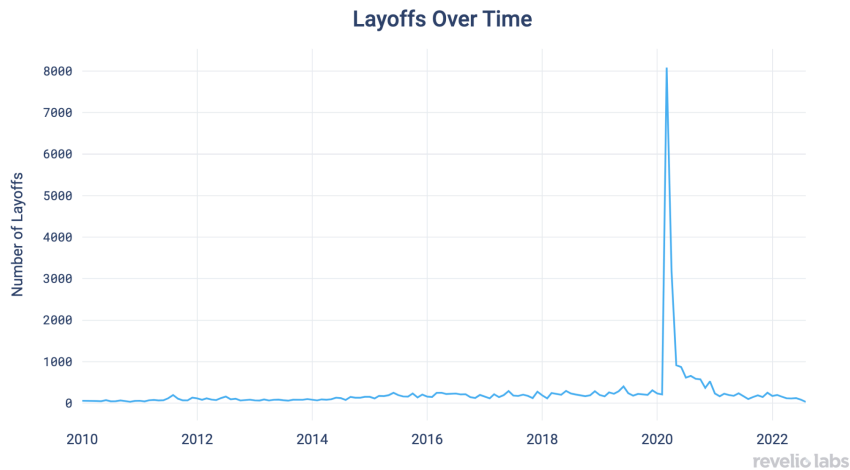


Literature review

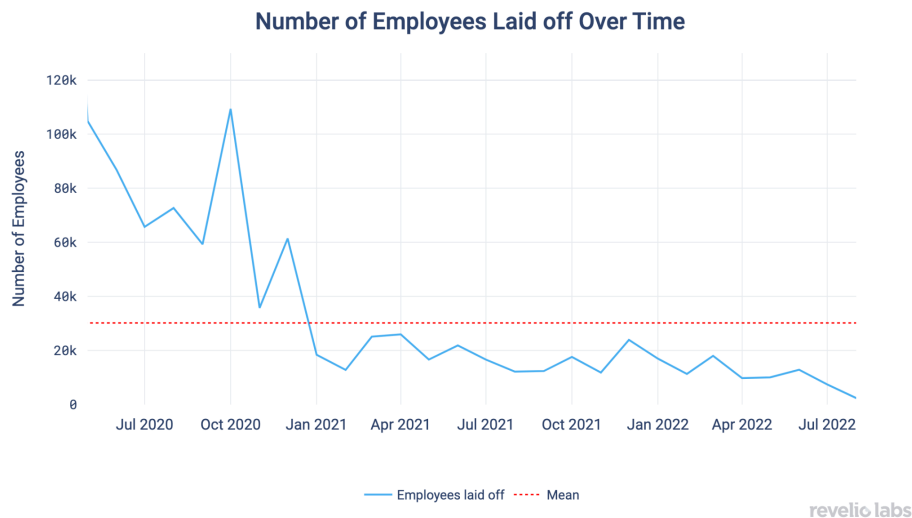
## Is a wave of mass-layoffs coming? Jun 28th, 2022 by [Lisa K. Simon](#) and [Paulina Tilly](#)

Uses the WARN act data to see what lay offs are coming soon.



Compares the current landscape to the spring of 2020 concluding that the things are looking really calm and steady atm.

Next, they zoom in on the number of workers laid off in more recent times (monthly analysis from July 2020 to July 2022) 🖐️ concluding that there is actually still little reason to be concerned



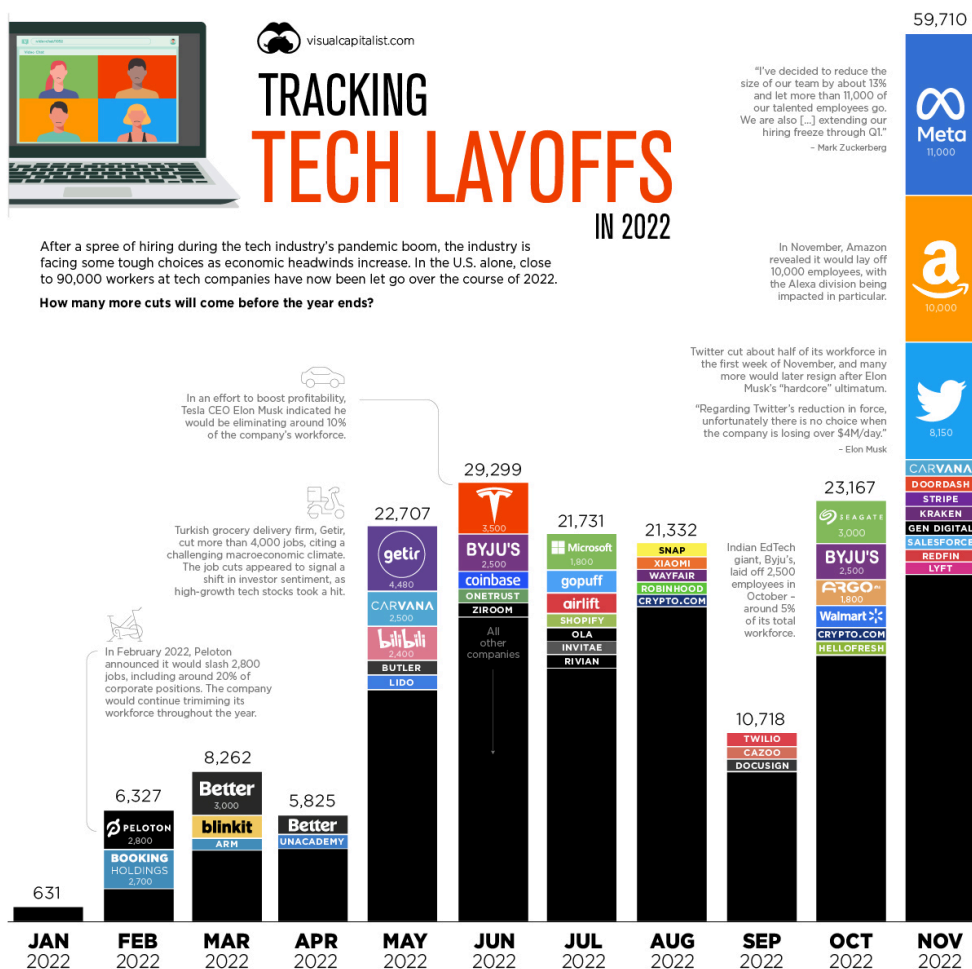
Notes that WARN wf data concerns relatively large companies but still tracks layoffs at smaller companies using [layoffs.fyi](#) – seeing an increase in the current quarter suggests that small firms and start-ups are driving the current perception around the increased layoffs. However does not mention the fact that they are comparing apples to oranges since startups have higher workforce mobility and are sensitive to operating costs compared to established companies.

key takeaways:

- The WARN Act mandates advance notices of mass layoffs, and allows us to see past and expected layoffs two months before they occur.
- Contrary to Elon's gut, actual workforce data suggests that there is no major wave of mass-layoffs coming, neither in terms of layoff events nor employees let go.
- However, there has been an uptick in smaller layoff events at younger tech companies, Revelio Labs finds.

This newsletter was too optimistic about layoffs and failed to see an upcoming increase in lay-offs

Here is the resource from Visual Capitalist:

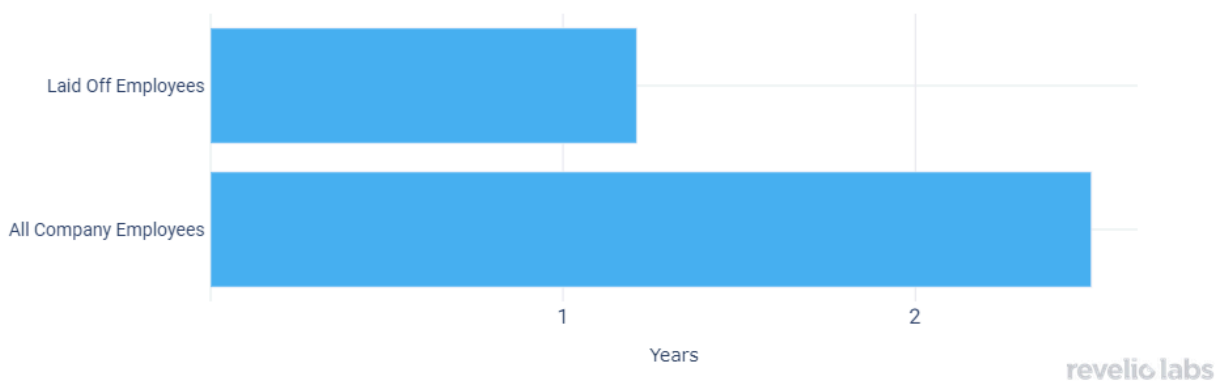


## Who gets laid off? Sep. 6th, 2022 by [Hakki Ozdenoren](#) and [Devan Rawlings](#)

As layoffs are becoming widespread again, what kinds of employees are getting laid off?

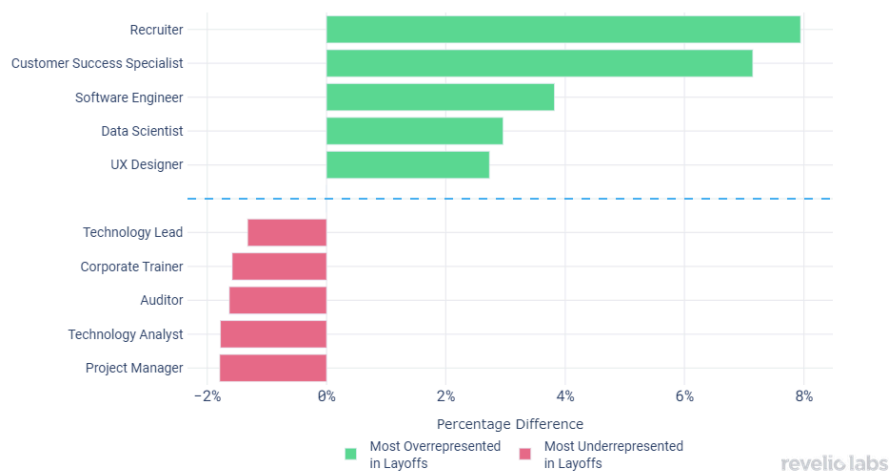
Even though in the previous article about layoffs they concluded that “*there is no major wave of mass-layoffs coming, neither in terms of layoff events nor employees let go*” this article starts with summarizing layoff news and partnered with Business Insider to use *individual data from web to uncover who gets laid off*

### Tenure at Companies During Layoff Events

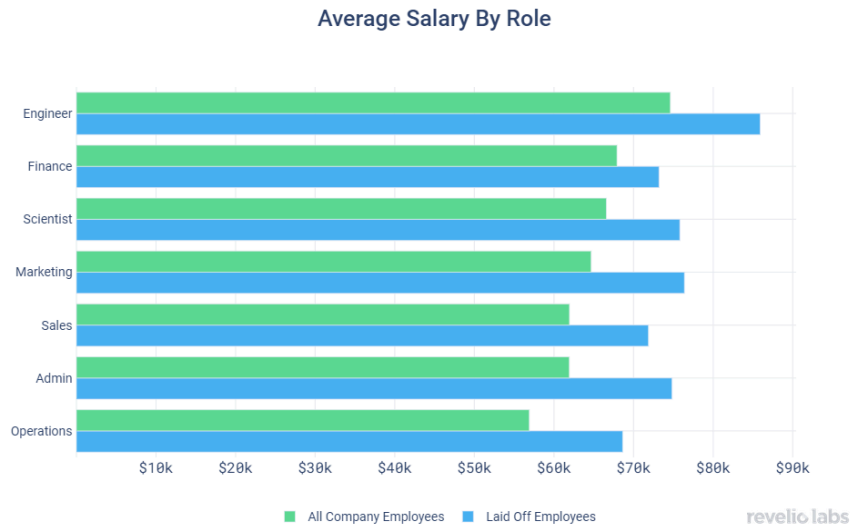


Companies have a last-in first-out structure and the avg length of service for laid-off workers is only one year – much lower than that of their colleagues

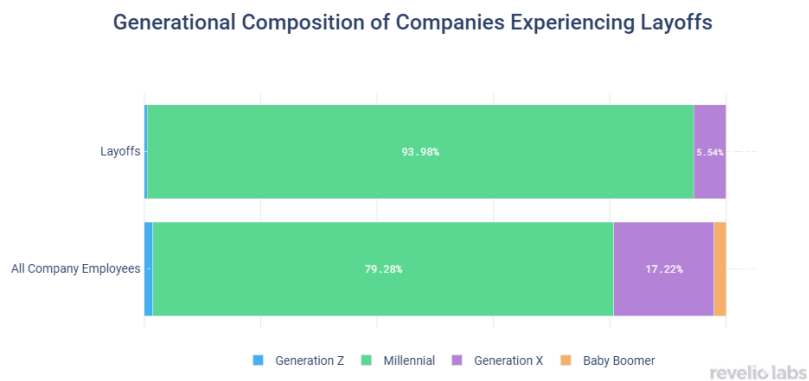
### Representation of Roles in Layoffs



Recruiters are most affected by layoffs than others – declining company is not looking for new talent and they cut costs through firing recruiters.



Laid off workers also had higher wages than their peers Indicating that the company is shedding new and more expensive personnel



Millennials are more likely to experience layoffs than other age groups. They make up 79% of the workforce but account for about 94% of layoffs.

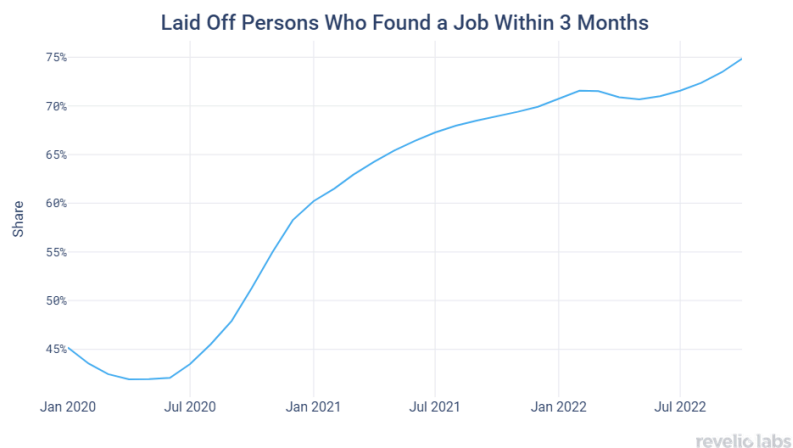
Key takeaways:

- When it comes to layoffs, it's “Last-In, First-Out,” our workforce intelligence data show.
- Companies tend to let go of fresher and more expensive employees.
- Millennials are overrepresented in layoffs.

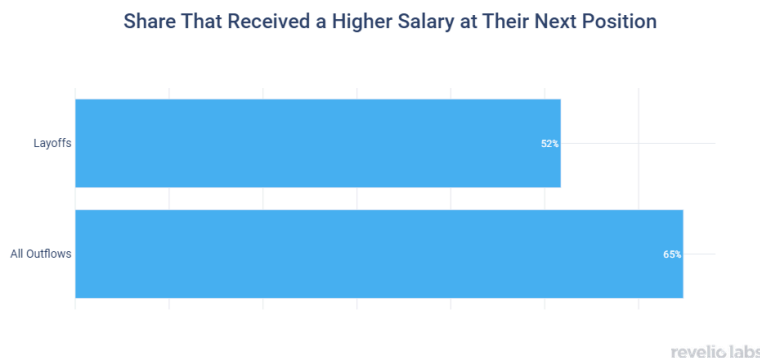
## You Got Laid Off. What's Next? By Hakki Ozdenoren and Devan Rawlings Dec. 20th, 2022

November saw a massive increase in layoffs from companies like amazon and meta in this newsletter revelio partnered with Business Insider to shed some light on what the future holds for the laid off workers.

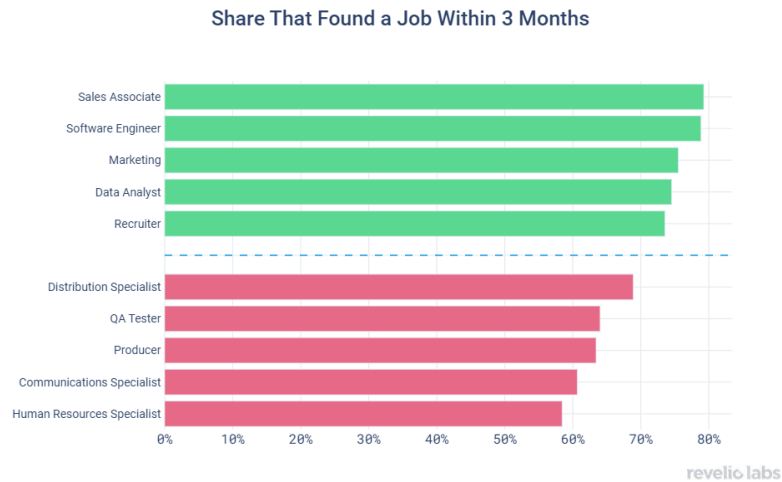
Labor market analysis shows that since march 2022 over 70% of laid off workers have been able to find a job within the first three months of unemployment.



Most workers saw pay rises in their new positions but their salary growth potential is slightly lower potentially due to selection bias and some of the outflows result from workers who voluntarily quit their jobs because they found better paid ones but the difference is not large suggesting laid off workers have no significant career costs.



Revelio labs find that the overall pattern may mask significant heterogeneity. Sales associates, engineers, and marketers had easier time finding their next job but less than 65% of producers, communications specialists, and HRs had found a new job within three months.



### Key Takeaways:

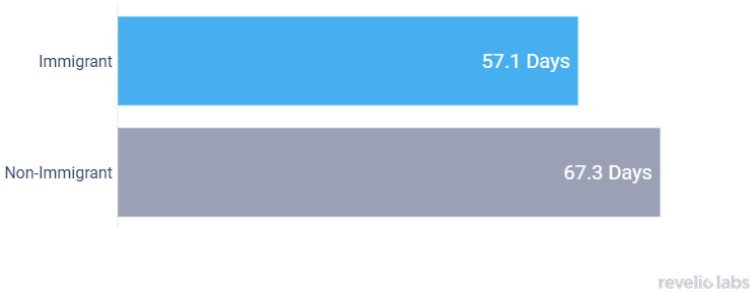
- We find in our labor market analysis that strong labor markets have led to short periods of unemployment for those who have been laid off.
- More than 50% of laid off workers saw salary increases in their new positions— a slightly lower percentage than all other outflows.
- There is still considerable heterogeneity in the ease of finding new jobs. Producers, Communications Specialists, and Human Resources Specialists go through longer unemployment spells, we find using our job taxonomy.

## What Happens When a Foreign Worker Gets Laid Off? By [Reyhan Ayas](#) and [Devan Rawlings](#) Mar. 28th, 2023

- The H1B visa's strict employment requirements propel laid-off immigrants to find jobs in a shorter amount of time than their non-immigrant counterparts.
- In order to find a job quickly, laid-off immigrants are more likely to move to a new state than laid-off non-immigrants.
- Since the H1B visa requires that a holder's employment is tied to their specialty training, laid-off immigrants are less likely to change roles in their new job than non-immigrants.

### Immigrants spend a shorter time between jobs

Days spent between jobs for laid-off tech workers in 2022



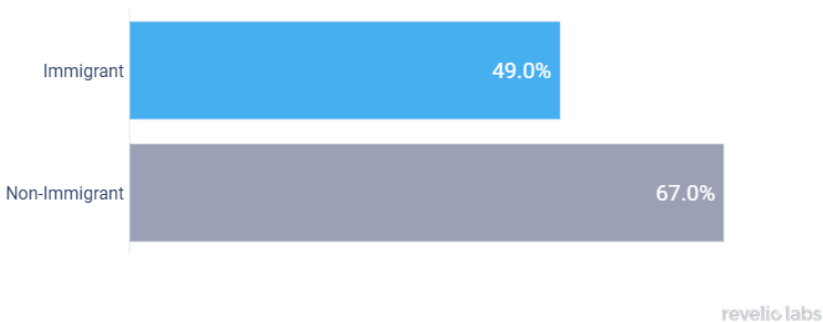
### Immigrants are more likely to move states for a new job

Share who moved states between jobs for laid-off tech workers in 2022



### Immigrants are less likely to change roles for a new job

Share who changed roles between jobs for laid-off tech workers in 2022



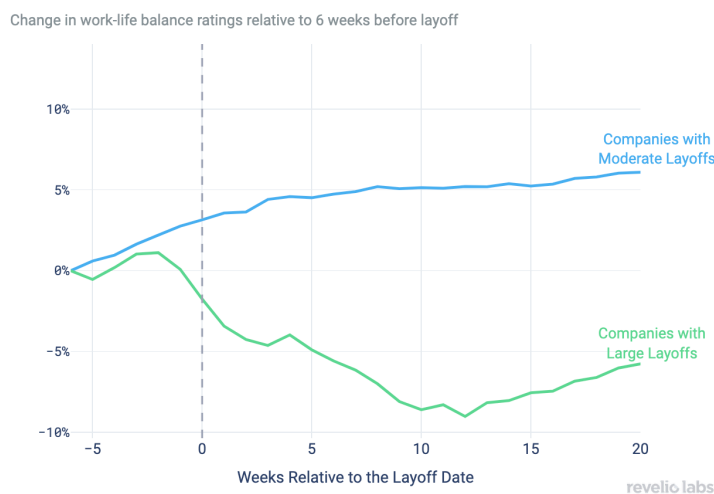
## Your Coworkers Got Laid Off. How Do You Feel? [Reyhan Ayas](#) and [Beyza Arslan](#) May. 9th, 2023

Summary:

- Work-life balance ratings have dropped sharply at companies that underwent a large wave of layoffs recently.
- Ratings for diversity, equity, and inclusion have also declined at these companies, likely as a result of a large outflow of DEI professionals.
- Employees that survived the layoff waves at these companies associate them with uncertainty, anxiety, and a decline in morale.

Previously, we reported that recruiters were the most overrepresented occupation in layoffs in 2022, but the tide has turned, and engineering roles are taking the brunt of the latest wave. Here, Revelio Labs measures a company's level of exposure to layoffs by the number of laid off employees relative to its total headcount, restricting our attention to companies that experienced layoffs in the past year. In the immediate aftermath of layoffs, companies with high exposure to layoffs saw a drop in work-life balance ratings relative to companies with fewer layoffs, our data analytics software tools show.

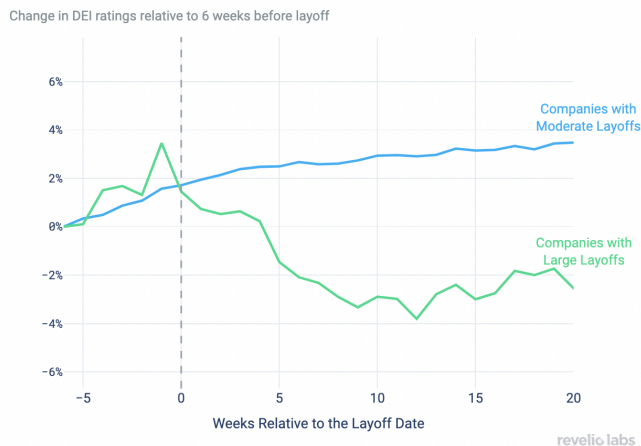
### Companies with large layoffs see a drop in work-life balance ratings



As we've previously reported, companies going through layoffs have been disproportionately losing their DEI workforce. Perhaps unsurprisingly, Revelio Labs finds that DEI sentiment at companies with many layoffs also takes a hit in the immediate aftermath of a wave of layoffs.

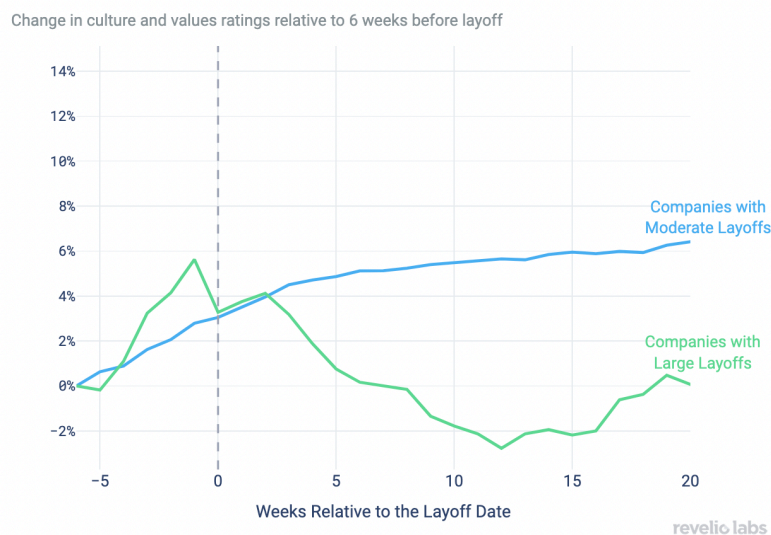


### Companies with large layoffs see a drop in DEI ratings



companies with DEI teams experience higher levels of employee satisfaction with culture and values. We thus see a large impact of the DEI exodus on the culture and values scores at companies with high exposure to layoffs.

### Companies with large layoffs see a drop in culture and values ratings



Using our data analytics software tools to examine text reviews of employees mentioning layoffs, we see a general sense of uncertainty, anxiety, and declining morale among the employees who weathered them. Here are the words that remaining employees most closely associate with layoffs:

## Layoffs leave employees anxious and uncertain

Words frequently used by survivors mentioning layoffs



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# Can Company Morale Ever Recover After Layoffs? Loujaina Abdelwahed and James Enright Jan. 22nd, 2024

## Summary:

- Within the year following a mass layoff announcement, employees' overall satisfaction not only fully recovers but also surpasses its initial level.
- Business Outlook and Diversity and Inclusion ratings start to recover five months after a layoff announcement and fully recover within the year following the layoff. Senior Leadership and Culture and Values rating reverse course also in the fifth month after the layoff announcement, but never fully recover.
- Employee sentiment ratings of Business Outlook and Senior leadership start to decline about 5 months before the announcement of a mass layoff, serving as early indicators of impending challenges in the company.

Measure company's exposure to mass layoffs by the ratio of laid-off employees relative to its total headcount. When tracking the sentiment of surviving employees at companies with large layoffs, we find that employees' overall sentiment ratings decline for roughly five months (20 weeks) following the layoff announcement, followed by a subsequent rebound. Within a year following the layoff, not only do employees' overall ratings fully recover, but they also surpass their initial levels.

### Overall Rating eventually recovers

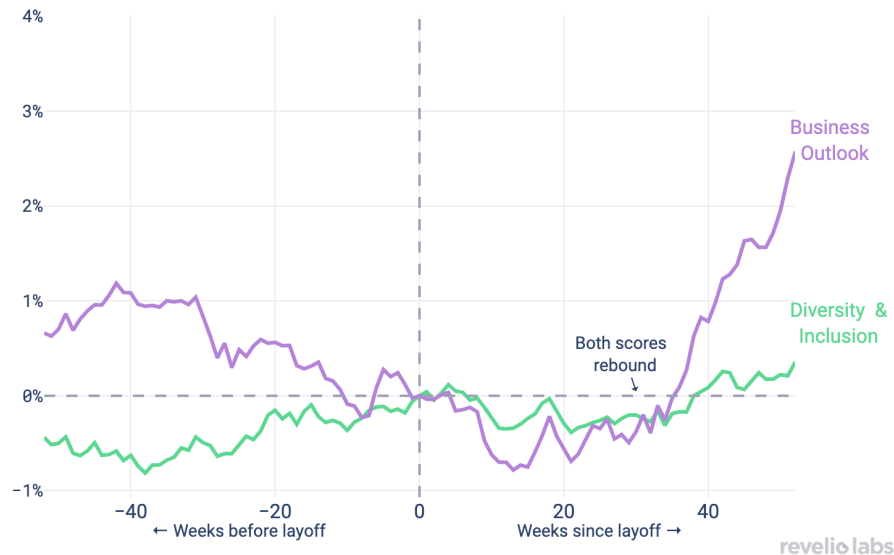
Changes in employee ratings relative to layoff week



On the one hand, both Diversity and Inclusion, and Business Outlook sentiment ratings decline notably after the announcement of a mass layoff, but reverse course after five months from the layoff announcement. Within the year following the announcement of layoffs, they both fully recuperate.

## Diversity & Inclusion & Business Outlook recover

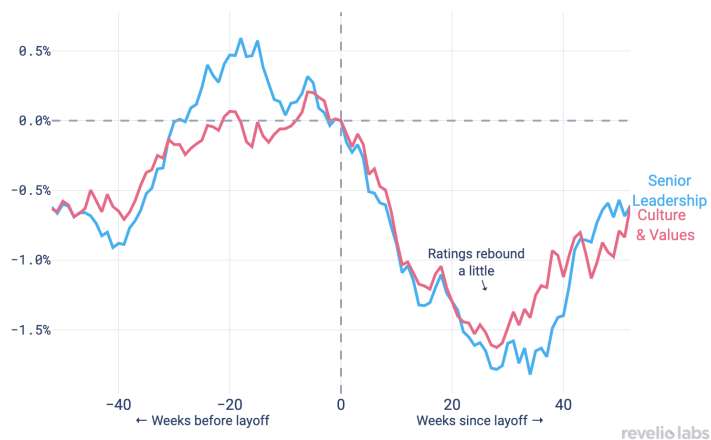
Changes in employee ratings relative to layoff week



On the other hand, both Senior Leadership and Culture and Values sentiment ratings decline notably after the announcement of a mass layoff, but both reverse course after five months from the layoff announcement. However, these ratings fail to completely rebound within the year following the layoff announcement.

## Senior Leadership & Culture ratings do not recover

Changes in employee ratings relative to layoff week



Both employee sentiment around Business Outlook and Senior Leadership start to decline 20 weeks before the announcement of a mass layoff, serving as an early indicator of impending challenges.

Even though employee sentiment in companies that experience mass layoffs generally recovers, company culture never fully recovers. Mass layoffs seem to leave lasting scars on surviving

employees, underscoring the complex and enduring repercussions of workforce reductions on the work environment.

Two days after revelio labs publishes the newsletter with the title:

## **AITA for Laying Off All Your Colleagues? Loujaina Abdelwahed and James Enright Jan. 24th, 2024**

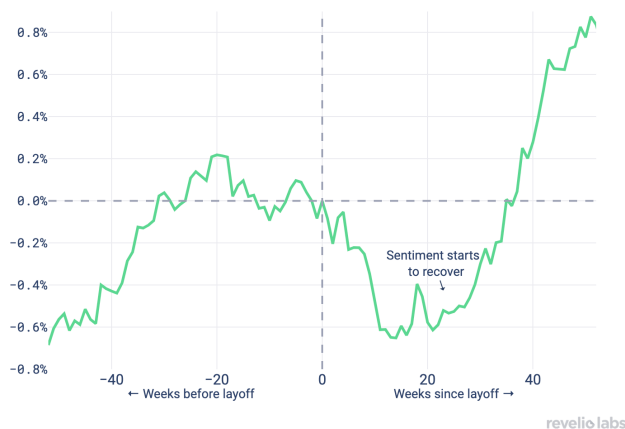
Summary:

- Sentiment in companies like Carvana fully recovered within one year after a mass layoff event, while companies like Peloton continued to struggle with low employee morale.
- Six months after the announcement of a mass layoff, surviving employees are more likely to discuss benefits, team, and balance in their positive reviews.
- Employees do not seem to forget the negative effects of layoffs. Layoffs is the most frequently discussed issue in negative reviews provided by remaining employees six months after the announcement of the layoff.

employee sentiment starts to recover in the fifth month following the announcement of a mass layoff event. Within one year after the announcement, employees' overall ratings even surpassed their initial levels

### **Overall Rating eventually recovers**

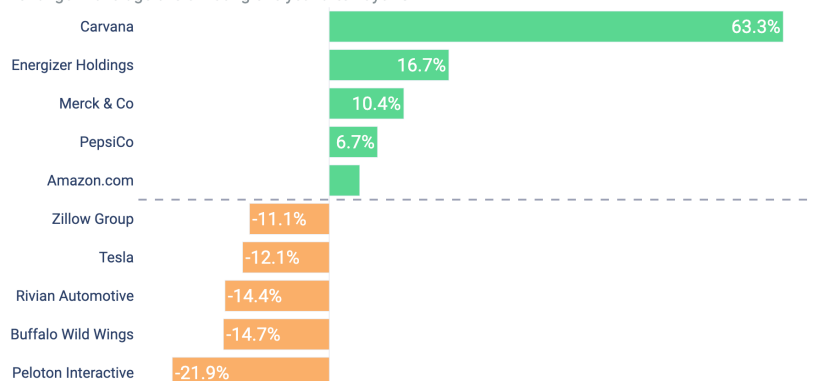
Changes in employee ratings relative to layoff week



Carvana achieved the most significant recovery in employee sentiment. One year after the layoff, the overall rating was 63% higher than it was at the time of the layoff. Meanwhile, Peloton's sentiment never recovered. The overall sentiment is 22% lower than it was at the time of the layoff.

## Companies with small and large average recoveries

Change in average overall rating one year after layoffs



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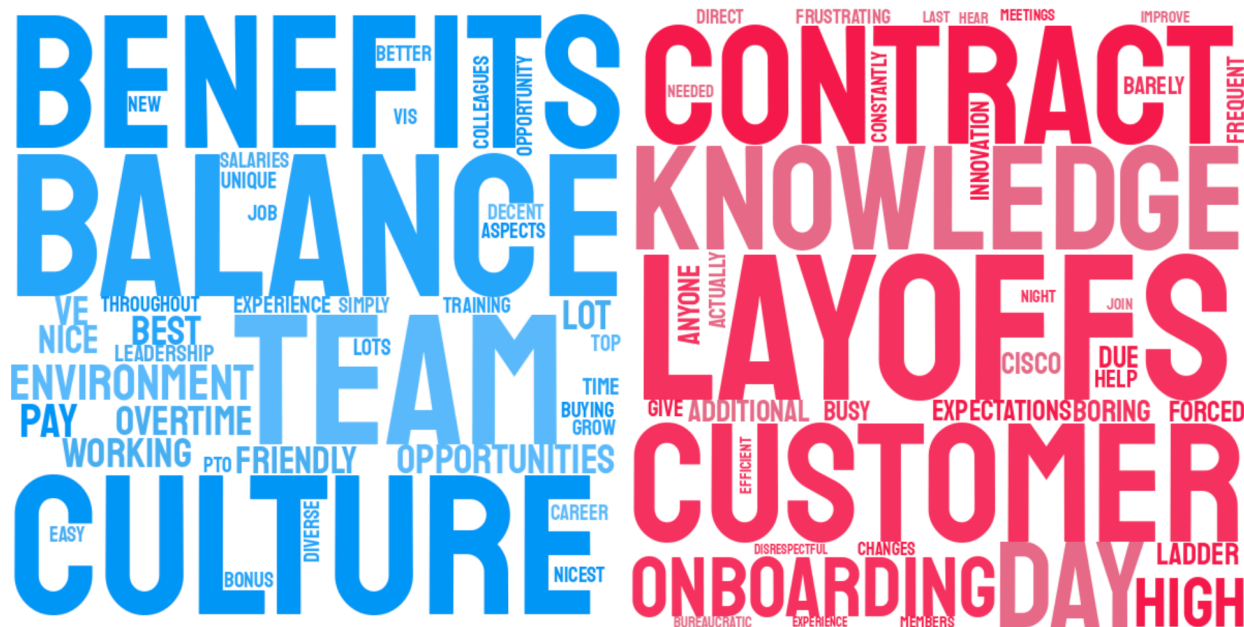
employees who survived layoffs often highlight factors such as benefits, team dynamics, and work-life balance in their positive reviews. Interestingly, culture is also positively discussed among surviving employees, potentially explaining the reversal of the negative sentiment trend in the fifth month after the announcement of the layoff.

However, employees seem to never forget about the layoff event. They persistently discuss layoffs in their negative reviews even six months after a mass layoff event. Additionally, their negative reviews touch upon issues like contract, knowledge, customer-related concerns, and onboarding, our workforce insights show.

### Positive Sentiment

### Negative Sentiment

Words used relatively more frequently in positive reviews after 6 months



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Surviving employees may forgive their companies for layoffs and restore their sentiment in the company's trajectory. However, our data indicate that forgiveness doesn't imply forgetfulness; surviving employees still harbor resentment towards senior leadership responsible for the decision to let go of their colleagues. The deterioration of sentiment around company culture and senior leadership seems to be a lasting effect of mass layoffs.

## **Everyone's Talking About Tech Layoffs. But Generative AI Talent Is in High Demand by Loujaina Abdelwahed and Beyza Arslan Mar. 26th, 2024**

Summary:

- Tech companies that have generative AI products have significantly increased the number of job postings demanding engineers and scientists, amid the reduction in labor demand in the tech sector in general.
- Generative AI talent have experience in prestigious tech companies, such as Google, Microsoft, and IBM. Notably, a sizable fraction of generative AI developers come from academia - typically from schools that have a strong reputation in AI research, such as Stanford and UC Berkeley.
- The average age range of Generative AI developers is skewed towards younger people in comparison to other AI researchers.

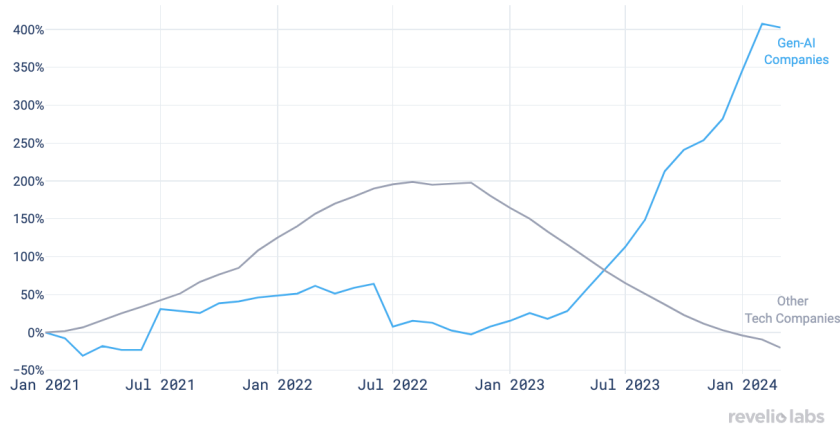
We focus on the talent behind the four major generative AI tools: ChatGPT, Midjourney, Google's Gemini, and Meta's Llama.

observe that tech companies that have generative AI products (OpenAI, Midjourney, Google, and Meta) have increased the number of job postings for Engineers and Scientists dramatically in 2023, at the time when other companies in the tech industry were reducing their demand for talent.

job postings for Engineers and Scientists in generative AI companies is four times higher than it was in January 2021, while the number of job postings in the tech sector in general is lower than it was in 2021.

## Job openings in Gen-AI companies are 4 times their level in January 2021

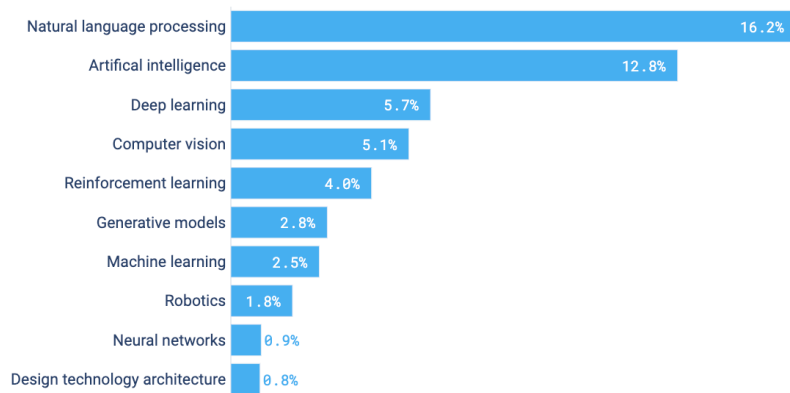
Percent change in job postings for engineering and science roles relative to January 2021



How do generative AI developers differ from other AI developers? Using Revelio Labs' workforce data, we searched the profiles of thousands of generative AI developers and compared them to the profiles of AI developers. Generative AI developers are particularly skilled in natural language processing, deep learning, and computer vision.

## Generative AI developers are particularly skilled in NLP models

Percentage point overrepresentation of different skills in generative AI researchers' profiles

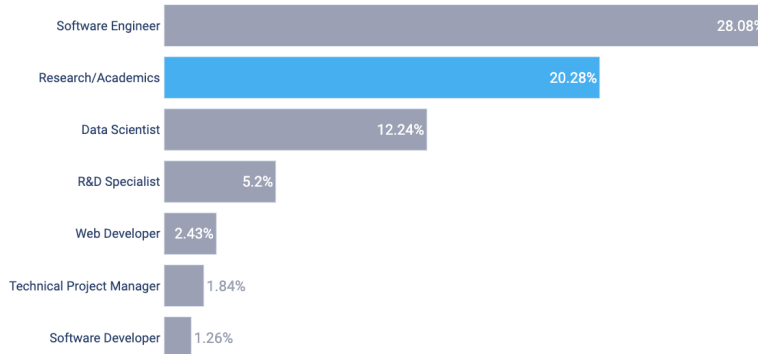


a notable fraction of generative AI developers have experience in academic research - typically in schools that have a strong reputation in AI research, such as Stanford, UC Berkeley, and Carnegie Mellon



## A large share of Gen-AI talent have background in academic research

Share of generative AI talent by previous role

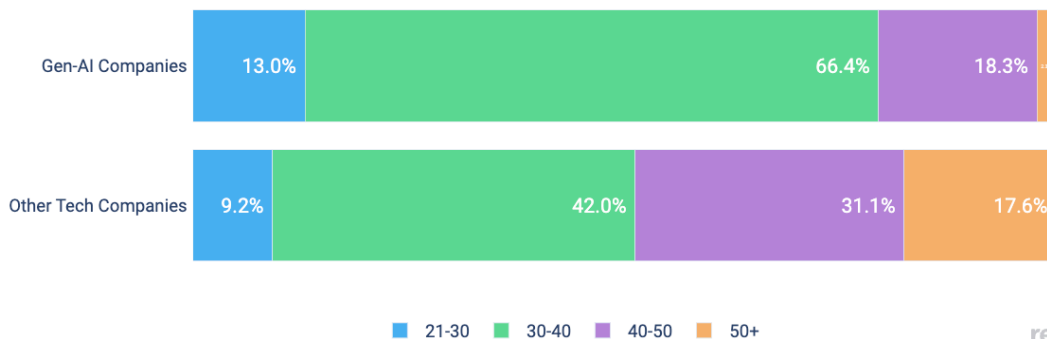


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Like general AI, generative AI talent suffers from a significant gender gap and underrepresentation of black and Hispanic workers. However, a notable demographic trend that we observe is that the average age of researchers and engineers in generative AI is younger relative to AI researchers in other areas. By tapping into a younger talent pool, generative AI teams can benefit from the vigor and adaptability that fresh perspectives bring. Despite lacking experience, younger minds are more likely to embrace cutting-edge ideas and novel approaches that can be pivotal in pushing the boundaries of the field.

## Generative AI talent is younger

Share of generative AI talent by age group



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Overall patterns that I see in these newsletters

Heading of the article: Three bullet points summarizing three key takeaways from the newsletter.

First paragraph: introduction summarizing the topic of today's newsletter by overviewing the trends in two or three sentences and stating what the newsletter will focus on today.

Often in this first paragraph, the author also mentions previous newsletters about a similar topic and hyperlinks it.

The first paragraph focuses on an observation derived from data visualization which usually represents percentage change over time for some given category concerning the topic they are focusing on. Since the focus is lay-offs they often focus on specific variables qualitatively associated with layoffs. The newsletters set up a visualization by introducing a question/hook at the end of the first paragraph. This hook is answered in the next paragraphs using analysis and visualizations. The analysis is not too sophisticated and often focuses on simple observations. The data visualization often represents the change in sentiment, or count, or percentage change using the aggregate of the individual level data.

They often produce 3-5 data visualizations and each paragraph is an explanation of these visualizations.

The paragraphs are short and read very quickly providing a summary of the data analysis and visualization.

The conclusion or the last paragraph is often dedicated to overall sentiment and the drivers in the sentiment change.