

# Fueling America's Future: Alabama's Workforce Edge

America's economic strength and security depend on having the skilled workers to power our most critical industries. Currently, talent shortages are slowing progress in defense, advanced manufacturing, semiconductor fabrication, and energy—creating real national security risks. Across the U.S., there is a projected need for roughly 265,000 cybersecurity specialists and 250,000 new shipbuilding workers over the next decade, with persistent openings for electricians, machinists, and welders across critical supply chains.<sup>1</sup> By 2033, the manufacturing sector is projected to need 3.8 million additional workers, with half of those jobs at risk of remaining unfilled.<sup>2</sup>

**Alabama is poised to deliver meaningful impact.** With deep expertise in defense, aerospace, and advanced manufacturing, as well as record investments and strategic assets—including a wave of major investments in advanced manufacturing and biotech—Alabama is uniquely positioned to grow the workforce and supplier base that America needs.<sup>3</sup>

## JPMorganChase is committed to helping Alabama seize this moment

As Jamie Dimon noted in his 2026 [annual letter](#) to shareholders, we are increasing our investment in Alabama to help workers develop the skills for in-demand jobs. Through strategic investments, local partnerships, and treating workforce as strategic infrastructure, we're working alongside Alabama's leaders to help build the workforce pipelines that will power U.S. security and economic leadership for years to come.

## Zoom In: Huntsville – Where Innovation Meets Opportunity

Huntsville, Alabama—known as Rocket City—is at the forefront of America's next wave of growth. Rapid advancements in aerospace, defense, advanced manufacturing, and energy shaped the region into a national hub for innovation. As these industries expand, so does the demand for highly skilled talent—making the development of a skilled workforce the linchpin of Huntsville's continued success.

### Strengthening Alabama's Workforce Together

JPMorganChase is proud to work with Alabama's employers, educators, community organizations, and policymakers to strengthen the workforce pipelines [that support U.S. security and resilience](#). By expanding employer collaboratives, apprenticeships, and upskilling, we can help deliver measurable results and expand opportunities for workers and businesses to grow and thrive.



### Alabama's Momentum at a Glance

#### Record Investment & Job Growth:

**\$14.6B**

billion in capital investment across 234 projects in 2025, with nearly 9,400 new job commitments.

**\$3.6B**

billion in foreign direct investment.<sup>4</sup>

#### Amongst the Lowest Unemployment in the Nation:

**2.3%**

unemployment in Alabama, with Huntsville's unemployment rate hitting 1.9% in December 2025.<sup>5</sup>

#### Unmatched Manufacturing Strength:

**108,000**

regional manufacturing jobs in Huntsville – more than double the national average concentration<sup>6</sup> and up over 21% since 2021.<sup>7</sup>

#### Small Business Powerhouse:

**99%**

of Alabama firms are small businesses, fueling economic growth and serving as vital links to the broader business supply chain.<sup>8</sup>

## Zoom In: Huntsville – Where Innovation Meets Opportunity

Alabama has the infrastructure in place to support near-term results. These areas of focus can sustain current momentum and broaden opportunity:

### Building employer talent collaboratives

Employer talent collaboratives help match employer needs with skill-building and credentials. They can shape transferable credentials that reflect current tools and standards, aligning training with in-demand roles, as well as track outcomes such as job placement, wages, and career progression.<sup>9</sup>

While collaboratives such as Lockheed Martin's Advanced Manufacturing Technician Apprenticeship Program (AMTAP) and HudsonAlpha Institute for Biotechnology's workforce and mentoring programs are led by industry and workforce partners, they benefit from the statewide infrastructure, credentialing systems, and apprenticeship support established by the Alabama Department of Workforce.<sup>10</sup> The Department's leadership in workforce reintegration and skills-based hiring helps create the conditions for these partnerships to succeed and scale.

### Partnering with employers to grow apprenticeships and work-based learning

Apprenticeships blend paid, on-the-job training with classroom or online instruction, creating pathways to skilled trades and high-wage, in-demand roles across a range of industries.<sup>11</sup> Alabama's Office of Apprenticeship (AOA) provides a foundation to expand earn-and-learn programs in defense, aerospace, and advanced manufacturing as employer demand grows.<sup>12</sup>

The Alabama Community College System (ACCS) Innovation Center and Alabama Industrial Development Training (AIDT) deliver employer-aligned training statewide at no cost to learners.<sup>13</sup> Additionally, a partnership between AOA and ACCS allows students to get paid while they're training on the job for positions in high-demand fields, such as industrial maintenance, welding, machining, mechatronics, electromechanical technology, and computer support—careers that are critical to Alabama's manufacturing, defense, energy, and technology sectors.<sup>14</sup>

### Connecting skills to opportunity

Alabama's Talent Triad and Credential Registry show which skills each credential covers and connects skills-based job postings with qualified candidates, a system that could help scale employer designed credentials in advanced manufacturing and defense industries.<sup>15</sup>

Veterans bring valuable experience for precision manufacturing, cyber, and engineering.<sup>16</sup> Skills-based hiring, credit for prior learning and credentials, and fast-track clearance paths can move veterans into these roles quickly and strengthen employer pipelines.<sup>17</sup> Alabama's new Veterans Resource Center (AVRC) will serve as a statewide hub for veteran job training, benefits navigation, and career transitions, creating a stronger bridge between veteran skills and Alabama employers.<sup>18</sup>

In Huntsville, where over 10 percent of the population are veterans—nearly double the national average—translating military skills into recognized credentials for civilian roles is especially important.<sup>19</sup> Organizations like Still Serving Veterans (SSV) provide career counseling and direct job placement support, among other services, with many counselors who are veterans themselves. In 2025, SSV achieved a 12 percent increase in veteran hires and placed veterans in jobs with an average salary exceeding \$76,000.<sup>20</sup>

Nationally, JPMorganChase's Veteran Jobs Mission has supported more than 1 million veteran hires, offering models that can be adapted with local partners in Alabama.<sup>21</sup>

## JPMorganChase: Committed to Alabama's Future

Through our firmwide strategies, such as the American Dream Initiative and the Security & Resiliency Initiative, we are accelerating our investments in the industries and workforce that will define America's future.

In Alabama, JPMorganChase's investment in communities so far includes:

**\$15B+**

credit provided and capital raised for clients since 2021<sup>22</sup>

**29K+**

small business customers across the state<sup>23</sup>

**20+**

new branches by 2030, adding 170+ jobs, and expanding access to financial services and financial education<sup>24</sup>

**\$1B**

servicing as the exclusive financial advisor to L3Harris on an investment from the Department of War, supporting the expansion of U.S. defense manufacturing capabilities

**\$6.5M**

in philanthropic support since 2019 for small businesses, financial health, workforce development, and more

**\$350,000**

to help expand advanced manufacturing and skilled trades training<sup>25</sup>

## Endnotes

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