



Delivered by The NextGen Project

HR Community NextGen Update

January 20, 2026

Presenters

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Deputy Commissioner
Human Resources Administration

Carla Gracen
Director
Enterprise Benefits

Tina Bufford
Senior Manager
Enterprise HCM Operations &
Compensation

Satonya Payne
Director
Workforce Policy and
Business Operations

Rhonda Zubas
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Scott Olsen
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Workday Security Admin

Fe'Ioy Gibbs
Manager 3
Information Technology

Evan Stynes
NextGen - Deloitte - HCM Core &
Compensation Lead
Financial Systems

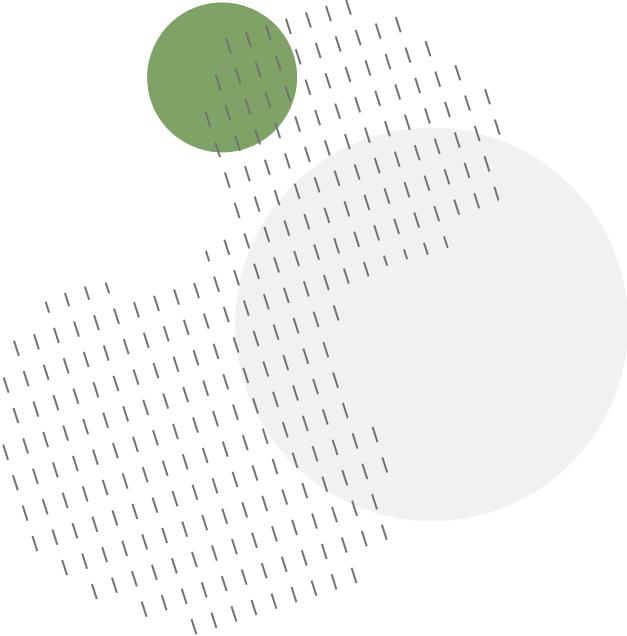
Qiana Taylor
IT Director
HCM Financial Systems

Sharon Carter
HR Director
HR Operations & Support

Diana Tiernan
NextGen - Deloitte OCM Lead

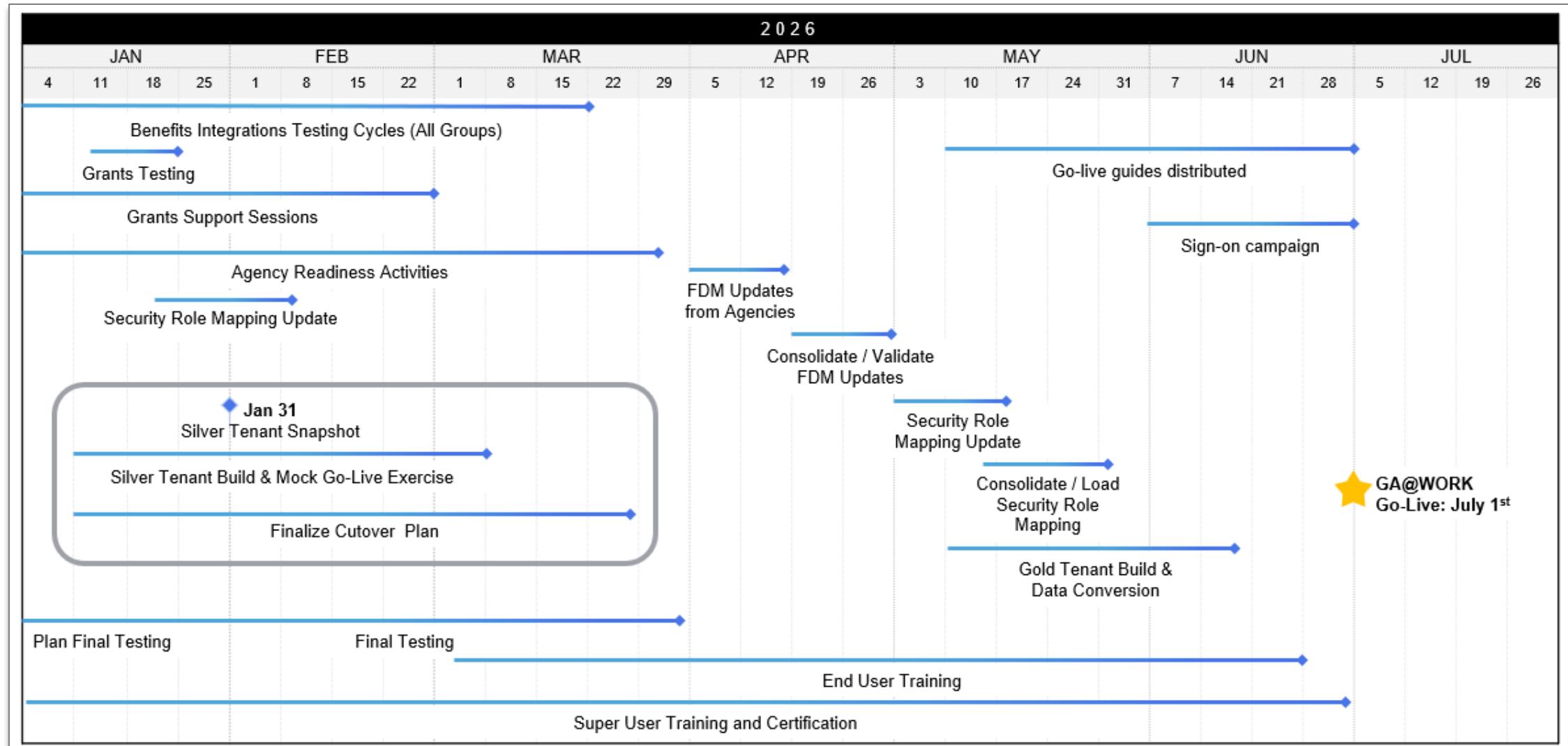
Agenda

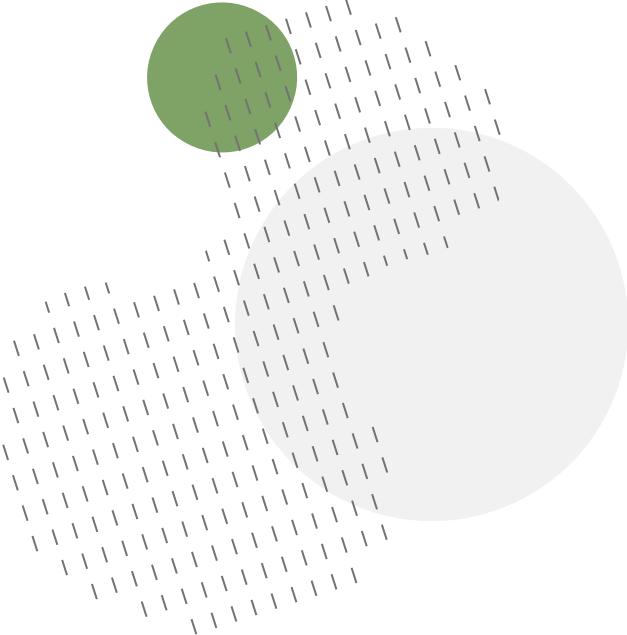
- Welcome
- NextGen Project Timeline
- Training Updates
- Super User Updates
- Data Cleanup
- Manual Corrections
- Payroll
- Supervisory Organization
- Position Management
- Security Update
- Change Readiness Check-In Survey
- GA@WORK Resource Library



NextGen Project Timeline

July 2026 go-live timeline





Training Updates

Key Training Dates

Team Georgia Learning

March of 2026

Auto-enrollment in GA@WORK
Foundational Learning Programs

Mid-March - Go Live 2026

Role-based Learning Programs
auto-enrollment. Learners will **self-select instructor-led course**
dates/times (if applicable)

April - June 2026

Instructor-led courses begin and learners
continue Learning Program completions

June 11, 2026

All assigned Learning Programs and
assessments must be **completed before**
June 11 for training data to be available in
GA@WORK.

July 2026

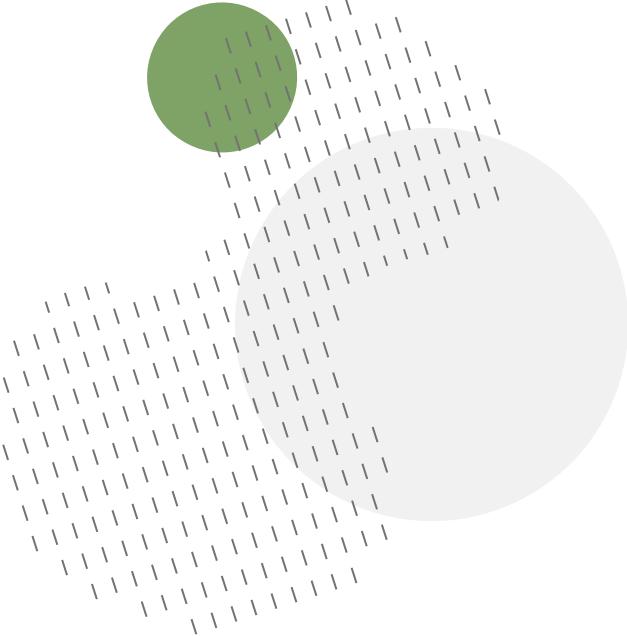
GA@WORK GO-LIVE



Training Support Center

Available on the
[GA@WORK](#)
[Resource Library](#)

- Learning Programs
- Course Descriptions
- Ready, Set, Go-Live Journey



Super User Updates

Super User Updates

Super Users

Office Hours

- Weekly on Wednesdays at 10:00 a.m. and 3:00 p.m.

Phase 1 – Current Activities

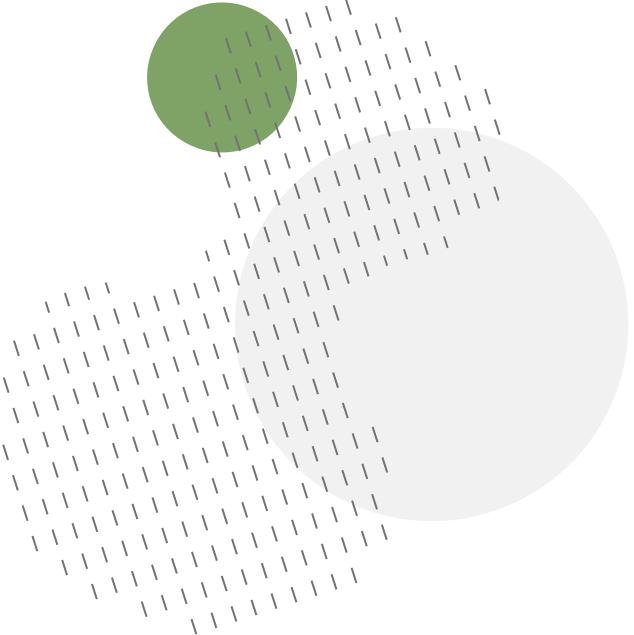
- Foundational Learning Program Courses
- Walk through Sandbox access and review process
- Review Crosswalks and Change Impacts
- Document agency operational impacts in the Solutions Log

Phase 2 – Upcoming Activities

- Role-based Learning Path rollout begins January 26 (eLearning)
- HCM Super User ILT sessions begin February 4 (Virtual)
- Engage with stakeholders and review FAQs & Demos

Phase 2 Super User Meeting: Wed, Jan. 21





Data Cleanup

Data clean-up – Keep going!

Milestone: Complete requested data clean-up in TeamWorks by January 29, 2026.



Instructions

Follow instructions in the data clean-up email(s) using the provided list for:

- Benefits Eligibility
- Pension and Compliance Reason Code
- Peach State Reserves Savings 401(k) and 457 Plans
- HR Data



Effective Date

When making changes, use January 2, 2026, as the Effective Date.



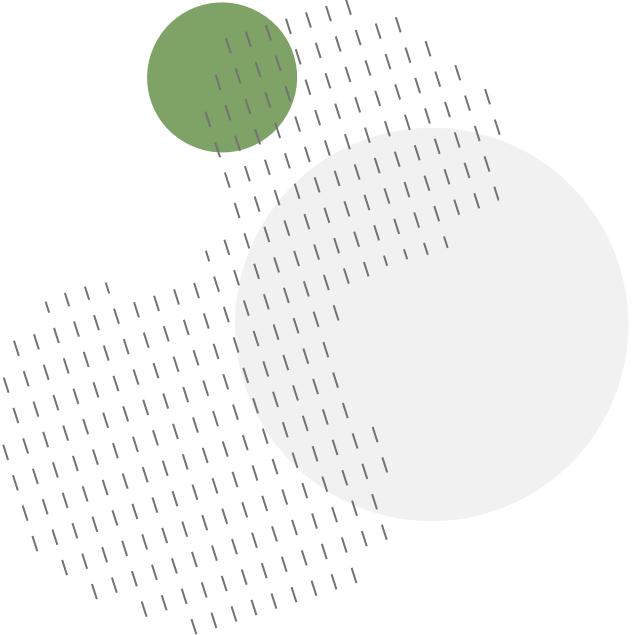
Open House

If you need help, register for Open House dates:
Wednesday, Jan. 21
Tuesday, Jan. 27
DOAS West Tower
9 a.m. – 5 p.m.



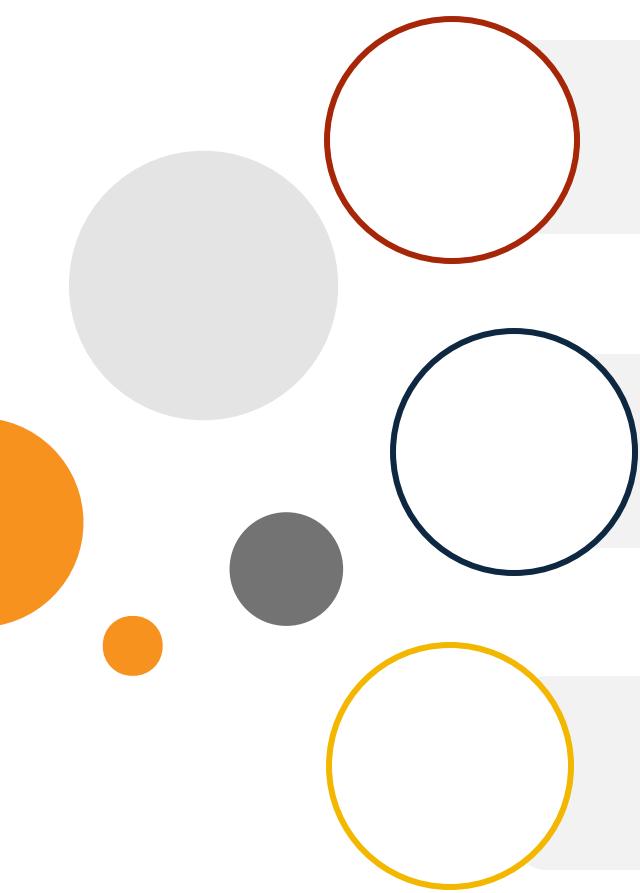
Email

If you have any questions, please contact:
NextGen@sao.ga.gov



Manual Corrections

Manual Corrections



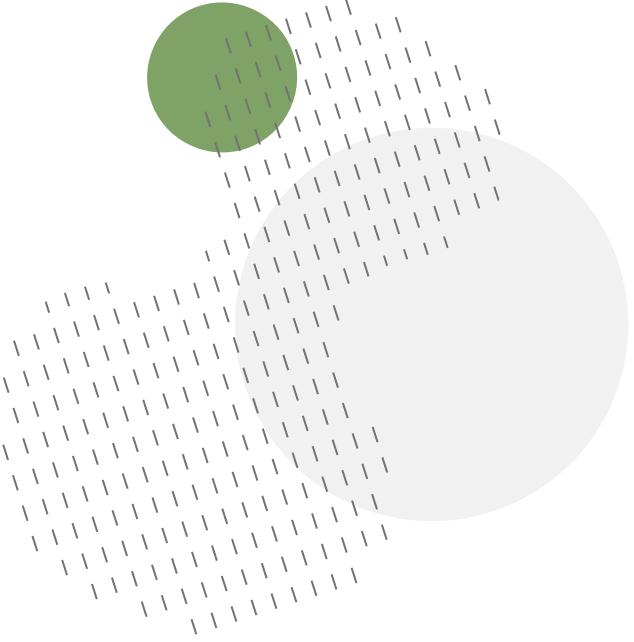
Explanation: Manual Corrections is an activity involving employees that are currently completing HR Data corrections in the current system practicing how to complete the process in GA@WORK. This is an exercise that will help prepare the agencies to correct potential data conversion errors/fallouts during go-live.

Action: HRDs were asked to identify these participants. They will be attending a kick-off meeting on Jan 20, granted access to practice independently, followed by a series of debrief sessions where the project team will answer any questions on completing manual corrections.

Kick-off: Tuesday, Jan. 20

Debrief Sessions: Jan. 26 – Feb. 6

Silver Build Simulation: Feb. 23 – Mar. 3



Payroll

Payroll Updates

Please share these updates with your Payroll Partners.

Payroll Compare – Thank you!

- The latest cycle of Payroll compare has wrapped up as of receiving signed attestations from agency CFOs.
- Exit criteria includes there are no payroll issues open that would prevent go-live from occurring.
- We are moving forward – thank you for your efforts!

Request – Power of Attorney

- Due to the GA@WORK go-live date shifting to July 1, 2026, ADP is requesting an updated **GAGOV_ADP RAA Power of Attorney (POA) form 8655** to authorize tax processing on your agency's behalf.
- The POA form previously submitted in April 2025 by every agency has expired, therefore a new form is required by **Friday, Feb. 13, 2026**.

Note: *This form has been reviewed and approved by the Attorney General's office to ensure compliance with state laws.*

Coming soon – Daily Payroll Participation

As we approach go-live, there will be a need for Payroll resources from every agency to participate on a daily bridge call.

Tentative Requirements

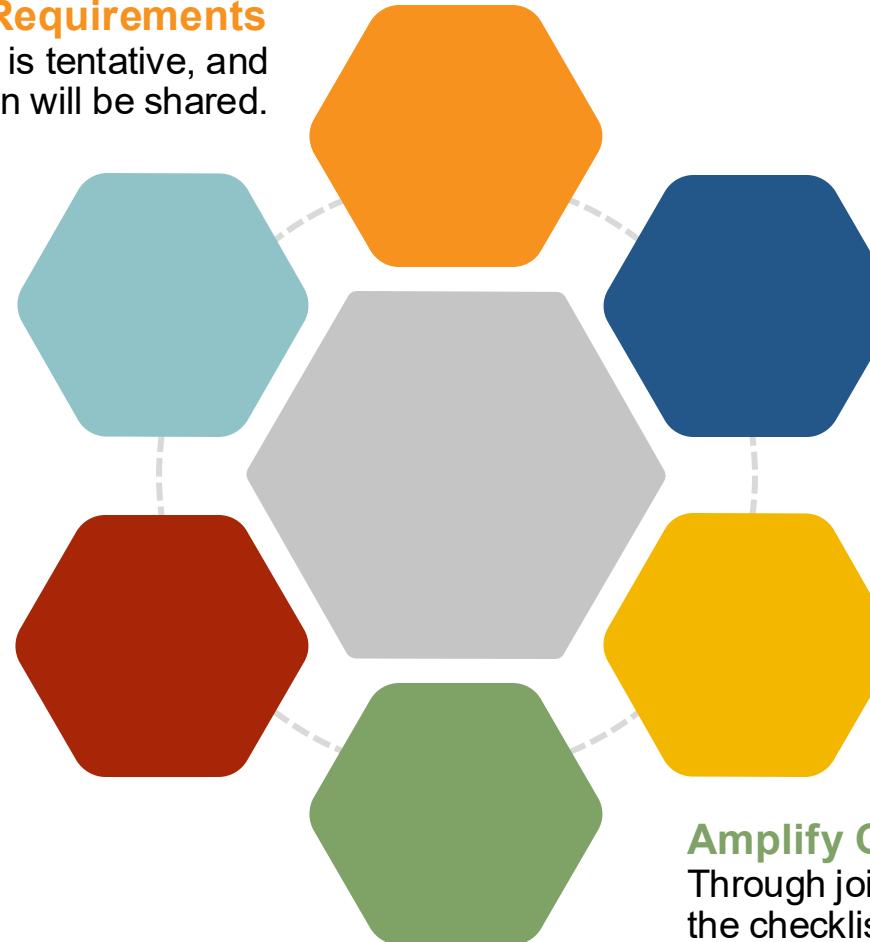
Please note this information is tentative, and additional information will be shared.

Action

Agencies will be asked to designate at least one agency representative.

Duration

The daily bridge calls will run from soft launch (~late June) until the first pay date (7/15/2026).



Resource Number

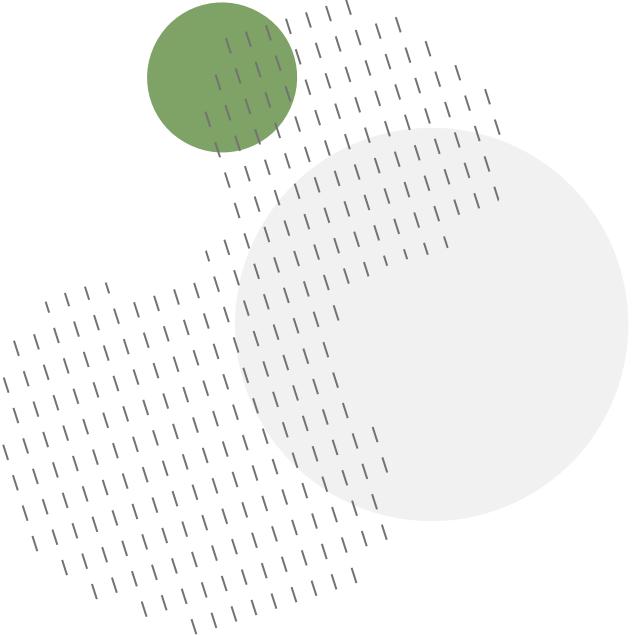
At least one resource per agency on daily stand-up bridge call.

Intent

The intent is to confirm checklist completion for your agency each day.

Amplify Concerns

Through joining this call and reviewing the checklist, agencies can flag data issues and timing risks immediately.

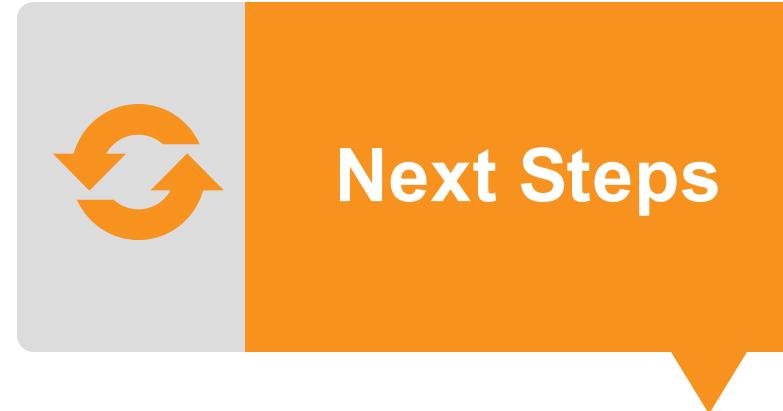


Supervisory Organization

Supervisory Organization Updates

Supervisory Organizations, or Sup Orgs, will be updated in March 2026.

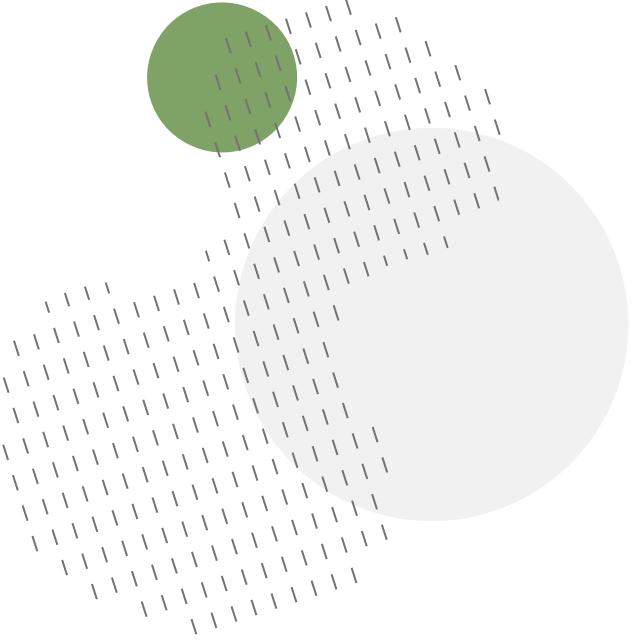
Supervisory Organizations in GA@WORK define reporting relationships, control access to view and modify worker records, and determine how business processes route throughout the employee lifecycle.



Explanation



As GA@WORK becomes the source of truth at go-live, agencies must reconfirm organizational structures and reporting relationships each build to ensure all employee changes and reorganizations are reflected accurately.



Position Management

Position Management Best Practices



GA@WORK is based on position management.

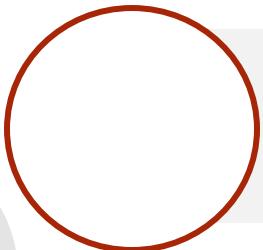


Job and Position should match, Job Data Override should not be used, and a data cleanup effort is underway.

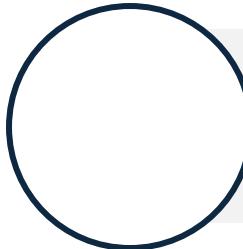
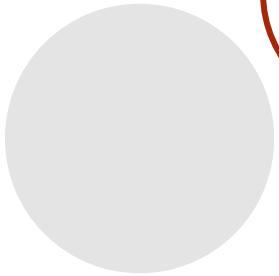


Move People Not Positions correlate to jobs, and people move to the position number of the new job.

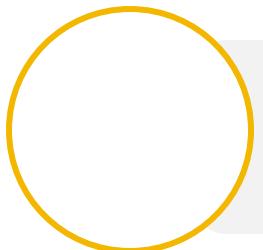
Failure to Utilize Position Management



Each Sup Org has a manager security role assigned to it by position number, and workflow hierarchy always rolls up to the next level when vacant.

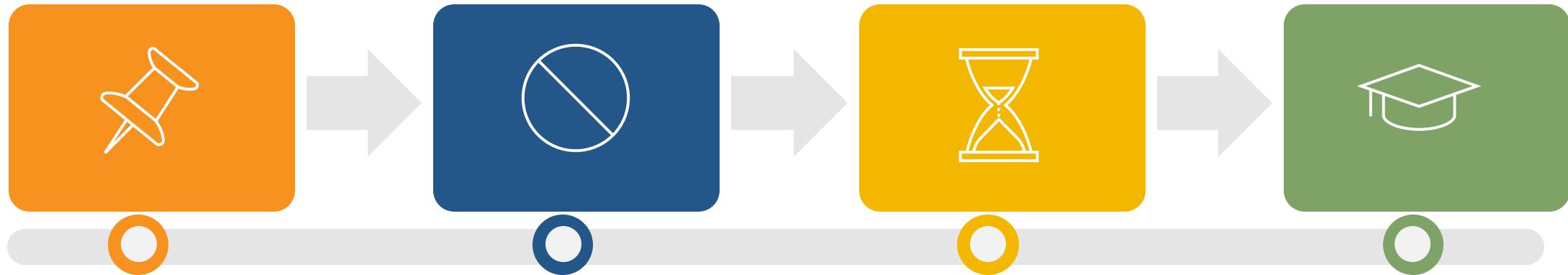


If a manager moves out of a supervisory organization on the same position, the role cannot be inherited, an SAO ticket is required to reassign Manager Security to a new position number, and workflows will route to the next level until updated.



If a manager moves to a different position in another supervisory organization, they inherit any security roles tied to the new position, the replacement manager inherits Manager Security on the former position, and workflows no longer roll up.

Position Number Requirements & Best Practices

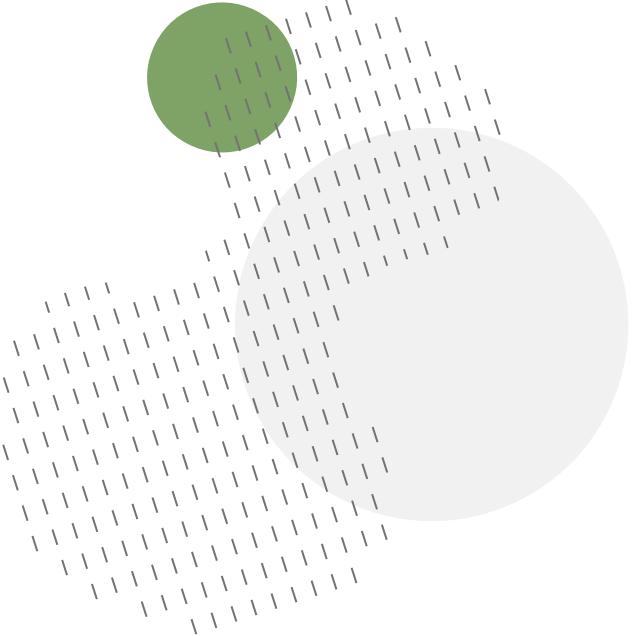


GA@WORK requires unique position numbers; if multiple employees share a position at TeamWorks conversion, a new EMPID_POS# position number is created.

When the employee leaves, overlap is not allowed and a new position must be created, as EMPID is part of the unique position number from conversion.

GA@WORK allows short-term overlap (e.g., 30 days) for backfill but does not allow multiple employees on one position number; agencies may create position numbers as budget permits.

Educate staff on position management, including best practices for closing a position and best practices for using available overlap.

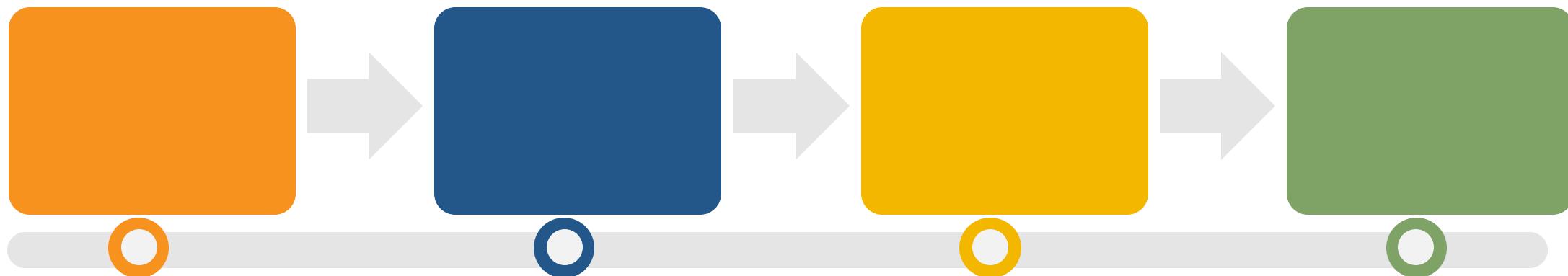


Security Update

Security Role Mapping (SRM)

The goal of SRM is to confirm that the users have the expected access in GA@WORK to perform their job duties.

Please follow the steps below to complete the SRM activity:



Access the SRM templates for your agency using the request form.

Review the existing assignments within your template.

Work with agency Subject Matter Experts (compensation, payroll, accounting, AP, etc.) to identify users who need GA@WORK security roles.

Update the template with your role assignment updates by Jan. 30 and submit your updates via the request form.

Security Role Mapping Timeline

| Action | Owner | Dates |
|---|-----------------------|--|
| Distribute Security Role Mapping templates & presentation slides | NextGen Security Team | Jan. 20 |
| Attend Security Role Mapping Kickoff | Agency Team | Jan. 20 |
| Review Role descriptions and access | Agency Team | Jan. 20 – Jan. 30 |
| Map end users to security roles | Agency Team | Jan. 20 – Jan. 30 |
| Attend NextGen Security Role Mapping Working Sessions (HCM) | Agency Team | Jan. 21 – 10:00 a.m. Jan. 22 – 10:00 a.m. Jan. 27 – 10:00 a.m. Jan. 29 – 10:00 a.m. |
| Submit role mapping templates using NextGen Security Role Mapping Form (link to be sent today in email) | Agency Team | Jan. 30 |

Manual Corrections – Login Requirement

As part of the upcoming HR Manual Corrections activity, it is critical that HR teams ensure employees/testers access GA@WORK using the correct login method.

Login method guidance

- **SSO Agencies:** Employees must log in using the agency's Single Sign-On (SSO) provider (**Okta, Azure AD, Google, Duo, SafeNet**).
- **Non-SSO Agencies:** Employees will log in using Native Workday login (Username + Password).
- Login method is determined by agency configuration, not user preference.

HR Responsibilities

- Identify employees participating in HR Manual Corrections in **GA12(MOCK)** tenant.
- Confirm the correct login method for your agency (**SSO or Native**).
- Communicate login expectations clearly to identified employees.
- Coordinate with your Agency **IT/IdP Admins** if access issues are identified.

Key reminder: Ensuring employees use the correct login method upfront will prevent access issues and delays during the HR Manual Corrections window.

Agencies SSO & SSO/Hybrid List

Located on the [GA@WORK Resource Library](#), this resource indicates how agencies are accessing GA@WORK at go-live in January 2026.

GA@WORK

GA@WORK login methods at go-live

GA@WORK As of date: 1.08.26

| Non-GETS* Agencies using Single Sign On (SSO) Allows users to access GA@WORK using their Agency credentials without needing a separate username and password | | GETS* Agencies using Single Sign On (SSO) Allows users to access GA@WORK using their Agency credentials without needing a separate username and password | |
|--|--|--|--|
| Criminal Justice Coordinating Council | Employees Retirement System of Georgia | Department of Administrative Services | Division of Family and Children Services |
| Department of Audits and Accounts | General Assembly of Georgia | Department of Behavioral Health and Developmental Disabilities | Georgia Aviation Authority |
| Department of Banking and Finance | Georgia Public Broadcasting | Department of Community Health | Georgia Bureau of Investigation |
| Department of Community Affairs | Office of Planning and Budget | Department of Driver Services | Georgia Technology Authority |
| Department of Community Supervision | Office of the Inspector General | Department of Human Services | Office of State Administrative Hearings |
| Department of Early Care and Learning | Professional Standards Commission | Department of Natural Resources | Office of the State Treasurer |
| Department of Education | Public Service Commission | Department of Public Health | State Accounting Office |
| Department of Labor | State Board of Pardons and Paroles | | State Ethics Commission |
| Department of Public Safety | State Road and Tollway Authority | | |
| Department of Transportation | Student Finance Commission | | |
| Technical College System of Georgia (TCSG/ Including 22 Colleges) | View Point Health | | |

GETS* Agencies using Hybrid
Allows Agencies to use both methods (i.e., SSO and Native Login) as needed

| |
|--|
| Department of Behavioral Health and Developmental Disabilities |
| Department of Corrections |
| Department of Juvenile Justice |
| Department of Revenue |

Non-GETS* Agencies using Hybrid
Allows Agencies to use both methods (i.e., SSO and Native Login) as needed

| |
|---|
| Judicial Council of Georgia/Administrative Office of the Courts |
| Superior Courts of Georgia |
| Vocational Rehabilitation of Georgia |

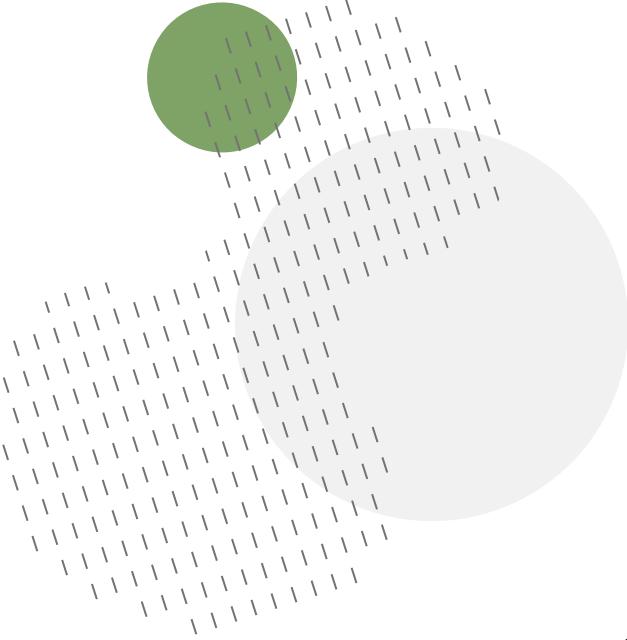
What if my agency is not listed on this sheet?

If your Agency is not listed, then your Agency will use Native Login with a form of multi-factor authentication (MFA). **Native Login with MFA** allows users to access GA@WORK using their username and password to directly login to GA@WORK. Native login allows users to manage their own password resets, if and when needed.

Questions?

Contact: nextgen_secmap@sao.ga.gov

*Georgia Enterprise Technology Services



GA@WORK

Change Readiness Check-In Survey

GA@WORK Change Readiness Check-In survey is live



What is the GA@WORK Change Readiness Check-In survey?

This survey measures your understanding and willingness to adopt

- new processes,
- behaviors, and
- technology

required for the transition to GA@WORK.



Who should participate?

- Agency leaders** (CIOs, CFOs, HRDs, APO/CUPOS)
- NextGen Change Network members**
- NextGen Project Team**

Please do not forward the survey outside these groups. A future survey will involve all GA@WORK users.

NEXTGEN'S ASK:



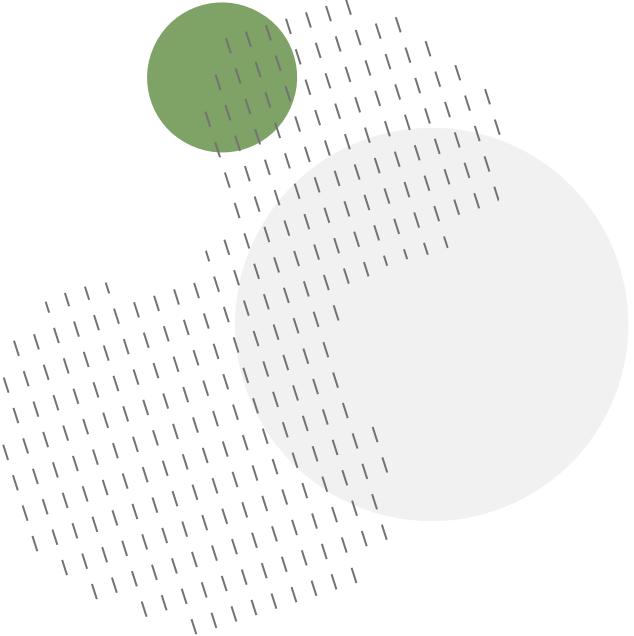
How to participate?

- 1** Click the [survey link](#) that was sent to your inbox on 1/20.
Refer to the email sent with the subject line, “*Participate in the GA@WORK Change Readiness Check-In survey today*”)
- 2** Complete the survey by 1/30.



WHY DOES IT MATTER?

This check-in survey will help the NextGen Change Management Team provide targeted support for your agencies' GA@WORK journey, and the more voices who contribute, the better idea of support to provide.



GA@WORK

Resource Library

GA@WORK Resource Library



An official website of the State of Georgia. How you know ▾

STATE ACCOUNTING OFFICE

GA@WORK Resource Library

GA@WORK

The GA@WORK Resource Library provides helpful resources in preparation of the April 2026 launch of GA@WORK.

Below, you can access training information, communication templates for managers, readiness checklists and other materials to help you and your agency get ready for the implementation of GA@WORK.

Use this [Start Here Guide](#) for details on how to use this collection of resources.

GA@WORK Videos

Find brief sneak peeks of common processes in GA@WORK and end-to-end system demos for HCM, Finance and Procurement processes.

Sneak Peeks → HCM Demos → Finance Demos → Procurement Demos →

Training Support Center

These materials help explain the training experience for end-users of GA@WORK.

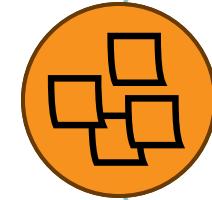
Training Overview → Training Enrollment → Training Schedules → HCM Role-Based Learning Programs →

Finance Role-Based Learning Programs → Procurement Role-Based Learning Programs → Training FAQs →



Who is the GA@WORK Resource Library for:

- Everyone, this is not behind a firewall!
- <https://sao.georgia.gov/gawork-resource-library>



What's on the GA@WORK Resource Library:

- Videos and demos
- Change impacts
- Crosswalks
- Glossaries



Suggested uses:

- Use the Start Here guide on the homepage to talk about this resource to your agency
- Select and share a video link to expand awareness of GA@WORK to your colleagues
- Review HCM business area resources with specific agency teams to generate interest and engagement

GA@WORK Resource Library: HCM Demos

Demos cover HCM Hire to Retire processes

GA@WORK Videos
Find brief sneak peeks of common processes in GA@WORK and end-to-end system demos for HCM, Finance and Procurement processes.

HCM Demos
View full-length demonstrations of GA@WORK Human Capital Management processes.

GA@WORK Recruiting & Onboarding →
GA@WORK Performance Management →
GA@WORK Time & Absence Management →
GA@WORK Direct Hire, Rehire, Transfer, Terminate →
GA@WORK Reporting →
GA@WORK Payroll Cost Allocation & Third-Party Payments →

HR/Payroll Professionals

The use of these materials is encouraged and remember to revisit this site as new materials are posted during the month.

HR / Payroll Professionals

Click on the tile for information about a specific business area. Each tile links to a toolkit of resources for HR and Payroll professionals to use to help them in their transition to GA@WORK.



| | | | |
|------------------------------------|--------------|--------------------|-------------------|
| Core HR | Compensation | Recruiting | Talent Management |
| Time Tracking & Absence Management | Learning | Security & Support | Payroll |

What's here:

- Change impacts
- Crosswalks
- Glossaries

Remember: These materials are NOT TRAINING. Instead, they help users prepare for training and working in GA@WORK.

Ready, set, go-live!

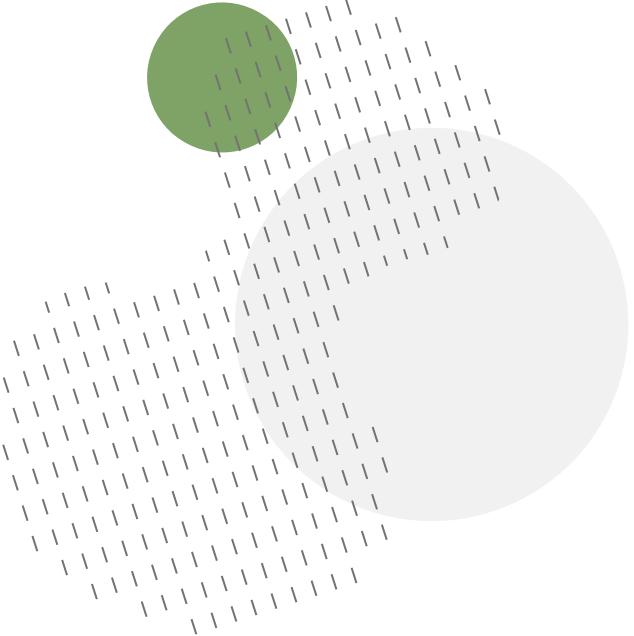
Available soon, this resource details the steps all employees should take to get ready for the GA@WORK go-live.

GA@WORK
Ready, Set, Go-live Journey

Use this checklist to help prepare for GA@WORK training and go-live. Complete steps 1 through 6 before GA@WORK training launches on March 2, 2026.

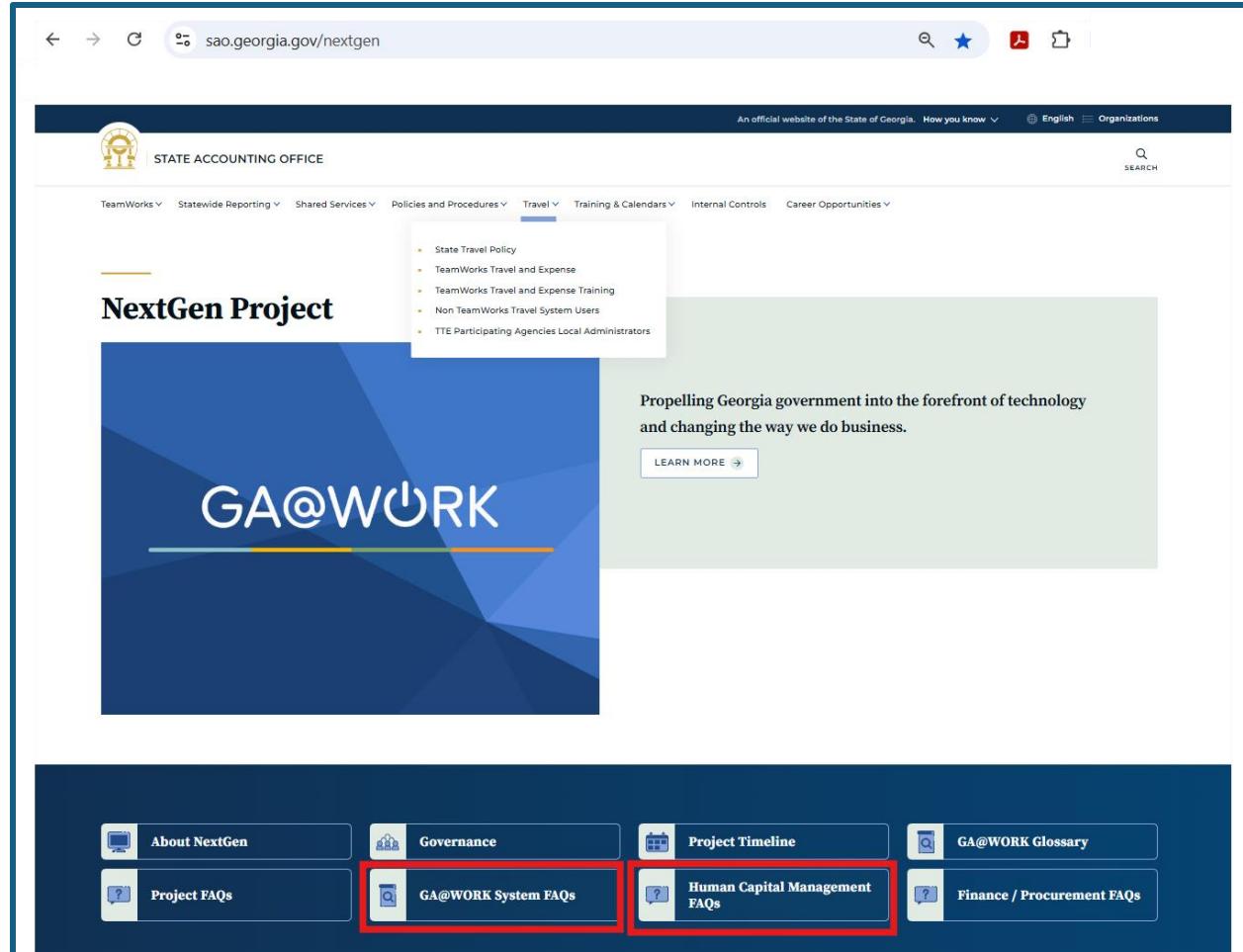
| Steps | Description |
|---|--|
| 1 Confirm your Team Georgia Learning access | First, make sure your TeamWorks employee profile information (i.e., work email) is current. Then, log into Team Georgia Learning to confirm access. If you cannot log in, request help using the Learning Help form. |
| 2 Bookmark and review the GA@WORK Resource Library | Bookmark and explore the GA@WORK Resource Library to learn about training and access materials explaining what's changing with the new GA@WORK system. You can find detailed summaries of changes to expect: <ul style="list-style-type: none">All Employees & Managers: Employee Self-Service, Manager Self-ServiceHCM (HR/Payroll): Core HR, Compensation & Benefits, Recruiting, Talent Mgmt., Time & Absence, Learning, Security, Sign-On & Support, PayrollFinance: AP, AR, Assets, Banking, Budget, Accounting & Expense Mgmt., Grants & Projects, FDMProcurement: Supplier Contracts, P-Cards, Requisitions & POs, Strategic Sourcing, Supplier Mgmt., Accessing GA@WORK Procurement |
| 3 Get a sneak peek into GA@WORK | Take a moment to browse end-to-end system demos in: HCM , Finance , or Procurement |
| 4 Managers: Prepare your teams for GA@WORK | First, complete the Manager Readiness Checklist to help you and your teams ready for GA@WORK. Then, use this Start-Stop-Continue worksheet with your teams to identify what will change, stay the same, or be discontinued when GA@WORK goes live. For help completing these items, please reach out your agency Point of Contact (POC). Find your POC here . |
| 5 Prepare to learn | See the Training Support Center in GA@WORK Resource Library to review your assigned Learning Programs and course descriptions. |
| 6 Use the GA@WORK go-live guides | Watch for Employee and Manager go-live guides coming in 2026. To help you get ready for July 1, these guides provide information on where to get GA@WORK help and support, highlights of what's new, how to access the GA@WORK mobile app, and details around the go-live timeline. |
| 7 Training Begins in March 2026 Complete your GA@WORK Training by June 5. GA@WORK's go-live is July 1. | Enrollment Notifications: You will be automatically enrolled in your assigned GA@WORK Learning Programs and will receive notifications for enrollment from notify@doas.exceedlms.com : <ul style="list-style-type: none">Employee Foundational Learning Program: Enrollment begins March 2Manager Foundational Learning Program: Enrollment begins March 9Role-Based Learning Program: Enrollment begins March 16. If applicable, select instructor-led session dates/times. Sessions begin April 6. |

For questions, please contact your agency POC. Find your POC [here](#). 



Staying Connected

FAQs



https://sao.georgia.gov/nextgen

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NextGen Project

GA@WORK

Propelling Georgia government into the forefront of technology and changing the way we do business.

LEARN MORE →

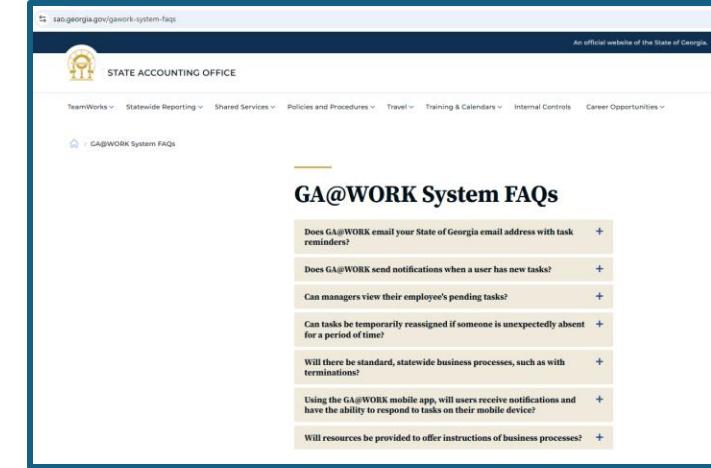
SEARCH

TeamWorks v Statewide Reporting v Shared Services v Policies and Procedures v Travel v Training & Calendars v Internal Controls v Career Opportunities v

State Travel Policy
TeamWorks Travel and Expense
TeamWorks Travel and Expense Training
Non TeamWorks Travel System Users
TTE Participating Agencies Local Administrators

About NextGen
Governance
Project Timeline
GA@WORK Glossary
Project FAQs
GA@WORK System FAQs
Human Capital Management FAQs
Finance / Procurement FAQs

SAO Website:
<https://sao.georgia.gov/nextgen>



https://sao.georgia.gov/gawork-system-faqs

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GA@WORK System FAQs

Does GA@WORK email your State of Georgia email address with task reminders? +

Does GA@WORK send notifications when a user has new tasks? +

Can managers view their employee's pending tasks? +

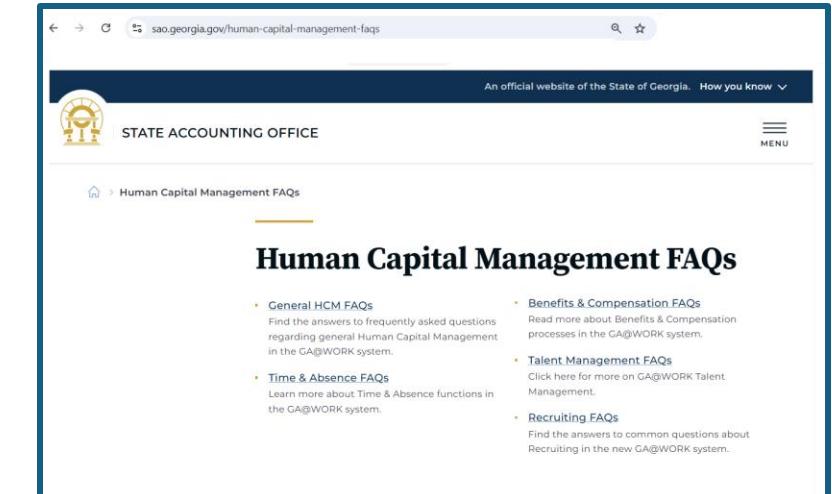
Can tasks be temporarily reassigned if someone is unexpectedly absent for a period of time? +

Will there be standard, statewide business processes, such as with terminations? +

Using the GA@WORK mobile app, will users receive notifications and have the ability to respond to tasks on their mobile device? +

Will resources be provided to offer instructions of business processes? +

GA@WORK FAQs:
<https://sao.georgia.gov/nextgen>



https://sao.georgia.gov/human-capital-management-faqs

STATE ACCOUNTING OFFICE

Human Capital Management FAQs

General HCM FAQs
Find the answers to frequently asked questions regarding general Human Capital Management in the GA@WORK system.

Benefits & Compensation FAQs
Read more about Benefits & Compensation processes in the GA@WORK system.

Talent Management FAQs
Click here for more on GA@WORK Talent Management.

Time & Absence FAQs
Learn more about Time & Absence functions in the GA@WORK system.

Recruiting FAQs
Find the answers to common questions about Recruiting in the new GA@WORK system.

HCM FAQs:
<https://sao.georgia.gov/human-capital-management-faqs>

GA@WORK Stay in the know!



Send any questions to [Nextgen Support](#) (select General Question)

<https://service.doas.ga.gov/app/AskNextgenSupport>



Check out the NextGen website:
sao.georgia.gov/NextGen



Subscribe and read the monthly NextGen Newsletter



Follow us on LinkedIn:
@ GA State Accounting Office

@ Georgia DOAS State Purchasing Division

GA@WORK Contact us!

| Program/Project | Email | Contact if you... | When you'll hear from us... |
|--------------------------------------|--|---|---|
| NextGen | nextgen@sao.ga.gov | <ul style="list-style-type: none"> Have general questions about the NextGen project, or GA@WORK Need change management support Have questions about training Want to submit questions to our FAQ list | <ul style="list-style-type: none"> Meeting invitations (Townhalls, NCN) Project updates Information requests |
| NextGen PMO | nextgen_pmo@sao.ga.gov | <ul style="list-style-type: none"> Are responding to a meeting invitation | <ul style="list-style-type: none"> Meeting invitations (project activities) |
| NextGen Data Validation | nextgen_datavalidation@sao.ga.gov | <ul style="list-style-type: none"> Need to submit data validation resources Need to submit data validation completion Need assistance in completing requests Have questions about the validation process | <ul style="list-style-type: none"> Resource requests Information and updates Meeting invitations (e.g., kickoff/support) |
| NextGen FDM | nextgen_fdm@sao.ga.gov | <ul style="list-style-type: none"> Need to submit Foundation Data Model (FDM) resources Need assistance in completing requests Have questions about FDM | <ul style="list-style-type: none"> Information requests and updates |
| NextGen Security Role Mapping | nextgen_secmap@sao.ga.gov | <ul style="list-style-type: none"> Need to submit Security Role Mapping resources Need to submit completed security role mapping requests Need assistance in completing requests Have questions about the security role mapping process | <ul style="list-style-type: none"> Resource requests Information and updates Meeting invitations (e.g., kickoff/support) |

GA@WORK Contact us!

| Initiatives | Email | Contact if you... | When you'll hear from us... |
|---|--|---|---|
| NextGen Supervisory Organization (Sup_Org) | nextgen_suporg@sao.ga.gov | <ul style="list-style-type: none"> • Need to submit supervisory organization resources • Need to submit completed supervisory organization data requests • Need assistance in completing requests • Have questions about the supervisory organizations | <ul style="list-style-type: none"> • Resource requests • Information and updates • Meeting invitations (e.g., kickoff/support) |
| NextGen Payroll | nextgen.payroll@sao.ga.gov | <ul style="list-style-type: none"> • Need to submit Payroll resources to complete testing • Need to submit completed payroll requests for testing or attestations • Have questions about payroll (HR and Accounting) • Need assistance in completing payroll requests • Have questions about the payroll process | <ul style="list-style-type: none"> • Resource requests • Information and updates • Meeting invitations (e.g., kickoff/support) |
| NextGen Testing | nextgen_testing@sao.ga.gov | <ul style="list-style-type: none"> • Need to submit SIT or UAT testing resources • Have questions about the testing process | <ul style="list-style-type: none"> • Resource requests • Information and updates • Testing invitations |
| NextGen Training | nextgen_training@sao.ga.gov | <ul style="list-style-type: none"> • Need to submit any pre-go live training related questions • Need to submit any follow up required • Need assistance in completing requests from the training team | <ul style="list-style-type: none"> • Resource requests • Information and updates • Meeting invitations (e.g., kickoff/support) |



*thank
you!*