



INDIANA COMMUNITY ACTION POVERTY INSTITUTE

Research and Public Policy

FOR IMMEDIATE RELEASE

February 27, 2025

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Layoffs on the Horizon? Report Examines How Indiana Can Create a More Humane and Resilient Workforce Support System

Indianapolis, IN – Today, the Institute, which convenes the [Indiana Skills2Compete Coalition](#), released a new report, "[The Link Between Employment and Well-Being: Hoosiers' Experiences of Job Loss and the Case for Modernizing WARN.](#)" This report offers insight into Hoosiers' experiences with job losses while highlighting the ways in which both workers and firms could benefit from increased investment in upskilling and retraining opportunities, as well as reforms to the unemployment insurance system. This assessment combines statewide data from the Worker Adjustment and Retraining Notification (WARN) Act with data from the Indiana Community Action Poverty Institute Job Loss Survey, which provides new insight into the harms that Hoosiers experience after losing their jobs. While consensus is rare within survey studies, 100% of respondents to the Indiana Community Action Poverty Institute Job Loss Survey indicated that respondents would have benefited from increased notice in advance of their job loss, indicating the potential need for policy intervention to better assist in job transitions.

“Transitioning jobs, particularly as a result of layoffs or terminations, can create difficult times for Hoosiers and their households,” said Dr. Lauren Murfree, Policy Analyst at the Indiana Community Action Poverty Institute. “What this report really highlights, however, is that many of the desires of workers are also aligned with those of employers. Many firms want workers with additional skills or those who have a particular type of knowledge related to desirable industries, and the majority of our respondents indicated that they also wanted access to such retraining opportunities but lacked the means or connections to access them. Our report highlights this common interest that we hope will result in future policy growth towards providing Hoosiers additional opportunities to re-engage in the workforce, particularly in an era in which many fear losing their jobs to automation and artificial intelligence.”

Beyond aligned interest in facilitating upward mobility and skills development for employment, Researcher Zia Saylor also noted benefits to communities that would arise from such legislation: “Our findings highlight that there is a spiraling financial harm that happens to households from abrupt job loss, so in addition to finding ways to provide workers with more notice in advance of terminations or layoffs, there also is a component of community investment. When workers are treated with respect and provided adequate notice for these transitional moments, positive effects can ripple outwards to benefit their families and the wider community, making such reforms of critical importance, which offers our state the opportunity to increase competitiveness as a place to live, work, and raise a family. We all benefit when labor market systems function in a way that allows our communities and workers dignity and respect in a collaborative environment with employers, and that’s the bottom line.”

This work, coming at a time when many fear replacement as a result of new technologies, was funded by the National Skills Coalition. “Connecting workers to career training and supports is key to driving economic mobility for all Hoosiers, especially those facing mass layoffs,” said Melissa Johnson, Managing Director of State Strategies at National Skills Coalition, a national policy organization that fights for inclusive, high-quality skills training so that more people have access to a better life. “This timely report includes specific policy reforms the state could enact to make these connections and support workers’ access to good jobs.”

The full report, released today, can be read online: [The Link Between Employment and Well-Being: Hoosiers' Experiences of Job Loss and the Case for Modernizing WARN.](#)

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About the Indiana Community Action Poverty Institute

The Indiana Community Action Poverty Institute engages in research and promotes public policies to help Hoosier families achieve and maintain financial well-being. We believe that when Hoosiers are financially stable, they can achieve their full potential and better contribute to their communities. The Institute is a program of the Indiana Community Action Association.

About the Indiana Skills2Compete Coalition

Since 2010, the Indiana Skills2Compete Coalition has convened a bipartisan group of state legislators as well as education, business, labor, and community leaders with the aim of developing a skilled workforce and serving as a resource for policymakers working toward that end. We use research on best practices to promote public policies that create education and training opportunities in alignment with the needs of employers, offering more Hoosiers an opportunity to secure high-wage, family-sustaining jobs.

About National Skills Coalition

National Skills Coalition is a national organization fighting for inclusive, high-quality skills training so that people have access to a better life, and local businesses see sustained growth. We engage in analysis and technical assistance, organizing, advocacy, and communications to

improve state and federal skills policies. SkillSPAN, the state action arm of National Skills Coalition, is a supporter of the Indiana Skills2Compete Coalition. SkillSPAN connects workforce experts and skills advocates across states, amplifying their collective voice in state capitals, and inspiring action at the federal level – all to help people get jobs that reflect their career aspirations, to help businesses find skilled workers, and help states build strong, inclusive economies.