



“Alabama’s workforce is our greatest competitive advantage. This unified approach connects individual career advancement to statewide prosperity, ensuring that our human capital drives continued economic growth across all communities.”

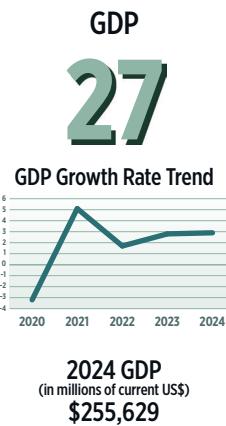
— Gov. Kay Ivey, October 13, 2025, on launching the new Alabama Department of Workforce

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Alabama



Pop. (2024): 5,157,699

Median household income (2024): \$66,659

Credit Rating: AA / Stable

Pop. growth 2024–2029: 0.31%

Median age (2024): 39.4

Right-to-work state: Yes

LEGISLATIVE & POLICY UPDATE

The new Alabama Department of Workforce (ADOW) will consolidate several different workforce programs under one unified department under the leadership of Secretary Greg Reed, looking to establish itself as Alabama's definitive workforce authority and serving as a source for workforce data and regulatory oversight with a 90% focus on workforce services and comprehensive safety standards.

In November the state announced that it submitted its federal Rural Health Transformation Program (RHTP) plan to the Centers for Medicare & Medicaid Services. The One Big Beautiful Bill Act includes the RHTP, a multi-year, \$50-billion program that empowers states to strengthen rural American communities by improving health care access, quality and outcomes.

Alabama's Strategic SEEDS grant program, designed to boost industrial site-readiness across the state, has awarded \$23.5 million in SEEDS grants to accelerate development of “pad-ready” industrial sites in key markets including Mobile, Montgomery and rural counties. Macon County secured \$2.7 million in SEEDS funding to develop a 360-acre, rail-accessible industrial site near I-85, linked to site control and improvements for future industrial investment.



37th

Business Tax Climate Rank Change 2025–2026: +1



23rd

Higher Ed. R&D Expenditure in \$000s: \$1,468,247



14th

Number of NCRCs: 441,131 | Percent Improvement 2024–2025: 9.73%



24th

2025 Workers' Comp Index Rate: 1.11



14th

Industrial power cost (\$/kWh): 7.25



27th

Total Revenue as Share of Total Expenses, FY 2009–2023: 104.13%

PROJECT WATCH

In September Georgia-Pacific announced its plan to invest \$800 million to modernize, expand and streamline the production capabilities of its Alabama River Cellulose mill. Construction is expected to conclude in 2027, and the investment will make the facility the largest softwood pulp mill in the U.S. “Modernizing this mill reinforces our commitment to meeting our customers’ current and long-term demand for high-quality fluff and market pulp,” said Munir Abdallah, president of GP Cellulose, a subsidiary of Georgia-Pacific. “The investment also means our cellulose business will be well positioned to meet the growing needs of emerging markets.”



The mill, located in Perdue Hill over an hour north of Mobile, will produce close to 1 million tons of fluff and market pulp yearly, with the expansion increasing daily production capacity by about 300 tons.

Baby diapers, facial tissue, paper cups and

plates, kitchen towels and more are some of the products made from the material produced at the facility. New facility additions will include a state-of-the-art digester, a pulp dryer and more efficient power boiler along with other modifications and upgrades.

Photo courtesy of Georgia-Pacific