

REGIONAL REALIGNMENT FREQUENTLY ASKED QUESTIONS (FAQ)

Note: For quite some time, Indiana has used “Region” and “Local Workforce Development Area” (LWDA) interchangeably. The United States Department of Labor and WIOA use those terms differently. For clarity within this FAQ, “LWDA” is used unless referring to a multi-LWDA Planning Region. This is a nomenclature item only and does not signify the decertification or elimination of what is commonly known as a workforce “Region”.

For example, “Region 12” has long meant Marion County, and Region 12 has planned with the surrounding counties (Region 5) as a planning region known as Economic Growth Region 5. For this FAQ, we will refer to Marion County/Region 12 as LWDA 12, and Economic Growth Regions as “Planning Regions.” This wording aligns with U.S. Department of Labor terminology for clarity. In Indiana, LWDAs can still refer to themselves as “regions.”

General Questions

What is Regional Realignment?

Regional Realignment adjusts workforce development map boundaries, so they meet federal and state requirements, align more effectively with labor markets, and support clearer, more efficient governance and service delivery. Currently, Indiana uses several workforce and economic regional structures that do not align with one another, which can create confusion and limit regional performance. To address this, Governor Mike Braun signed Executive Order 25-45 on April 8, 2025, directing a reevaluation of Indiana’s workforce and economic regions.

Why is Realignment occurring now?

Indiana is realigning its workforce regions to match the State’s READI 2.0 economic development regions, creating a unified framework for workforce and economic planning under WIOA. This alignment will strengthen coordination among local workforce areas by bringing them into shared regional planning structures, ensuring that local areas plan together, develop joint strategies, and collaborate more effectively on service delivery. It will also enhance engagement with READI regional partners by ensuring that workforce priorities, economic development goals, and community strategies are developed collectively. Through this unified regional structure, local areas and their READI partners can more easily pursue coordinated funding opportunities, align resources, and support long-term regional growth.

What is a Local Workforce Development Area (LWDA)?

Under WIOA ([20 CFR 679.220](#)), the purpose of a LWDA is to serve as a jurisdiction for the administration of workforce development activities and execution of adult, dislocated worker, and youth funds allocated by the State. The Governor must designate LWDAs for the State to receive adult, dislocated worker, and youth funding under Title I, subtitle B of WIOA.

What is a Planning Region?

A Planning Region is a group of one or more LWDAs required to collaborate on regional planning under WIOA ([20 CFR 679.200](#)). In accordance with [20 CFR 679.210](#), these regions are defined by the State based on shared labor markets, regional economic development areas, and available administrative resources. Ultimately, they establish the structural framework needed to develop required Regional Plans, coordinate sector strategies, align career pathways, and ensure collaboration among workforce, education, and economic development partners.

Can a county or Local Workforce Development Area be a part of multiple Planning Regions?

No, USDOL does not allow counties to be part of multiple LWDAs or Planning Regions and have required other states to realign regions and areas in this situation.

How is a Planning Region different from a LWDA?

A LWDA describes the geographic alignment used for service delivery, oversight, and governance. A Planning Region describes how LWDAs within those boundaries collaborate for WIOA-required regional planning.

Indiana's Planning Regions will be based on the newly realigned LWDAs. In cases where a Planning Region contains more than one LWDA, those LWDAs will be grouped together for WIOA planning and coordination purposes.

How does this relate to Indiana's READI Regions?

Indiana's updated workforce development structure is designed to closely align with READI Regions so that workforce and economic development efforts can operate within the same geographic structure. READI Regions represent locally coordinated economic development areas. Aligning LWDAs with them will help streamline planning, strengthen partnerships, and simplify how employers and communities interact with state programs.

Why is the number of LWDAs different from the number of READI Regions?

Due to federal requirements under WIOA, increasing the number of LWDAs would create more overhead costs and limit the impact of the federal funds being used by Hoosiers. Instead, the confirmed updated structure groups the established READI

regions and boundaries into the LWDAs (with the exception of Harrison and Kosciusko Counties).

When does Regional Realignment go into effect?

Realignment will take effect at the start of the designated program year (current target July 1, 2028), following completion of the compliance steps outlined in the Readiness Guide and in alignment with the next full WIOA State Planning cycle.

Governance & Leadership

How will board membership be affected?

Board composition will need to be reevaluated to ensure compliance with representation requirements and to reflect new county alignments. Impacted LWDAs will require updates to membership rosters and should initiate discussions between affected counties to determine appropriate Board representation, RCEO designation, and leadership continuity.

How will realignment impact Chief Elected Official (CEO) roles?

Realignment will not change the fundamental role of CEOs, but it may require updates to the LWDA's CEO Agreement if counties enter or leave a LWDA. In these cases, the LWDA's existing leadership (typically the RCEO or another designated CEO) will coordinate the process of adding new CEOs or removing departing ones from the agreement.

Will LWDAs need to update their bylaws or governance documents?

Yes. LWDA Boards will need to review, and revise where needed, bylaws, policies, CEO agreements, delegation of authority documents, and governance frameworks to reflect new boundaries and membership changes.

Operational Impacts

When will updated Local Plans be due?

DWD will issue specific guidance on deadlines and submission requirements further into the transition and implementation period. Because the goal is to implement realignment at the start of a new state planning cycle, DWD intends to maintain the existing September 30 Local Plan due date, with flexibility for extensions if needed during the transition.

How will realignment impact WIOA MOUs and Infrastructure Funding Agreements (IFAs)?

Realignment will require LWDAs to update their MOUs and IFAs to reflect any changes in LWDA boundaries, partner participation, and WorkOne oversight. Existing MOUs and IFAs will remain in effect during the transition period, and DWD will issue additional guidance to support updates once the new regional structure is finalized.

LWDAs will be expected to revise these documents within a reasonable timeframe following implementation and in alignment with DWD's existing MOU and IFA submission processes.

What will happen to the current WorkOne American Job Center (WorkOne) offices in my current LWDA under the new model?

Impacted WorkOne offices will ultimately be transferred to the appropriate LWDA for management and oversight based on boundary changes. The Board for that LWDA will make decisions about any changes to the physical office locations.

Will this result in the closure of any of Indiana's WorkOne Offices?

Closures, if any, will be determined by the LWDA Board receiving the office. DWD is not mandating closures as part of Realignment.

If a county changes to a new LWDA, will it change which WorkOne office a customer can use?

Participants may continue to use the same WorkOne office, even if that office becomes part of a newly aligned LWDA. Hoosiers can use any WorkOne location statewide.

How will realignment impact service delivery to customers?

Service continuity is a priority. Any operational responsibilities that shift to a new LWDA will be transitioned to ensure customers experience seamless access to workforce services.

Will participant records need to move?

If a county shifts to a new LWDA, certain participant records may need to be reassigned within the State's case-management system to ensure accurate reporting and proper alignment with the new administrative structure. Most records are digital and can be updated within the system. If any paper files exist, LWDAs may be asked to coordinate with DWD to ensure those records are retained or transferred appropriately. DWD will provide guidance and instructions if any record updates are required.

How will realignment impact LWDA policies?

LWDAs may need to reconcile differences in local policies—particularly supportive services, training policies, and other operational guidelines—to ensure consistency.

Funding

How will realignment affect LWDA WIOA funding?

Federal Title I local formula allocations will be recalculated upon implementation to reflect any county shifts within an LWDA.

Performance

How will realignment impact LWDA performance outcomes?

Realignment may cause shifts in performance outcomes during the first year of implementation because LWDA's will be serving newly aligned populations, geographies, and labor markets. DWD will monitor these transitions closely and provide technical assistance to support LWDA's as they stabilize under the new boundaries.

How will performance negotiations account for changes in region composition?

Performance negotiations will fully account for new LWDA boundaries. The first negotiation cycle post-realignment will prioritize establishing realistic baselines that reflect the new service footprint. This approach ensures LWDA's are evaluated fairly and supported as they transition to their updated structure.