

Artificial Intelligence Education and Workforce Readiness Act

Artificial intelligence is shaping how Americans learn, teach, work, and compete, but our education and workforce systems have not kept pace. Students use AI tools daily without clear standards or safety policies. Teachers navigate new technologies without adequate guidance or professional development. Workers face rapid change with few protections or pathways to adapt. Communities are also left without clear information about the energy, water, and economic effects of the AI infrastructure built in their backyards. Students, school leaders, workers, and communities are not adequately prepared to navigate the risks and leverage the opportunities of this quickly changing technology.

The *AI Education and Workforce Readiness Act* is a comprehensive, human-centered framework to prepare students, educators, and workers to safely navigate AI in classrooms and careers, and protect communities from its environmental and labor market risks. The bill coordinates federal strategies and programs across the Departments of Education and Labor and federal science agencies to support career pathways, evidence-based learning tools, research, and technical assistance, grounded in ethics, critical thinking, and the humanities. By creating robust safeguards, protecting workers and communities, investing in professional development, and aligning with regional needs and capacity, this bill will support responsible innovation, strengthen education, uplift workers, and prepare Americans to leverage AI to create opportunities, not widen gaps.

Specifically, the *AI Education and Workforce Readiness Act* would:

- Require AI risk assessment standards for classroom technology, safeguards against harmful content, parental notice and opt-out rights, human review of automated decisions in federally funded workforce programs, and a secure student data breach reporting portal, enforced jointly by the Department of Education and the Federal Trade Commission;
- Create strict safety and compliance requirements, including prohibiting the use of student data to train AI models, open licensing and access of funded research and learning materials, independent evaluations and audits, human oversight and bias testing, robust data security protocols, and adoption of NIST's AI risk management framework;
- Prohibit model developers from directing school instructional content or requiring exclusive use of their AI product;
- Require data center operators to disclose pre-construction energy and water consumption projections and actual operational consumption, direct NIST to develop AI infrastructure energy and water measurement standards, and funds state, local, and community capacity for data center oversight, audits, and environmental research;

- Establish an Interagency Council on Artificial Intelligence in Education and the Workforce to publish and update list of AI-disrupted jobs to guide program design;
- Establish grants for regional career pathways and stackable micro-credential pilot programs to support interdisciplinary studies and project-based learning;
- Support in-service training for school leaders that pairs AI literacy with humanities, critical thinking, and work-based learning, including on algorithmic bias, student data privacy, and preventing reliance on AI for critical educator roles;
- Provide resources for educator professional development on responsible and ethical AI use; facilitate open-access education research on evidence-based, voluntary materials for AI-related literacy, ethics, civics, and humanities;
- Fund open-access research on AI effects in education, Regional Centers for Human-Centered AI in Education and Work, and updated federal practice guides for the responsible use of AI in the classroom;
- Invest in applied AI workforce research on employment disruption, regional training with wraparound support, resources, and evidence-based educator toolkits;
- Direct a National AI Workforce Strategy and State AI Workforce Implementation Plans, supported by a national workforce coordination council, to assess skills gaps, identify disrupted occupations, and align programs with regional labor needs;
- Provide grants for community colleges, small employers, and workforce programs to develop research and upskilling resources for individuals in non-traditional career pathways;
- Create grants for apprenticeships, reskilling, and public service fellowships; require AI accessibility in vocational programs; provide a small business reskilling tax credit; and require reporting on AI-caused worker displacement;
- Establish grants for equitable AI education access, capacity building at minority serving institutions, career scholarships, mentorship networks, and technical assistance; and
- Require EEOC liability guidance on preventing discriminatory AI use in recruitment, training, and performance evaluation.