



SHANNON ALLEN, EXECUTIVE DIRECTOR OF FUTURE TALENT STRATEGIES



FIRST
STATEWIDE
PUBLIC-PRIVATE
PARTNERSHIP
FOCUSED ON:

**ENCOURAGING
ENTREPRENEURSHIP**

**ADVANCING
TECHNOLOGY**

**HELPING INNOVATORS
GROW ROOTS**



Innovate Alabama was formed by Gov. Kay Ivey to drive **innovation & entrepreneurship** across the state.



In partnership with **Dr. Condoleezza Rice & Stanford's Hoover Institution**, research and policy recommendations were developed to **strengthen Alabama's economy**.



Innovate Alabama is implementing these strategies to support **entrepreneurs, small businesses and industry growth**.

BOARD OF DIRECTORS



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Founder and Principal,
Danny Windham
Consulting



Board Appointment
Pending

CORE PILLARS



ACCESS TO RESOURCES

Providing and connecting capital and other tools to entrepreneurs who need them.



TALENT DEVELOPMENT

Fostering a robust, skilled workforce capable of sustaining an innovation economy.



LIFESTYLE & RECREATION

Building an ecosystem where innovators thrive personally and professionally.



INCENTIVES AND PROGRAMS TAILORED TO HELP YOU GROW.

\$173M+

Capital allocated

\$150M

Economic activity generated to date

1,023

Jobs created and retained

5,000+

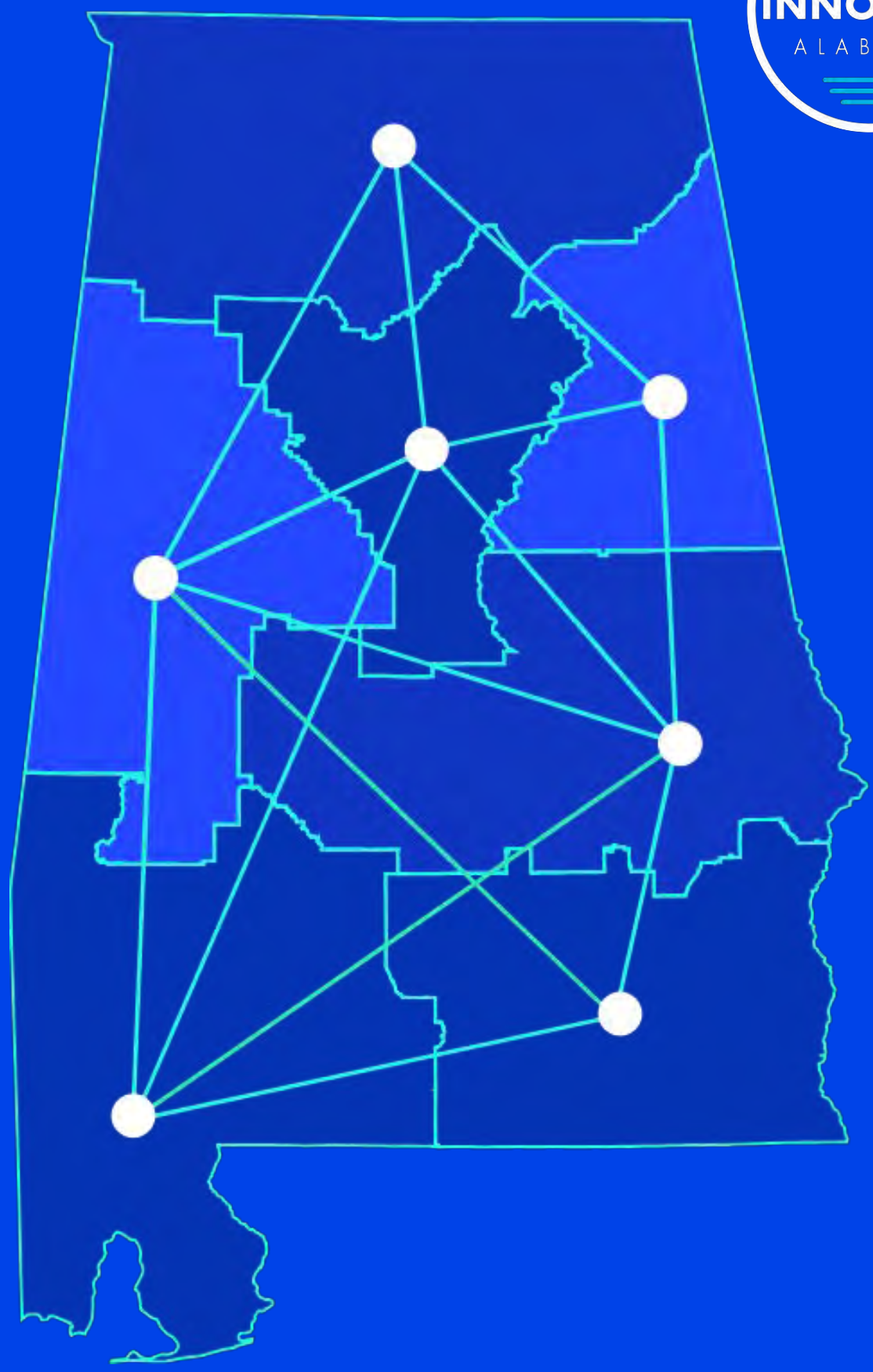
Students engaged across the state

48

Counties reached

192

Innovate Alabama Network members



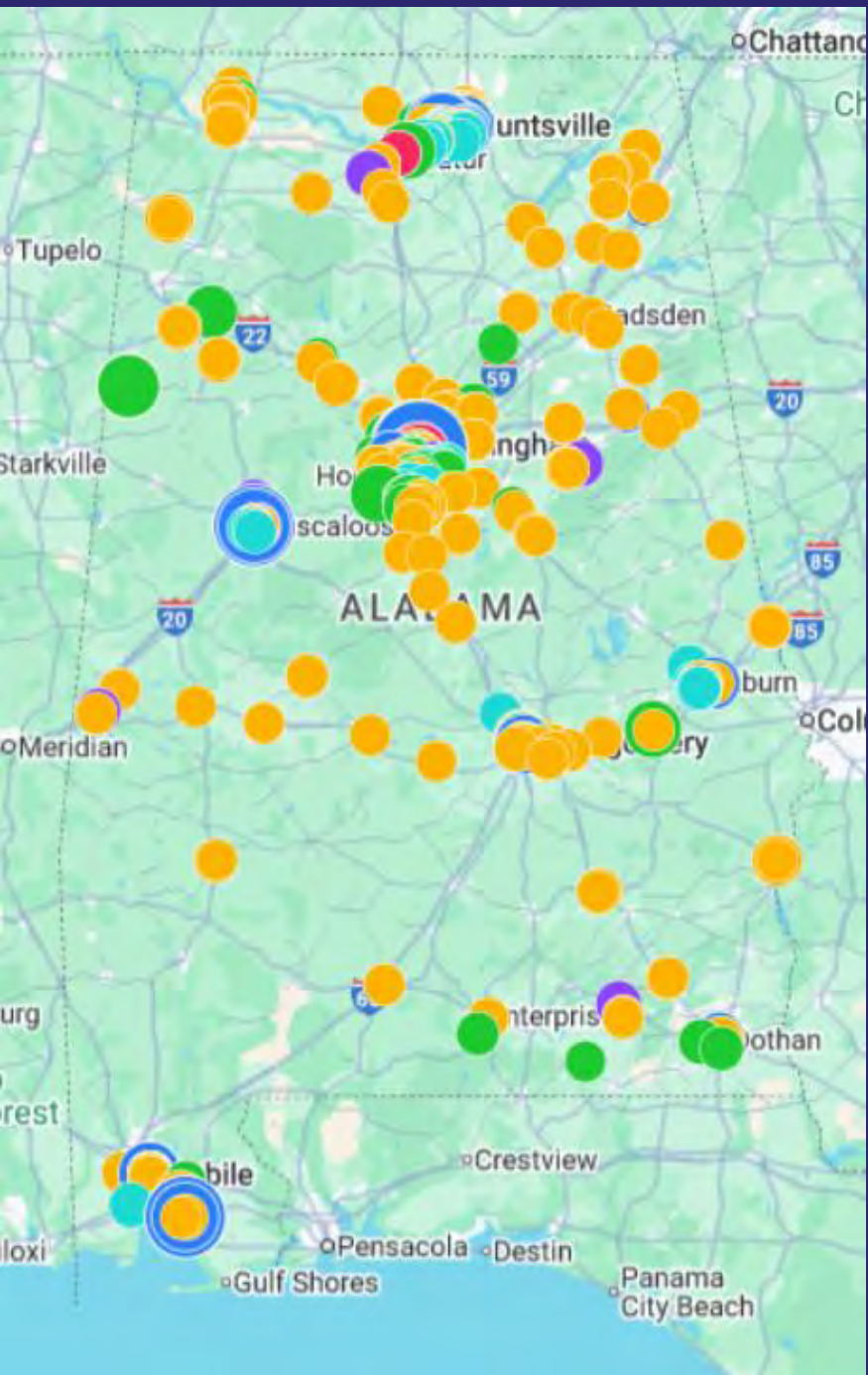
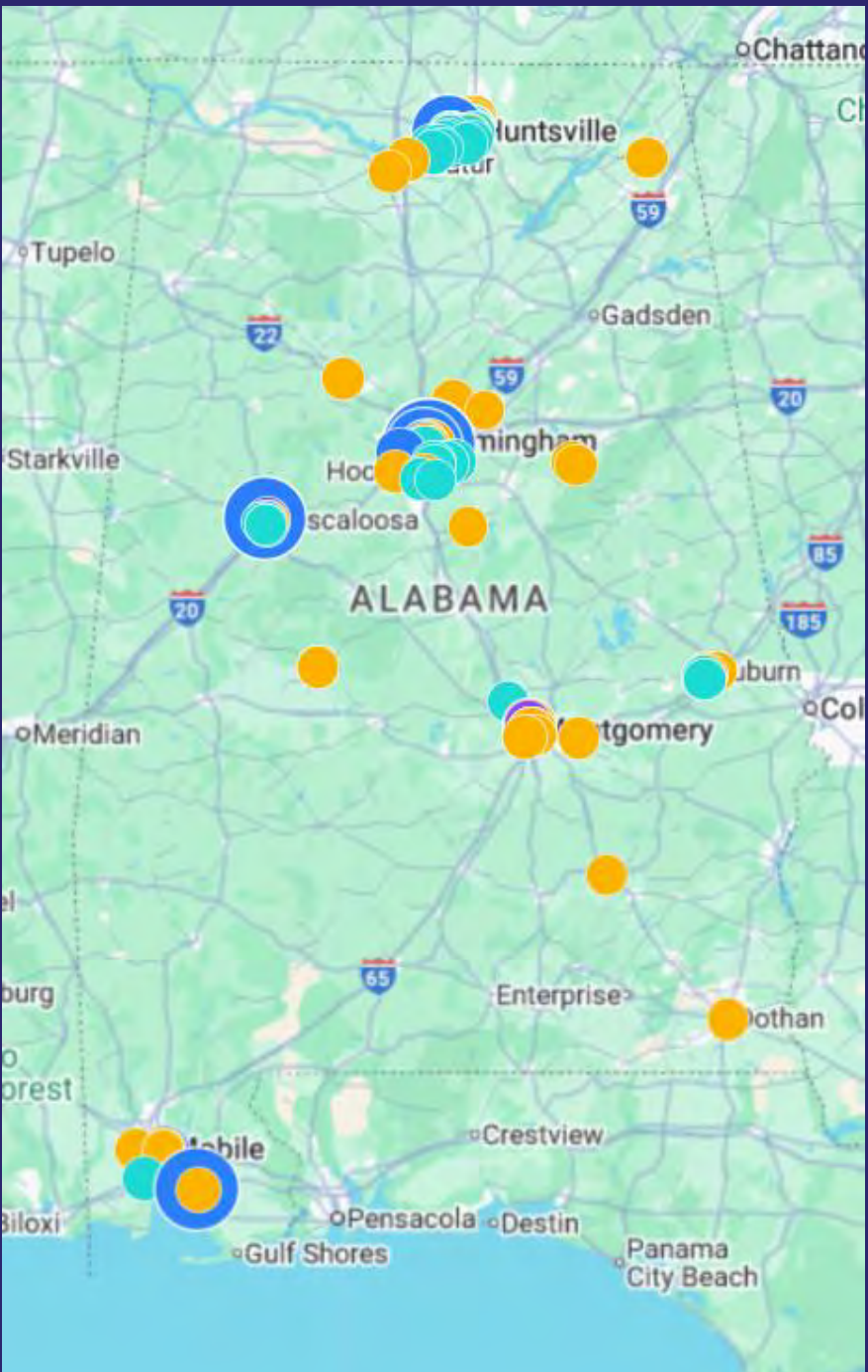
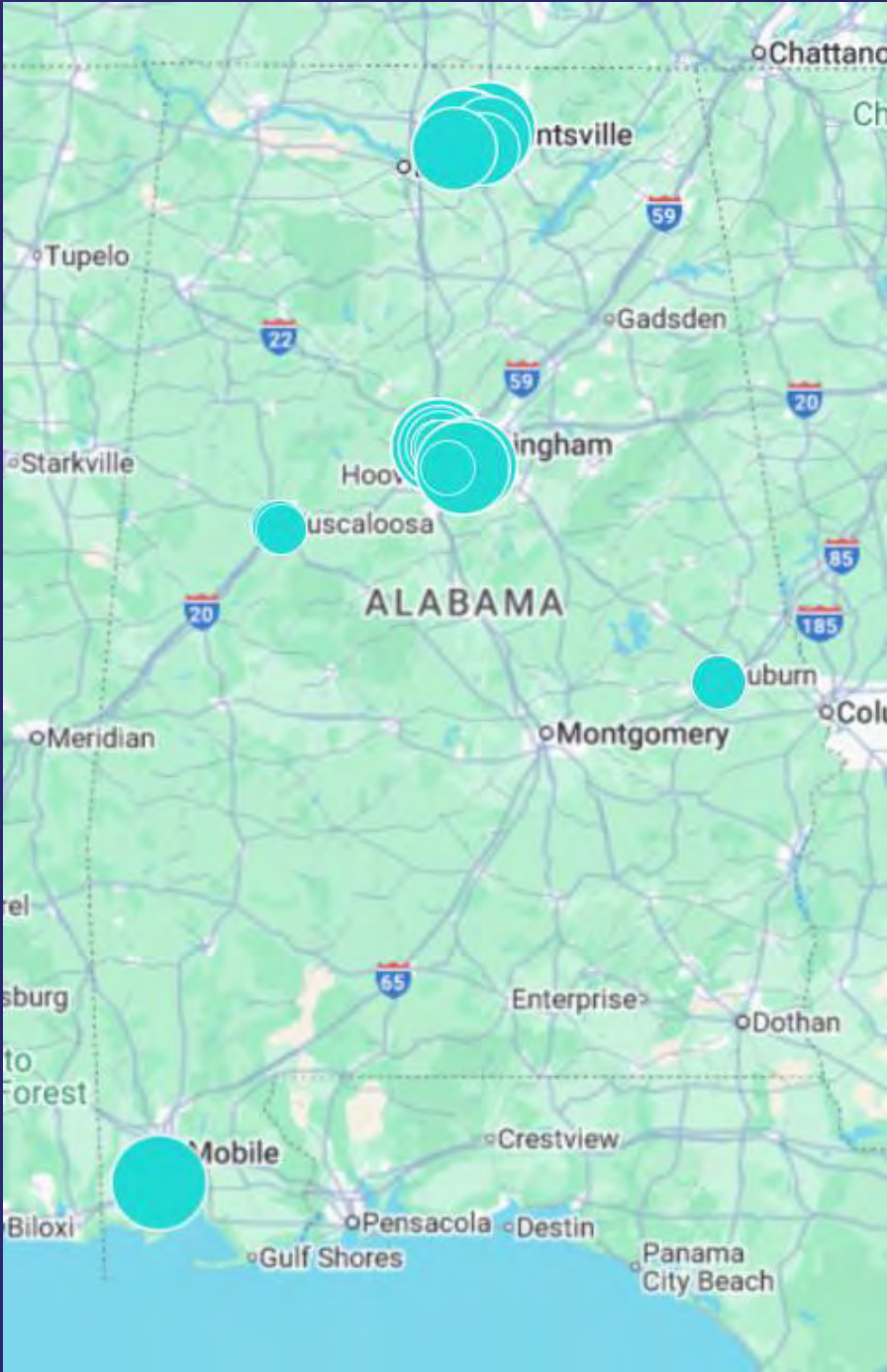
Total Allocation To Date

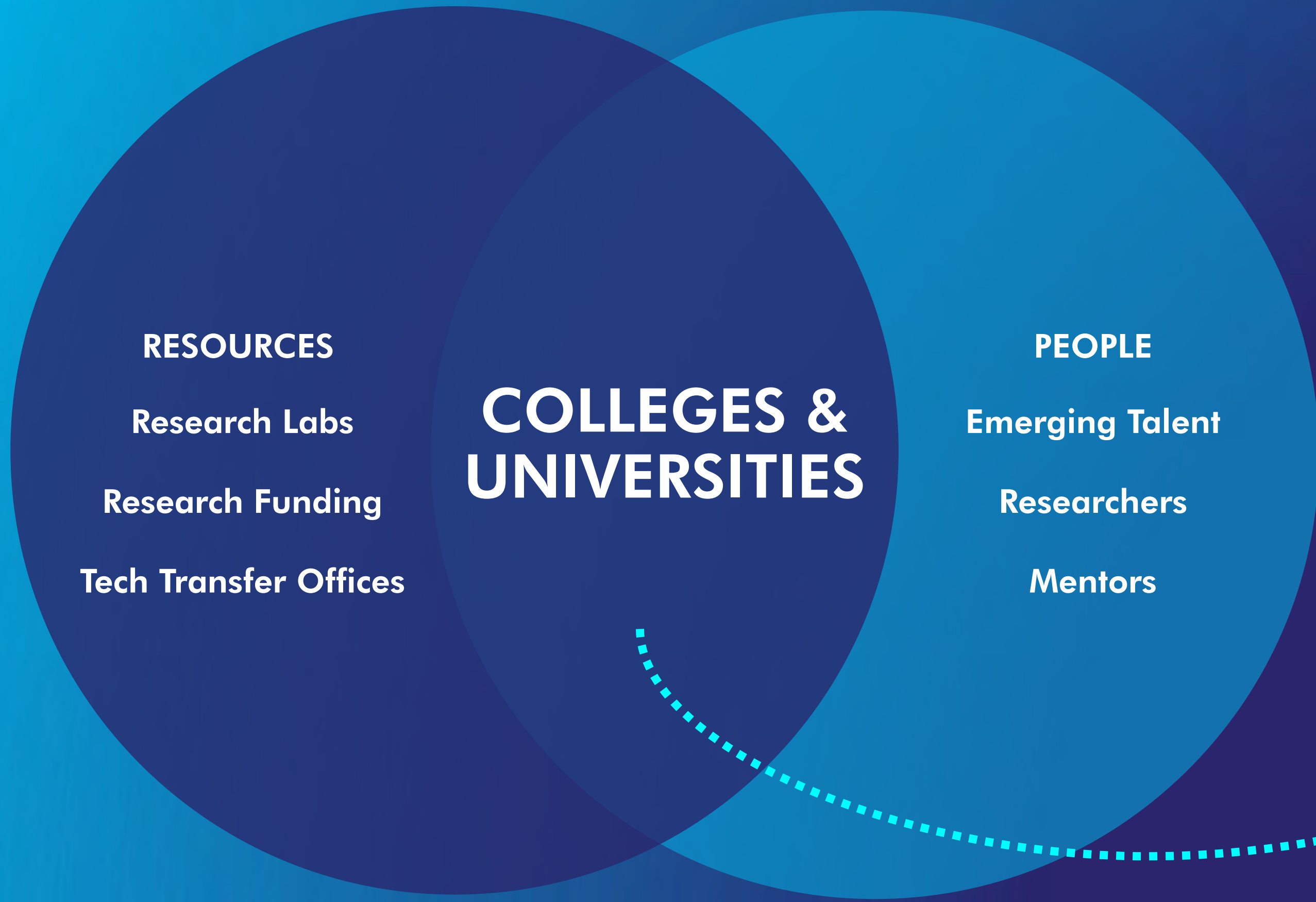
2022

2022-2023

2022-2025

- Network Designation
- Supplemental Grant (SBIR/STTR)
- Innovating Alabama Tax Credit
- State Small Business Credit Initiative (SSBCI)
- Outdoor Recreation Grant
- Talent Programs





**Skilled Workforce to Sustain
Tech + Innovation Companies**

**Commercially Viable
Research + Technology**



HOW WE DO IT

Programs and Proof Points

TALENT PILOT PROGRAM



Accelerating talent development across the state by funding emerging programs in Alabama's talent ecosystem, particularly in STEM and entrepreneurship.

Grants up to
\$350K

12

Pilot Programs Supported

\$3.5M+

Grants Awarded

As of October 2025

CASE STUDY: ALABAMA CYBERSECURITY FELLOWSHIP



“This program not only equips students with practical, workforce-ready expertise but also helps local employers access a pipeline of skilled, in-demand talent — strengthening the local cybersecurity ecosystem and addressing the national workforce gap.”

- Kevin Seldon, Advantage Consulting & Solutions President

INNOVATE ALABAMA NETWORK



Entities



Educational
Institutions



Communities

192

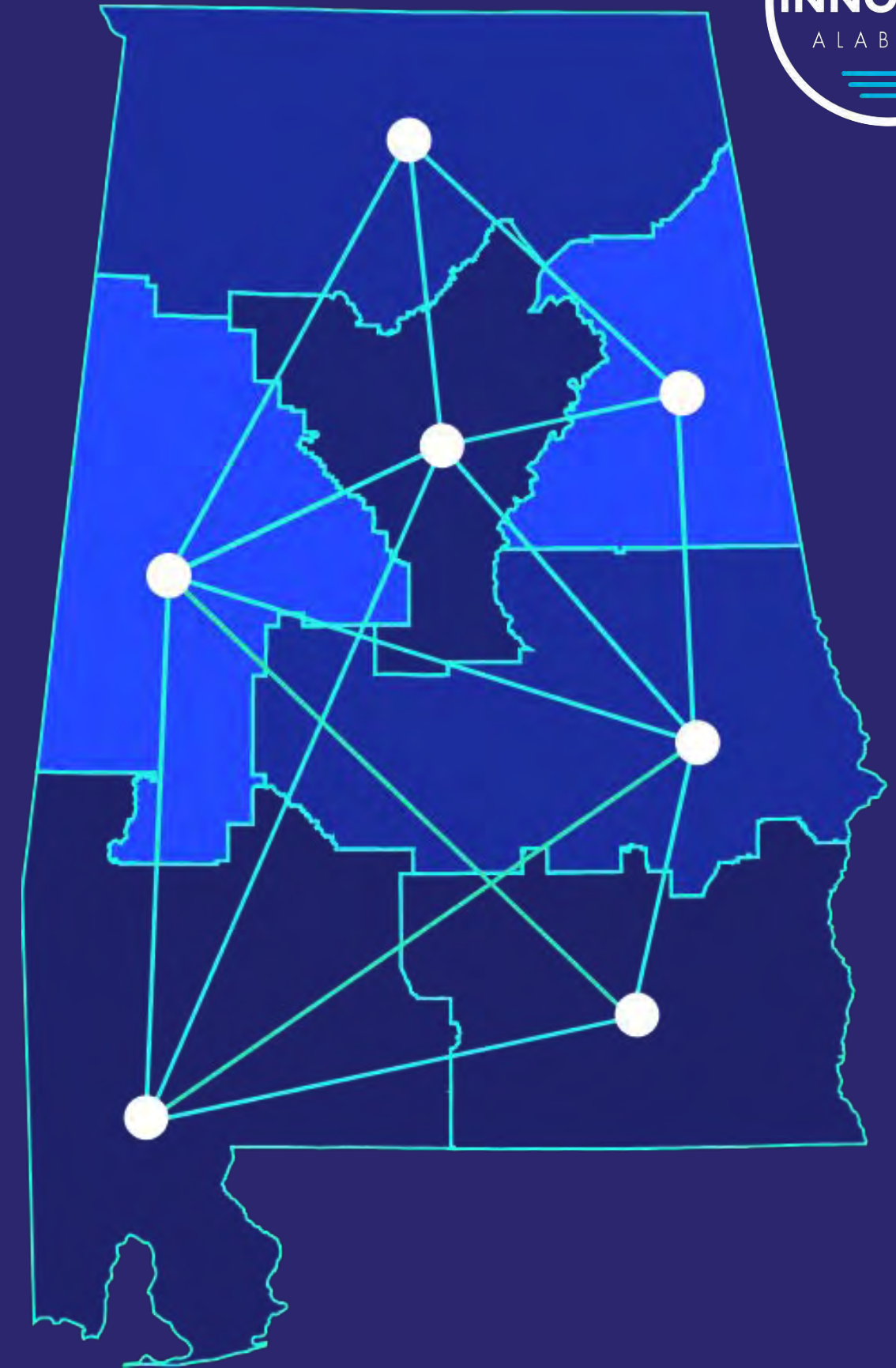
Designees

\$39.9M+

Awarded

42

AL Counties
Represented



CASE STUDY: TROY IDEA BANK



“Programs like this make it possible for students to stay in Alabama, build businesses here and connect with the local economy in meaningful ways.

Thanks to Innovate Alabama’s support, we’re creating real opportunities for the next generation of business leaders right here in Troy.”

- Lynne Firmin George, director of the IDEA Bank

CASE STUDY: 2150 CENTER



“We are launching a collaborative that will improve economic outcomes by connecting and synergizing a unified community to attract and retain talent, champion workforce development, support researchers and founders, and drive economic empowerment”

- Erskine "Chuck" Faush, Miles College Chief Innovation and Growth Officer and the Center's Founder In Residence

SUPPLEMENTAL GRANT PROGRAM



Phase I and Phase II
Federal SBIR/STTR Grants



Innovate Alabama
Supplemental Grants
(up to \$350K)



86

Small Businesses

\$19M+

Funds Disbursed



Highly
Skilled
New Hires



Business Plan
Development



Product
Testing



Market
Research



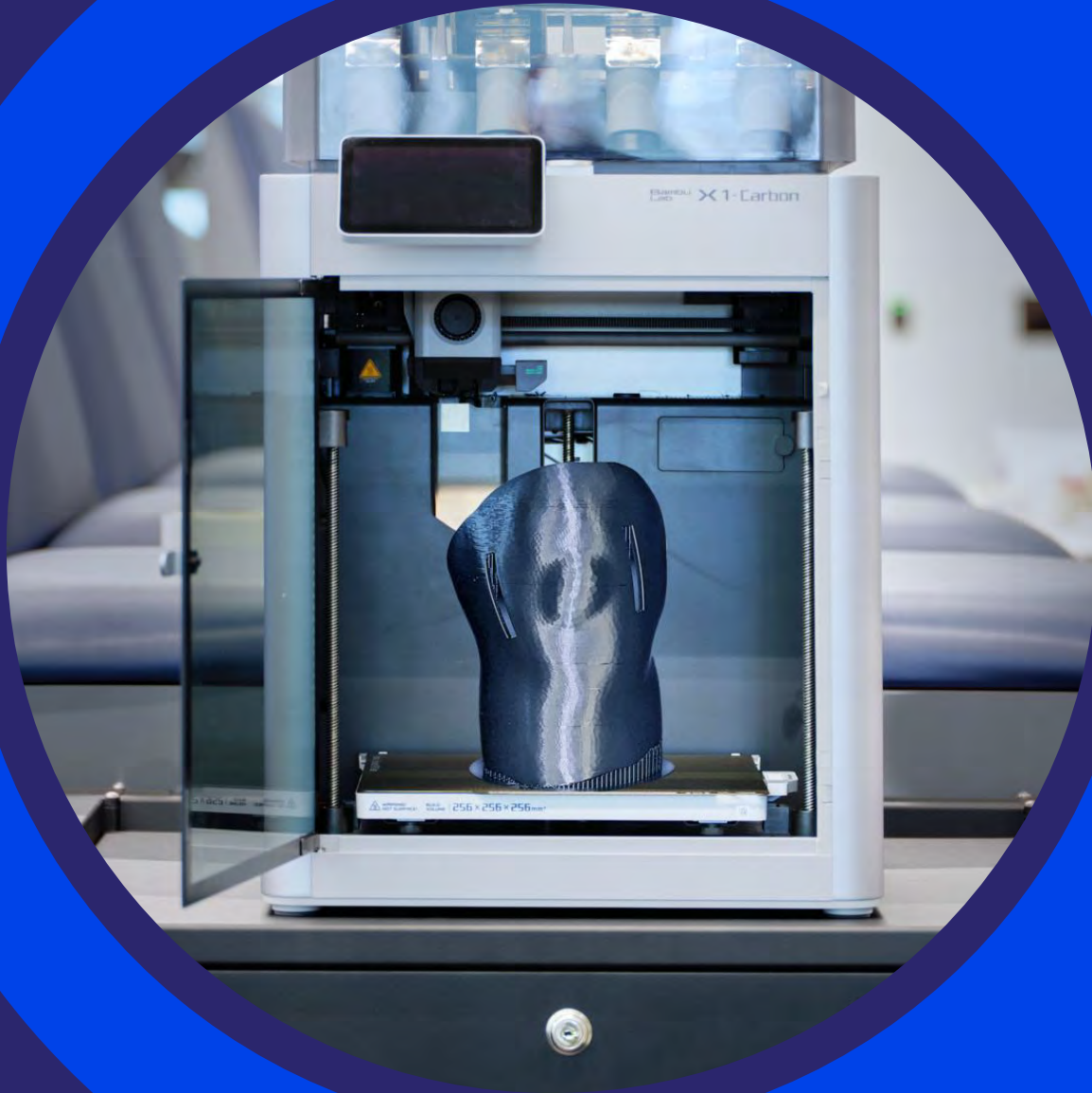
Intellectual
Property
Protection



Technical
Work

Alabama Small Businesses

CASE STUDY: XO ARMOR



“Innovate Alabama funding will allow us to enhance our software with artificial intelligence (AI), taking our efficiency and ease of use to the next level. This type of capability opens up new markets in Alabama and other regions in the country. . .

Our headquarters remains in Auburn, and our team here continues to grow.”

- Dr. Michael Zabala, XO Armor Cofounder

TAX CREDIT PROGRAM



25
Recipients

58
Projects

\$73.5M
Credits Awarded

\$25M
Allocated for
2026



Created by Gov. Ivey's **Innovation and Small Business Act** to drive economic development.



Allows Alabama taxpayers to offset up to **50% of state taxes** by donating to economic development organizations (EDOs) and qualifying projects.



Donors receive a tax credit equal to their contribution and can carry the credit forward for up to **5 years** for future tax benefits.

CASE STUDY: KHAYA BIOSCIENCES



“Being in Dothan and hearing local farmers’ stories was incredibly inspiring.

I was struck by the challenges they were facing and by how people here were actively adapting to economic change, building solutions rather than waiting for one.”

- J. Sebastian Garcia-Medina, Khaya Biosciences Founder

KEY TAKEAWAYS



INVEST IN UNIVERSITIES

Think of colleges and universities as business incubators and economic engines



INCENTIVIZE COLLABORATION

Resources go further when they're shared – don't duplicate efforts



ALIGN TALENT WITH OPPORTUNITIES

Understand what industry needs from the workforce and equip students accordingly

CONNECT WITH US!



**FOLLOW US ON SOCIAL
MEDIA**



SUBSCRIBE TO OUR NEWSLETTER



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INFO@INNOVATEALABAMA.ORG**



ATTEND A MEETING



EXPLORE THE ASSET MAP