

STATE OF INDIANA

EXECUTIVE DEPARTMENT INDIANAPOLIS

EXECUTIVE ORDER 25-77

FOR: RECONSTITUTION OF THE STATE WORKFORCE DEVELOPMENT BOARD UNDER THE WORKFORCE INNOVATION AND OPPORTUNITY ACT AS ADMINISTERED BY THE DEPARTMENT OF WORKFORCE DEVELOPMENT

TO ALL TO WHOM THESE PRESENTS MAY COME, GREETINGS.

WHEREAS, the State of Indiana is committed to meeting the needs of employers and job seekers through premier workforce development strategy and policy;

WHEREAS, the Department of Workforce Development (“DWD”) was established under Indiana Code § 22-4.1-2-1 as the designated state workforce agency responsible for administering multiple state and federal workforce development programs, including those included in the Workforce Innovation and Opportunity Act (“WIOA”) of 2014 (29 U.S. Code 3101 et seq);

WHEREAS, WIOA, at 29 U.S. Code § 3111(a) and associated regulations at 20 CFR 679.110, requires each state’s governor to establish a state workforce development board (“State WDB”);

WHEREAS, the Governor’s Workforce Cabinet established under Indiana Code § 4-3-27-3 to serve as the State WDB has been dissolved, with its responsibilities transferred to DWD effective July 1, 2025; and

WHEREAS, changes in the structure and administration of Indiana’s State WDB are necessary to strategically lead Indiana’s workforce development strategy and the implementation of federal and state workforce programs that prepare Indiana’s workforce for effective participation in the competitive and global economy.

NOW, THEREFORE, I, MIKE BRAUN, by virtue of the authority vested in me as Governor of the State of Indiana, do hereby order that:

1. The Indiana State WDB shall be reconstituted in alignment with WIOA regulations as described below.
2. Membership must represent diverse geographic areas of the State, including urban, rural, and suburban areas.
3. The Governor shall select a Chairperson from among members who represent business; additional officers of the State WDB may be selected by the duly appointed members according to the by-laws established by the State WDB.
4. Membership of the State WDB shall include:
 - a. The Governor;
 - b. Members appointed by the Governor, of which—
 - i. a majority shall be representatives of businesses in the state, including at least one small business representative, who are appointed from among individuals nominated by State business organizations and business trade associations; and
 - ii. not less than 20 percent shall be representatives of the workforce within the State, including two or more representatives of labor organizations

who have been nominated by State labor federations, and an appropriate representative from a registered apprenticeship.

5. Pursuant to 20 CFR 679.110(b)(2), a member of each chamber is required to serve as a member of the State WDB, as appropriate under State law. The Speaker of the House and the President Pro Tempore of the Senate are each requested to appoint one member to serve on the State WDB.
6. The balance of the members:
 - a. Must include representatives of the government with responsibility for administration of the WIOA core programs;
 - b. Two or more chief elected officials representing local government;
 - c. Optional members at the discretion of the Governor.
7. Except as provided in 20 CFR 679.110(f), each member shall represent only one category to ensure distinct and balanced representation across stakeholder groups.
8. All required State WDB members must have voting privileges. The Governor also may convey voting privileges to non-required members.
9. DWD shall be the administering agency for the State WDB and will provide staffing support for the activities and functions of the State WDB.
10. Partners with responsibilities under WIOA shall collaborate with DWD as needed for reporting, development of the WIOA State Plan, and any other matters necessary for the successful implementation of the statewide workforce system. The Secretary of Commerce, on behalf of the Governor, and in coordination with DWD as the administering agency of the State WDB, is granted authority to enforce cooperation among all entities within the State that utilize state or federal funding to conduct workforce development activities.
11. DWD is authorized to coordinate the nomination process and advise regarding membership and administrative functions of the State WDB.
12. The State WDB shall promulgate bylaws, consistent with applicable law and with this Executive Order, governing its organization and procedure.
 - a. The nomination process used by the Governor to select the State WDB chair and members;
 - b. The term limitations and how the term appointments will be staggered to ensure only a portion of membership expire in a given year;
 - c. The process to notify the Governor of a State WDB member vacancy to ensure a prompt nominee;
 - d. The proxy and alternative designee process that will be used when a State WDB member is unable to attend a meeting and assigns a designee as per the following requirements:
 - i. If the alternative designee is a business representative, he or she must have optimum policy-making hiring authority.
 - ii. Other alternative designees must have demonstrated experience and expertise and optimum policy-making authority.
 - e. The use of technology, such as phone and Web-based meetings, that must be used to promote State WDB member participation;
 - f. The process to ensure members actively participate in convening the workforce development system's stakeholders, brokering relationships with a diverse range of employers, and leveraging support for workforce development activities; and
 - g. Other conditions governing appointment or membership on the State WDB as deemed appropriate by the Governor.

13. The State WDB shall establish an Executive Committee and may establish other committees as needed, or on the recommendation of DWD, to address specific matters that may arise.
14. The Commissioner of DWD shall be authorized and directed, as the Governor's designee, to act in such a manner as the DWD Commissioner deems necessary or appropriate to achieve the objectives set forth in this Executive Order.
15. The State WDB shall advise the Governor and the Secretary of Commerce on all matters of workforce development strategy for the state of Indiana regarding:
 - a. Development, implementation, and modification of the WIOA State Plan, as defined by WIOA;
 - b. Review of statewide policies, statewide programs, and recommendations on actions that should be taken by the State to align workforce development programs in the State in a manner that supports a comprehensive and streamlined workforce development system in the State, including the review and provision of comments on the State plans, if any, for programs and activities;
 - c. Development and continuous improvement of the workforce development system in the State as described by WIOA;
 - d. Development and updating of comprehensive State performance accountability measures;
 - e. Identification and dissemination of information on best practices as described in WIOA;
 - f. Development and review of statewide policies affecting the coordinated provision of services through the State's one-stop delivery system, as defined by WIOA;
 - g. Development of strategies for technological improvements to facilitate access to, and improve the quality of, services and activities provided through the one-stop delivery system;
 - h. Development of strategies for aligning technology and data systems across One-Stop partner programs to enhance service delivery and improve efficiencies in reporting on performance accountability measures;
 - i. Development of allocation formulas to distribute funds for employment and training activities for adults and youth workforce investment activities to local areas;
 - j. Preparation of performance reports as described in WIOA;
 - k. Development of the statewide workforce and labor market information system described in section 15(e) of the Wagner-Peyser Act (29 U.S.C. § 491-2(e)); and
 - l. Development of such other policies as may promote statewide objectives for, and enhance the performance of, the workforce development system in the State.



IN TESTIMONY WHEREOF, I, Mike Braun, have hereunto set my hand and caused to be affixed the Great Seal of the State of Indiana on this 29th day of December, 2025.

Mike Braun

Mike Braun
Governor of Indiana

ATTEST: *DIEGO MORALES*
Diego Morales
Secretary of State