

STATE OF INDIANA
EXECUTIVE DEPARTMENT
INDIANAPOLIS

EXECUTIVE ORDER 25-18

FOR: EXPANDING OPPORTUNITIES FOR MORE HOOSIERS
THROUGH PROFESSIONAL REGULATION REFORM TO REDUCE
UNNECESSARY BARRIERS

TO ALL WHOM THESE PRESENTS MAY COME, GREETINGS.

WHEREAS, the State of Indiana is committed to fostering economic growth, supporting entrepreneurship, and removing unnecessary barriers;

WHEREAS, excessive and outdated regulations, particularly in occupational licensing, hinder economic mobility, stifle innovation, and create barriers to entry for small businesses and individuals seeking to improve their livelihoods;

WHEREAS, it is essential to balance the necessity of occupational licensing to protect public health and safety with the need to reduce unnecessary regulatory burdens that hinder economic growth and individual opportunities;

WHEREAS, unnecessary occupational licensing harms individuals by increasing costs for consumers and limiting economic opportunities;

WHEREAS, studies have demonstrated that regulatory burdens, such as excessive training, degree requirements, and unnecessary background checks raise barriers to entry and limit access to essential services;

WHEREAS, technological advancements and industry shifts necessitate the modernization of licensing standards to ensure they reflect current practices and do not unnecessarily impede innovation or workforce entry; and

WHEREAS, the State of Indiana has the opportunity to lead in regulatory reform by reducing unnecessary licensing requirements, expanding apprenticeship and certification opportunities, and implementing cost-benefit analyses to evaluate the impact of regulations on Hoosiers;

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. In conjunction with the review required by Indiana Code § 25-1-16.5-8, all state agencies shall review their occupational licensing administrative rules by July 1, 2025, to identify and recommend the removal or reduction of:
 - a. Degree requirements that are not demonstrably related to job performance;
 - b. Background check requirements, character and fitness interviews, and exclusions based on criminal offenses without a clear relationship to the job responsibilities of the regulated profession; and
 - c. Training hour requirements that exceed industry standards without clear justification.
2. Agencies shall prioritize experience-based pathways, such as apprenticeships, over degree or formal training requirements where feasible, and explore transitioning professional licenses to voluntary certifications to expand access while maintaining credentialing options.
3. Agencies simplify and expedite the application and renewal procedures for professional licenses to reduce administrative burdens and waiting times for applicants.

4. Agencies must evaluate replacing permit or plan review requirements with bonding or insurance requirements to reduce administrative burdens and approval times for applicants.
5. Agencies must consider provisional or temporary licenses for qualified applicants, allowing them to begin practicing while completing final licensing requirements, thereby minimizing employment gaps.
6. Agencies must consider facilitating the recognition of out-of-state licenses to attract skilled professionals by streamlining processes for individuals licensed in other jurisdictions, thereby reducing barriers to employment for newcomers to the State of Indiana.
7. Agencies must consider implementing expedited licensing procedures for active-duty military personnel and their spouses, ensuring timely access to employment opportunities upon relocation to the State of Indiana.
8. Agencies shall prioritize the elimination of outdated, duplicative, or unnecessary administrative rules, with a focus on:
 - a. Ensuring rules are relevant to public safety or consumer protection; and
 - b. Streamlining requirements that impose excessive costs on small businesses and entrepreneurs.
9. Agencies must compare the requirements in their occupational licensing administrative rules to similar requirements in Illinois, Kentucky, Michigan, Ohio, and any additional states designated by the Office of Management and Budget for comparison.
10. Agencies shall incorporate expanded cost-benefit analyses into all proposed occupational licensing administrative rules to assess their impact on consumers, job seekers, market access, and service costs, and shall evaluate existing administrative rules to recommend the elimination of outdated or inconsistent provisions by July 1, 2025.
11. Agencies shall establish mechanisms for public input on regulatory reform efforts, ensuring that the voices of impacted parties are heard.
12. Agencies shall establish mechanisms for ongoing consultation with industry stakeholders, educational institutions, and the public to ensure that licensing requirements remain relevant, necessary, and aligned with current industry standards and workforce needs.
13. Agencies shall submit a detailed report to the Governor's Office by September 1, 2025, summarizing:
 - a. Licensing requirements recommended for elimination or reduction;
 - b. New pathways for entry into licensed professions, including apprenticeships and certifications;
 - c. The results of cost-benefit analyses on existing and proposed administrative rules; and
 - d. Financial savings and expanded economic opportunities achieved through these reforms.
14. This order does not apply to professions essential to public safety, including but not limited to healthcare providers, law enforcement officers, and critical and emergency services.

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

^{to}
DIEGO MORALES

ATTEST: Diego Morales
Secretary of State