

STATE OF INDIANA
EXECUTIVE DEPARTMENT
INDIANAPOLIS

EXECUTIVE ORDER 25-15

**FOR: PROMOTING OPPORTUNITIES FOR MORE HOOSIERS BY
REDUCING UNNECESSARY BARRIERS TO STATE JOBS**

TO ALL WHOM THESE PRESENTS MAY COME, GREETINGS.

WHEREAS, sustained efforts to build and maintain a strong and effective public workforce are essential to the State of Indiana’s commitment to delivering the high-quality services and support that Hoosiers deserve;

WHEREAS, the State of Indiana, as a hub of world-class educational institutions and skilled talent, has a legacy of championing policies and programs that empower Hoosiers to develop real-world skills, pursue meaningful careers, and contribute to the state’s economic growth and innovation;

WHEREAS, the State of Indiana faces ongoing workforce challenges, including labor shortages in key industries and a growing need to prepare Hoosiers for high-demand, high-wage careers;

WHEREAS, approximately two-thirds of Hoosiers do not have a postsecondary degree or higher, according to statistics from the United States Census Bureau;

WHEREAS, the State of Indiana is home to nationally recognized career and technical education programs, innovative workforce training initiatives, and public-private partnerships aimed at equipping workers with the skills necessary to meet the demands of the 21st-century economy;

WHEREAS, the State of Indiana acknowledges the significant value of postsecondary education while equally recognizing and honoring the contributions of workers who have developed their skills through community colleges, military service, partial college education, certification programs, and on-the-job training; and

WHEREAS, skills-based hiring practices can address labor shortages and provide additional pathways for worker advancement by prioritizing abilities and experience over formal postsecondary educational credentials;

NOW, THEREFORE, I, Michael K. Braun, by virtue of the authority vested in me as the Governor of the State of Indiana, do hereby order that:

1. The Indiana State Personnel Department (“SPD”) shall:
 - a. identify the job classifications within the State of Indiana’s classification plan that require applicants to possess a postsecondary or graduate degree;
 - b. review and consider whether each such position necessitates such a degree to perform the job duties; and
 - c. if the degree is not necessary to perform the job duties, adjust the classification system to indicate no degree is required to fill the position.
2. SPD, in coordination with state agency hiring managers, shall review all current and future job postings to evaluate whether a degree is necessary to perform the job duties, and, if the degree is not necessary, then the job posting shall state that no degree is required to fill the position.
3. All hiring managers are encouraged to prioritize skills-based hiring practices, emphasizing relevant experience and competencies, including workforce experience,

apprenticeships, career and technical certifications, and military service, rather than degree requirements, except where legally mandated.

4. All state agencies are directed to modernize state personnel rules, replacing degree requirements with minimum competency and experience-based standards wherever feasible to broaden access to state employment opportunities.
5. All agencies shall prioritize the allocation of funding and resources for regional partnerships that align education and training programs with local workforce needs.
6. SPD shall provide written reports of progress on these initiatives annually to the Governor, including participation rates, job placement outcomes, and the impact on workforce shortages, to ensure accountability and continuous improvement.
7. Nothing in this Executive Order shall be construed to apply to a job classification or job posting that is required by law to have specific professional licensure or education to perform the job duties, or where performing certain job duties without specific professional licensure or education would be criminal, illegal, or unethical.



IN TESTIMONY WHEREOF, I,
Michael K. Braun, have hereunto set
my hand and caused to be affixed the
Great Seal of the State of Indiana on
this 14th day of January, 2025.

Michael K. Braun
Michael K. Braun Governor of Indiana

ATTEST:

Diego Morales
Diego Morales
Secretary of State