



AERI

AI EMPLOYMENT REGULATIONS INITIATIVE

GHOSTED BY ALGORITHMS

THE HUMAN COST OF AI HIRING BLACKLISTS

**AI-GENERATED SHADOW
PROFILES ARE BUILT
THROUGH DATA MINING,
DATA BROKERAGE
WITHOUT CONSENT OR
VERIFICATION**



**27 MILLION AMERICANS, ALGORITHMICALLY BLACKLISTED,
HAVE STRUGGLED IN SILENCE, TOO AFRAID TO SPEAK UP**

**OUR COLLECTIVE VOICE
EMPOWERS YOUR STORIES**



INTRODUCTION – WHEN HARD WORK ISN'T ENOUGH

*Every morning, a qualified professional sends out yet another job application, only to hear nothing back. After months of silence, savings drained and confidence shattered, she starts to wonder: Is an **algorithm** deciding her fate?* This scenario is increasingly common in America. Automated hiring systems – from résumé-scanning software to AI interview algorithms – can effectively “**blacklist**” candidates without their knowledge, locking them out of opportunities. These systems were meant to streamline hiring, but for many individuals they have become invisible barriers. Behind each rejected résumé is a real person with a family, bills to pay, and dreams deferred. It's not just personal heartbreak; it's a **silent crisis** with ripple effects on society. In this post, we'll explore the long-term effects of algorithmic blacklisting in hiring, sharing real stories and expert insights to illuminate the human toll and broader economic impact. The goal is to inspire urgent action from U.S. policymakers to ensure technology doesn't continue to silently sabotage lives and widen inequality.

THE RISE OF ALGORITHMIC BLACKLISTING IN HIRING

Modern hiring often begins – and ends – with an algorithm. Large employers receive thousands of applications, so they lean on Applicant Tracking Systems (ATS) and AI filters to automatically screen candidates. Unfortunately, these systems can learn to **suppress certain résumés** entirely. In simple terms, “*resume blacklisting*” means an AI-driven hiring system decides an applicant isn't worth showing to human recruiters. For example, if your résumé keeps getting passed over, the algorithm may assume you're a poor fit and **hide your application** from future job listings. This creates a vicious cycle: a perfectly capable person becomes increasingly **invisible in the job market** through no fault of their own. Alarming, this isn't a rare glitch but potentially affecting millions. A Harvard Business School/Accenture report estimated **over 27 million “hidden workers”** in the U.S. whose skills are overlooked because automated systems filter them out ([businessinsider.com](https://www.businessinsider.com)) ([businessinsider.com](https://www.businessinsider.com)). As many as **75% of employers** now use such tools ([businessinsider.com](https://www.businessinsider.com)), meaning that an algorithm might be the first gatekeeper – and possibly the last – for most job seekers.

Who are these “hidden” candidates? Often, they are people who don't fit the algorithm's narrow templates. Caregivers returning to the workforce after raising children, veterans adjusting to civilian jobs, immigrants, those with disabilities, or individuals with an employment gap can all be at high risk ([businessinsider.com](https://www.businessinsider.com)) ([businessinsider.com](https://www.businessinsider.com)). For instance, **maternity-related employment gaps** can cause otherwise qualified women to be unfairly screened out by AI, a “mom penalty” encoded in hiring algorithms (engineering.nyu.edu). One new study showed that AI

models identifying job candidates exhibited pronounced bias against résumés with gaps for parenting – wrongly excluding those mothers (and fathers) from consideration (engineering.nyu.edu). Older workers are vulnerable too: in one recent case, a company’s recruiting software was found to **automatically reject applicants over a certain age**, leading the Equal Employment Opportunity Commission (EEOC) to step in (akingump.com). (The hiring tool in question was programmed to toss out women over 55 and men over 60, blatantly violating age discrimination laws (akingump.com.)

Even factors as trivial as formatting or personal style can trigger an algorithmic blacklist. **Research and reports have found AI hiring tools making absurdly arbitrary judgments:** candidates have been penalized for having a “**Black-sounding**” name on their résumé, for mentioning attendance at a women’s college, or even for the file type they used to submit their application (wired.com). Some video-interview AIs have assigned lower scores to people who wear glasses or have a bookshelf in the background of their webcam – details that have zero relevance to job performance (wired.com). Algorithms have disadvantaged people who speak with a stutter or use a wheelchair, effectively **exacerbating bias against disabilities** in a process that was supposed to be more objective (wired.com). All of this happens behind a veil of software, without the applicant ever knowing **why** they were rejected. Unlike a human hiring manager, an algorithm won’t give feedback or a second chance; it simply omits you. And if virtually every large employer is using similar automated filters, being “blacklisted” by one system can start to feel like being blacklisted by **the entire job market**.

PERSONAL TOLL: FINANCIAL RUIN AND MENTAL ANGUISH

For individuals on the wrong side of an AI hiring filter, the consequences can be devastating. Long-term unemployment is not just a statistic – it’s **months or years of life in limbo**, with mounting financial and psychological pressure. Imagine the situation of a real person affected by algorithmic blacklisting: One highly skilled professional described sending out applications for **over two years** without a single callback – an experience like “*disappearing into the void of automated hiring systems*,” after having once been a sought-after candidate (aerinetwork.bettermode.io). **Talented workers – executives, engineers, scientists – have found themselves quietly erased by AI-driven models** that decide they aren’t the “right fit,” often for opaque reasons no one can explain (aerinetwork.bettermode.io). The financial fallout for such individuals and their families is profound. Savings accounts dry up from paying bills with no income coming in. Debts rack up on credit cards. In many cases, people lose their homes or cars; even basic expenses like rent or mortgage become unmanageable as the months of no paychecks turn into years (bls.gov). The U.S. Bureau of Labor Statistics notes that when someone in a household is unemployed, **household finances suffer almost immediately: savings are depleted, debt increases, and bills go unpaid**

([bls.gov](https://www.bls.gov)). Some job seekers take on gig work or dip into retirement funds just to stay afloat, sacrificing their long-term security for short-term survival.

Many capable Americans — including those with disabilities or atypical backgrounds — struggle to get past AI hiring filters. Advocates warn that algorithmic gatekeeping can silently turn away qualified candidates, deepening despair and inequality.

The stress of prolonged joblessness does more than hurt wallets; it takes a **steep toll on mental health**. As weeks of job-hunting stretch into months, anxiety and depression often set in. According to Gallup surveys, unemployed Americans are **more than twice as likely** to report being treated for depression than those with full-time jobs ([wellbeingindex.sharecare.com](https://www.wellbeingindex.sharecare.com)). About **12.4%** of employed people have depression, but among the long-term unemployed (those out of work over 6 months), that rate jumps to a startling **18%** ([wellbeingindex.sharecare.com](https://www.wellbeingindex.sharecare.com)). In fact, *one in five* Americans unemployed for a year or more is clinically depressed ([wellbeingindex.sharecare.com](https://www.wellbeingindex.sharecare.com)). It's not hard to see why. **Being repeatedly rejected – or worse, ignored – by employers with no explanation can shatter a person's self-esteem.** People start internalizing the idea that they are “unemployable,” even when the real issue may be an unfair algorithmic filter. Psychologists have long observed that losing a job (and being unable to find the next) can trigger a spiral of worsening mental health: anxiety, feelings of hopelessness, social withdrawal, and even physical health problems related to chronic stress ([wellbeingindex.sharecare.com](https://www.wellbeingindex.sharecare.com)). As one advocacy group described, “*long-term unemployment erodes confidence and fractures social networks,*” leaving individuals feeling isolated and powerless (aerinetwerk.bettermode.io). This sense of powerlessness is magnified when they learn an algorithm might have labeled them as “high risk” or “undesirable” without ever giving them a chance to prove themselves.

Tragically, there are extreme cases underscoring this mental health crisis. **Kyle Behm's story** is a heartbreaking example. Kyle was a bright young man who struggled to land a job due in part to a personality test – one of those algorithm-driven assessments – flagging his answers. The test likely picked up on his mental health history (he had disclosed a diagnosis of depression and bipolar disorder), and he found himself consistently rejected with no human feedback. Kyle's frustration and despair grew. By 2019, after years of rejection and depression, he died by suicide ([americanbar.org](https://www.americanbar.org)). His story, featured in an HBO documentary, highlights the worst-case scenario of algorithmic discrimination: a life cut short because a software screening tool kept silently saying “No” [americanbar.org](https://www.americanbar.org). Kyle's father continues to advocate against these biased hiring practices, but most people hurt by them will never make headlines. They'll just fade away from the workforce, unseen and unheard, their **mental health in tatters**. Policymakers must recognize that

behind the data and “efficiency” of AI hiring, **there are human beings breaking down, feeling worthless, and in some cases, pushed to the brink.**

FAMILIES AND COMMUNITIES CAUGHT IN THE CROSSFIRE

The pain of algorithmic blacklisting isn’t confined to the individual job seeker – it radiates outward to families and entire communities. When a person can’t find stable work for a long period, their **family often shares in the sacrifice**. Parents may struggle to feed their children or pay for healthcare. Marriages and relationships endure severe strain under financial uncertainty and the emotional weight of chronic unemployment. Studies have found that long-term unemployment is associated with **family dysfunction and higher levels of stress at home** ([reddit.com](https://www.reddit.com)). In many cases, spouses or partners pick up extra jobs or hours to compensate, leaving less time for caregiving or rest. Older children might start working early to help support the household, or the family might have to relocate to cheaper housing, pulling kids out of schools and away from friends.

Living in sustained economic insecurity can also harm children’s well-being in subtler ways. Research indicates that kids whose parents experience prolonged unemployment often **do worse in school** than peers, likely due to the stress and instability at home ([urban.org](https://www.urban.org)). In one analysis during the aftermath of the Great Recession, **34% of families with a long-term unemployed breadwinner fell into poverty** ([urban.org](https://www.urban.org)), meaning many children in those families were growing up without enough food, healthcare, or educational resources. The effects can be long-lasting: children raised in poverty are more likely to face lower earnings and poorer health in adulthood, perpetuating a cycle of disadvantage ([urban.org](https://www.urban.org)). In other words, when an algorithm unfairly locks someone out of the job market, **the next generation can pay the price too**, in lower educational attainment and lost opportunities.

Communities feel the impact as well. Concentrated pockets of long-term unemployment can lead to **higher local poverty rates, more foreclosures, and reduced consumer spending** in the area. That can then spiral into business closures and fewer new jobs being created – a cruel feedback loop. The **labor force participation** rate also suffers. When people lose hope and stop looking for work entirely (after months or years of fruitless searching), they are no longer counted in official unemployment statistics, but their absence signals lost productivity for the economy and lost potential for their communities. Economists Alan Krueger and colleagues found that the long-term unemployed are far more likely to **drop out of the labor market** than the short-term unemployed, essentially vanishing from the workforce altogether ([bls.gov](https://www.bls.gov)). This means fewer people contributing their skills and talents to the economy, fewer consumers with income to spend, and more people reliant on safety nets. Indeed, analyses show that **the longer someone is unemployed,**

the less likely they are to become reemployed at all – a terrifying prospect for any worker ([bls.gov](https://www.bls.gov)). Skill erosion and the stigma that employers attach to long gaps (“Why hasn’t anyone else hired them? Something must be wrong.”) make it even harder for those caught in this trap to ever break free ([bls.gov](https://www.bls.gov)).

Crucially, algorithmic blacklisting threatens to **widen existing inequalities** in our society. Biases in AI hiring tools can significantly harm already marginalized groups, deepening racial, gender, and disability disparities. If an algorithm disproportionately filters out, say, Black applicants (due to biased training data or proxies like zip codes or name matching), then Black unemployment will remain higher and incomes lower, worsening the racial income gap. **Advocates warn that without intervention, these AI-driven practices will further entrench economic inequality** – we’ll see it in persistent differences in employment rates, earnings, and even wealth accumulation among different groups ([americanbar.org](https://www.americanbar.org)). This isn’t a hypothetical concern; it’s happening now. The **EEOC’s first settlement over AI hiring discrimination** in 2023 was exactly about protecting a marginalized group: older workers, in that case ([akingump.com](https://www.akingump.com)). But age is just one axis. There are documented cases (and likely many undocumented ones) of algorithms negatively profiling people with disabilities, minority candidates, women re-entering the workforce, and others – often replicating biases that have long existed, but doing so *at scale and in secrecy*. As one legal expert put it, “*technology-enabled harms only reflect and amplify existing discriminatory attitudes*” ([americanbar.org](https://www.americanbar.org)). If we don’t check these systems, we risk baking old prejudices into the **high-tech infrastructure of the job market**, where they will silently dictate who gets ahead and who is left behind.

It’s also worth noting the **strain on public welfare systems** that can result. When people are shut out of employment for long periods, many have to rely on unemployment insurance, food assistance, Medicaid, or other public support to get by. During major unemployment crises, the cost can be enormous. For example, after the 2008 recession, federal emergency unemployment benefits had to be extended for millions of long-term jobless; in **2010, the U.S. spent a record \$159 billion on unemployment compensation** to support those out of work ([pewtrusts.org](https://www.pewtrusts.org)). While that was an extraordinary situation, it underlines a point: **taxpayers end up footing the bill when the labor market leaves people behind**. If algorithmic blacklisting means more Americans stuck in perpetual job searches, there could be a slower, less visible drain on public resources over time – from increased use of social services to lost tax revenue from would-be workers. And it’s not just government spending; the economy loses productivity and innovation that come from gainfully employed people. Every talented worker an algorithm sidelines is a **loss to economic growth**, not just personal misfortune.

BREAKING THE CYCLE:

TOWARD FAIR AND TRANSPARENT HIRING

The current trajectory is deeply concerning, but it's not irreversible. There is growing awareness – and outrage – about algorithmic hiring harms, and this is starting to spark action. **Advocates and experts are speaking out**, sharing stories of affected workers and presenting evidence to lawmakers. A petition on Change.org bluntly titled “Regulate the Use of AI in Talent Software” has gathered voices of job seekers who suspect their résumés are being unfairly blacklisted (change.org). In one update, the organizer noted a disconnect: some hiring managers deny these practices exist, calling them “illegal,” yet countless qualified candidates (including PhDs) share the same anxiety – “*Do you think my resume is blacklisted?*” (change.org). This grassroots pressure matters. It humanizes the issue for policymakers who might otherwise see it as a technical or abstract problem. Hearing constituents say “I can’t feed my family because a computer says I’m not worth hiring” puts a very real, very urgent face on the need for oversight.

Encouragingly, regulators have begun to respond. **The EEOC and the Department of Justice have issued guidance** clarifying that anti-discrimination laws apply to AI tools just as much as to human employers ([wired.com](https://www.wired.com)). In a 2022 announcement, EEOC Chair Charlotte Burrows warned, “*We cannot let these tools become a high-tech pathway to discrimination.*” ([wired.com](https://www.wired.com)) The EEOC has since launched an initiative to ensure AI-driven hiring complies with civil rights laws, and as mentioned, has already brought enforcement actions in egregious cases (like the tutoring company that automatically rejected older applicants). On the legislative front, President Biden in October 2023 signed an executive order on AI, which, among many things, emphasized **addressing bias in AI hiring** as a national priority (engineering.nyu.edu). At the city and state level, we’re seeing pioneering policy: **New York City implemented a first-of-its-kind law in 2023** that requires companies to audit their automated hiring tools for bias and **inform candidates when AI is used** in assessments (engineering.nyu.edu). This law aims to bring some much-needed transparency. If you apply in NYC and a computer is scoring your interview or résumé, you have the right to know that, and the tool should have been vetted for discriminatory impact.

These are promising steps, but more is needed – and fast. **Policymakers at all levels should treat algorithmic hiring bias as a serious civil rights and economic issue.** We need clear rules and standards for fair automated hiring. That means pushing for **regular bias audits** of these systems (not just in one city, but nationally), requiring companies to fix any discriminatory outcomes those audits reveal, and holding both vendors and employers accountable. It means **giving job seekers more rights**, akin to how consumers can request and correct credit reports. Why shouldn’t an applicant be allowed to know if an algorithmic score or “AI personality profile” doomed their application? At minimum, candidates should be able to opt out of invasive AI assessments (with

an alternative process provided), and they should be informed of the criteria an algorithm is analyzing ([wired.com](https://www.wired.com)). The opacity and secrecy have to end. As long as people are left in the dark, the playing field between employer and job seeker is fundamentally uneven. *No one should be rejected by a robot with zero explanation.*

Beyond transparency, **the algorithms themselves need stricter oversight**. Technical fixes – like removing obviously biased criteria or incorporating fairness constraints into AI models – can help, but they won’t happen without external pressure. For example, it’s entirely possible to design hiring algorithms that focus on “**positive**” **matches (skills and capabilities)** rather than automatically nixing candidates for what they lack ([businessinsider.com](https://www.businessinsider.com)) ([businessinsider.com](https://www.businessinsider.com)). Many hidden workers get filtered out due to negative screens (e.g. no college degree -> out; gap in work history -> out). Experts recommend flipping that approach: use “**affirmative filters**” that actually search for what candidates *can* bring, not just reasons to reject ([businessinsider.com](https://www.businessinsider.com)) ([businessinsider.com](https://www.businessinsider.com)). Policymakers could encourage this by setting guidelines or best practices for AI hiring vendors. Imagine if federal agencies or contractors were banned from using any hiring AI that hasn’t passed a fairness test – that would create a strong incentive for the industry to improve their tools.

Finally, we must remember the **human element**. No algorithm can capture the full story of a person’s potential. A line on a résumé or a low AI score should never be the sole determinant of someone’s worthiness for a job. Companies that have recognized this are finding ways to bring **human judgment and compassion back into hiring**, even while using technology. Policymakers can highlight and reward such practices – for instance, incentive programs for employers who proactively hire from the pool of long-term unemployed (those “hidden workers”) or who demonstrate low bias in hiring. The Harvard Business School study noted that many businesses actually hurt themselves by overlooking these candidates and that tapping this talent could **alleviate labor shortages** while changing lives ([businessinsider.com](https://www.businessinsider.com)) ([businessinsider.com](https://www.businessinsider.com)). In short, fairness isn’t just altruism – it’s economic common sense.

CONCLUSION – A CALL TO ACTION

The story of algorithmic blacklisting in hiring is a cautionary tale of high-tech innovation colliding with age-old biases. We’ve seen how a supposedly impartial algorithm can, without oversight, become an instrument of injustice – **denying people jobs, income, and dignity**. We’ve heard about families pushed to the brink of poverty, about qualified moms, veterans, and young graduates shut out for mysterious reasons, and about the depression and hopelessness that can take root when every door seems closed by an unseen hand. These outcomes are **not inevitable**. They are the

result of choices – choices in how we design and deploy AI systems, and choices in whether we regulate them to uphold our values.

For U.S. policymakers, this issue cuts to the core of the American promise that **hard work and talent should open doors, not close them**. Allowing hiring algorithms to run rampant is allowing that promise to be broken for countless Americans. It doesn't have to be this way. By enacting strong protections and insisting on transparency and fairness, lawmakers can ensure that technology serves our society without making *casualties* of the most vulnerable. This means updating employment laws for the AI era, investing in oversight capabilities, and perhaps most importantly, listening to the voices of those affected. Each statistic about millions of hidden workers or percentages of depressed job seekers represents real people – neighbors, friends, maybe family members – who want nothing more than a fair chance to contribute and succeed.

In the end, **no one should be permanently blacklisted by an algorithm**. We must reaffirm that people are more than what a machine learning model says they are. By taking action now – before “AI blacklists” become an entrenched feature of our economy – we can break the silent chains on hardworking Americans and restore hope that the future of work holds opportunity for all. It's time to pull back the curtain on these algorithms, demand accountability, and make sure that *technology bows to our values, not the other way around*. The livelihoods of millions, and the principles of fairness and equality, depend on it.

Sources: Real-world case studies, reports, and expert analyses have informed this discussion, including findings from Harvard Business School on “hidden workers” ([businessinsider.com](https://www.businessinsider.com)) ([businessinsider.com](https://www.businessinsider.com)), evidence of AI bias in hiring from the EEOC and researchers ([wired.com](https://www.wired.com)) (engineering.nyu.edu), labor statistics on unemployment and its impacts (wellbeingindex.sharecare.com) (bls.gov), and advocacy narratives highlighting personal experiences (aerinetwork.bettermode.io) (americanbar.org). These references underscore the urgency of addressing algorithmic blacklisting to protect individuals, families, and the broader economy.

CITATIONS



change.org

[Petition update · The Rise of Resume Blacklisting · Change.org · Change.org](#)

Resume blacklisting, in its simplest form, is the suppression of your resume by AI-driven hiring systems.



change.org

[Petition update · The Rise of Resume Blacklisting · Change.org · Change.org](#)

If your resume is repeatedly passed over, the system may start to “hide” it from future employers, assuming it’s not a good fit. This can create a vicious cycle where a qualified candidate becomes increasingly invisible in the job market.



businessinsider.com

[AI Resume Scanners Overlook 27M 'Hidden Workers': Harvard Report - Business Insider](#)

* 27 million "hidden workers" in the US are being filtered out of job applications by automated tech, a report says. * Their skills are regularly overlooked by the AI-driven hiring practices many employers rely on. * Groups that are disproportionately overlooked include caregivers and immigrants, according to the Harvard report. * See more stories on Insider's business page.



businessinsider.com

[AI Resume Scanners Overlook 27M 'Hidden Workers': Harvard Report - Business Insider](#)

The academics from Harvard Business School's project on Managing the Future of Work found that as the number of job seekers increased over the past two decades, companies increasingly turned to technology, such as software that scans resumes for keywords and experience, to filter out candidates.



businessinsider.com

[AI Resume Scanners Overlook 27M 'Hidden Workers': Harvard Report - Business Insider](#)

Automated hiring systems, such as CV scanners, are stopping an estimated 27 million people from finding full-time work.



businessinsider.com

[AI Resume Scanners Overlook 27M 'Hidden Workers': Harvard Report - Business Insider](#)

Groups that are disproportionately affected include caregivers, veterans, immigrants, people with disabilities, prison leavers, and people whose spouse has relocated, the report said.



[businessinsider.com](https://www.businessinsider.com)

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engineering.nyu.edu

[Women may pay a "MOM PENALTY" when AI is used in hiring, new research suggests | NYU Tandon School of Engineering](#)

Maternity-related employment gaps may cause job candidates to be unfairly screened out of positions for which they are otherwise qualified, according to new research from NYU Tandon School of Engineering.



engineering.nyu.edu

[Women may pay a "MOM PENALTY" when AI is used in hiring, new research suggests | NYU Tandon School of Engineering](#)

job category.



[akingump.com](https://www.akingump.com)

[EEOC Settles Over Recruiting Software in Possible First Ever AI-related Case | Akin Gump Strauss Hauer & Feld LLP](#)

In the lawsuit, the EEOC claimed that the Shanghai China-based English language tutor provider used software programmed to automatically reject both female candidates over the age of 55 and male candidates over 60 for tutoring roles, in violation of the Age Discrimination in Employment Act (ADEA). The EEOC filed the case in May 2022 after iTutor failed to hire Charging Party Wendy Picus and over 200 applicants aged 55 and older, allegedly because of their age, according to the agency.³ The case is also notable because iTutor treats its tutors as independent contractors, not employees, and only employees are protected by the ADEA. Nonetheless, according to the consent decree filed on August 9, 2023 with

[wired.com](https://www.wired.com)

[Feds Warn Employers Against Discriminatory Hiring Algorithms | WIRED](#)

lawyers, and researchers have continued to sound the alarm. Algorithms have been found to automatically assign job candidates different scores based on arbitrary criteria like whether they wear glasses or a headscarf or have a bookshelf in the background. Hiring algorithms can penalize applicants for having a Black-sounding name, mentioning a women's college, and even submitting

their résumé using certain file types. They can disadvantage people who stutter or have a physical disability that limits their ability to interact with a keyboard.

[wired.com](https://www.wired.com)

Feds Warn Employers Against Discriminatory Hiring Algorithms | WIRED

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aerinet.bettermode.io

The Silent Chains: Long-Term Unemployment in the Age of Data Brokerage

For over two years, my applications have disappeared into the void of automated hiring systems. LinkedIn profile saw zero recruiter inquiries, a stark contrast to the dozens of offers I once received.



[bls.gov](https://www.bls.gov)

An analysis of long-term unemployment : Monthly Labor Review: U.S. Bureau of Labor Statistics

Studies have found that workers who have been unemployed because of job displacement often experience persistent subsequent earnings losses, earnings volatility, and later periods of job loss, although not one of these studies looked specifically at the long-term unemployed.³ When a household member is unemployed, household finances suffer: savings are often depleted, debt increases, and households may have trouble paying their rent or mortgage.⁴ Long-term unemployment not only may affect finances negatively, it may also adversely affect the physical and mental health of the unemployed and negatively affect their children's schooling outcomes.⁵



wellbeingindex.sharecare.com

In U.S., Depression Rates Higher for Long-Term Unemployed - Sharecare

Gallup finds that unemployed Americans are more than twice as likely as those with full-time jobs to say they currently have or are being treated for depression — 12.4% vs. 5.6%, respectively. However, the depression rate among the long-term unemployed — which the Bureau of Labor Statistics defines as those who have been seeking work for 27 weeks or more — jumps to 18.0%.



wellbeingindex.sharecare.com

In U.S., Depression Rates Higher for Long-Term Unemployed - Sharecare

WASHINGTON, D.C. — The longer that Americans are unemployed, the more likely they are to report signs of poor psychological well-being. About one in five Americans who have been unemployed for

a year or more say they currently have or are being treated for depression — almost double the rate among those who have been unemployed for five weeks or less.



wellbeingindex.sharecare.com

In U.S., Depression Rates Higher for Long-Term Unemployed - Sharecare

Psychologists have long associated unemployment with a variety of psychological ailments, including depression, anxiety, and low self-esteem. The causal direction of the relationship, though, is not clear from Gallup's data. It is possible that unemployment causes poor health conditions such as depression, or it could be that having such conditions makes it harder to land a job.



aerinetwork.bettermode.io

The Silent Chains: Long-Term Unemployment in the Age of Data Brokerage

Long-term unemployment is already a deeply isolating experience. It erodes confidence, fractures social networks, and forces individuals into survival mode, where every dollar matters. Learning that they have been categorized—perhaps labeled as "high-risk," "undesirable," or "unstable"—without ever being given a chance to prove themselves only compounds the sense of helplessness.



americanbar.org

Hiring Discrimination by Algorithm: A New Frontier for Civil Rights and Labor Law

Kyle Behm's story features prominently in the 2021 HBO documentary Persona, which explored the troublesome and legally questionable use of personality testing instruments in employment. While Behm and his father consulted on production, Behm died by suicide in 2019, two years before the documentary was released. His father continues to advocate against mental health and disability discrimination by algorithm. But most marginalized workers negatively affected by a hiring algorithm may never file an EEOC claim or speak to a reporter about their experiences—at least not while employers have no obligation to provide any meaningful notice, explanation, or opt-out process to job seekers and no



reddit.com

Long-term unemployment leads to disengagement and apathy ...

Long-term unemployment leads to disengagement and apathy ... New research reveals that prolonged unemployment is strongly correlated with loss of personal control and subsequent disengagement both psychologically and ...



urban.org

Long-term unemployment and poverty produce a vicious cycle | Urban Institute

There is also a potential generational cyclical effect. These consequences of long-term unemployment spill over to other members of a worker's family. Kids whose parents are unemployed

for extended periods do worse in school than peers with employed parents. Family stress, lack of health insurance, and reduced income (34 percent of long-term unemployed families lived in poverty in 2012) likely all contribute to poorer outcomes for kids. And living in poverty as a child has profound negative economic consequences in adulthood, as well as for the government safety net that must support those future adults.



urban.org

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bls.gov

An analysis of long-term unemployment : Monthly Labor Review: U.S. Bureau of Labor Statistics

the person becomes discouraged.⁶ Employers may view long-term unemployment as a signal of lower worker quality, thus decreasing the likelihood that a long-term unemployed person is considered for a job.⁷ Krueger, Cramer, and Cho posit that because of skill erosion, worker discouragement, and employer discrimination, long-term unemployed individuals are less connected to the economy than those unemployed for a shorter term.⁸ Using matched data from the Current Population Survey, they found that individuals who were long-term unemployed in a given month were less likely to be employed 15 months later than a comparison group of individuals who were unemployed for fewer than 27 weeks. The long-term unemployed were also more likely to withdraw from the labor market than those



bls.gov

An analysis of long-term unemployment : Monthly Labor Review: U.S. Bureau of Labor Statistics

As an individual's period of unemployment extends, he or she may become less employable because of depreciating job skills and decreasing search effort when the person becomes discouraged.⁶ Employers may view long-term unemployment as a signal of lower worker quality, thus decreasing the likelihood that a long-term unemployed person is considered for a job.⁷ Krueger, Cramer, and Cho posit that because of skill erosion, worker discouragement, and employer discrimination, long-term unemployed individuals are less connected to the economy than those unemployed for a shorter term.⁸ Using matched data from the Current Population Survey, they found that individuals who were long-term unemployed in a given



An analysis of long-term unemployment : Monthly Labor Review: U.S. Bureau of Labor Statistics

the person becomes discouraged.⁶ Employers may view long-term unemployment as a signal of lower worker quality, thus decreasing the likelihood that a long-term unemployed person is considered for a job.⁷ Krueger, Cramer, and Cho posit that because of skill erosion, worker discouragement, and employer discrimination, long-term unemployed individuals are less connected to the economy than those unemployed for a shorter term.⁸ Using matched data from the Current Population Survey, they found that individuals who were long-term unemployed in a given



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Hiring Discrimination by Algorithm: A New Frontier for Civil Rights and Labor Law

technologically accelerated race, gender, age, and disability-based discrimination. Unaddressed algorithmic harm in employment will only further entrench existing economic inequalities as reflected in indicators like employment, income, and net wealth for those in marginalized communities.



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Hiring Discrimination by Algorithm: A New Frontier for Civil Rights and Labor Law

common goals. Algorithmic decision-making tools represent a new frontier in anti-discrimination advocacy, but technologically enabled harms only reflect and amplify existing discriminatory attitudes, policies, and practices. As more workers come forward to share their experiences with discriminatory technologies, advocates for civil rights and social justice should in turn work in concert to address the deeply, inextricably interconnected harms of technologically accelerated race, gender, age, and disability-based discrimination. Unaddressed algorithmic harm in employment will only further entrench existing economic inequalities as reflected in indicators like



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The High Cost of Long-Term Unemployment: A Year or More

Office's (CBO) March 2012 updated budget projections. Over half, or roughly \$51 billion, is for spending for emergency and extended unemployment benefits. The FY 2012 projection is \$60 billion below the FY 2010 spending peak of \$159 billion, reflecting CBO's expectation that the number of people



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Petition update · The Rise of Resume Blacklisting · Change.org · Change.org

I recently spoke with a hiring manager who vehemently denied the existence of such practices, shouting into the phone, "What you're describing is illegal, Isaiah!"

[wired.com](https://www.wired.com)

Feds Warn Employers Against Discriminatory Hiring Algorithms | WIRED

"We cannot let these tools become a high-tech pathway to discrimination," said EEOC chair Charlotte Burrows in a briefing with reporters on Thursday. The EEOC instructs employers to disclose to applicants not only when algorithmic tools are being used to evaluate them but what traits those algorithms assess.



engineering.nyu.edu

Women may pay a "MOM PENALTY" when AI is used in hiring, new research suggests | NYU Tandon School of Engineering

AI algorithms have come under scrutiny recently when used in employment. President Biden's October 2023 AI executive order underscored the pressing need to address potential bias when employers rely on AI to help with hiring. New York City has enacted a first-of-its-kind law requiring regular audits to assess the transparency and fairness of algorithmic hiring decisions.



[businessinsider.com](https://www.businessinsider.com)

AI Resume Scanners Overlook 27M 'Hidden Workers': Harvard Report - Business Insider

The software scans applications based on specific criteria defined by the employer, but this often means it sorts workers based on what's missing from their CV, rather than what they can bring to a role, the report said.



[businessinsider.com](https://www.businessinsider.com)

AI Resume Scanners Overlook 27M 'Hidden Workers': Harvard Report - Business Insider

The report makes a number of recommendations to companies. These include shifting from "negative" to "affirmative" filters when combing resumes, which emphasize the skills a person can bring to a role, rather than missing experience, such as not going to college.



[businessinsider.com](https://www.businessinsider.com)

AI Resume Scanners Overlook 27M 'Hidden Workers': Harvard Report - Business Insider

This has coincided with a widening skills gap — the rapid pace of technological change has made it