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INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT

LABOR MARKET REVIEW

April 2025
Labor Market Review

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INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT

Economic Growth Region 9

Statistical Data Report for April 2025, Released June 2025

State Employment and Unemployment

Unemployment rates were higher in April in 3 states and the District of Columbia, lower in 2 states, and stable in 45 states, the U.S. Bureau of Labor Statistics reported. Twenty-six states and the district had jobless rate increases from a year earlier, 1 state had a decrease, and 23 states had little change. The national unemployment rate was unchanged at 4.2 percent but was 0.3 percent higher than in April 2024.

In April 2025, non-farm payroll employment increased in 5 states and was essentially unchanged in 45 states and the District of Columbia. Over the year, nonfarm payroll employment increased in 16 states and was essentially unchanged in 34 states and the district.

South Dakota had the lowest jobless rate in April, 1.8 percent. The District of Columbia had the highest unemployment rate, 5.8 percent, followed by Nevada, 5.6 percent. In total, 19 states had unemployment rates lower than the U.S. figure of 4.2 percent, 6 states and the district had higher rates, and 25 states had rates that were not appreciably different from that of the nation.

April 2025 Labor Force Estimates (not seasonally adjusted)

Area	Labor Force	Employed	Unemployed	Apr-25	Mar-25	Apr-24
U.S.	170,622,000	164,043,000	6,580,000	3.9%	4.2%	3.5%
IN	3,476,454	3,373,288	103,166	3.0%	3.4%	3.6%
EGR 9	168,321	163,633	4,688	2.8%	3.3%	3.3%
Columbus MSA	39,952	38,843	1,109	2.8%	3.3%	3.3%
Bartholomew Co.	39,952	38,843	1,109	2.8%	3.3%	3.3%
Dearborn Co.	27,288	26,510	778	2.9%	3.3%	3.5%
Decatur Co.	13,064	12,713	351	2.7%	3.2%	3.3%
Franklin Co.	11,952	11,635	317	2.7%	3.4%	3.2%
Jackson Co.	23,346	22,763	583	2.5%	2.9%	3.0%
Jefferson Co.	15,620	15,138	482	3.1%	3.5%	3.4%
Jennings Co.	15,135	14,695	440	2.9%	3.5%	3.3%
Ohio Co.	3,019	2,930	89	2.9%	3.0%	3.8%
Ripley Co.	14,801	14,401	400	2.7%	3.4%	3.4%
Switzerland Co.	4,144	4,005	139	3.4%	3.9%	3.9%
Batesville	3,922	3,826	96	2.4%	2.7%	2.7%
Brookville	1,390	1,347	43	3.1%	4.3%	3.1%
Columbus	24,521	23,819	702	2.9%	3.3%	3.3%
Greensburg	6,100	5,921	179	2.9%	3.2%	3.4%
Lawrenceburg	2,669	2,561	108	4.0%	4.4%	2.9%
Madison	5,712	5,547	165	2.9%	3.1%	3.2%
North Vernon	3,127	3,028	99	3.2%	3.7%	3.4%
Seymour	10,478	10,224	254	2.4%	2.8%	3.0%

Source: Indiana Department of Workforce Development, Research & Analysis, Local Area Unemployment Statistics | Unemployment Statistics Released: 05/25 | Notes: The data displayed are presented as estimates only. The most recent month's data are always preliminary and are revised when the next month's data are released.

Scott County moved out of Louisville KY MSA into Statewide employment

Economic Growth Region (EGR) 9

Bartholomew, Dearborn, Decatur, Franklin, Jackson, Jefferson, Jennings, Ohio, Ripley, and Switzerland Counties

Unemployment Rates by State (seasonally adjusted): April 2025

U.S. - 4.2%
Illinois - 4.8%
Indiana - 3.9%
Kentucky - 5.2%
Michigan - 5.5%
Ohio - 4.9%

Source: U.S. Department of Labor, Bureau of Labor Statistics

Unemployment Rank by County (of 92 counties): April 2025

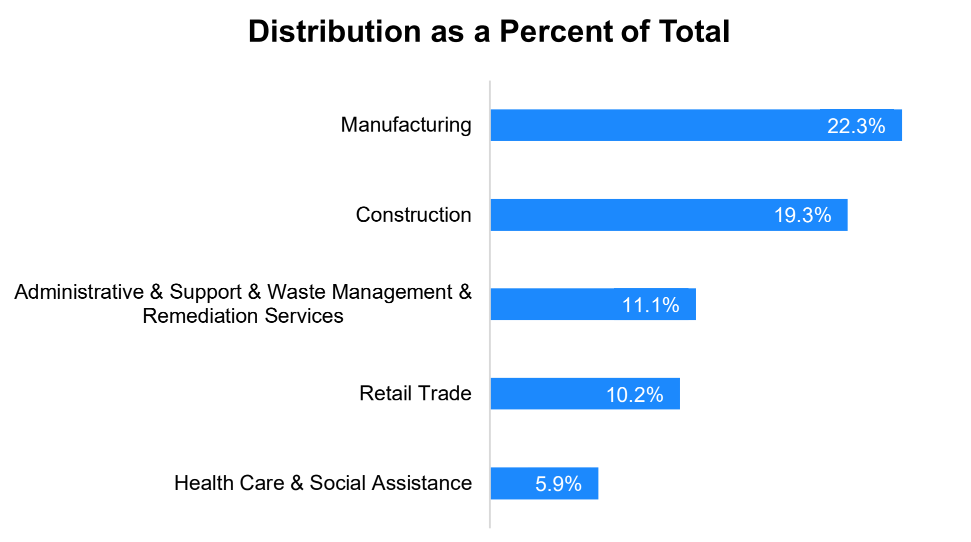
#11 - Switzerland (3.4%)
#28 - Jefferson (3.1%)
#42 - Dearborn (2.9%)
#44 - Jennings (2.9%)
#48 - Ohio (2.9%)
#49 - Bartholomew (2.8%)
#57 - Decatur (2.7%)
#58 - Franklin (2.7%)
#62 - Ripley (2.7%)
#77 - Jackson (2.5%)

Source: Indiana Department of Workforce Development, Research and Development, Local Area Unemployment Statistics

Consumer Price Index (CPI-U Change), Unadjusted Percent Change to April 2025 from				
CPI Item	Apr-24	Mar-25	Apr-24	Mar-25
	U.S. City		Midwest Region*	
All Items	**2.3%**	**0.3%**	**2.4%**	**0.2%**
Food & Beverages	2.7%	0.0%	2.4%	-0.2%
Housing	4.0%	0.4%	4.8%	0.2%
Apparel	-0.7%	-1.1%	-0.9%	-2.5%
Transportation	-1.5%	0.9%	-1.7%	0.8%
Medical Care	2.7%	0.4%	1.4%	0.2%
Recreation	1.6%	-0.1%	1.6%	0.0%
Education & Communication	0.2%	-0.2%	0.3%	0.0%
Other Goods & Services	3.6%	0.3%	3.9%	0.8%

*Midwest region = Midwest Urban Average. Midwest Region includes Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota and Wisconsin | Source: U.S. Bureau of Labor Statistics

Percentage of Unemployment Claims for Top 5 Region 9 Industries April 2025



Source: Indiana Department of Workforce Development, Research and Analysis

WARN Notices

WARN Notices for Region 9 for April 2025				
Company	City	County	# of workers affected	Notice Date

There are no WARN Notices for April 2025 for EGR 9.

Source: Indiana Department of Workforce Development, WARN Notices | For information on WARN Act requirements, you may go to the U.S. Department of Labor Employment Training Administration Fact Sheet:

https://www.doleta.gov/programs/factsht/warn.htm

Unemployment Claims: April 2025

Region 9

Initial Claims
04/05/25 - 68(D)
04/12/25 - 59(D)
04/19/25 - 27(D)
04/26/25 - 31(D)

Continued Claims
04/05/25 - 734
04/12/25 - 702
04/19/25 - 649
04/26/25 - 595

Total Claims
04/05/25 - 802
04/12/25 - 761
04/19/25 - 676
04/26/25 - 626

State of Indiana

Initial Claims
04/05/25 - 2,496
04/12/25 - 3,104
04/19/25 - 2,609
04/26/25 - 2,566

Continued Claims
04/05/25 - 22,840
04/12/25 - 22,250
04/19/25 - 21,736
04/26/25 - 21,208

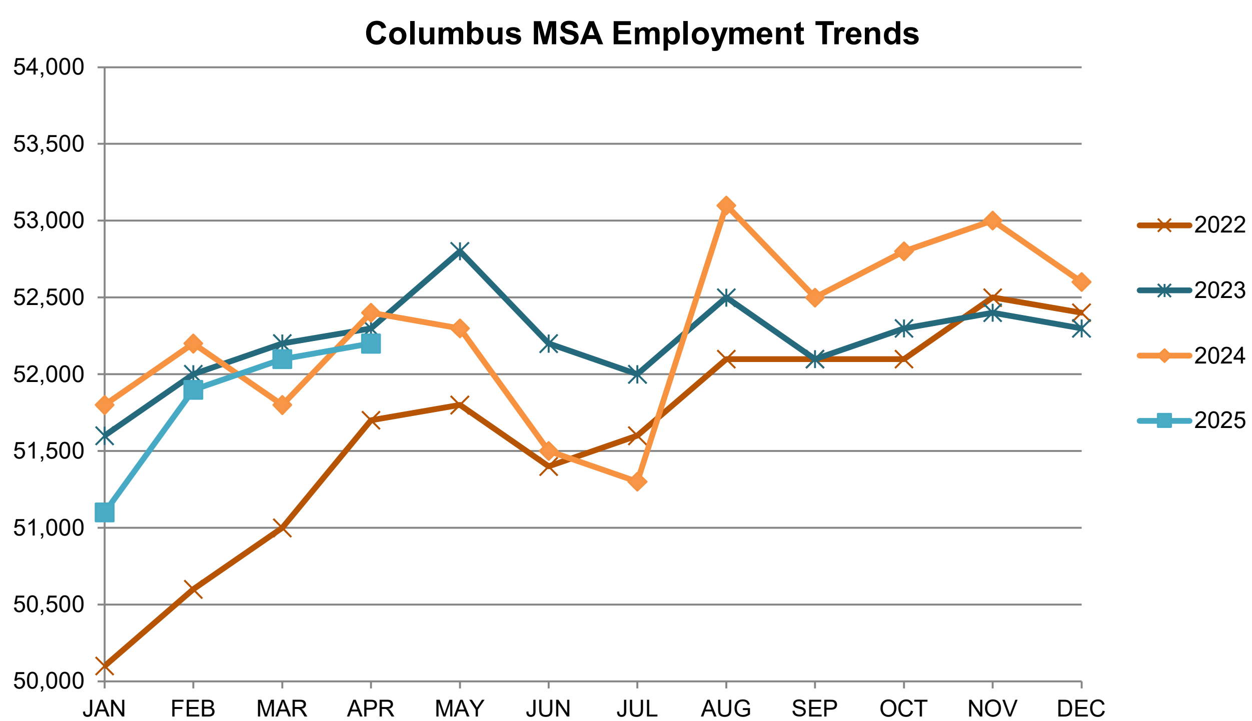
Total Claims
04/05/25 - 25,336
04/12/25 - 25,354
04/19/25 - 24,345
04/26/25 - 23,774

(D) indicates item is affected by non-disclosure issues relating to industry or ownership status | *Numbers subject to weekly revision I Source: Indiana Department of Workforce Development, Research and Analysis

Columbus MSA							
Wage and Salaried Employment	April 2025			# Change	% Change	# Change	% Change
Industry	**Apr-25**	**Mar-25**	**Apr-24**	**Mar-25 to Apr-25**		**Apr-24 to Apr-25**	
Total Nonfarm	**52,200**	**52,100**	**52,400**	**100**	**0.2%**	**-200**	**-0.4%**
Total Private	**45,900**	**45,900**	**46,200**	**0**	**0.0%**	**-300**	**-0.7%**
Goods Producing	21,100	21,300	21,000	-200	-0.9%	100	0.5%
Service-Providing	31,100	30,800	31,400	300	1.0%	-300	-1.0%
Private Service Providing	24,800	24,600	25,200	200	0.8%	-400	-1.6%
Mining, Logging and Construction	1,900	1,800	1,800	100	5.6%	100	5.6%
Manufacturing	19,200	19,500	19,200	-300	-1.5%	0	0.0%
Durable Goods	17,000	17,100	17,200	-100	-0.6%	-200	-1.2%
Trade, Transportation, and Utilities	7,500	7,600	7,600	-100	-1.3%	-100	-1.3%
Retail Trade	4,800	4,800	4,700	0	0.0%	100	2.1%
Information	200	200	300	0	0.0%	-100	-33.3%
Financial Activities	1,800	1,800	1,700	0	0.0%	100	5.9%
Professional and Business Services	4,800	4,700	5,000	100	2.1%	-200	-4.0%
Education and Health Services	4,900	4,800	4,900	100	2.1%	0	0.0%
Leisure and Hospitality	4,000	3,900	4,100	100	2.6%	-100	-2.4%
Other Services	1,600	1,600	1,600	0	0.0%	0	0.0%
Total Government	**6,300**	**6,200**	**6,200**	**100**	**1.6%**	**100**	**1.6%**
Federal Government	200	200	200	0	0.0%	0	0.0%
State Government	800	800	800	0	0.0%	0	0.0%
Local Government	5,300	5,200	5,200	100	1.9%	100	1.9%
Local Government Educational Services	2,100	2,100	2,100	0	0.0%	0	0.0%

Source: Indiana Dept of Workforce Development, Research and Analysis, Current Employment Statistics

Franklin Co. has been moved into the Cincinnati OH MSA employment



Source: Indiana Department of Workforce Development, Research & Analysis, Current Employment Statistics | Note: Historical data for the most recent 4 years (both seasonally adjusted and not seasonally adjusted) are revised near the beginning of each calendar year, prior to the release of January estimates for statewide data.

Frequently Listed Jobs	
Top 20 job listings in Region 9 in the past month	
Rank	**Occupations**
1	Psychiatric Technicians
2	Animal Scientists
3	Data Scientists
4	Electronics Engineers, Except Computer
5	Mechanical Engineers
6	Project Management Specialists
7	Sales Engineers
8	Business Operations Specialists, All Other
9	Driver/Sales Workers
10	English Language and Literature Teachers, Postsecondary
11	Farmworkers and Laborers, Crop, Nursery, and Greenhouse
12	Helpers, Construction Trades, All Other
13	Mechatronics Engineers
14	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
15	Cashiers
16	Compliance Managers
17	Credit Analysts
18	Engineers, All Other
19	Financial and Investment Analysts
20	General and Operations Managers

Applicant Pool	
Top 20 occupations desired by applicants on their resumes in the past 12 months	
Occupations	**# of Applicants**
Production Workers, All Other	218
Assemblers and Fabricators, All Other	153
Helpers--Production Workers	98
Customer Service Representatives	98
Laborers and Freight, Stock, and Material Movers, Hand	96
Heavy and Tractor-Trailer Truck Drivers	81
Cashiers	66
Office Clerks, General	65
Industrial Truck and Tractor Operators	61
Construction Laborers	54
Managers, All Other	52
Extraction Workers, All Other	51
First-Line Supervisors of Production and Operating Workers	47
Office and Administrative Support Workers, All Other	45
Retail Salespersons	44
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	42
Team Assemblers	37
Construction and Related Workers, All Other	37
Welders, Cutters, Solderers, and Brazers	36
Maintenance and Repair Workers, General	31

Source: Indiana Workforce Development, Indiana Career Connect. * Due to an upgrade in the reporting system, there is a notable change in Job Postings recorded. The tool used to measure Job Postings was upgraded to prevent malicious or false postings. While customers adjust to the enhancements a drop in the record is to be expected

INcontext

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Employment recovery by Indiana metro, post pandemic

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Five years have passed since the pandemic made its way to Indiana and we continue to witness and glean information about its effects on Hoosier employment.

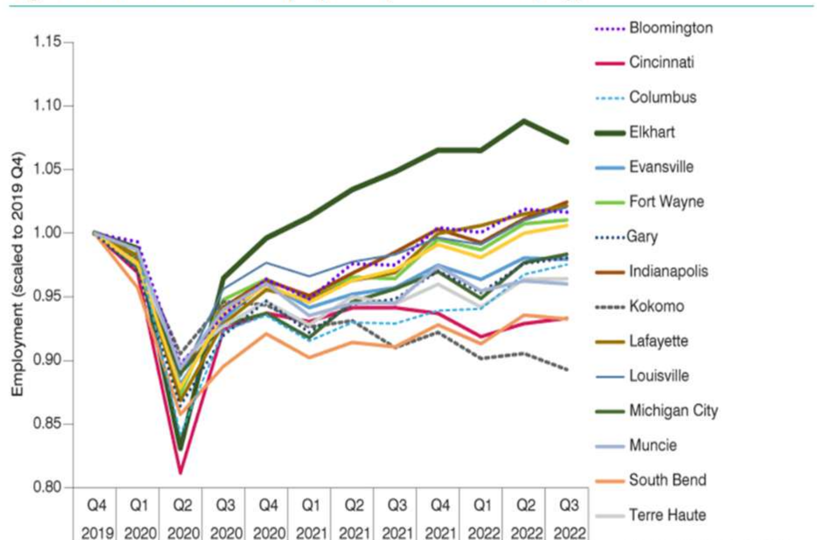
The temporary ramifications on the workplace garnered lots of attention in the immediate aftermath, but we now know that the pandemic also caused permanent workplace disruptions. Every employment experience was not equal, dependent on both private and public sector responses at the onset and throughout the pandemic. Responses varied globally, and numerous studies have examined the effects of various policies on employment. Within the United States, the health policy response to the pandemic was shared between the federal and state governments. As a result, action taken within the U.S. was less uniform and policy variation across states generated divergent employment impacts.

Here, we examine employment variation during the pandemic in Indiana metropolitan areas (metros). Local governments in Indiana have some autonomy, but local authority was significantly limited during the pandemic. Instead, pandemic health policy was centralized at the state level. Local variations in employment were likely more a function of industrial mix and less a result of differing policy. As the pandemic uniquely impacted specific industries, local areas with significant concentrations in public-facing industries experienced the pandemic differently. The state's policy response was common across Indiana metros, but differing industry concentrations yielded interesting outcomes in employment.

The aggregate of Indiana metros indicate that employment returned to pre-pandemic levels in the second quarter of 2022. As Indiana metros differ significantly in terms of employment size, a relative scale was created to view metros on equal terms. Employment was scaled to the fourth quarter of 2019, the approximate quarter directly prior to the pandemic and the state's subsequent policy adjustments. The trough of employment was the second quarter of 2020, when many businesses shuttered and aggregate demand fell as people stayed home in quarantine.

When examining individual Indiana metros over this timeframe, it becomes clear that the Elkhart metro had the most favorable employment experience (see **Figure 2**). While the initial impact of the pandemic caused the metro to experience the second-largest drop in 2020 Q2 employment (only 83% of the pre-pandemic level), Elkhart quickly rebounded and surpassed all other Indiana metros. Employment recovered completely by 2021 Q1 and reached a peak of nearly 109% of pre-pandemic employment in 2022 Q2. This largest positive employment recovery is likely due to its manufacturing employment concentration, particularly its concentration of RV (recreational vehicle) manufacturers. The RV industry experienced a significant boom in demand coming out of the pandemic due to low interest rates and the desire for family isolation during recreational travel.

Figure 2: Indiana metro employment, scaled to 2019 Q4



Note: 2022 Q3 was the latest quarter available at the time of this article's writing.
Source: Indiana Department of Workforce Development, Quarterly Census of Employment and Wages

A cluster of Indiana metros followed Elkhart in 2022 Q2 employment. These metros mirror or slightly exceed the Indiana aggregate employment number and they include Lafayette, Louisville, Bloomington, Fort Wayne and Indianapolis (see **Figure 3**). All of these metros experienced a decline during the pandemic shutdown in 2020 Q2 and have since shown positive employment growth.

The next cluster of Indiana metros includes Evansville, Gary, Michigan City, Columbus, Terre Haute and Muncie (see **Figure 4**). These metros also mirror the Indiana aggregate, but their employment growth (while positive) lagged the metro aggregate in 2022 Q3. Of note within this group is Columbus, which displayed particular employment strength in the first three quarters of 2022.

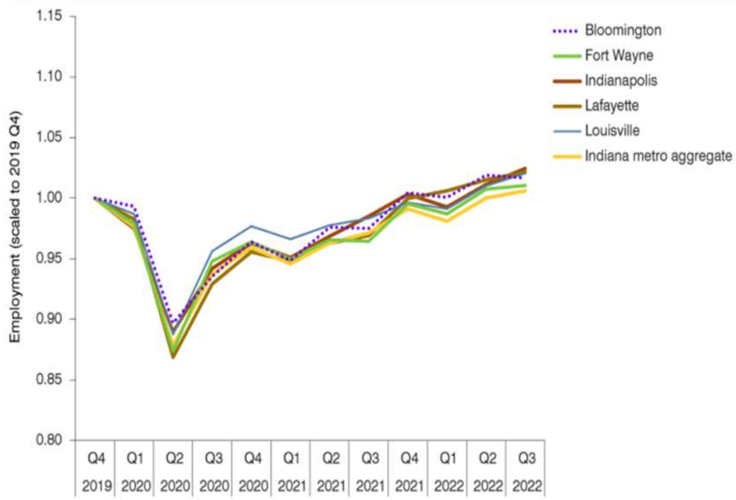
As seen in **Figure 5**, the South Bend metro fell behind the metro aggregate employment growth pace. Although it experienced a modest employment rebound after 2020 Q2, South Bend endured a stagnant employment situation in the quarters that followed. In 2022 Q3, it still stood at 93% of its pre-pandemic employment.

Likewise, the Cincinnati metro also fell behind the metro aggregate employment growth pace. The metro even experienced negative employment growth in the quarters following the pandemic's start. Despite its initial recovery to 94% of pre-pandemic employment in 2021 Q2, the metro faltered to just below 92% in 2022 Q1.

The Kokomo metro, with its reliance on manufacturing and the auto industry, suffered the most troubling outcome through 2022 Q3. In the immediate aftermath of the pandemic, its employment contracted the least of any Indiana metro. While aggregate Indiana metros shrank to 88% of pre-pandemic employment in 2020 Q2, the Kokomo metro only contracted to 91% of pre-pandemic levels. However, after a modest recovery in late 2020, it consistently lost employment. In 2022 Q3, the Kokomo metro contracted to approximately 90% of pre-pandemic employment.

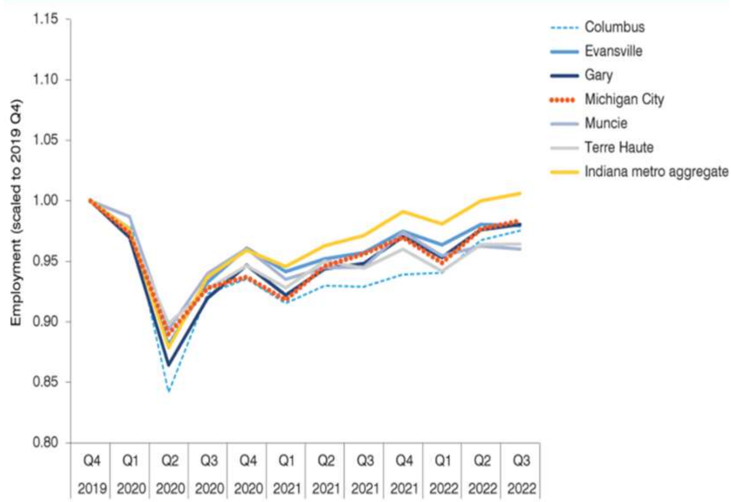
Indiana aggregate metro employment recovered to 2019 pre-pandemic levels by the second quarter of 2022. This progress, however, was not consistent across all Indiana metros. While the state's policy response was uniform, the industry mix within each metro was not. This resulted in a wide variation of statewide employment recovery, with some metros recovering well and others continuing to experience significant struggles.

Figure 3: Metro employment for Bloomington, Fort Wayne, Indianapolis, Lafayette and Louisville, scaled to 2019 Q4



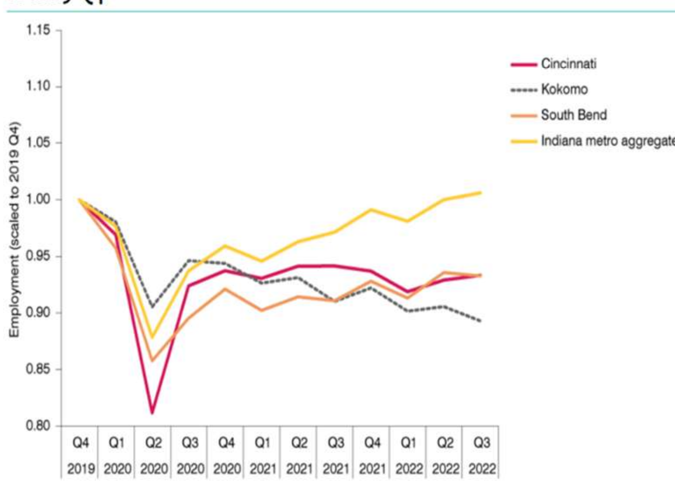
Note: 2022 Q3 was the latest quarter available at the time of this article's writing.
Source: Indiana Department of Workforce Development, Quarterly Census of Employment and Wages

Figure 4: Metro employment for Columbus, Evansville, Gary, Michigan City, Muncie and Terre Haute, scaled to 2019 Q4



Note: 2022 Q3 was the latest quarter available at the time of this article's writing.
Source: Indiana Department of Workforce Development, Quarterly Census of Employment and Wages

Figure 5: Metro employment for Cincinnati, Kokomo and South Bend, scaled to 2019 Q4



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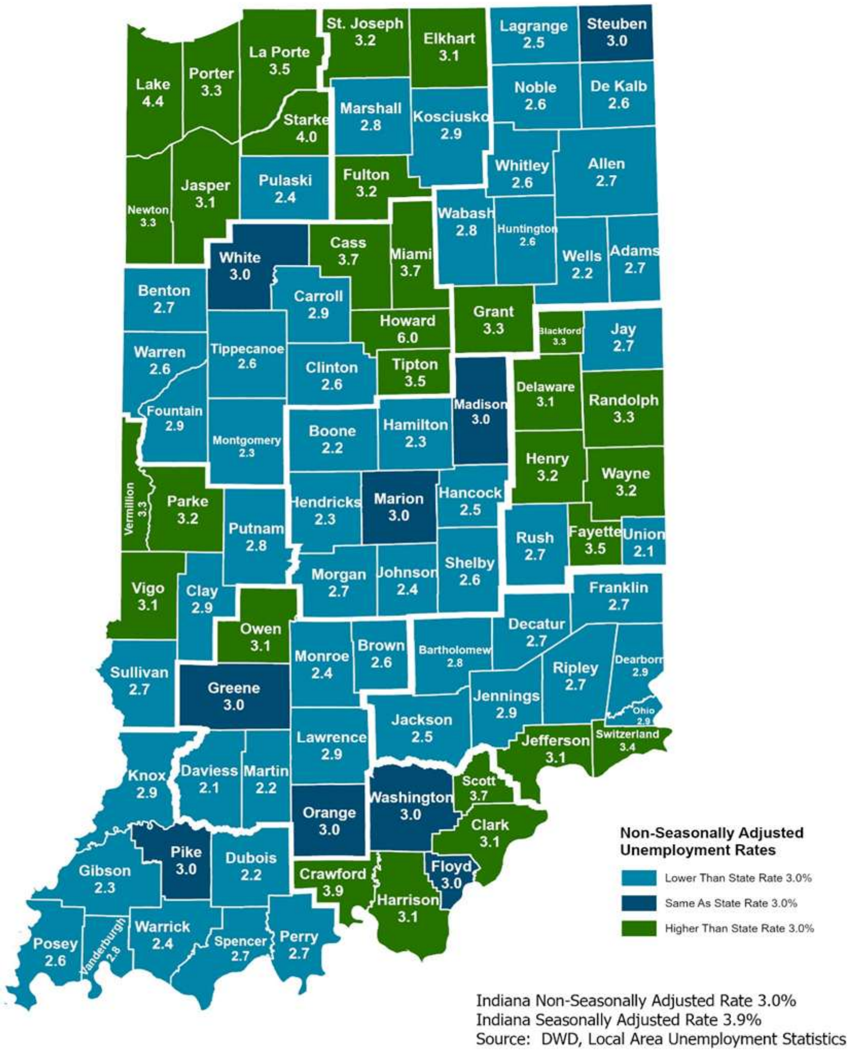
Source: Indiana Department of Workforce Development, Quarterly Census of Employment and Wages

County Unemployment Rates
April 2025



Questions?

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