



Delivered by The NextGen Project

# HR Community NextGen Update

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January 20, 2026

# Presenters

**Al Howell**

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**

Training Director  
Financial System

**Scott Olsen**

Training Director  
Financial System

**Stephanie Griffin**

Information Security Analyst 2

**Raghava Lokula**

NextGen- CAI-  
Workday Security Admin

**Fe'loy Gibbs**

Manager 3  
Information Technology

**Evan Stynes**

NextGen - Deloitte - HCM Core &  
Compensation Lead  
Financial Systems

**Qiana Taylor**

IT Director  
HCM Financial Systems

**Sharon Carter**

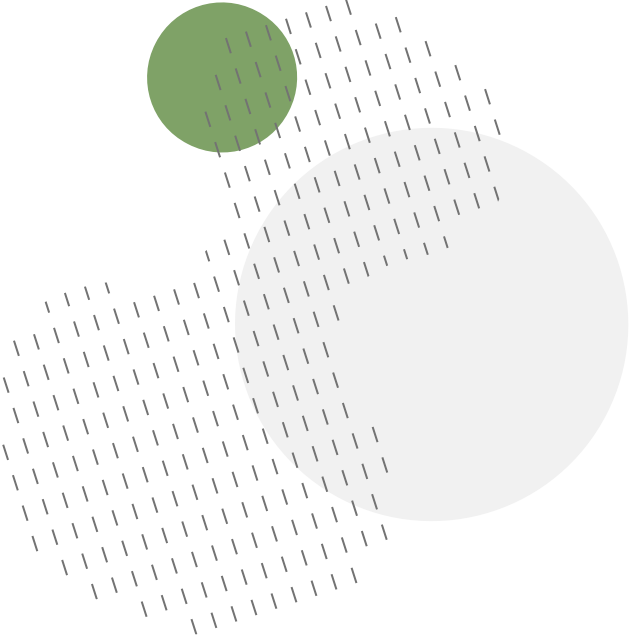
HR Director  
HR Operations & Support

**Diana Tiernan**

NextGen - Deloitte OCM Lead

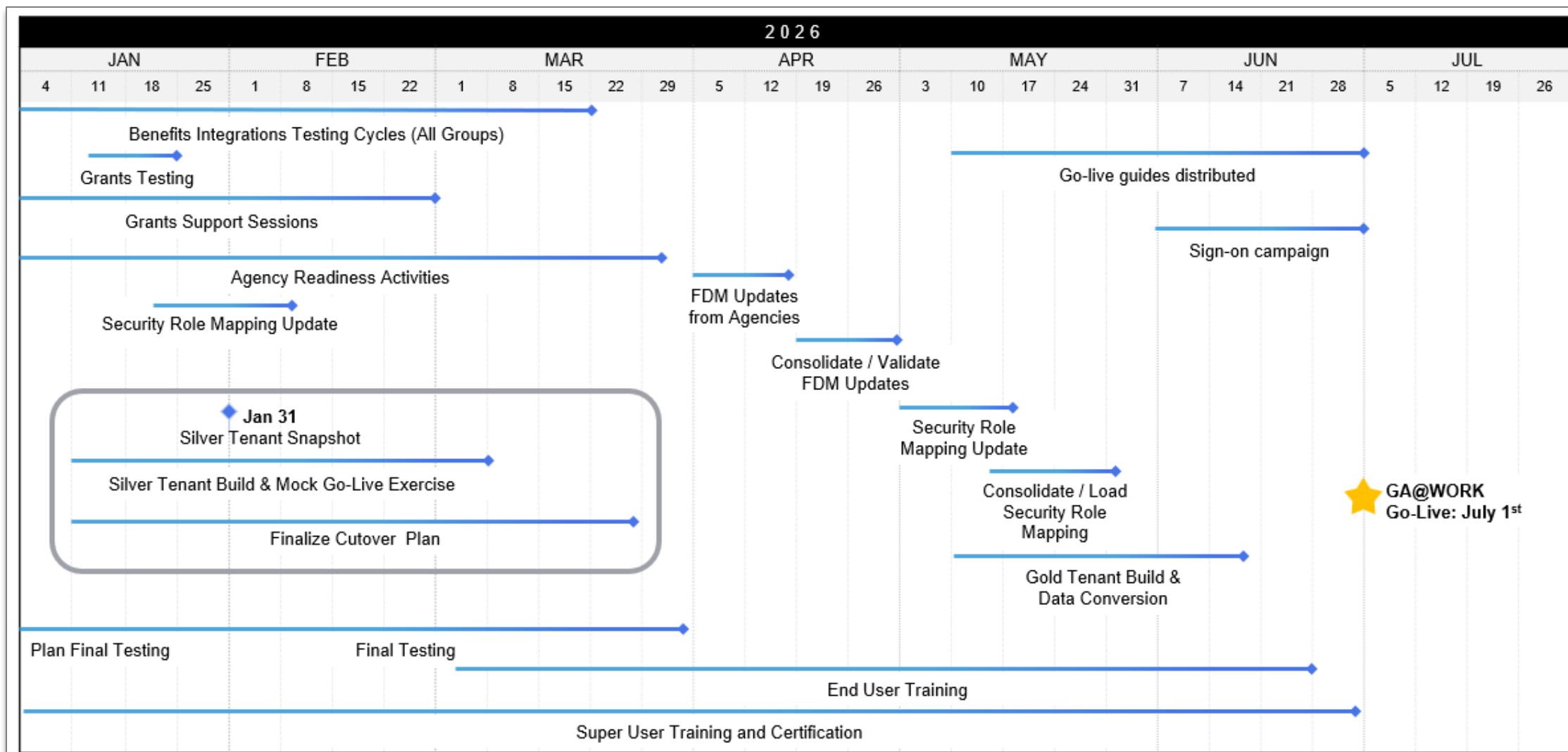
# Agenda

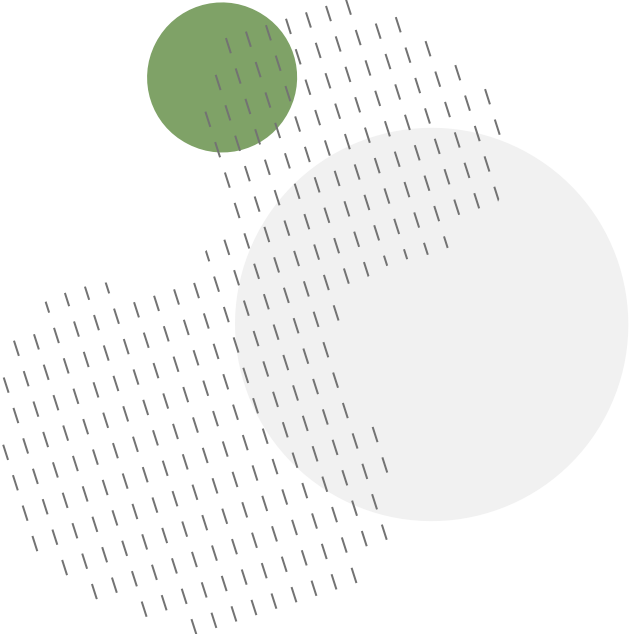
- Welcome
- NextGen Project Timeline
- Training Updates
- Super User Updates
- Data Cleanup
- Manual Corrections
- Payroll
- Supervisory Organization
- Position Management
- Security Update
- Change Readiness Check-In Survey
- GA@WORK Resource Library



# 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**

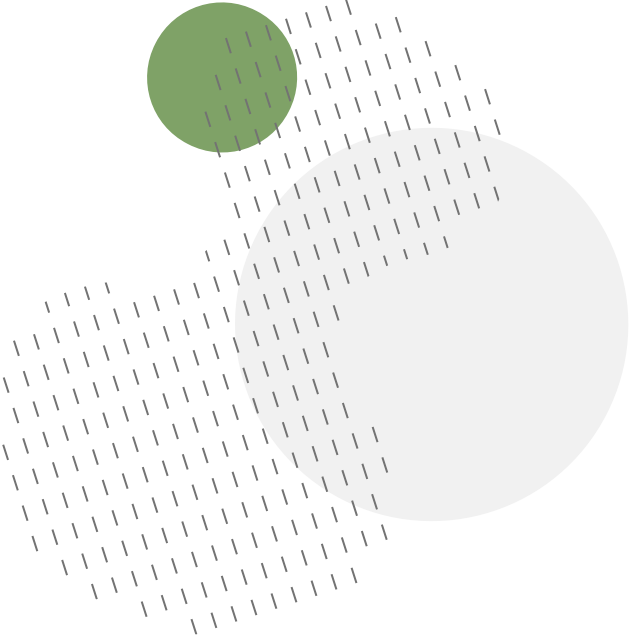
**GA@WORK** GO-LIVE



## 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

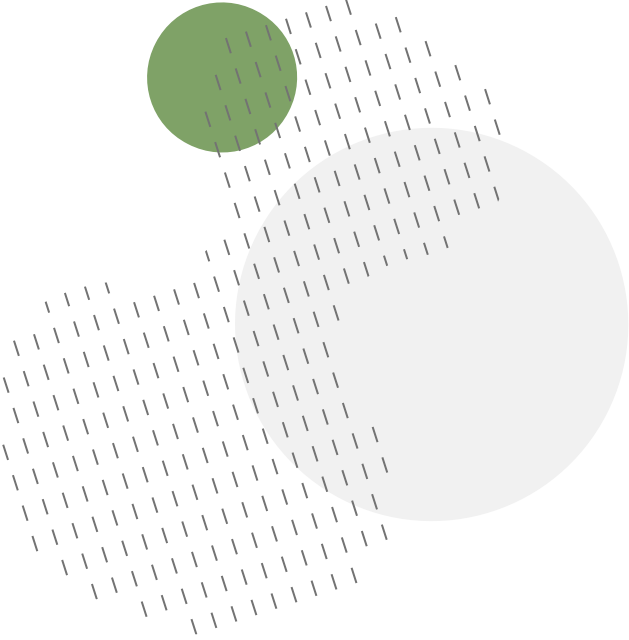
- Foundational Learning Program Courses
- Walk through Sandbox access and review process
- Review Crosswalks and Change Impacts
- Document agency operational impacts in the Solutions Log

### 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.



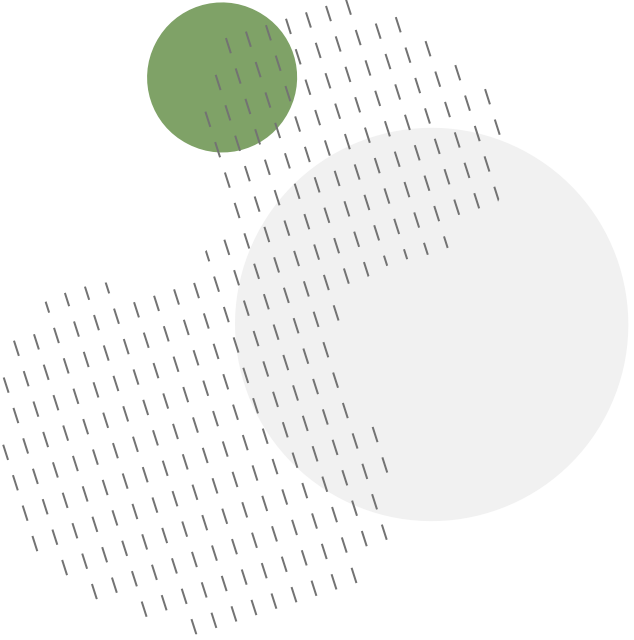
## Open House

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](mailto:NextGen@sao.ga.gov)



# Manual Corrections

# Manual Corrections



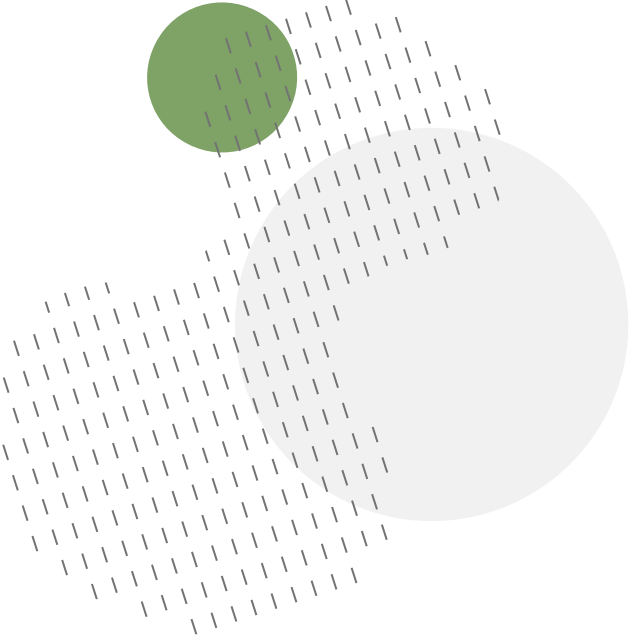
**Explanation:** Manual Corrections is an activity involving employees that are currently completing HR Data corrections in the current system practicing how to complete the process in GA@WORK. This is an exercise that will help prepare the agencies to correct potential data conversion errors/fallouts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

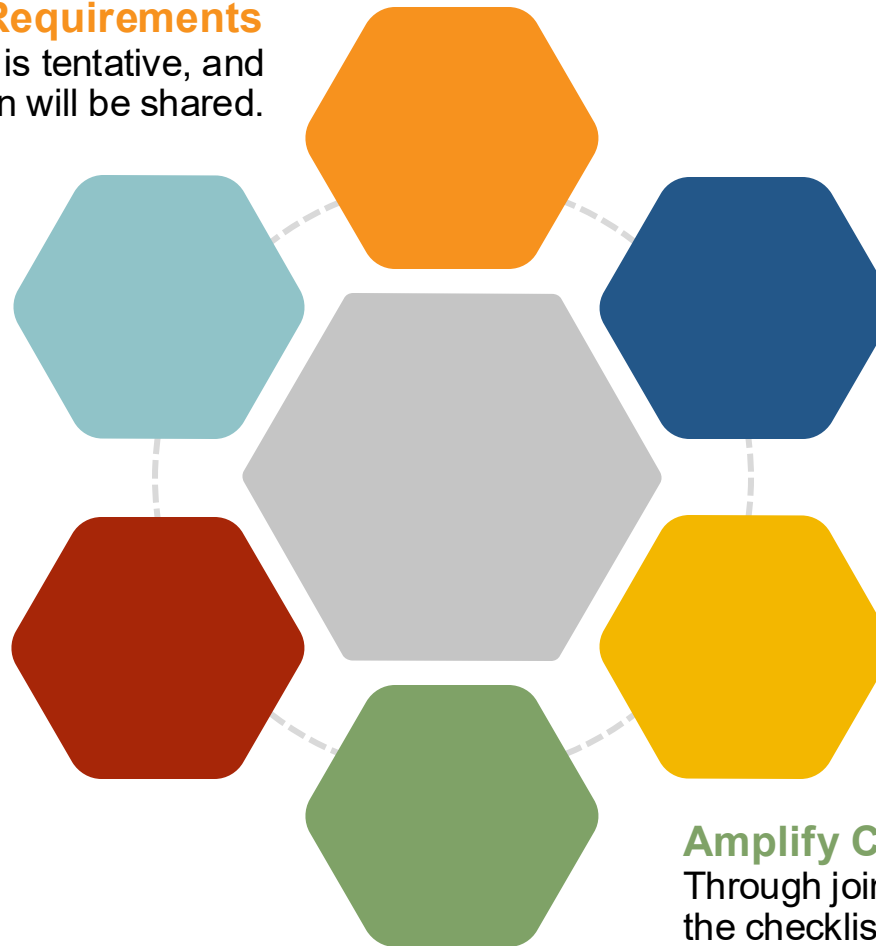
At least one resource per agency on daily stand-up bridge call.

### Intent

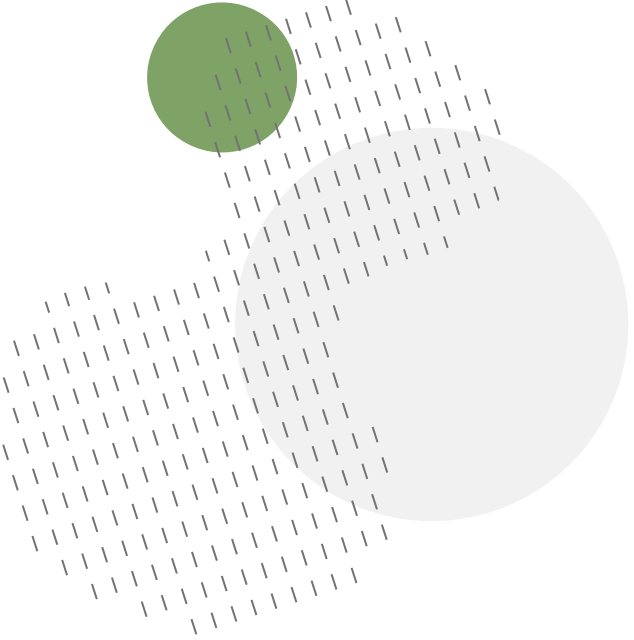
The intent is to confirm checklist completion for your agency each day.

### 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.

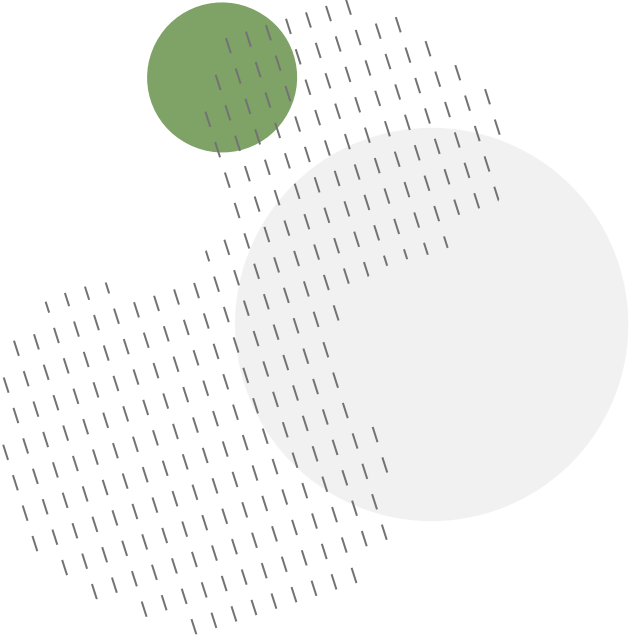


## Next Steps

## 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

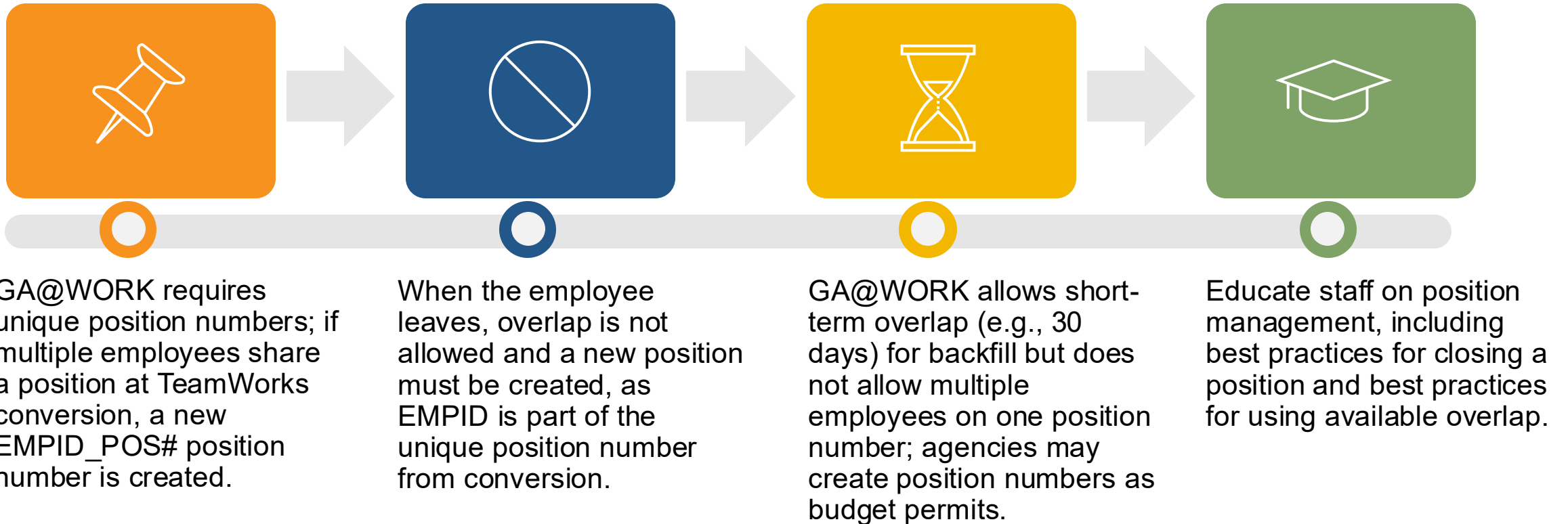


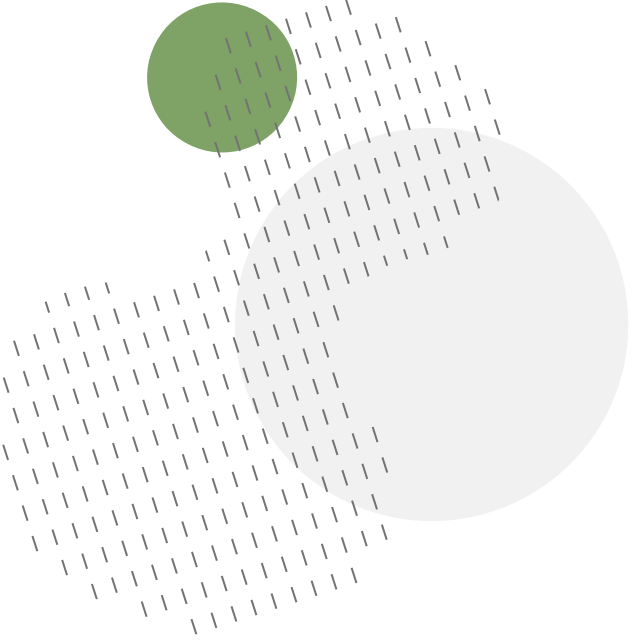
Each Sup Org has a manager security role assigned to it by position number, and workflow hierarchy always rolls up to the next level when vacant.

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



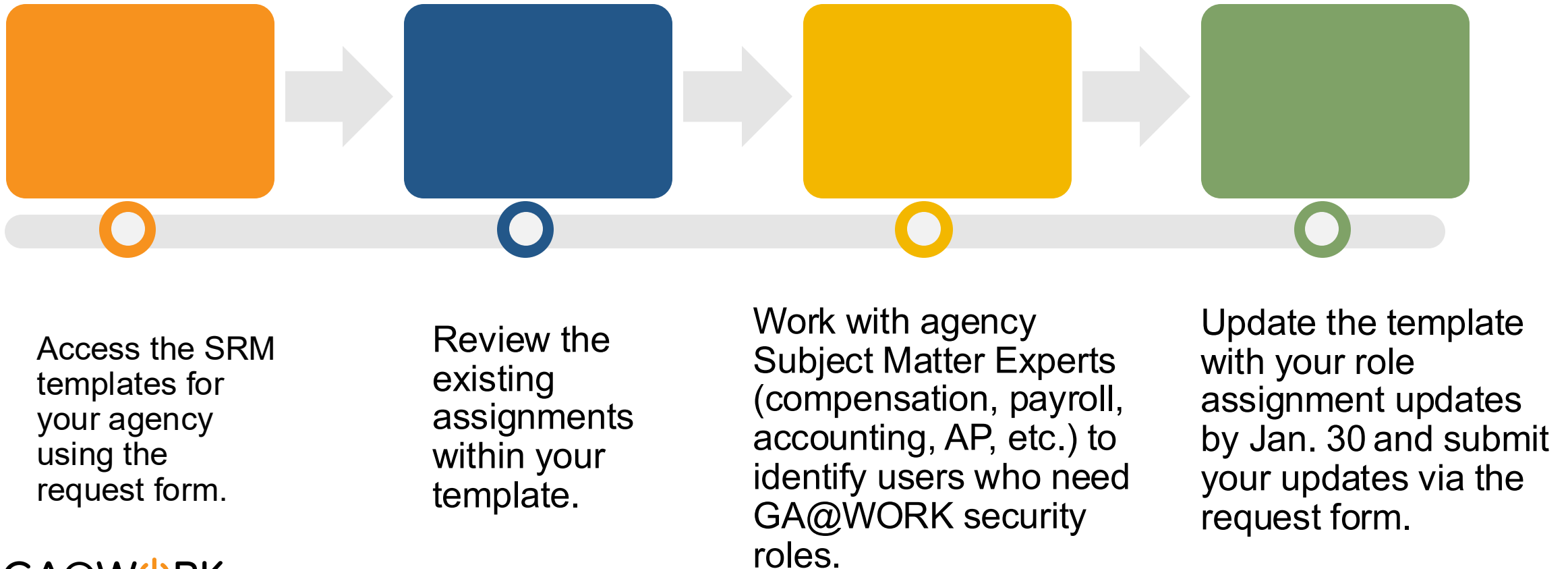


# Security Update

# 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:**





# 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
<b>Non-GETS* Agencies using Single Sign On (SSO)</b> <i>Allows users to access GA@WORK using their Agency credentials without needing a separate username and password</i>		<b>GETS* Agencies using Single Sign On (SSO)</b> <i>Allows users to access GA@WORK using their Agency credentials without needing a separate username and password</i>		
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			
<b>What if my agency is not listed on this sheet?</b>  If your Agency is not listed, then your Agency will use Native Login with a form of multi-factor authentication (MFA). <b>Native Login with MFA</b> 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.		<b>GETS* Agencies using Hybrid</b> <i>Allows Agencies to use both methods (i.e., SSO and Native Login) as needed</i>		
		Department of Behavioral Health and Developmental Disabilities		
		Department of Corrections		
		Department of Juvenile Justice		
		Department of Revenue		
		<b>Non-GETS* Agencies using Hybrid</b> <i>Allows Agencies to use both methods (i.e., SSO and Native Login) as needed</i>		
		Judicial Council of Georgia/Administrative Office of the Courts		
		Superior Courts of Georgia		
		Vocational Rehabilitation of Georgia		
<b>Questions?</b>  Contact: <a href="mailto:nextgen_secmap@sao.ga.gov">nextgen_secmap@sao.ga.gov</a>				
*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.



## 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*”)

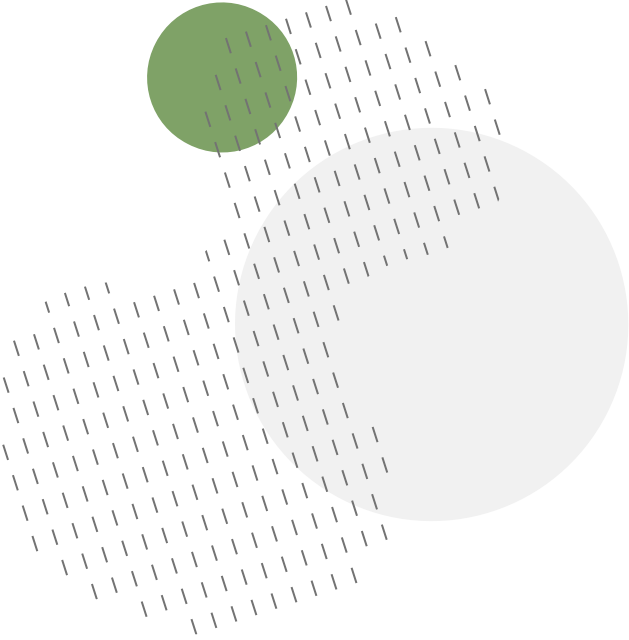
- ② **Complete the survey by 1/30.**

**NEXTGEN'S ASK:**



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.



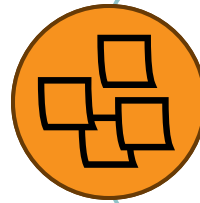
# GA@WORK Resource Library

# GA@WORK Resource Library



## 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
- Crosswalks
- Change impacts
- 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.




Sneak Peek



HCM Demos




Finance Demos




Procurement Demos

**HCM Demos**


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




Recruiting & Onboarding




Performance Management




Time & Absence



Direct Hire, Rehire, Transfer, Terminate



Reporting



Payroll Cost Allocation

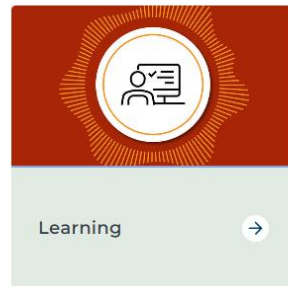


# HR/Payroll Professionals

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.



## 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.

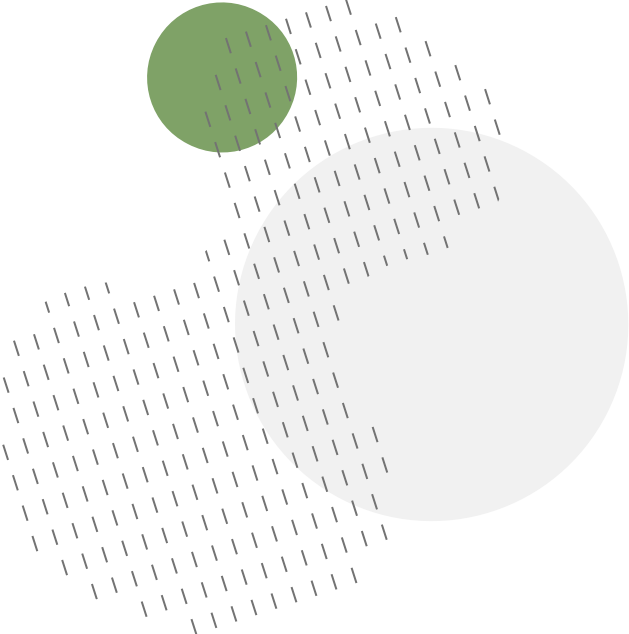
GA@WORK  
Published: 1.20.26

## 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.

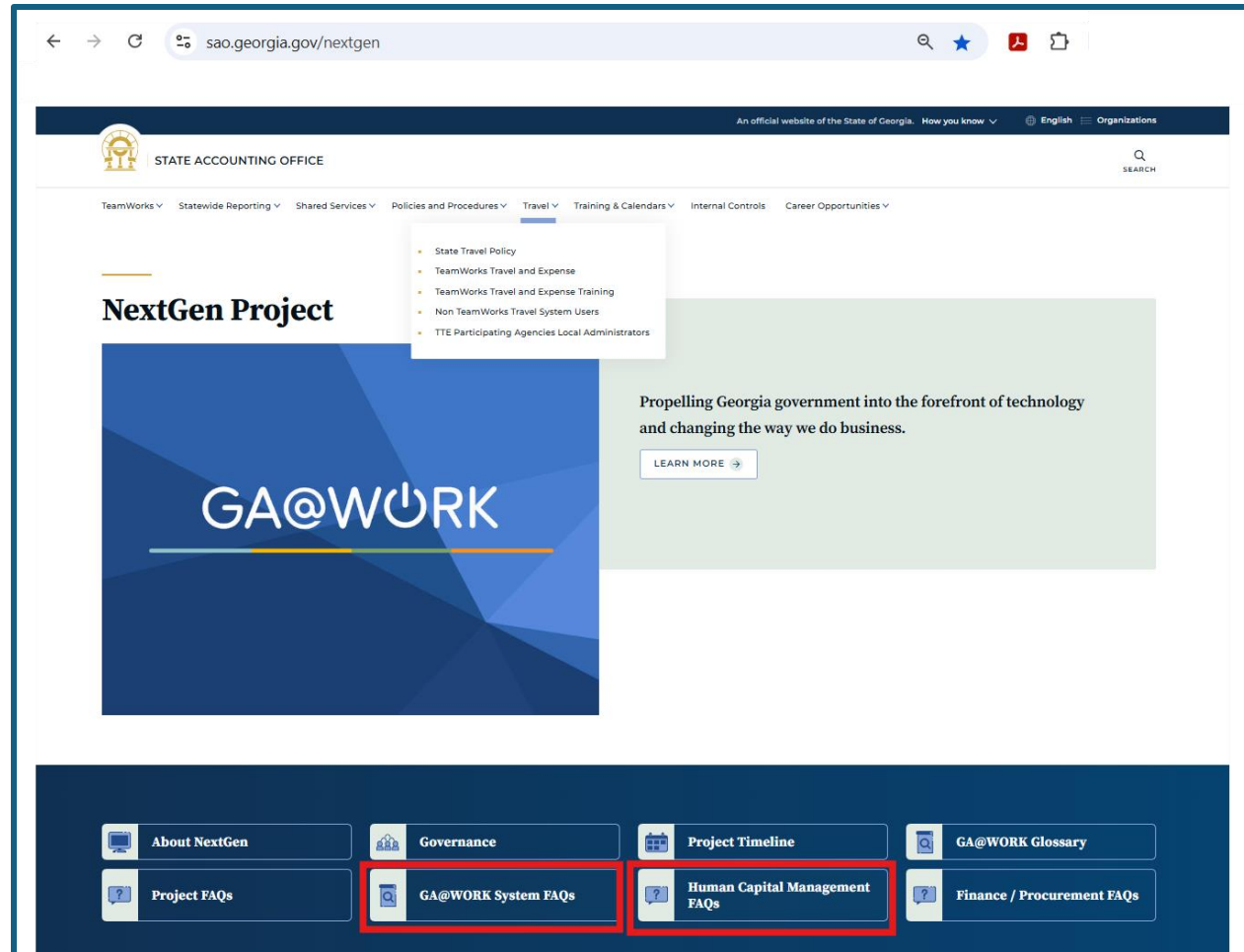
Steps	Description
<div>1</div> Confirm your Team Georgia Learning access	<p>First, make sure your TeamWorks employee profile information (i.e., work email) is current.</p> <p>Then, log into <a href="#">Team Georgia Learning</a> to confirm access. If you cannot log in, request help using the <a href="#">Learning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

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



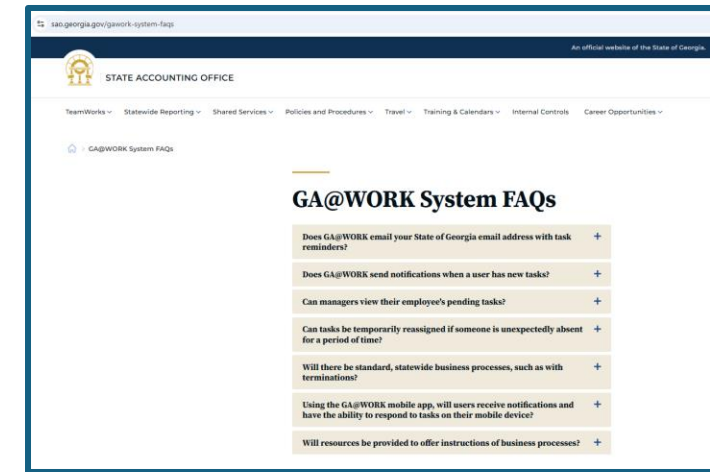
# Staying Connected

# FAQs



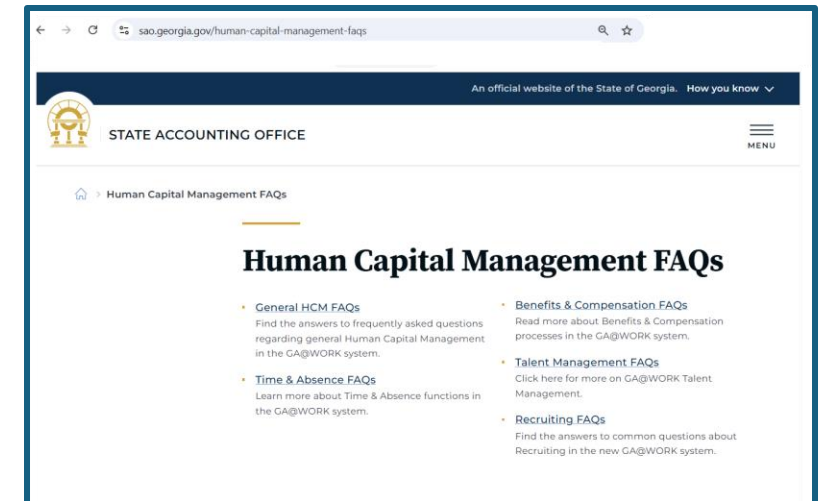
SAO Website:

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



GA@WORK FAQs:

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



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

# GA@WORK Contact us!

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





*thank  
you!*