

GEORGIA'S WORKFORCE READINESS OUTLOOK

# Georgia's Opportunity is no Longer Simply Job Creation

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## It's Talent Creation

Exploring the evolving ecosystem reshaping how  
Georgia develops talent.

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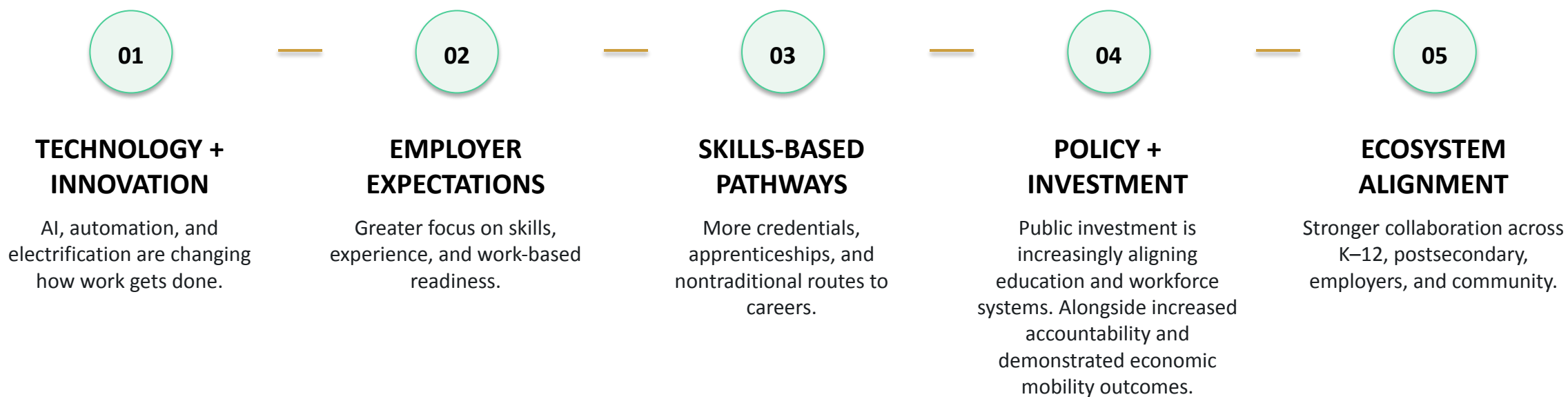
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# What's Reshaping How Georgia **Develops Talent**

The Workforce Ecosystem is converging and changing what readiness looks like and how we prepare people for what's next.



**Together, these shifts are redefining what readiness looks like and how the talent ecosystem must respond.**

# Georgia's Workforce Outlook: Continued Momentum

Economic growth is creating opportunity, while the composition of growth is creating new talent requirements.

**\$35.2B**

**Project Investment**

FY2026

**25,300**

**Estimated New Jobs**

Coming Years

**67%**

**of announced jobs**

Manufacturing

**75%**

**of projects**

outside 10-county Metro Atlanta

Manufacturing is a major driver, but growth spans automotive, life sciences, food processing, technology, headquarters and support services.

## THE TALENT QUESTION

**What capabilities will these jobs require and how early does the preparation need to begin?**

# Electric Freight as a Catalyst for a **Broader Workforce Ecosystem**

The truck is visible. The workforce story extends across industries, occupations, and education pathways.

## VEHICLE MANUFACTURING + COMPONENTS

assembly • batteries • electronics • supply chain

## CHARGING INFRASTRUCTURE

electrical contractors • charging technicians • facility operations

## GRID + ENERGY SYSTEMS

utilities • electrical infrastructure • engineering



## FLEET OPERATIONS + LOGISTICS

drivers • dispatch • fleet management • maintenance

## DIGITAL TECHNOLOGY

software • data • AI-enabled logistics • cybersecurity

## TALENT DEVELOPMENT

K-12 CTAE • colleges • credentials • apprenticeships • upskilling

**One technology shift can create demand across transportation, energy, manufacturing, infrastructure, technology and talent.**

# Investing in Talent for **Emerging Opportunities**

The Georgia Environmental Finance Authority (GEFA) is connecting energy investment to workforce development.

**\$944,765**

in energy workforce  
training grants

**\$859,037**

to the Technical College  
System of Georgia

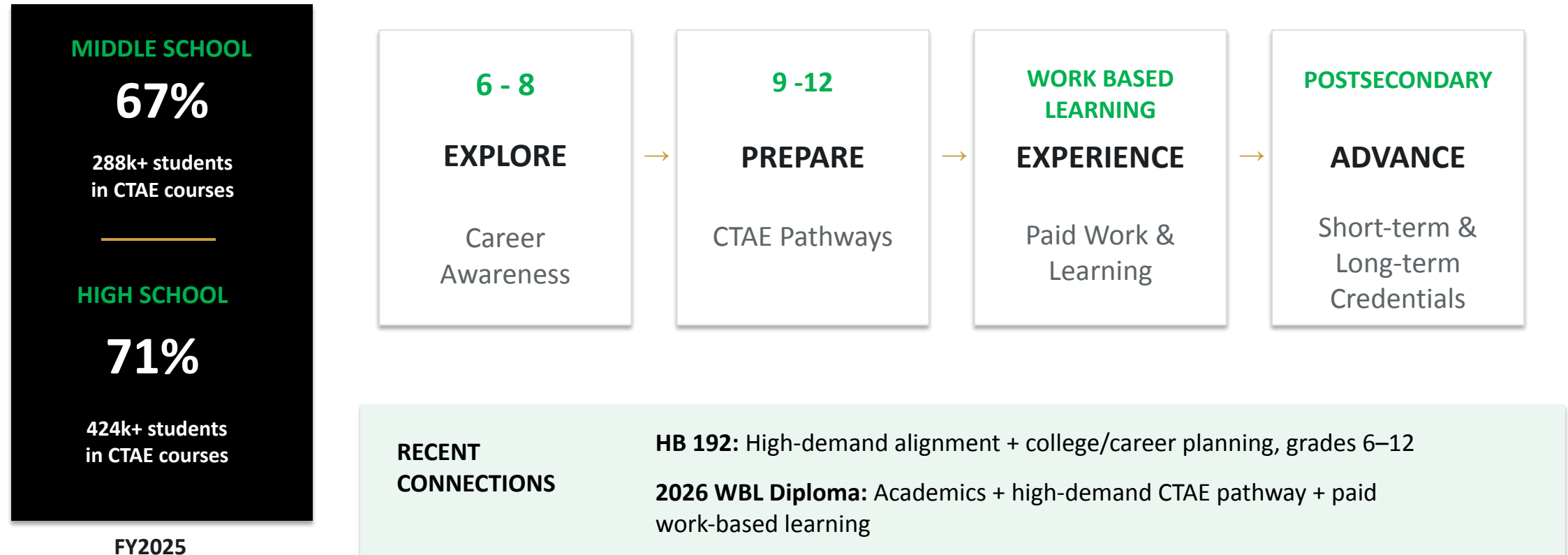
## THIS INVESTMENT SUPPORTS

- › Expanding energy-focused Registered Apprenticeships
- › Building employer partnerships
- › Aligning curriculum to current + future workforce needs
- › Developing industry-recognized credentials
- › Supporting transportation-related electrical infrastructure
- › Connecting training to emerging energy technologies

**When future workforce demand is well defined, talent investment can happen now — not only in response to a shortage.**

# Talent Development Moves **Upstream**

Middle and High Schools are increasingly part of Georgia's workforce-readiness architecture.



# Connecting Pathways to **Employer Talent Needs**

A stronger talent pipeline helps people discover, prepare for, and move into careers aligned with employer demand.



**The talent pipeline must be developed before the talent shortage.**

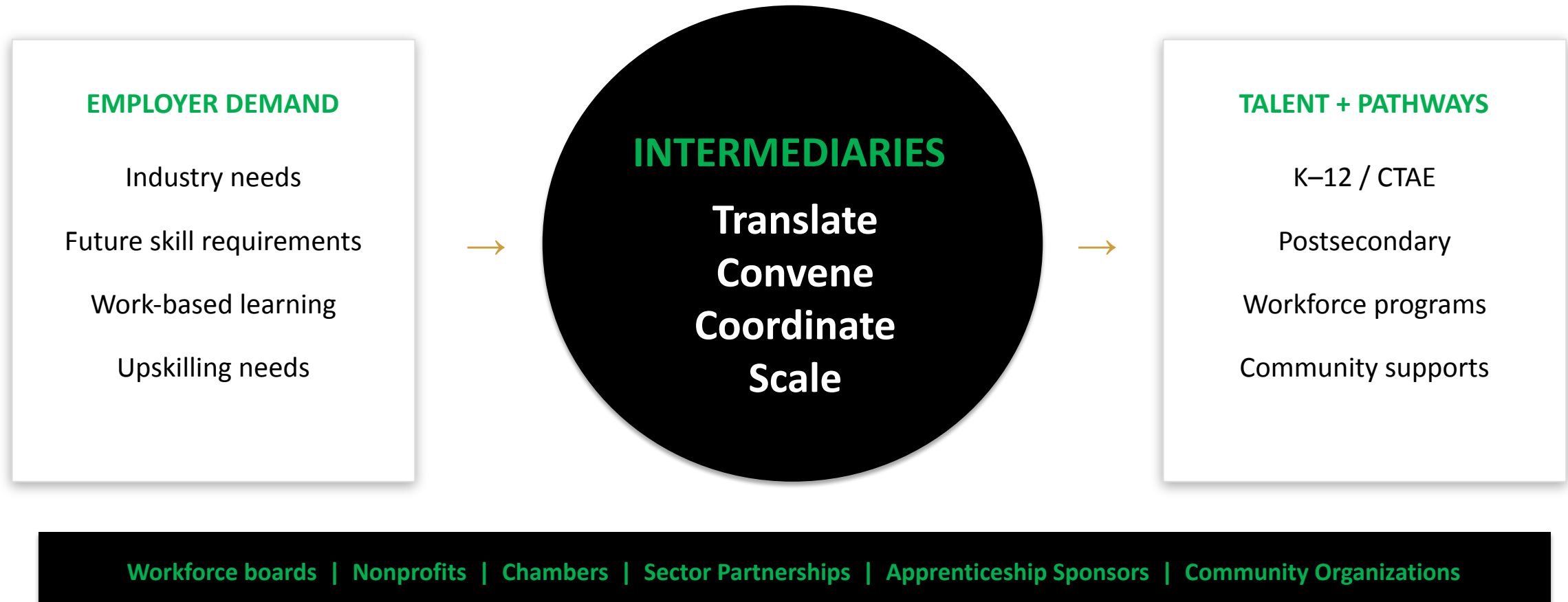
**Anticipate → Align → Prepare → Connect → Advance**



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# Intermediaries Turn **Alignment Into Action**

Their value is often in the space between employer demand, pathways and people.



# What Talent Readiness **Looks Like Now**

Readiness is broader than a credential. People need the ability to enter, adapt, persist and advance as work changes.

## TECHNICAL

**Occupational  
Knowledge  
+ Applied Skill**

## DIGITAL

**Digital Fluency  
+ AI Readiness**

## HUMAN

**Communication •  
Judgment  
+ Collaboration**

## NAVIGATIONAL

**Executive Function •  
Adaptability  
+ Career Navigation**

**The future of workforce development will focus on readiness, retention and advancement.  
Not simply placement.**

# Considerations for **the Ecosystem**

As we prepare people for the jobs of today and how work is changing, what will strengthen alignment across the talent ecosystem?

1

## **EMPLOYERS**

How far ahead are we defining future capabilities and communicating them?

2

## **K-12 + POSTSECONDARY**

How quickly can awareness, pathways and learning respond as work changes?

3

## **WORKFORCE + INTERMEDIARIES**

Where can we add translation, coordination, navigation or capacity?

4

## **COMMUNITY PARTNERS**

What helps people see, access and persist in emerging opportunities?

**Are we preparing people for a job or for a changing world of work?**



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## Let's Discuss

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**What are you seeing from where  
you sit in the ecosystem?**

QUESTIONS | PERSPECTIVES | OPPORTUNITIES | WHAT'S NEXT



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# THANK YOU



[Learn More](#)



## Key Sources

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- 3 Reuters. Tesla begins customer deliveries of Semi electric trucks. Sept. 24, 2026.
- 4 Einride. Planned deployment of 500 Tesla Semis across North America. Aug. 18, 2026.
- 5 Georgia Environmental Finance Authority. Workforce grants awarded to support emerging energy jobs. Sept. 28, 2026.
- 6 Georgia Department of Education. CTAE Annual Report, FY2025.
- 7 Georgia General Assembly. HB 192 / Act 117, Top State for Talent Act. Effective July 1, 2025.
- 8 Georgia Department of Education. Work-Based Learning Diploma guidance. 2026.
- 9 Technical College System of Georgia / WorkSource Georgia. Apprenticeship and employer-service resources.