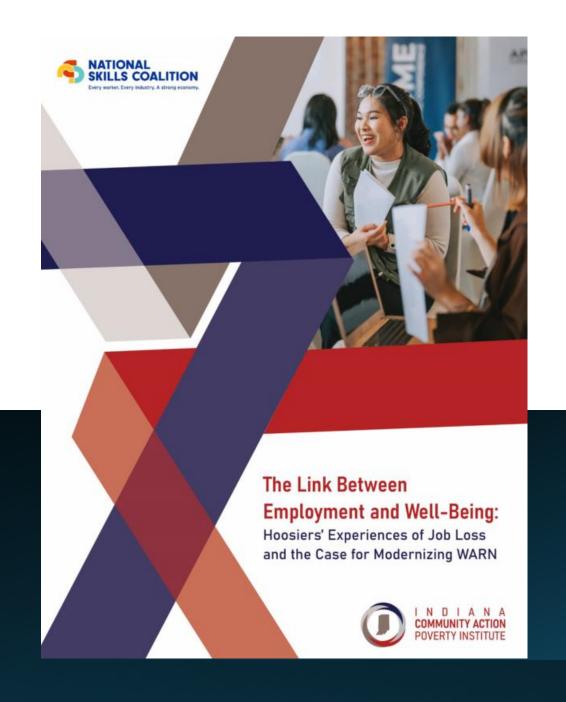
The Link Between Employment and Well-Being

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Indiana Community Action Poverty Institute



Indiana Layoffs/Closures & WARN

"The RV industry has long been considered the bellwether of up and down cycles in the economy."

Hundreds of RV workers to be laid off in Elkhart, LaGrange counties

by WSBT 22 | Mon, May 5th 2025 at 2:06 PM
Updated Tue, May 6th 2025 at 5:03 PM

PLANT 700 6556 aLAWARE ST.

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VIEW ALL PHOTOS

LOCAL

Wabash layoff of 85 employees at Lafayette plant did not require WARN notice, company says



Jillian Ellison

Lafayette Journal & Courier

March 31, 2025, 4:36 p.m. ET









- Wabash, a company in Lafayette, recently laid off 85 employees in a move attributed to the need for staffing adjustments.
- The company said the layoffs were necessary for the continued success of Wabash in the current economic climate.
- The number of layoffs did not reach the threshold requiring a federal Worker Adjustment and Retraining Notification.

LAFAYETTE, Ind. — A recent round of permanent layoffs at Wabash in Lafayette were not large enough in number to require notification to employees before their termination, a spokesperson for Wabash said.

WARN: Relevance and Applications

Applicability:

• Firms employing 100 people or more must provide 60 days' notice to impacted employees when layoffs comprise a third of a single site's workers.

Exceptions:

- Harms to a company's financial well-being
- Part-time workers, temporary projects/facilities
- Transferring of workers
- Layoffs due to natural disasters

Importance:

Improved outcomes for workers with more notice

Benefits of WARN and Increased Notice



Increases potential reemployment by providing more time for job searches, upskilling, and hiring processes



Increases potential for earning closer to original wage with each additional month of notice



Increases family stability and mental health for workers when better informed of job shifts

Layoffs in Indiana

Table 1: Blue Collar Jobs Face the Highest Number of WARN-Eligible Mass Layoffs in Indiana

Description of Work/Industry	Sum of Affected Workers (2008-2024)
All Other Motor Vehicle Parts Manufacturing	6289
Casinos (except Casino Hotels)	6129
Site Preparations Contractors	4009
Iron and Steel Mills	3753
General Medical and Surgical Hospitals	3214
Full-Service Restaurants	3058
General Warehousing and Storage	2818
Pharmaceutical Preparation Manufacturing	2770
Motor Home Manufacturing	2203

Data Source: Author's calculations using data from Indiana Division of Workplace Development's Current WARN Table (07/2008-06/2024).

Methods Used for Institute Survey

Recruitment:

- Social media recruitment
- Individual email outreach to labor organizations (e.g., unions in the state)
- Listserv of previous Institute research participants

Sample:

- Full sample: 34
- Sample completing all questions: 25
- Responses skewed female, younger, and often households with children

Summary of Findings

Turmoil after job loss in finding subsequent positions and upskilling

Abrupt job loss leading to inadequate time to figure out next steps

Unclear support systems and upskilling pathways

Financial upheaval and domino effects:

"Had to move. Lost everything. Now family's falling apart"

Mental and household harms to well-being, social stigma. "I'm still feeling the effects emotionally"

Harms from Job Loss

Financial Instability

• Delays in receiving **Unemployment Insurance**

Mental Health **and** Household Struggles

• 83% reported harms to mental health, 70% reported harms to relationships

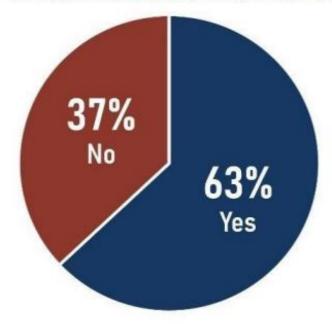
Domino Effects

- Financial and mental health challenges compounded for many respondents
- Subsequent issues including housing, car access, and lack of childcare further worsened hardships for participants' lives

Inefficiencies in Layoff Procedures

- 100% of respondents agreed that they were not provided enough notice to find another job and would have benefited from more time
 - Consensus is rare in surveys
 - Result: Respondents more often accepted positions out of desperation after falling through patchwork support systems

Figure 3: Respondents More Often Accepted a Less Desirable Job after Job Loss



Data Source: Indiana Community Action Poverty Institute Job Loss Survey Respondent Data.

Policy Recommendations

01

Increase Access to Resources for Those Experiencing Job Loss

- Incentivize upskilling and retraining in needed areas
- Provide information on skills and training programs to unemployed individuals

02

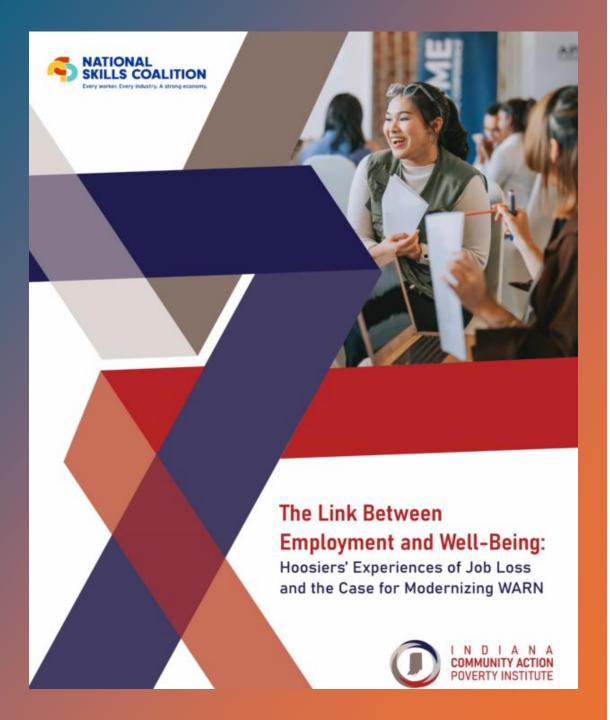
Increase Required Notice for Layoffs

- Advance notice for all foreseeable layoffs (WARN but expanded)
- Employers not providing sufficient notice time should provide compensation (financial buffer)

03

Improve Unemployment Insurance (UI)

- Increase duration of UI for those retraining/upskilling
- Evaluate UI amount given to ensure matching inflation
- Provide UI enrollment information upon loss of job to smooth transition



Questions?

Full report available online:

institute.incap.org/assets/WARN_NS C_FINAL_2025.pdf

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