                   | 26%                  |
| West       | 46%                        | 44%                   | 48%                  |
| LGBTQ:     |                            |                       |                      |
| Yes        | 9%                         | 12%*                  | 5%                   |
| No         | 86%                        | 84%                   | 90%*                 |



\* Indicates a significant difference between segments at a 95% confidence level

# Demographic profile by segment (cont'd)

|                                                | Total Hispanic Respondents<br>n=617 | Short-Term Unemployed<br>n=313 | Long-Term Unemployed<br>n=295 |
|------------------------------------------------|-------------------------------------|--------------------------------|-------------------------------|
| Income:                                        |                                     |                                |                               |
| <\$40K                                         | 53%                                 | 51%                            | 55%                           |
| \$40K-<\$75K                                   | 26%                                 | 28%                            | 23%                           |
| \$75K+                                         | 21%                                 | 21%                            | 22%                           |
| Education:                                     |                                     |                                |                               |
| Less than HS                                   | 32%                                 | 28%                            | 39%*                          |
| HS graduate or equivalent                      | 33%                                 | 37%*                           | 28%                           |
| Vocational/tech school/some college/associates | 16%                                 | 17%                            | 14%                           |
| Bachelor's degree                              | 13%                                 | 13%                            | 12%                           |
| Post grad study/professional degree            | 6%                                  | 5%                             | 6%                            |
| Industry prior to unemployment:                |                                     |                                |                               |
| Health services                                | 16%                                 | 20%*                           | 10%                           |
| Construction                                   | 12%                                 | 15%*                           | 7%                            |
| Wholesale and Retail trade                     | 9%                                  | 11%*                           | 5%                            |
| Education                                      | 9%                                  | 8%                             | 10%                           |
| Manufacturing                                  | 7%                                  | 6%                             | 10%*                          |
| Leisure and Hospitality                        | 7%                                  | 7%                             | 7%                            |
| Transportation/Utilities                       | 6%                                  | 3%                             | 12%*                          |
| Professional and Business services             | 6%                                  | 6%                             | 6%                            |
| State or Local Government                      | 3%                                  | 3%*                            | 1%                            |
| Agriculture and related                        | 2%                                  | 3%*                            | 1%                            |
| Federal Government                             | 2%                                  | 2%                             | 3%                            |
| Financial activities                           | 2%                                  | 1%                             | 3%                            |
| Information                                    | 1%                                  | 1%                             | 1%                            |
| Mining, Oil/Gas extraction                     | 1%                                  | 1%                             | 0%                            |
| Other                                          | 18%                                 | 14%                            | 25%*                          |



# About AARP

AARP is the nation's largest nonprofit, nonpartisan organization dedicated to empowering Americans 50 and older to choose how they live as they age. With nearly 38 million members and offices in every state, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands, AARP works to strengthen communities and advocate for what matters most to families with a focus on health security, financial stability and personal fulfillment. AARP also works for individuals in the marketplace by sparking new solutions and allowing carefully chosen, high-quality products and services to carry the AARP name. As a trusted source for news and information, AARP produces the nation's largest circulation publications, AARP The Magazine and AARP Bulletin. To learn more, visit [www.aarp.org](http://www.aarp.org) or follow @AARP and @AARPadvocates on social media.

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**Alicia Williams, Ph.D., AARP Research**

**[ARWilliams@aarp.org](mailto:ARWilliams@aarp.org)**

**For media inquiries, please contact [media@aarp.org](mailto:media@aarp.org)**

This research was designed and executed by AARP Research