
Indiana Workforce System Region/Local Area Realignment Plan

SUMMARY

Pursuant to Indiana [Executive Order 25-45](#) and consistent with regional identification and local area designation requirements prescribed in the Workforce Innovation and Opportunity Act¹ (WIOA) and its implementing regulations,² Indiana has initiated an alignment review (Review) of its twelve local workforce development areas (LWDAs or Regions).³

This Review, led by the Indiana Department of Workforce Development (DWD) as the administering agency for the State Workforce Development Board, follows Governor Braun's [announcement](#) confirming Regional Economic Acceleration and Development Initiative (READI) regions as Indiana's economic planning framework.⁴ The data analysis⁵ relied upon to name READI regions as Indiana's official economic planning regions aligns with WIOA-required considerations in identifying WIOA Regions and designating LWDAs.⁶

WIOA Regions align workforce development activities and resources with regional economic development areas and available resources to provide coordinated and efficient services to both job seekers and employers. LWDAs serve as a jurisdiction for the administration of workforce development activities and distribution of adult, dislocated worker, and youth funds allocated by the State.⁷

Using the READI Regions as a mapping framework, DWD analyzed additional WIOA-required factors to reach a new recommended Workforce System Region and LWDA structure comprised of eight areas. This proposed structure will further Governor Braun's priorities to foster robust, sustainable, and collaborative economic and workforce development driven by regional sector strategies and planning. This structure also aligns the state's workforce development needs with economic development goals and ensures the efficient delivery of WIOA and other workforce services.

¹ 29 USC 3101 et seq.

² See 20 CFR 679.200 – 290.

³ NOTE: Indiana's current LWDAs each comprise one respective WIOA-defined Region, with current LWDAs 5 and 12 comprising a single planning region, and current LWDA 10 participating in bi-state planning with Kentucky. The recommended Workforce regional/LWDA framework continues this 1:1 structure, with "Regions" and "LWDAs" referenced interchangeably.

⁴ See [Press Release: READI Regions as Economic Planning Framework](#).

⁵ See [READI Regions Report - 2025](#).

⁶ 20 CFR 679.210 (Regions) and 240 (LWDAs). See also DWD Policy 2023-14 re: [Identifying Regions and Designating Local Areas](#).

⁷ 20 CFR 679.200 (Regions) and 220 (LWDAs).

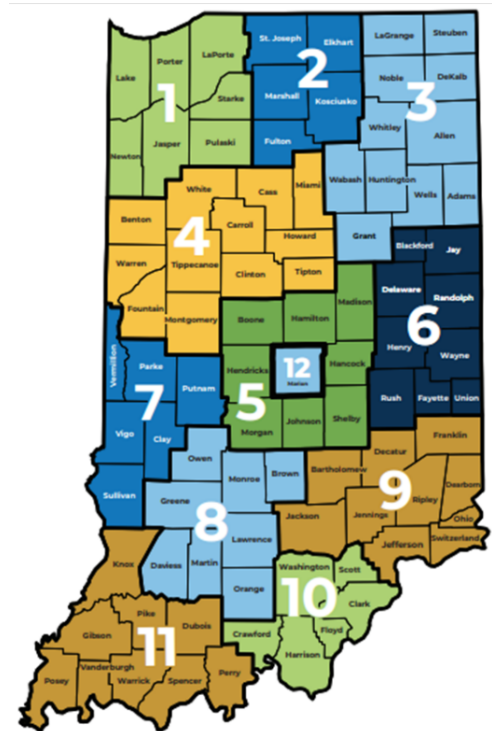
PROPOSED WIOA REGIONS / LWDAS

The proposed realignment from 11 Economic Growth Regions (EGRs) (12 with the special administrative region for Marion County/Indianapolis) to eight Regions / LWDAs consolidates smaller, under-resourced regions, into larger more balanced ones, ensuring greater efficiency, balance of participation, and scalability in workforce service delivery activities.

Current Map Challenges – 12 Regions

- Imbalanced Participation Distribution:** The current regional structure reflects significant disparities in WIOA participation, ranging from just 2% in the smallest region to 25% in the largest. This uneven distribution can create inconsistencies in service delivery and resource allocation.
- Low Levels of Participation:** Regions 7, 9, 10, 11, and 12 each account for less than 8% of total WIOA participation, with Region 7 representing only 2%. These smaller regions often lack the scale necessary to operate efficiently, increasing the risk of administrative redundancy and diluting the impact of workforce development resources.

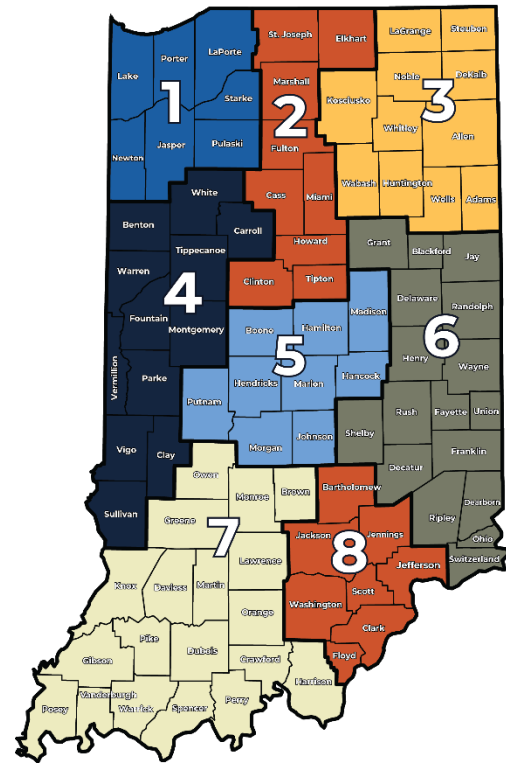
Current Economic Growth Regions



Future Map Improvements – 8 WIOA Regions / LWDAs

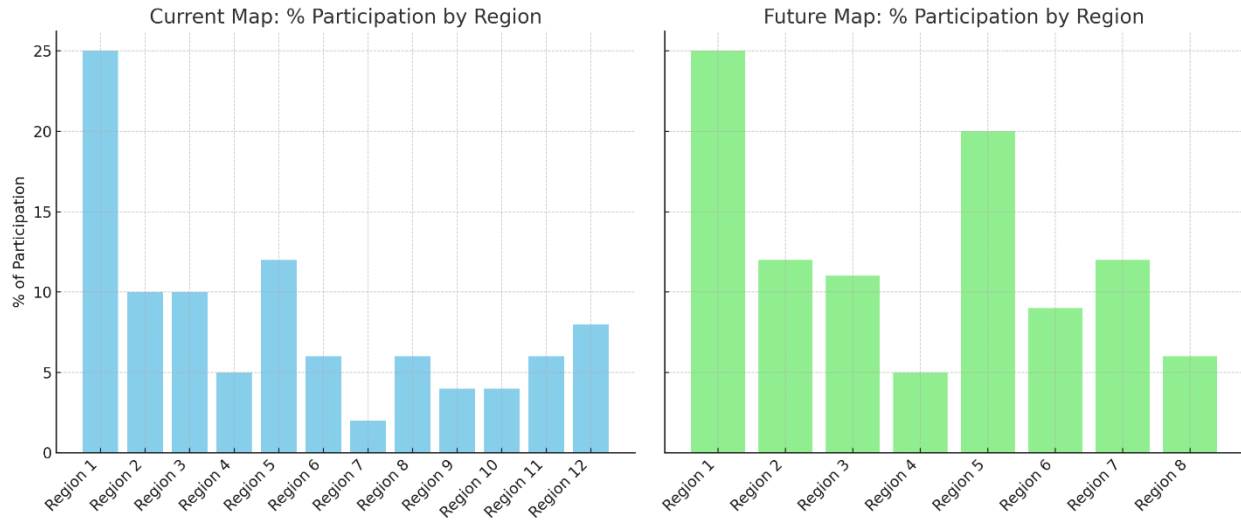
- **Balanced Participation across Regions:** In the new alignment, most regions fall within a more balanced range of 6%–12%. Only proposed Region 1 (25%) and Region 5 (20%) remain above that level, which is consistent with their population and workforce densities.
- **Regional Consolidation Strategy:** Regions with lower participation levels—specifically the current Regions 7, 9, 10, 11, and 12—have been integrated into larger, more sustainable service areas. This consolidation enhances operational viability, improves service delivery capacity, and ensures more efficient use of workforce development resources.
- **Growth in Strategic Regions:** Proposed Region 5 increases from 12% to 20% and Region 7 grows from 2% to 12%, strengthening their roles as regional hubs for workforce activity. Proposed Region 6 also expands from 6% to 9%, ensuring more sustainable participation.
- **Stability where appropriate:** Proposed Region 1 (25%) and Region 8 (6%) remain stable, maintaining continuity in areas already aligned with participation demand.

Proposed WIOA Regions / LWDAs



Impact of Realignment on WIOA Participation

- **Enhanced Service Delivery:** Larger, better-balanced regions are positioned to deliver more consistent, scalable, and responsive workforce development services to both job seekers and employers.
- **Improved Balance:** The new structure ensures that no region falls below an estimated 5% of total participation, promoting a more balanced distribution of resources and services across the state. See the graph below for a summary of the impact of realigning workforce regions in Indiana based on Program Year 2024 WIOA participation data.
- **Increased Efficiency:** Transitioning from 12 to 8 regions streamlines administrative functions, reduces duplication of effort, and enhances operational capacity at the regional level.



Source: DWD

DATA ANALYSIS

DWD’s analysis involved WIOA-required review elements including the extent to which each proposed LWDA:

- Is consistent with local labor market areas;
- Shares a common economic development area; and
- Has federal and non-federal resources, including education and training institutions, to administer WIOA activities.

DWD also included supplemental analysis of the impacts to regional shares of population, labor force, jobs, and Gross Domestic Product (GDP) as well as WIOA and Adult Education participants. A summary of economic data for the Proposed WIOA Regions / LWDA is shown below.

Summary of Economic Data by Proposed WIOA Regions / LWDA

Indicator	1	2	3	4	5	6	7	8	Source
Population	873.6k	753.1k	816.1k	495.4k	2.1M	590.0k	804.9k	455.2k	Census, 2024
Population growth	3.7%	-0.4%	8.7%	9.0%	29.5%	1.3%	8.8%	10.1%	Census, 2022 - 2024
Projected population growth	17.5k	2.4k	18.8k	-413	90.2k	3.0k	-5.8k	12.9k	Lightcast, 2025 - 2030
Projected population growth rate	2.2%	0.3%	2.1%	-0.1%	4.2%	0.5%	-0.7%	2.8%	Lightcast, 2025-2030
Labor force	422.1k	242.7k	413.7k	242.0k	1.1M	276.0k	417.3k	355.3k	STATSIndiana, 2025
Projected labor force growth	-3.5k	-2.7k	1.7k	-1.2k	40.3k	-6.5k	-5.3k	1.2k	STATSIndiana, 2025 - 2030
Projected labor force growth rate	-0.8%	-1.1%	0.4%	-0.5%	3.6%	-2.4%	-1.3%	0.3%	STATSIndiana, 2025 - 2030
Unemployment rate	4.4%	4.8%	4.0%	4.1%	3.7%	4.2%	3.9%	4.0%	Lightcast, July 2025
Jobs	330.5k	390.6k	439.5k	227.5k	1.2M	239.0k	394.1k	220.3k	Lightcast, 2025
Projected jobs growth	2.7k	-3.1k	5.0k	3.5k	39.1k	2.4k	4.1k	5.0k	Lightcast, 2025
Projected job growth rate	0.8%	-0.8%	1.1%	1.5%	3.2%	1.0%	1.0%	2.3%	Lightcast, 2025
Average annual pay	\$52,826	\$54,749	\$53,846	\$51,566	\$57,558	\$48,877	\$54,619	\$54,156	QCEW, 2024
Business establishment growth	20.2%	29.7%	44.8%	14.2%	68.3%	36.2%	69.6%	35.6%	QCEW, 2022-2024
GDP	\$39.8M	\$31.2M	\$45.3M	\$24.2M	\$159.3M	\$21.3M	\$46.3M	\$37.0M	BEA, 2023

LOCAL LABOR MARKET AREA ANALYSIS

Purpose: to identify the extent to which the local areas share a single labor market.

To identify local labor market areas, DWD conducted an analysis of the independence of a variety of regional definitions (noted in the box to the right). Independence represents the extent to which the regions are self-contained. They are neither dependent on, nor are they depended on by other regions. In other words, a highly independent region is one that has a single, well-defined labor market and can operate as its own economy. Independence can be measured by the ratio of internal workers to total region-connected workers:

$$\frac{\text{workers who live **and** work in the region}}{\text{workers who live **or** work in the region}}$$

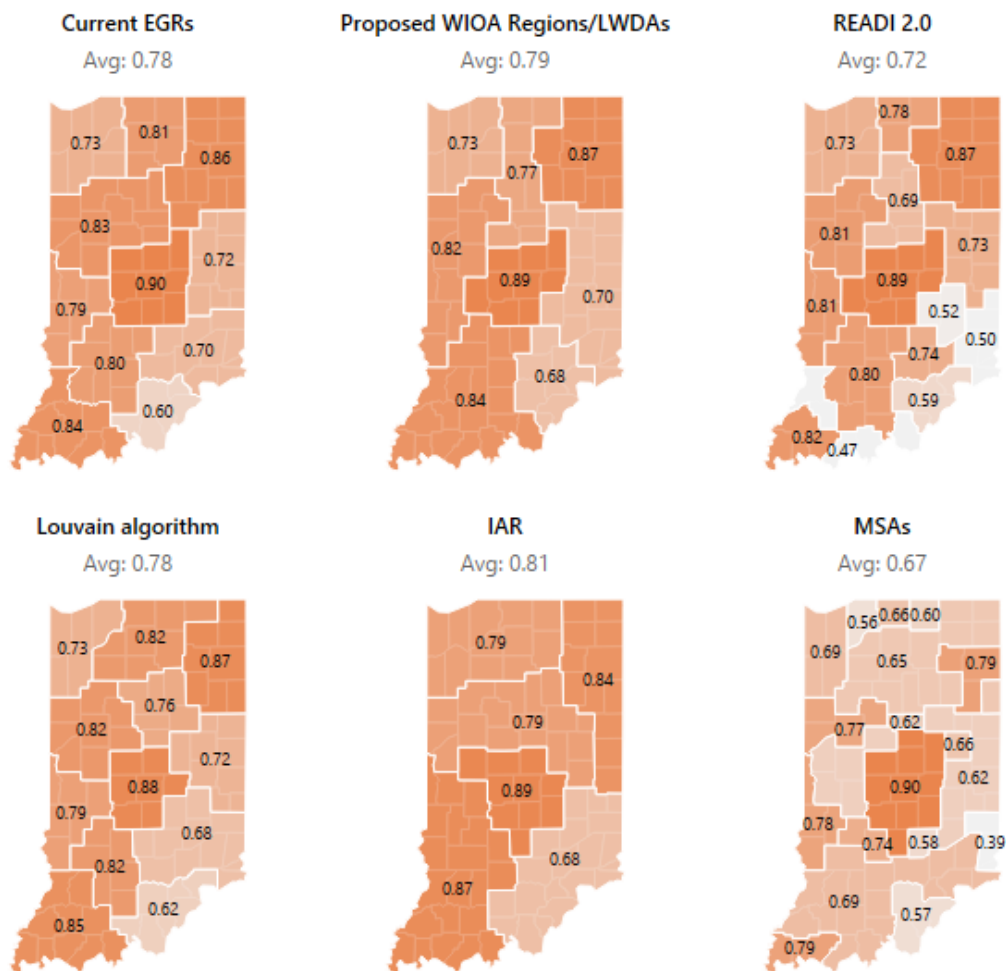
The following is an evaluation of various definitions of regions in Indiana on these two metrics. Also included is a set of regions defined using ACS commuting data with the Louvain community detection algorithm. This method attempts to define distinct sets of nodes in networks, while maximizing modularity (dense internal connections and sparse external connections). The Louvain algorithm yields 12 regions that are similar to the current 11 EGRs. The main difference is one additional region in the Kokomo area.

REGIONS ANALYZED

- **Current Economic Growth Regions (EGR)** – Indiana’s current workforce regions/local areas
- **Proposed WIOA Regions / LWDA**
- **READI 2.0** – Indiana’s economic development areas
- **Louvain algorithm** – regions identified using American Community Survey (ACS) commuting data with the Louvain community detection algorithm
- **Indiana Association of Realtors (IAR) regions**
- **Metropolitan Statistical Areas (MSA)**

Average independence ratios tend to be between 0.78 and 0.81. Exceptions are the READI 2.0 regions and MSAs, both of which contain small regions that score low on independence. The lowest ratios are in the rural and noncontiguous Indiana First READI Region (0.47) and in the sparsely populated Indiana portion of the Cincinnati MSA (0.39). The highest minimum ratios are found in the Proposed WIOA Regions / LWDAs (0.68) and in the Indiana Association of Realtors regions (0.68). Across all region sets, independence ratios tend to be low in border regions near out-of-state metros such as Louisville, Cincinnati and Chicago.

The Proposed WIOA Regions / LWDAs are slightly more independent than the current EGRs and more independent than the READI Regions. In the more rural parts of the state where more consolidation is proposed (especially in southern and western Indiana), the independence scores for the Proposed WIOA Regions / LWDAs are slightly better than the current EGRs and significantly better than the READI regions. Thus, the Proposed WIOA Regions / LWDAs offer a balance between independence and alignment with economic development.



OVERLAP WITH ECONOMIC DEVELOPMENT AREAS

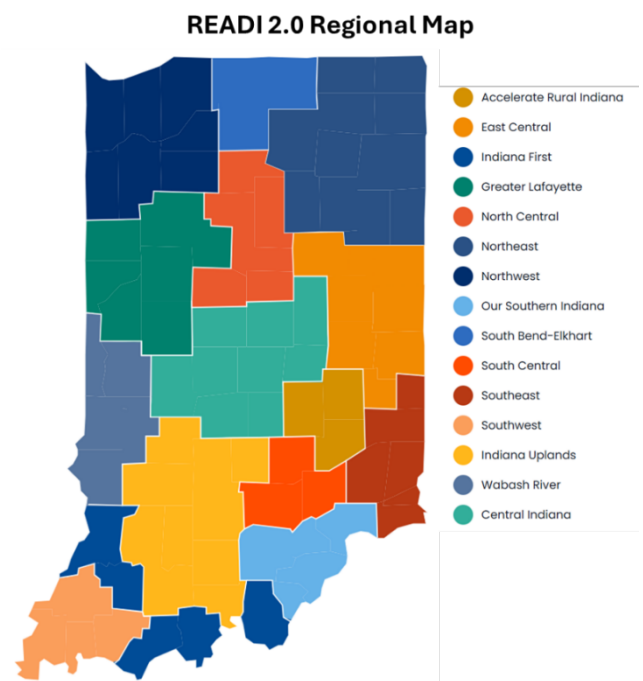
Purpose: to identify the extent to which the local areas in a proposed region share a common economic development area

Indiana established the Regional Economic Acceleration and Development Initiative (READI) in 2017 to deliver \$1 billion in state funds for regional development. Regions self-identified and developed strategic plans to compete for matching state funds to support projects to increase income, employment, population, and public assets. The program has been remarkably successful in creating natural coalitions, as they were locally defined and share strong economic, placemaking, and cultural bonds as well as resources. In an [assessment of the READI regions](#), Indiana University Kelley School of Business' Indiana Business Research Center (IBRC) found:

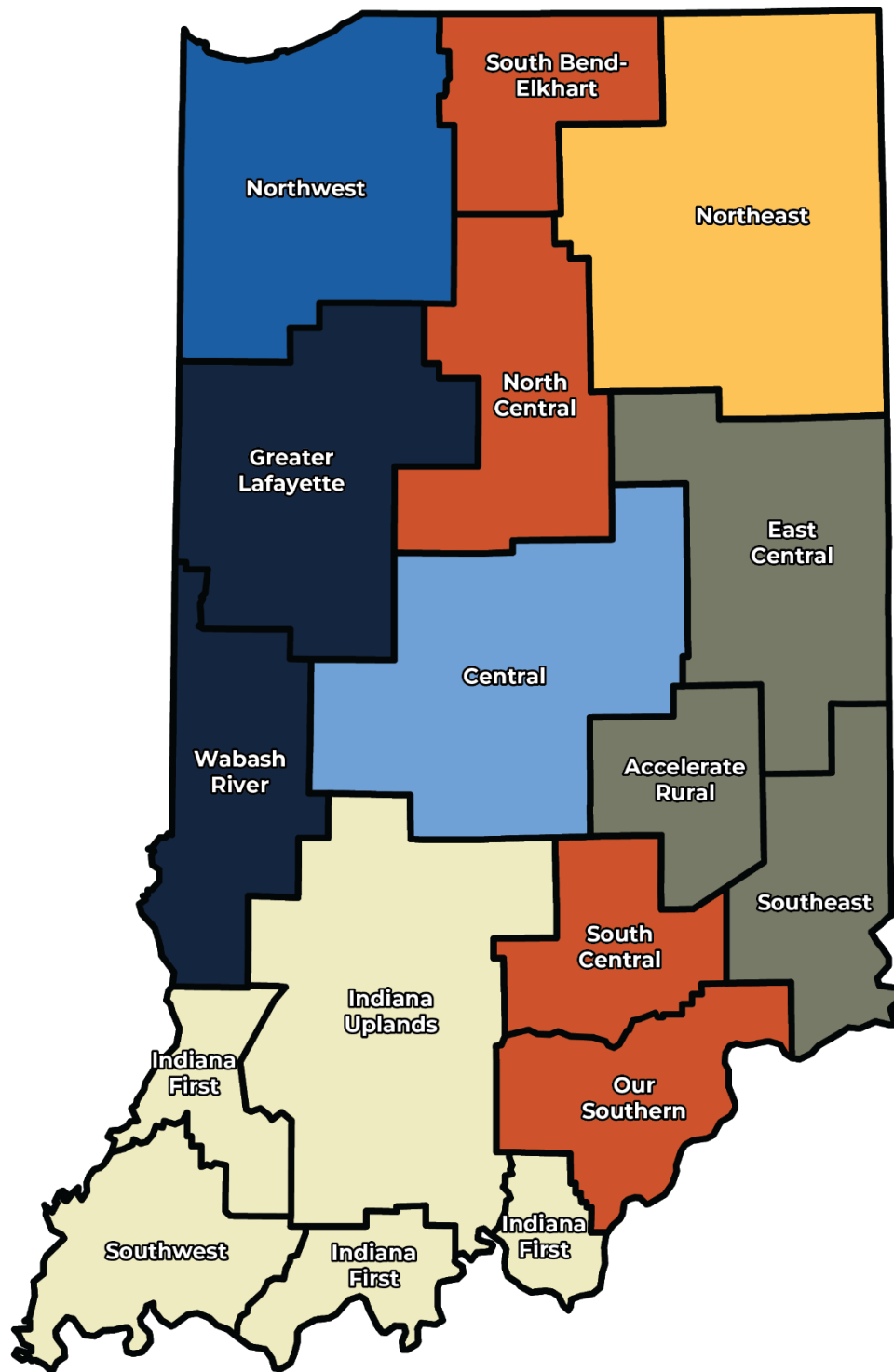
“Regions self-selected themselves based upon historical partnerships, shared labor markets, and other drivers of regional interconnectivity. Geographic boundaries and coalitions of local jurisdictions naturally took shape to minimize the transaction costs of policy execution, leverage institutional similarities, and manage shared public resources. Submission of applications that required a regional strategic plan pressure tested, challenged, and strengthened the ability of jurisdictions to voluntarily form a regional vision and plan for implementation. Through the READI exercise, jurisdictions learned how to work together with no external body dictating the way cooperation should occur. Methods for communication, strategy formulation, project implementation, and negotiation of conflict at a regional level began to develop. This built horizontal trust between local institutions that is as important for future regional economic development in Indiana as talent, capital investment, and infrastructure.”

The current 15 READI 2.0 regions were affirmed as Indiana's official economic planning framework in Governor Braun's September 4, 2025, [press release](#) based on the IBRC's [analysis of commuting tightness](#) which validated them as legitimate, cohesive regions appropriate for the delivery of economic development services and implementation of regional policy.

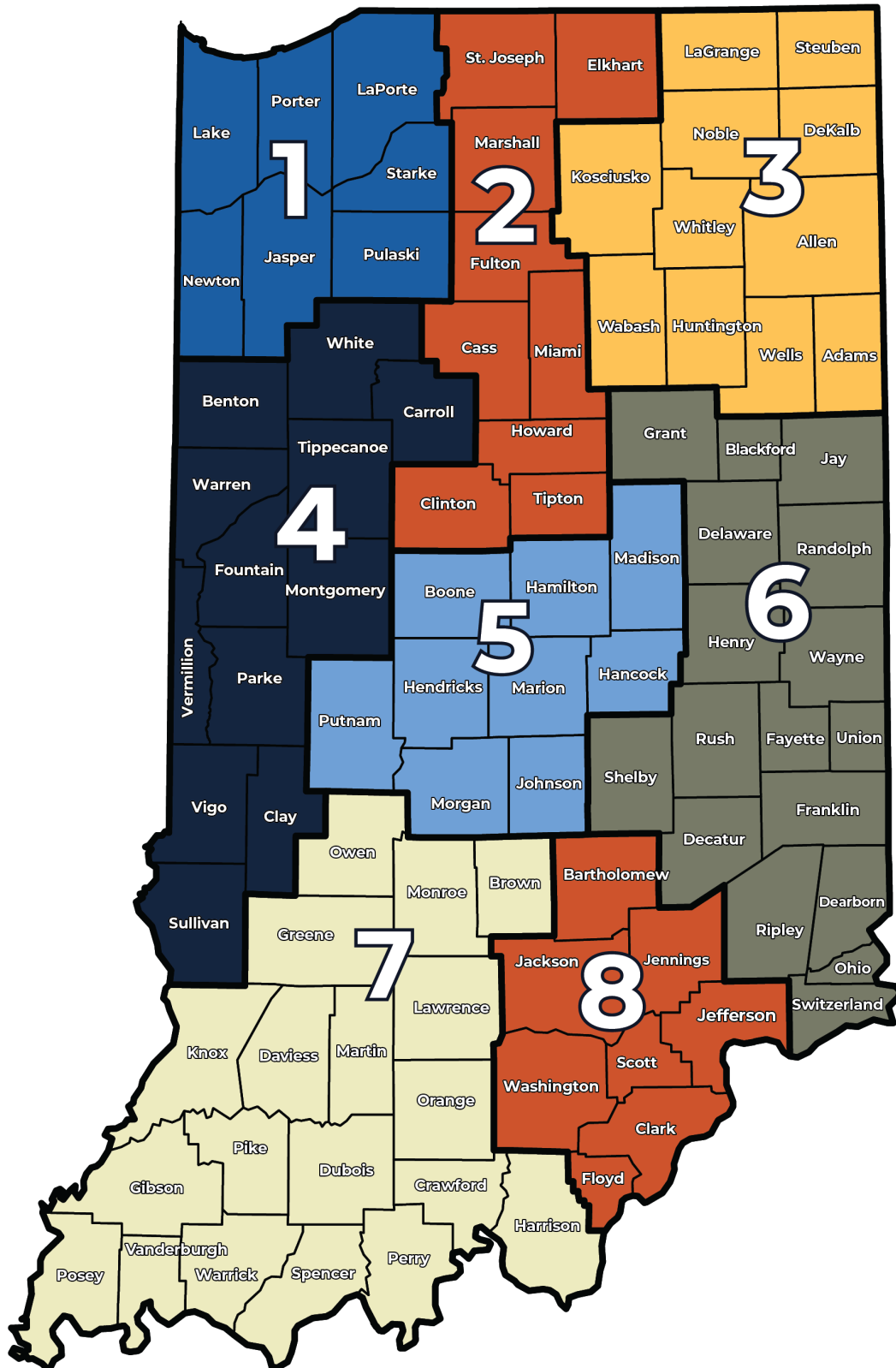
While the READI regions were deemed by IBRC to also be appropriate for workforce development service delivery, DWD must balance regional planning and coordination with efficient and equitable delivery of WIOA services. Therefore, the READI regions have been aggregated into eight Proposed WIOA Regions / LWDAs (color coded) which fully contain one to three READI regions (labeled). This will allow Indiana to better coordinate regional strategies with economic development, improve engagement with employers, and streamline workforce development service delivery.



Proposed WIOA Regions / LWDA (color coded) mapped over the READI Regions (labeled)



Proposed WIOA Regions / LWDAAs



ASSESSMENT OF TRAINING RESOURCES AND REGIONAL PARTNERSHIPS

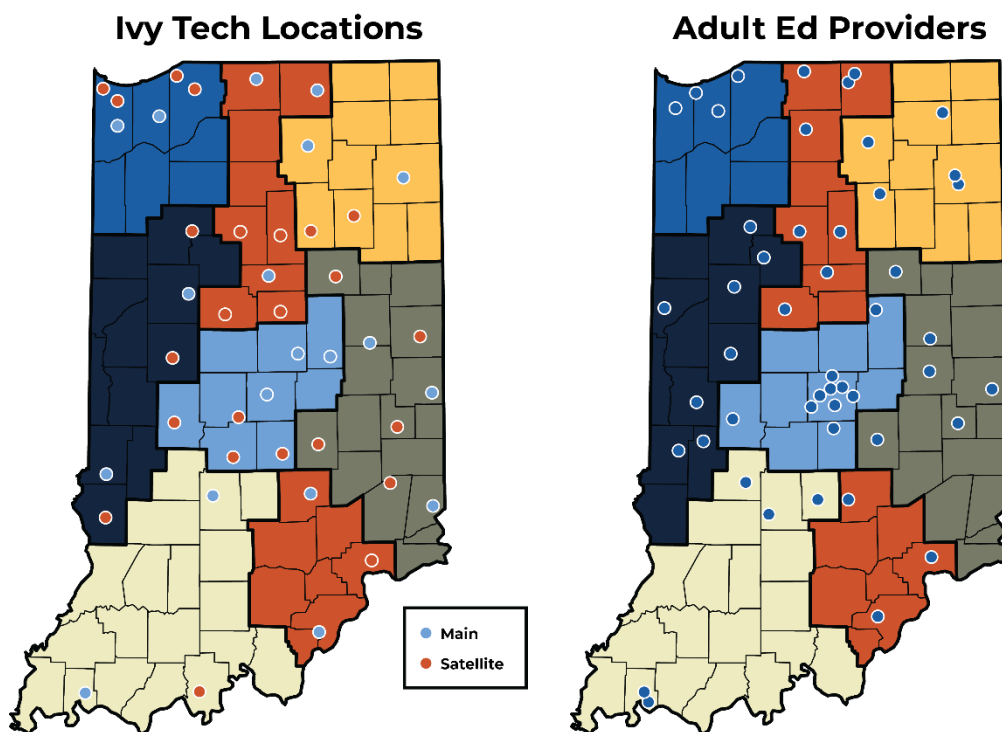
Purpose: to identify the extent to which the local areas possess the Federal and non-Federal resources, including appropriate education and training institutions, to administer activities under WIOA subtitle B.

Indiana has 380 training providers representing 3,492 programs on its Eligible Training Provider List (ETPL). Mapping the training providers is difficult because their physical location does not fully represent their true utilization across the state. Furthermore, some of the providers on the state’s ETPL are physically located in other states or offer virtual instruction. By DWD’s assessment, there are adequate training resources available across the state and shifting to fewer regions will not have a meaningful impact on the availability of training.

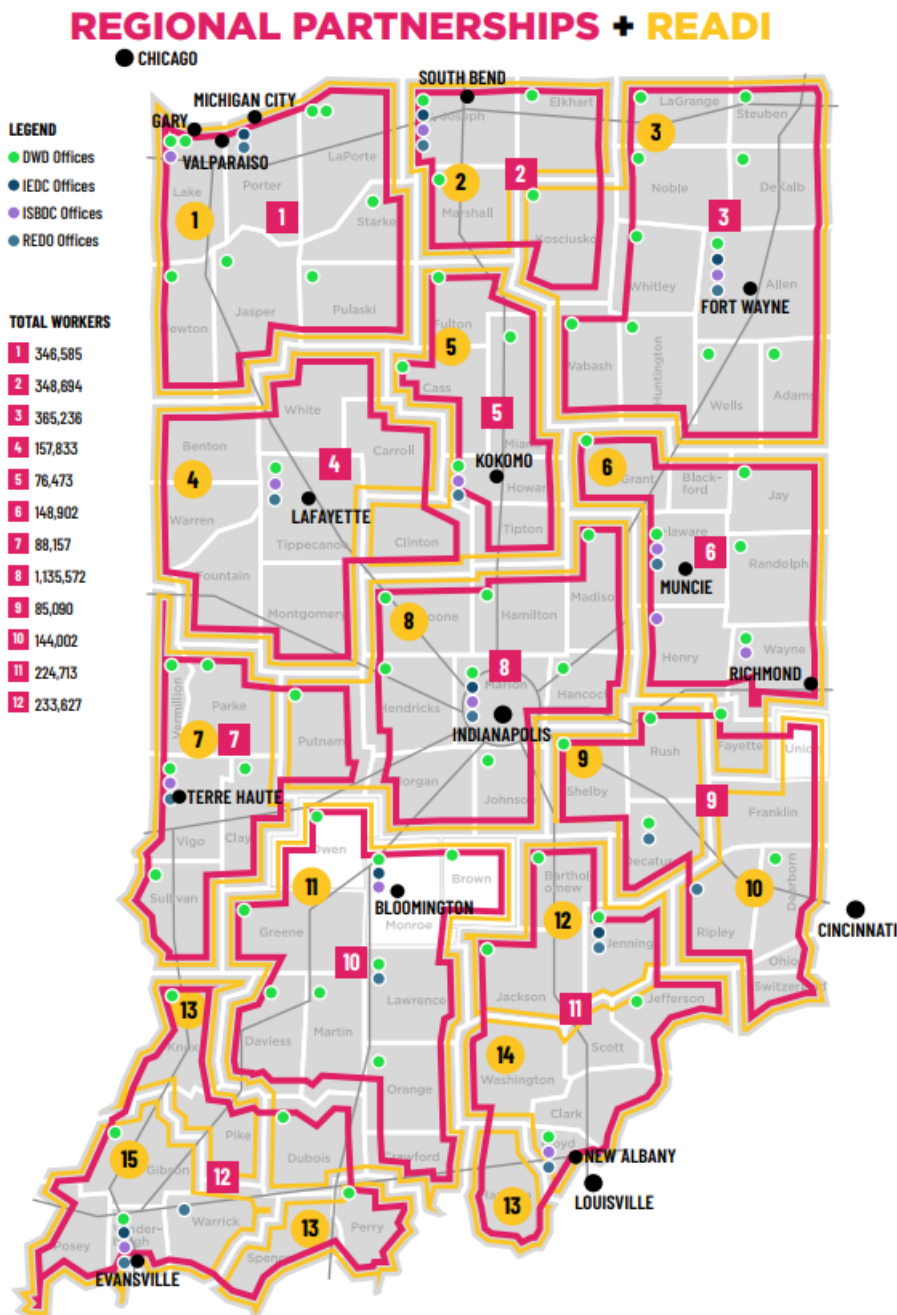
The state’s most utilized training provider is Ivy Tech Community College, the largest community college system in the nation. Their 19 full-service campuses and 21 satellite locations are shown below. Each Proposed WIOA Region / LWDA has at least one main campus and at least two satellite locations.

WIOA Title II Adult Education training providers are also shown below. Indiana’s integration of WIOA Title I and Title II are seen as a national best practice in WIOA implementation. In addition to the primary locations shown, Adult Education is accessible in all 92 counties in the state and includes a fully online option.

Taken altogether, there is good geographic coverage of training resources across the state, particularly in populated centers. The Proposed WIOA Regions / LWDAs each have multiple Ivy Tech locations and Adult Education training providers physically located within their region in addition to the 380 providers on the ETPL.



In addition to training resources, the READI Regions (which are a subset of the proposed WIOA Regions / LWDAAs) have good coverage in terms of state and regional partnerships, as demonstrated by the map below. Once aggregated into the Proposed WIOA Regions / LWDAAs, each region has physical representation from DWD, the Indiana Economic Development Corporation (IEDC), and the Indiana Small Business Development Center (ISBDC) while all but two currently have a Regional Economic Development Organization (REDO) (proposed regions 4 and 6).



ANALYSIS OF IMPACTS TO REGIONAL SHARES

Purpose: to demonstrate realignment is not creating distortions, but instead gaining economies of scale

The Proposed WIOA Regions / LWDA's more effectively distribute the population, labor force, jobs, and GDP of the state by region than the current EGRs.

Summary of Economic Data by Proposed WIOA Regions / LWDA's

Indicator	1	2	3	4	5	6	7	8	Source
Population	873.6k	753.1k	816.1k	495.4k	2.1M	590.0k	804.9k	455.2k	Census, 2024
Population growth	3.7%	-0.4%	8.7%	9.0%	29.5%	1.3%	8.8%	10.1%	Census, 2022 - 2024
Projected population growth	17.5k	2.4k	18.8k	-413	90.2k	3.0k	-5.8k	12.9k	Lightcast, 2025 - 2030
Projected population growth rate	2.2%	0.3%	2.1%	-0.1%	4.2%	0.5%	-0.7%	2.8%	Lightcast, 2025-2030
Labor force	422.1k	242.7k	413.7k	242.0k	1.1M	276.0k	417.3k	355.3k	STATSIndiana, 2025
Projected labor force growth	-3.5k	-2.7k	1.7k	-1.2k	40.3k	-6.5k	-5.3k	1.2k	STATSIndiana, 2025 - 2030
Projected labor force growth rate	-0.8%	-1.1%	0.4%	-0.5%	3.6%	-2.4%	-1.3%	0.3%	STATSIndiana, 2025 - 2030
Unemployment rate	4.4%	4.8%	4.0%	4.1%	3.7%	4.2%	3.9%	4.0%	Lightcast, July 2025
Jobs	330.5k	390.6k	439.5k	227.5k	1.2M	239.0k	394.1k	220.3k	Lightcast, 2025
Projected jobs growth	2.7k	-3.1k	5.0k	3.5k	39.1k	2.4k	4.1k	5.0k	Lightcast, 2025
Projected job growth rate	0.8%	-0.8%	1.1%	1.5%	3.2%	1.0%	1.0%	2.3%	Lightcast, 2025
Average annual pay	\$52,826	\$54,749	\$53,846	\$51,566	\$57,558	\$48,877	\$54,619	\$54,156	QCEW, 2024
Business establishment growth	20.2%	29.7%	44.8%	14.2%	68.3%	36.2%	69.6%	35.6%	QCEW, 2022-2024
GDP	\$39.8M	\$31.2M	\$45.3M	\$24.2M	\$159.3M	\$21.3M	\$46.3M	\$37.0M	BEA, 2023

Population

With the current EGRs, five of the 11 regions have a 5% share or less of the state’s population; however, the population is more evenly distributed under the Proposed WIOA Regions / LWDA’s where the smallest regions represent at least 7% of the state’s population. Excluding EGR 5 (the location of the Indianapolis metro area), in the current 12 region model, the range between the next largest region (EGR 1) and the smallest one (EGR 7) is 650,379 people. With the Proposed WIOA Regions / LWDA’s, that range in population is decreased to only 378,183 people.

Not only do the Proposed WIOA Regions / LWDA’s improve distribution of the state’s population, but they also dampen the impact of negative population growth. Overall, the average population change rate in the current EGRs is 1.1% compared to 1.4% in the Proposed WIOA Regions / LWDA’s. And rather than having one region losing a relatively large share of its population – a 1.7% decrease in EGR 8 – the most any region would lose under the Proposed WIOA Region / LWDA structure is 0.7% (Region 7). The average population gain by region for the EGRs would be just over 12,600 compared to over 17,300 for the Proposed WIOA Regions / LWDA’s.

2024 Population

EGRs					Proposed WIOA Regions / LWDA’s				
Region	2024		2025-2030		Region	2024		2025-2030	
	Count	Share	Change	Rate		Count	Share	Change	Rate
1	873,565	13%	17,534	2.2%	1	873,565	13%	17,534	2.2%
2	374,765	5%	1,173	0.2%	2	499,569	7%	2,433	0.3%
3	801,866	12%	18,895	2.2%	3	816,077	12%	18,839	2.1%
4	515,473	7%	1,523	0.3%	4	495,382	7%	(413)	-0.1%
5	2,122,956	31%	90,035	4.2%	5	2,136,009	31%	90,218	4.2%
6	331,737	5%	641	0.2%	6	569,136	8%	3,036	0.5%
7	223,186	3%	232	0.1%	7	830,322	12%	(5,808)	-0.7%
8	318,399	5%	(5,481)	-1.7%	8	704,215	10%	12,913	2.8%
9	338,906	5%	5,653	1.7%	Total	6,924,275	100%	138,752	2.0%
10	562,000	8%	8,070	2.6%					
11	461,422	7%	477	0.1%					
Total	6,924,275	100%	138,752	2.0%					

Source: Census, Lightcast

Labor Force

In the current EGRs, five of the 11 regions have a 5% share or less of the state’s labor force; however, the labor force is more evenly distributed with the Proposed WIOA Regions / LWDAs where the smallest region represents at least 7% of the state’s labor force. Excluding EGR 5 (the location of the Indianapolis metro area), the range between the next largest region (EGR 1) and the smallest one (EGR 7) is 317,352 workers. With the Proposed WIOA Regions / LWDAs, that range is reduced to 180,186.

The cumulative (as opposed to annual) projected change in the labor force varies widely in the Proposed WIOA Regions / LWDAs, ranging from -6.6% to 10.0%. Five of the eight proposed regions are expected to have a decreasing labor force in the next 15 years.

Labor Force

EGRs					Proposed WIOA Regions / LWDAs				
Region	2024		2025-2030		Region	2024		2025-2030	
	Count	Share	Change	Rate		Count	Share	Change	Rate
1	422,169	12%	(3,524)	-0.8%	1	422,169	12%	(3,524)	-0.8%
2	186,518	5%	(1,304)	-0.7%	2	242,735	7%	(2,699)	-1.1%
3	403,411	12%	1,200	0.3%	3	413,702	12%	1,745	0.4%
4	252,567	7%	(994)	-0.4%	4	241,983	7%	(1,158)	-0.5%
5	1,118,527	32%	40,625	3.6%	5	1,124,444	32%	40,304	3.6%
6	157,899	5%	(3,960)	-2.5%	6	275,895	8%	(6,485)	-2.4%
7	104,817	3%	(2,516)	-2.4%	7	417,323	12%	(5,326)	-1.3%
8	159,553	5%	(2,359)	-1.5%	8	355,274	10%	1,242	0.3%
9	169,582	5%	(1,070)	-0.6%	Total	3,493,525	100%	24,099	0.7%
10	284,325	8%	550	0.2%					
11	234,157	7%	(2,549)	-1.1%					
Total	3,493,525	100%	24,099	0.7%					

Source: STATSIndiana

Jobs

With the current EGRs, five of the 11 regions have a 5% share or less of the state’s jobs; however, jobs are more evenly distributed under the Proposed WIOA Regions / LWDAs where the smallest region (proposed R8) has at least 6% of the state’s jobs. Excluding EGR 5 (the location of the Indianapolis metro area), the range between the next largest region (EGR 3) and the smallest one (EGR 7) is just over 342,700 jobs. With the WIOA Regions / LWDAs, that range is just under 219,200.

Not only do the Proposed WIOA Regions / LWDAs do a slightly better job at distributing the state’s jobs, but they also dampen the impact of negative job growth. The average change rate in the current EGRs is 1.2% and 1.3% in the Proposed WIOA Regions / LWDAs. And rather than having two regions losing jobs, there would only be one with the WIOA Regions / LWDAs. The average jobs gained by region for the EGRs would be just over 5,300 and over 7,300 for the Proposed WIOA Regions / LWDAs.

Jobs

EGRs					Proposed WIOA Regions / LWDAs				
Region	2024		2025-2030		Region	2024		2025-2030	
	Count	Share	Change	Rate		Count	Share	Change	Rate
1	330,468	10%	2,681	0.8%	1	330,468	10%	2,681	0.8%
2	346,963	10%	(2,478)	-0.7%	2	390,642	11%	(3,116)	-0.8%
3	432,093	13%	5,042	1.2%	3	439,523	13%	5,016	1.1%
4	235,308	7%	3,129	1.3%	4	227,493	7%	3,455	1.5%
5	1,214,131	35%	39,844	3.3%	5	1,206,963	35%	39,088	3.2%
6	132,759	4%	676	0.5%	6	239,011	7%	2,427	1.0%
7	89,361	3%	(655)	-0.7%	7	394,121	11%	4,085	1.0%
8	143,854	4%	3,308	2.3%	8	220,326	6%	4,959	2.3%
9	155,503	5%	1,648	1.1%	Total	3,448,547	100%	58,595	1.7%
10	132,005	4%	5,209	3.9%					
11	236,102	7%	191	0.1%					
Total	3,448,547	100%	58,595	1.7%					

Source: Lightcast

Gross Domestic Product (GDP)

Within the current EGRs, four regions have a 5% share or less of the state’s GDP, while the GDP is more evenly distributed where only one Proposed WIOA Region / LWDA has a 5% or less share of GDP. Excluding EGR 5 (the location of the Indianapolis metro area), the range between the next largest region and the smallest one is \$30.5 billion. With the Proposed WIOA Regions / LWDAs, that range is only \$15.7 billion.

GDP per capita ranges from \$38 - \$75 for the EGRs (average of \$53) and \$37 - \$75 for the Proposed WIOA Regions / LWDAs (average of \$54). This indicates that productivity and economic competitiveness is similar between the current EGRs and the Proposed WIOA Regions / LWDAs.

2023 GDP

EGRs				Proposed WIOA Regions / LWDAs			
Region	Amount	Share	Per Capita	Region	Amount	Share	Per Capita
1	\$39,848,686	10%	\$46	1	\$39,848,686	10%	\$46
2	\$28,028,455	7%	\$75	2	\$31,223,813	8%	\$63
3	\$41,413,631	10%	\$52	3	\$45,278,332	11%	\$55
4	\$25,574,114	6%	\$50	4	\$24,197,408	6%	\$49
5	\$158,944,860	39%	\$75	5	\$159,334,922	39%	\$75
6	\$12,528,286	3%	\$38	6	\$21,251,101	5%	\$37
7	\$9,316,995	2%	\$42	7	\$46,267,581	11%	\$56
8	\$13,761,132	3%	\$43	8	\$36,968,993	9%	\$52
9	\$17,671,665	4%	\$52	Total	\$404,370,836	100%	\$58
10	\$26,210,087	6%	\$47				
11	\$31,072,925	8%	\$67				
Total	\$404,370,836	100%	\$58				

Source: BEA

ASSESSMENT OF IMPACT ON WIOA AND ADULT EDUCATION SERVICE DELIVERY

The state’s current EGRs vary widely in terms of the number and share of the WIOA Title I participants they serve. Three regions have less than a 5% share of the state’s total WIOA participants, but those numbers are more evenly distributed under the Proposed WIOA Regions / LWDAs with all regions accounting for at least 5% of the state’s total.

For Adult Education training, under the EGRs, there are two regions with relatively small shares of enrolled students (below 5%), and the average number of students per EGR (excluding EGR 5, the location of the Indianapolis metro) is 1,784. With the Proposed WIOA Regions / LWDAs, no region has below a 5% share of the total Adult Education students in the state, and the average number of students increases to 2,391.

PY2024 WIOA and Adult Education Service Delivery

EGRs					Proposed WIOA Regions / LWDAs				
Region	WIOA Title 1		Adult Ed		Region	WIOA Title 1		Adult Ed	
	Participants	Share	Enrollment	Share		Participants	Share	Enrollment	Share
1	2,323	25%	1,640	6%	1	2,323	25%	1,640	6%
2	927	10%	1,056	4%	2	1,071	12%	1,330	5%
3	956	10%	3,342	12%	3	1,009	11%	3,424	12%
4	499	5%	1,855	7%	4	417	5%	2,374	9%
5	1,861	20%	9,745	35%	5	1,801	20%	10,276	37%
6	517	6%	1,155	4%	6	841	9%	2,352	9%
7	223	2%	1,748	6%	7	1,137	12%	3,721	13%
8	548	6%	1,583	6%	8	565	6%	2,465	9%
9	397	4%	1,723	6%	Total	9,164	100%	27,582	100%
10	380	4%	1,649	6%					
11	533	6%	2,086	8%					
Total	9,164	100%	27,582	100%					

Source: DWD

INITIAL STAKEHOLDER ENGAGEMENT AND NEXT STEPS

Initial stakeholder feedback was gathered in Summer 2025 as directed by [Executive Order 25-45](#). Secretary of Commerce David Adams conducted a listening tour within each of the fifteen (15) READI Regions to assess the unique strengths and assets within each region of the state and to share information regarding the Governor’s and Secretary’s vision for economic and workforce development. These listening sessions engaged more than 200 attendees including locally elected officials, key business and industry representatives, higher education leaders, and local chambers of commerce, economic development organizations, and regional workforce development board representatives.

Listening sessions included an opportunity for the READI region to highlight successes from their READI planning efforts and to share information regarding their regional economic development strategy, key industry sectors and labor market information, and goals for their communities. The listening tour in each region concluded with an open discussion of topics related to the benefits and challenges of the READI program, and opportunities for economic development and workforce development alignment.

As a next phase, Indiana’s Workforce System Realignment efforts will include additional stakeholder engagement and public comment during October – November 2025. Consistent with WIOA, this will

include consultation with the regional chief elected officials (RCEOs) and local workforce development boards (LWDBs) in affected LWDAs and an opportunity for comments from representatives of LWDBs, chief elected officials, businesses, institutions of higher education, labor organizations, other primary stakeholders, and the general public.

CONCLUSION

Based on the preceding analysis, the Review conducted by DWD finds that the Proposed WIOA Regions / LWDAs:

- Are consistent with local labor market areas;
- Share a common economic development area;
- Have federal and non-federal resources, including education and training institutions, to administer WIOA activities;
- Better distribute the population, labor force, jobs, and GDP of the state by region than the current EGRs; and
- Better distribute WIOA participants and Adult Education students than the EGRs.

Furthermore, we do not find that any given region will be negatively impacted due to this proposed realignment based on economic trends.

The proposed realignment modernizes Indiana's workforce region's model by promoting a more balanced distribution of participants, enabling strategic resource deployment, and enhancing coordination and efficiency in workforce development activities. By consolidating regions and aligning them with participation trends, the new eight region model reduces administrative complexity, strengthens service delivery, and positions the state to better respond to evolving labor market demands. This structure ensures that both job seekers and employers receive more targeted, consistent and effective support statewide.