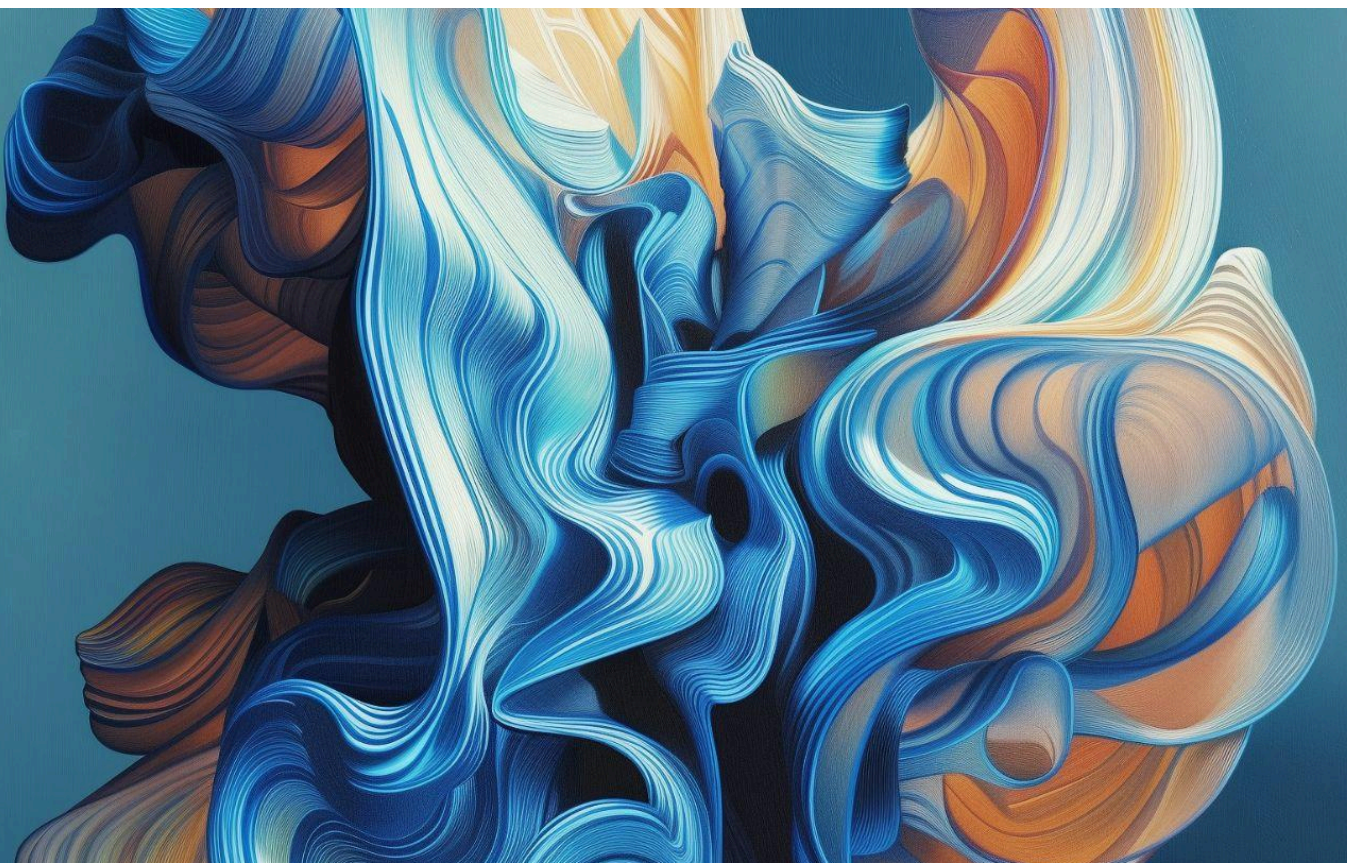


POLICY BRIEF | JUNE 2026

How Congress Is Approaching AI's Labor Market Impacts

A Summary and Assessment of Recently Introduced Bills

Suchet Mittal and Sam Manning



Executive Summary

- The effect of AI on the American workforce is of bipartisan concern in Congress and is likely to feature prominently in future policy debates. This brief describes recent legislative proposals addressing AI's impacts on the workforce, examines open questions about their effectiveness, and identifies gaps that future legislation may need to fill.
- Between 15 March 2025 and 15 March 2026, six bills were introduced in the US House or Senate that explicitly aim to assess or address AI's labor market impacts. These are: the AI-Related Job Impacts Clarity Act; the Workforce of the Future Act of 2025; the AI Workforce PREPARE Act; the AI Workforce Training Act; the Investing in Tomorrow's Workforce Act of 2026; and the Economy of the Future Commission Act of 2026.
- The bills have two main priorities: (1) improving data collection to measure AI's effects on the workforce, and (2) supporting training initiatives – including pilots and program evaluations – to prepare US workers for changing workforce needs.
- The effectiveness of the proposed bills remains uncertain. One key question is whether the measurement they require – like attributing layoffs to AI and identifying workers likely to be displaced – can be done reliably. Another is whether the proposed training and worker support initiatives – pilots, grants, and employer tax credits – can be scaled quickly enough if AI's impacts arrive faster, or prove more severe, than past technological shifts.
- The bills reflect policymakers' uncertainty about how AI will reshape work and what policy responses might be needed to address these effects. This uncertainty creates a two-sided policy challenge: Overreacting to fears of AI-driven job loss could misallocate resources; underpreparing could leave workers without support to build skills and transition into new work.
- These bills are first steps toward addressing AI-related labor market impacts. A more comprehensive response would likely include: further improving measurement of AI's effects, strengthening existing worker support systems like unemployment insurance, designing labor policies that can be adjusted and scaled in line with AI's labor impacts, and planning for scenarios in which AI drastically transforms the labor market.

This work represents the views of its authors, rather than the views of the organization, and does not constitute legal advice. [GovAI](#) policy briefs are short and accessible pieces that have not undergone an official peer review process.

Introduction

US federal policymakers across party lines have [expressed concern](#) about AI's potential to disrupt labor markets, including via job displacement and shifting skill demands. [Others question](#) whether the workforce is adequately prepared and supported to fully realize the economic benefits of AI. Between 15 March 2025 and 15 March 2026, a number of bills were introduced in Congress to address some of these concerns. This brief provides an overview of those proposals, focusing on their goals, mechanisms to achieve them, and core open questions about whether the proposed approaches are likely to work in practice. By doing so, this brief aims to clarify the federal policy landscape on this topic and provide initial guidance on next steps.

Selection Criteria

The following criteria were used to select the bills described in this brief:

- Officially introduced in the US House or Senate **between 15 March 2025 and 15 March 2026**¹
- Explicitly aimed at **addressing or assessing the labor market impacts of AI**²

Bills Included³

- [S.3108](#) – **AI-Related Job Impacts Clarity Act** (Clarity Act)
Primary Sponsor: Sen. Josh Hawley (R-MO)
Cosponsor(s): Sen. Mark R. Warner (D-VA), Sen. Tim Kaine (D-VA), Sen. Marsha Blackburn (R-TN)
- [S.3319](#) – **Workforce of the Future Act of 2025**
Primary Sponsor: Sen. Lisa Blunt Rochester (D-DE)
Cosponsor(s): Sen. Mazie Hirono (D-HI), Sen. Adam B. Schiff (D-CA)
- [S.3339](#) – **AI Workforce PREPARE Act** (PREPARE Act)
Primary Sponsor: Sen. Jim Banks (R-IN)
Cosponsor(s): Sen. Maggie Hassan (D-NH), Sen. John W. Hickenlooper (D-CO), Sen. Jon Husted (R-OH), Sen. Roger Marshall (R-KS)

¹ Since 15 March 2026 several other proposals have been discussed but not formally introduced at the time of publication. These include [suggestions by Sen. Bernie Sanders](#) (I-VT) for the US government to take an ownership stake in AI firms and [another by Rep. Greg Casar](#) (D-TX) for a tax on AI usage to fund job programs for displaced workers.

² It should be noted that many other bills introduced over the past year touch on workforce policy or AI policy but are not primarily focused on addressing or assessing AI's impact on the workforce. These include the [Unemployment Insurance Modernization and Recession Readiness Act](#), which aims to modernize unemployment compensation benefits, and the [Artificial Intelligence Data Center Moratorium Act](#), which proposes a moratorium on data center construction until legislation ensures that the "economic gains of artificial intelligence and robotics will benefit workers", among other conditions.

³ Ordered chronologically based on the date of introduction.

- [H.R.7576](#) – **AI Workforce Training Act**
Primary Sponsor: Rep. Josh Gottheimer (D-NJ)
Cosponsor(s): Rep. Michael Lawler (R-NY), Rep. Al Green (D-TX)
- [H.R.7585](#) / [S.3877](#) – **Investing in Tomorrow's Workforce Act of 2026**⁴
Primary Sponsor: Rep. Brad Schneider (D-IL) | Sen. Richard J. Durbin (D-IL)
Cosponsor(s): Sen. Raphael G. Warnock (D-GA)
- [H.R.8345](#) / [S.4046](#) – **Economy of the Future Commission Act of 2026**
Primary Sponsor: Rep. Jay Obernolte (R-CA) | Sen. Mark R. Warner (D-VA)
Cosponsor(s): Rep. Sara Jacobs (D-CA), Rep. Donald S. Beyer (D-VA) | Sen. Mike Rounds (R-SD)

What Are the Common Priorities?

- The Clarity Act, Workforce of the Future Act, PREPARE Act, and Economy of the Future Commission Act all contain some provision that aims to **increase visibility into the labor market impacts of AI**, primarily by establishing better data collection and improving measurement approaches. Notably, multiple bills focus on improving data flow from private firms to the government, as much of the relevant data is currently held privately.
- The Workforce of the Future Act, PREPARE Act, AI Workforce Training Act, Investing in Tomorrow's Workforce Act, and Economy of the Future Commission Act all include at least one component that aims to either **subsidize, fund, identify, or evaluate workforce training programs** that can assist workers displaced by AI.
- Four of the bills – the Clarity Act, the PREPARE Act, the AI Workforce Training Act, and the Economy of the Future Commission Act – have bipartisan sponsors.

⁴ This bill and the one following have two reference numbers as they were introduced bicamerally in both the House and the Senate.

Bill	Data collection approach	Training approach
Clarity Act	Mandatory employer disclosures on AI-related hiring, layoffs, hiring freezes, and retraining	—
Workforce of the Future Act	Departments of Labor (DOL), Commerce (DOC), and Education (ED) report on AI's workforce impacts, including analysis of the effectiveness of existing efforts to make privately owned workforce data available for federal research	DOL grants for worker training and credentials; ED grants for emerging technology education
PREPARE Act	Voluntary firm data-sharing; federal survey revisions to include AI-related questions; WARN Act amendment to introduce automation as a listable cause for mass layoffs; occupational transition data pilot; forecasting of AI's potential impacts on 15 occupations likely to be impacted	Research on design options for an AI adjustment assistance program that provides training, income support, job search, and relocation assistance to displaced workers
AI Workforce Training Act	—	Employer tax credit for AI training expenses
Investing in Tomorrow's Workforce Act	—	Demonstration/pilot grants for retraining; Workforce Innovation and Opportunity Act (WIOA) ⁵ expansion through additional funding for the National Dislocated Worker Grant
Economy of the Future Commission Act	Evaluates and makes recommendations on the effectiveness of government data, research, and measurement approaches for responding to economic changes caused by AI adoption	Assesses how existing workforce development, K-12, career and technical education, and higher education systems should evolve; develops recommendations for legislative changes related to AI education and employee reskilling

Table 1 | Data-collection and training mechanisms across the six bills analyzed in this brief.

(See [Appendix A](#) for an overview table describing the bills' major components)

⁵ WIOA was passed in 2014. It overhauled federal workforce development systems to expand access to training, education, and employment services, with an emphasis on aligning worker skills with labor market demand and supporting economic competitiveness. It replaced the Workforce Investment Act (WIA) of 1998 as the primary federal workforce development legislation.

S.3108 – AI-Related Job Impacts Clarity Act

Goal of the Bill

To gather data on AI's impact on jobs.

What the Bill Does

- **Requires** publicly traded companies, government agencies, and large non-publicly traded companies to report quarterly to the Secretary of Labor the number of workers hired, laid off, retrained, or covered by a hiring freeze because of AI. Data may be collected either directly or through alterations made to an existing survey administered by the Secretary or the Census Bureau.
- **Mandates** the Department of Labor (DOL) prepare quarterly reports for Congress and the public that summarize and analyze the data from the disclosures.

(See [Appendix B](#) for a more detailed summary)

Open Questions

Will companies make accurate determinations about AI-driven layoffs, job creation, and hiring attrition?

In order to accurately report hiring and firing decisions driven by AI, firms need to be able to identify when a job is created or destroyed because of it. Doing so is challenging, since changes in hiring and labor demand are often driven by a wide variety of forces, including technology adoption, macroeconomic conditions, shifts in consumer demand, and competitive dynamics within an industry.

Additionally, even if these impacts could be effectively identified, firms [might have reason](#) to over- or under-report AI's impacts on layoffs. Firms may be inclined to under-report to avoid backlash from workers and the media. Alternatively, they may over-attribute layoffs to AI as a cover for previous overhiring, declining product demand, or to appear technologically advanced to investors. An alternative approach could be to collect large-sample data on AI usage across firms alongside firm-level employment data and to allow independent economists or government agencies to analyze AI's aggregate effects.

How would the reporting requirements under this Act be enforced/verified?

As written, the bill creates a legal reporting obligation (a covered entity “shall” disclose the required data) but does not stipulate an enforcement mechanism or incentive to encourage disclosure. To draw a parallel, the [Business Trends and Outlook Survey \(BTOS\)](#) (conducted by the Census Bureau) includes a [supplementary AI questionnaire](#) that gathers similar data on AI's impact on businesses every three months. Despite attempts to reduce the reporting burden, the response rate to this

survey has been [low](#) (~16% as of 2024).⁶ Without a clear enforcement mechanism in place, response rates to this collection could be similarly low.

S.3319 – Workforce of the Future Act of 2025

Goal of the Bill

Prepare the workforce to meet new skill demands through improvements in emerging technology education and training grants for workers most impacted by AI.

What the Bill Does

- **Orders** the Departments of Labor, Commerce (DOC), and Education (ED) to produce reports on how AI is affecting the workforce, along with recommendations on workforce development approaches in light of the findings.
- **Establishes an ED \$160M grant program** for eligible entities⁷ (individually or as part of a consortium) to improve the quality of and access to “emerging and advanced technology” education at the primary and secondary level. The bill would allocate the funds toward classroom materials and technology, teacher training, and efforts to attract and retain emerging-tech educators.
- **Establishes a DOL \$90M grant program** for eligible entities (individually or as part of a consortium) to fund training and credentials for workers most impacted by AI, targeting affected industries/occupations as identified in the bill’s reporting requirements.
- **Includes accountability mechanisms** like grant outcome evaluations and a report to Congress within five years with recommendations on which programs should be expanded.

(See [Appendix B](#) for a more detailed summary)

Open Questions

Should employers be eligible to receive funding for on-the-job training programs?

Employers and businesses are currently ineligible to apply for the DOL grants. Making them eligible may strengthen linkages between training and employment opportunities. While retraining programs have had varied success, [those paired with](#) strong employer engagement, apprenticeships, paid work-based learning opportunities, and job placement, retention, and advancement services have generally led to better outcomes for workers.

⁶ The BTOS survey asks businesses to respond every three months, but respondents are only asked about the previous two weeks of business activities, with estimates being acceptable and encouraged.

⁷ Under this bill, only eligible entities can apply for the ED and DOL grants, either individually or as part of a consortium. Eligible entities include state and local educational agencies, eligible Tribal schools, community colleges, technical colleges, postsecondary vocational institutes, labor organizations, state agencies, and higher education institutes.

Do the required activities under the ED grants align with the needs and capacities of all grantees?

Greater discretion may enable grant recipients to better achieve educational and training outcomes related to emerging technology. As written, the bill requires grant recipients to carry out five broad tasks: training teachers on emerging technology subjects; expanding access to learning materials and technological infrastructure (e.g. broadband internet or tech equipment); broadening access to STEAM⁸ classes; providing additional student support such as mentoring for underrepresented groups; and maintaining ongoing industry engagement to receive feedback on curricula and skill demands. The grant funding targets state and local education agencies and K-12 schools serving Tribal communities. These grantees might be better positioned to achieve the bill's goals if they are able to focus on a subset of the tasks, tailored to their local context and resources, rather than being required to execute on the full list of tasks.

S.3339 – AI Workforce PREPARE Act

Goal of the Bill

To prepare and plan for the impact of AI on the workforce through better data collection, forecasting, and worker training.

What the Bill Does

- **Requires** the DOL to initiate a request for comment on the implementation of the Act, an initial workshop to discuss responses to comments received, a report summarizing received comments and recommendations, and subsequent workshops.
- **Enables** the DOL to rapidly recruit a maximum of 20 qualified experts in AI, machine learning, data science, and other fields to support the implementation of this Act by creating an expedited hiring pathway with more flexible compensation packages.
- **Establishes** the AI Workforce Research Hub to conduct research to help lead the federal effort to evaluate AI's impact on the workforce.
- **Establishes** a pilot program to produce a recurring statistical series on worker flow between occupations, with a focus on AI-affected occupations.
- **Requires** at least one prize competition to be held to develop benchmarks or other reproducible quantitative methods to measure AI's potential to automate or augment tasks or occupations.
- **Establishes** a program to enable AI developers, AI deployers, and other private entities to voluntarily share data on the use and adoption of AI through MOUs, data-sharing

⁸ STEAM – Science, Technology, Engineering, Arts, and Mathematics – a new teaching approach for STEM subjects.

agreements, and other methods. To encourage companies to participate, the program prohibits collected data from use in regulatory enforcement or antitrust action.

- **Requires** the revision of existing federal surveys from the Bureau of Labor Statistics (BLS) and the Census Bureau (USCB) to include or improve questions relating to the adoption and use of AI. Surveys included are:
 - The Annual Business Survey (USCB);
 - The Current Population Survey (USCB);
 - The Business Trends and Outlook Survey (USCB);
 - The Occupational Requirements Survey (BLS); and
 - The American Time Use Survey (BLS).
- **Amends** the Worker Adjustment and Retraining Notification (WARN) Act⁹ to require that employers disclose when AI is the cause of mass layoffs and directs the DOL to issue guidance on how to make that determination.
- **Requires** the production of a report containing employment forecasts, in the form of prediction intervals,¹⁰ for 15 occupations potentially impacted by AI and an evaluation of forecast accuracy once actual employment data becomes available.
- **Directs** the National Science Foundation to establish a recurring prize competition for accurate, short-horizon forecasts of AI's labor market implications.
- **Requires** the production of a report on how new data collected pursuant to the Act will be used for eligibility determination or performance measurement of WIOA grants and apprenticeship/training grants.
- **Funds** a study on design options for a Rapid AI Adjustment Assistance Program, a fast-response program that could provide training, income support, job search, and relocation assistance to displaced workers.
- **Requires** state-level, in-demand industry sector and occupation lists to be updated based on findings generated through implementation of the Act.

(See [Appendix B](#) for a more detailed summary)

⁹ The WARN Act requires certain employers to give advance written notice before carrying out plant closures or mass layoffs. That notice must generally be provided 60 days in advance to affected workers or their representatives, as well as relevant state and local public authorities.

¹⁰ A prediction interval is a range-based estimate within which a future observation is likely to fall. This can be compared to a point estimate, which is what the BLS has used in the past for similar studies (See: [this study](#)).

Open Questions

Will agencies in departments other than the DOL have sufficient AI expertise to effectively implement this Act?

The Act gives DOL flexibility and funding to hire AI experts but does not extend that authority to other agencies responsible for implementation. The Census Bureau must revise federal surveys and produce the job-transition series, and NIST must run the benchmarking competition. NIST may be able to draw on expertise at the Center for AI Standards and Innovation, hire staff under the [Alternative Personnel Management System](#),¹¹ or [use government-wide AI hiring authorities](#). Census may be able to use similar authorities for qualifying roles. But none of these options guarantee that NIST or Census – particularly Census – would have dedicated capacity to implement the Act's mandates. Extending AI-specific hiring authorities to these agencies could improve their capacity to implement the Act. One option could be to allow a subset of the 20 designated hiring slots to be placed at the specific DOC agencies referenced in the bill.

Is the pilot project on occupational transition data feasible, and if so, can it be scaled nationally?

The bill asks the Census Bureau to produce a pilot data series tracking job transitions in roles exposed to AI, but it is unclear whether such a pilot will be able to secure state buy-in or be scaled nationally. As written, the bill does not compel state participation in the pilot program, which would create a series tracking job transitions for at least 15 highly AI-exposed occupations at the 4- or 6-digit SOC level.¹² Moreover, based on publicly available information, only five states require the collection of occupational data – via enhanced wage records – that would be needed to produce the series.¹³ Even states that do collect occupational data often give employers the option of providing either SOC codes or job titles, and job titles may not map cleanly onto SOC codes, creating a hurdle to constructing the series.

¹¹ At NIST, most employees are covered under this pay-for-performance system, which gives more flexibility to recruit and retain technical staff, including through broader pay bands, direct-hire authority for some technical roles, flexible starting salaries, and recruitment or retention allowances.

¹² SOC stands for Standard Occupational Classification. SOC codes can be 2-, 4-, 6-, or 8-digit with more digits adding more granularity. E.g. “15-12: Computer Occupations”; “15-1252: Software Developers.”

¹³ In total, seven states collect occupational data via enhanced wage records: AK, IN, LA, NC, SC, WA, WV. Only five of these require it: AK, IN, SC, WA, WV. These figures are conservative, as they only count states confirmed to have such requirements. NE may also collect such data, but we were unable to confirm whether that is the case.

H.R.7576 – AI Workforce Training Act

Goal of the Bill

To help build critical AI skills by incentivizing employers to support or develop AI training for workers.

What the Bill Does

- **Amends** the Internal Revenue Code of 1986 (IRC) to establish a general business tax credit for employers who incur qualified AI training expenses for their employees (equal to 30% of total costs, capped at \$2,500 per employee per year). These expenses could include:
 - Costs of enrollment or attendance of workers at an accredited AI training program
 - Wages of any employee attending an AI program, workshop, or course
 - Costs of developing or delivering in-house AI training
- **Requires** the launch of a public outreach campaign to promote the AI training tax credit and to report to Congress on the campaign and its measurable outcomes.

(See [Appendix B](#) for a more detailed summary)

Open Questions

Does incentivizing employer spending on AI training lead to employee skill development?

It is unclear whether incentivizing expenditure on AI training will lead to workers effectively developing AI-specific skills and competencies. As a company, demonstrating that you have spent money on worker training is easy to do, but whether that spending leads to the desired outcomes (i.e. improved worker productivity and valuable skill development) is less clear. Instead, lawmakers could incentivize the desired ends more directly via subsidies linked to measurable outcomes like credential completion or measured rates of AI usage, though exactly how best to measure these outcomes is also an open question.

Could the tax credit be more effectively designed to reach firms that would benefit from AI training?

As a general business credit under [IRC § 38](#), the training tax credit would provide little immediate value to some categories of firms. General business credits are effectively nonrefundable and can only offset a firm's income tax liability, with any excess carried back one year or forward up to 20. That means firms with little or no current income tax liability would be unlikely to benefit from the credit when training costs are incurred, even when they are plausible candidates for AI skills investment. Congress could make the credit more usable for such firms by allowing them to use unused credits to offset payroll tax liability, mirroring how it addressed a similar issue for the

[research and development tax credit](#). Such a carveout would broaden access to the program while keeping it within the tax administration system.

S.3877 – Investing in Tomorrow’s Workforce Act of 2026

Goal of the Bill

Identify retraining approaches for workers displaced or impacted by rapidly evolving technologies.

What the Bill Does

- **Establishes** a grant program to fund demonstration and pilot projects to retrain workers who are, or are likely to become, dislocated due to automation. Organizations must be part of an eligible partnership¹⁴ in order to receive funding under this program.
- **Amends** WIOA¹⁵ by adding training programs for individuals displaced by automation to the Adult/Dislocated Worker Training list¹⁶ and authorizes additional funds (\$40M per year for five years) for [National Dislocated Worker Grants](#).¹⁷

(See [Appendix B](#) for a more detailed summary)

Open Questions

Can pilot programs identified as effective be easily expanded?

In the event of major AI-related impacts on labor markets, the bill’s pilot programs may need to be rapidly scaled up and rolled out, but the bill does not provide a pathway to do so. While the bill increases funding for the National Dislocated Worker Grant program, that money is not directly available to scale up pilots. One approach could be to build in federal continuation or replication grants for effective pilots. Absent that, the DOL could issue guidance to states to use existing WIOA statewide reserve funds to expand successful models.

Can workers likely to be displaced by AI automation be accurately identified?

The grant program proposed by this bill seeks to target workers likely to be displaced by AI automation, but identifying those workers represents a major challenge. Most attempts to predict AI job displacement rely on “AI exposure” scores, which [map occupational tasks to AI capabilities](#). However, these are a [poor proxy](#) for actual displacement, as they do not measure how AI is

¹⁴ An eligible partnership under this bill means a regional industry or sector partnership made up of employers and relevant workforce and training stakeholders (such as workforce development entities and education/training partners), as defined under WIOA.

¹⁵ See supra note 4 for a description of WIOA.

¹⁶ The Adult/Dislocated Worker list enumerates the training service types that WIOA allows state/local agencies to fund for participants in the WIOA Adult and Dislocated Worker programs.

¹⁷ National Dislocated Worker Grants provide temporary, supplemental DOL funding to help states and local areas respond to major layoffs, plant closures, or other economic dislocations.

changing demand for workers. No reliable measure yet exists, raising questions about whether the bill can accurately identify at-risk workers. Closing [data gaps](#) on displacement impacts would complement legislative efforts like this one and address the more fundamental challenge of identifying at-risk workers.

S.4046 – Economy of the Future Commission Act of 2026

Goal of the Bill

To establish a commission to develop consensus legislative recommendations in response to economic changes caused by AI adoption.

What the Bill Does

- **Establishes** the Economy of the Future Commission (EFC), a bipartisan legislative-branch commission tasked with evaluating how federal data and measurement systems, workforce development programs, education systems, and worker support programs should be updated in response to economic changes caused by AI adoption.¹⁸
- **Gives** the EFC evidence-gathering and operational powers, including the ability to hold hearings, receive testimony, issue subpoenas, request information from federal agencies, and hire staff, experts, and consultants to carry out its responsibilities.
- **Requires** the EFC to publish an interim report within seven months that includes 5- and 10-year estimates of AI-driven employment changes by 6-digit NAICS code,¹⁹ the EFC's confidence in those estimates, AI's effect on federal revenue, and public educational resources on AI's economic effects.
- **Requires** the EFC to submit a final report within 13 months with legislative recommendations on AI education, reskilling, unemployment insurance, tax policy, and maintaining competitiveness in key technology and manufacturing industries.

(See [Appendix B](#) for a more detailed overview)

¹⁸ This point only covers those duties that are directly related to labor market policy. The EFC is also tasked with identifying consensus legislative recommendations on a wider set of AI-economy issues, including federal AI adoption, open-source and open-weight models, national AI research investment, research access to compute, models, and data, AI-related manufacturing and supply chains, autonomous transportation safety, data-center energy needs, and AI-enabled robotics.

¹⁹ NAICS Codes: The North American Industry Classification System. The bill text is unclear on the level of granularity required when reporting NAICS codes. This granularity may have a substantial impact on the utility of the data for policymakers. For example, 2-digit NAICS groupings aggregate firms in very diverse sectors, such as by treating all manufacturing firms as a single category.

Open Questions

Will the Commission's broad mandate allow it to develop sound recommendations within the time allotted?

The Economy of the Future Commission (EFC) is tasked with tackling a large number of issues, many of which go beyond labor market impacts, and narrowing its mandate may improve its effectiveness. Modeled on the Cyberspace Solarium Commission, the EFC replicates its bipartisan structure, congressional membership, agency participation, subpoena authority, and the requirement to produce a final report with legislative recommendations. The Solarium Commission was charged with a well-scoped mandate – providing policy recommendations to defend the US against major cyberattacks. By contrast, the EFC is tasked with a much broader mandate of providing policy recommendations across workforce development, education, taxation, federal AI adoption, small-business access to AI, manufacturing, energy, robotics, and competitiveness. This breadth could make it difficult for the EFC to develop high-impact recommendations within its 13-month timeframe, especially as some of the issues it will cover, like safety regulations for autonomous vehicles, are not directly related to AI's economic impact.

Should the EFC be tasked with drafting bill text?

The EFC is charged with developing legislative recommendations, but its impact would likely be greater if it also generated draft text to implement those recommendations. For 54 of its 82 recommendations, the Solarium Commission provided draft bill text, and this [has been cited](#) as a key reason why 70% of its recommendations were enacted within four years of its report. Given the breadth of the EFC's mandate, it could be useful for the bill to require the Commission to produce bill text for its priority recommendations.

Looking Ahead

The six bills covered in this brief are early responses to AI's potential labor market impacts. They share two priorities: gathering better data on how AI is changing work and supporting workers through training and credentialing. They also share a cautious posture, leaning on information-gathering, piloting, and evaluation. This makes sense given policymakers' uncertainty about how AI's workforce effects will unfold and what kinds of responses will be needed.

A Two-Sided Policy Challenge

Uncertainty about how AI will affect work creates a two-sided risk for policymakers. Poorly designed policy aimed at addressing widespread displacement could misallocate resources. However, policy that does too little could leave workers underprepared if more disruptive scenarios do occur. To navigate that tension, four things could be useful: (1) **better visibility** into what impact AI is actually having on the labor market and what might happen in the near future, (2) **improving existing systems for worker support**,²⁰ (3) developing **labor policy that can adjust as conditions change**, and (4) **conducting policy planning for transformative scenarios** for which standard workforce policy tools may not be sufficient.

Building Better Visibility

Understanding AI's labor market impacts requires filling specific data gaps in both how AI is being used across the economy and how that use affects labor market outcomes such as wages and employment. Much of the most timely information on hiring, wages, and skill demand sits with private firms like large employers and payroll service providers, and [expanding federal access](#) to that data through licensing or data partnerships could close part of the visibility gap. Several of the bills target this visibility problem but leave important categories of data uncollected or rely on methods unlikely to produce reliable results. The PREPARE Act, for example, proposes a voluntary data-sharing program between companies and the government, but it is unclear whether this program would gather enough useful data from private firms.

Another gap is visibility into regional and occupation-level shifts that federal systems currently miss. Broader adoption of [enhanced wage records](#) that capture occupation, hours worked, and job location at large sample sizes each quarter could fill this gap. Right now, only a handful of states collect this data from firms in quarterly unemployment insurance wage records. Nationwide use of enhanced wage records with uniform data collection is a promising way to improve visibility into labor market trends but is not represented in current proposals. Congress could urge DOL to issue an Unemployment Insurance Program Letter that provides model legislation for states to authorize funding for the implementation of enhanced wage records.²¹

²⁰ Worker support systems refer to safety nets like unemployment insurance and workforce development programs like WIOA.

²¹ There is precedent for this. For example, DOL has provided model legislation related to Short Time Compensation and Work Sharing via Unemployment Insurance Program Letters [in the past](#).

Improving Existing Systems

Despite uncertainty around AI's labor impacts, strengthening existing worker support systems is likely a good first step toward developing workforce resilience through periods of technological change. If AI produces modest or moderate levels of labor market disruption, systems such as unemployment insurance, WIOA-funded training, and Employment Services (under WIOA) will likely be the first programs workers turn to. Some experts have [argued](#) that these systems [require more funding](#) for administration or could do with substantial [design improvements](#). Improving these systems' capacity, accessibility, and responsiveness will likely strengthen the first line of support for workers displaced by AI.

The bills analyzed above make some efforts to strengthen these systems. The Investing in Tomorrow's Workforce Act authorizes federal job-training funds to be used in support of workers losing their jobs due to automation and expands funding for federal emergency grants available in the event of mass layoffs. The Economy of the Future Commission Act calls for recommendations on how unemployment insurance systems, reskilling, and worker support would need to be adjusted to respond to AI's economic effects. To address the issue more comprehensively, policymakers could pair proposals tailored to addressing AI-specific labor risks with broader efforts to improve worker support systems.²²

Designing Labor Policy for Flexibility

Uncertainty about AI labor impacts also calls for workforce policy that can adjust as evidence accumulates. Rather than building federal responses around any single forecast, legislation can be designed to evolve with conditions on the ground. Useful design features could include periodic review and reauthorization, programs designed to scale up or down based on estimated workforce impacts, and explicit feedback mechanisms to use collected data to update which workers and industries are eligible for support. The PREPARE Act takes a first step toward this type of responsive approach by requiring data and forecasts to feed into workforce-program eligibility and performance measurement. Future proposals could make use of flexible designs to address the uncertainty while ensuring responsible use of federal funds.

Policy Planning for Transformative Scenarios

Some technologists and economists contend that continued AI development could lead to significant labor impacts within the next few years. The CEO of Anthropic, for example, [has speculated](#) that AI automation could cause the unemployment rate to rise to 10–20%. If such a scenario were to come to pass, it may warrant a different set of policy options than those meant to address changing skill and labor demands amid low levels of unemployment. While such outcomes

²² Some examples of recent efforts to improve worker support systems include the [Unemployment Insurance Modernization and Recession Readiness Act](#) and the [Workforce Data Enhancement Act](#).

are not the average [expectation of economists](#), some have [argued](#) that planning ahead of time is warranted.

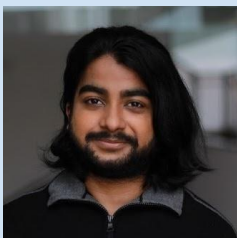
None of the bills analyzed in this brief contain robust proposals to conduct such planning. While the PREPARE Act includes a provision to plan design options for a Rapid AI Adjustment Assistance Program, it is unclear whether such a program would be appropriate for highly disruptive scenarios. Future proposals could attempt to identify the conditions under which existing systems would become insufficient. It may also be prudent to evaluate the efficacy and implementation questions of more ambitious policy options, such as [public wealth or national dividend funds](#), [predistributive policies](#) that give workers access to AI-era productive capital, or large-scale safety net expansions that get triggered under certain transformative scenarios.²³

Federal AI and Labor Policy Is Poised to Grow in Political Prominence

The bills analyzed here are early entries in what is likely to be a much longer policy debate, and the groundwork laid now could influence how well federal policy responds to AI-related labor disruption. As AI systems improve and their labor market effects become more visible, early federal policy choices about measurement, experimentation, and worker support may shape how effectively the government responds to future employment disruptions. Tackling the full scope of labor market impacts will likely require more comprehensive efforts to collect relevant data, flexible labor policy tools that can scale in line with impacts, stronger worker support systems, and preparation for transformative scenarios.

²³ Recently, Sen. Bernie Sanders (I-VT) [argued](#) for the creation of a sovereign wealth fund that would grant the federal government a 50% stake in leading AI firms, with a view to supporting workers.

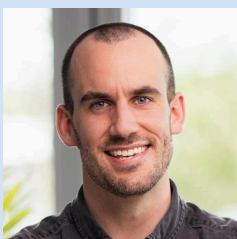
About the Authors



Suchet Mittal ✉️ 📧 🌐

Winter Fellow, GovAI

Suchet's research focuses on policy responses to the economic and political impacts of AI. Prior to his time at GovAI, he was a Research Fellow and contractor at Convergence Analysis, where he researched fiscal and labor policies to address AI's economic effects. He also interned at Policy Horizons Canada, a federal think tank, conducting strategic foresight research. He holds a BA (Hons) in Philosophy, Politics, and Economics from Mount Allison University.



Sam Manning ✉️ 📧 🌐

Senior Research Fellow, GovAI

Sam Manning is a Senior Research Fellow at GovAI and a Non-Resident Senior Fellow at the Foundation for American Innovation. Sam's work focuses on measuring the economic impacts of frontier AI systems and designing policy options to help ensure that advanced AI can foster widespread economic prosperity. He previously conducted research at OpenAI and worked on a randomized controlled trial of a guaranteed income program in the US. Sam has an MSc in International and Development Economics from the University of San Francisco.

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About GovAI

GovAI is a 501(c)(3) non-profit organization. Our mission is to help decision makers navigate the transition to a world with advanced AI, by producing rigorous research and fostering talent. Researchers at GovAI work on a wide range of topics, with a particular emphasis on the security implications of frontier AI.

Appendix

Appendix A. Bill Component Overview in Table Format

Bill	Components
S.3108 – AI-Related Job Impacts Clarity Act	- Requires publicly traded companies, governmental agencies, and non-publicly traded companies with significant workforces or enterprise value to disclose to the Secretary of Labor hiring, layoffs, hiring freezes, and the number of individuals the company is retraining, due to AI-related causes. Data may be collected either directly or through alterations made to an existing survey administered by the Secretary or the Census Bureau. - Mandates that the Department of Labor (DOL) prepare a report that summarizes and analyzes the data from the disclosures, to be made available to Congress and the public.
S.3319 – Workforce of the Future Act of 2025	- Orders the Departments of Labor, Commerce (DOC), and Education (ED) to produce reports on how AI is affecting the workforce, along with recommendations on workforce development approaches in light of the findings. - Establishes an ED grant program for eligible entities²⁴ (individually or as part of a consortium) to improve the quality of and access to “emerging and advanced technology” education at the primary and secondary level. The bill would allocate \$160M toward classroom materials and technology, teacher training, and efforts to attract and retain emerging-tech educators. - Establishes a DOL \$90M grant program for eligible entities (individually or as part of a consortium) to fund training and credentials for workers most impacted by AI, targeting affected industries/occupations as identified in the bill’s reporting requirements. - Includes accountability mechanisms like grant outcome evaluations and a report to Congress within five years with recommendations on which programs should be expanded.
S.3339 – AI Workforce PREPARE Act	- Requires the DOL to initiate a request for comment on the implementation of the act, an initial workshop to discuss responses to comments received, a report summarizing received comments and recommendations, and subsequent workshops. - Enables the DOL to rapidly recruit qualified experts in AI, machine learning, data science, and other fields to support the implementation of this act by creating an expedited hiring pathway with more flexible compensation packages. - Establishes the AI Workforce Research Hub to conduct research to help lead the federal effort to evaluate AI’s impact on the workforce. - Establishes a pilot program to produce a recurring statistical series on worker

²⁴ See supra note 7.

flow between occupations, with a focus on AI-affected occupations.

- Requires at least one prize competition to be held to develop benchmarks or other reproducible quantitative methods to measure AI's potential to automate or augment tasks or occupations.
 - Establishes a program to enable AI developers, AI deployers, and other private entities to voluntarily share data on the use and adoption of AI through MOUs, data-sharing agreements, and other methods. To encourage companies to participate, the program prohibits collected data from use in regulatory enforcement or antitrust action.
 - Requires the revision of existing federal surveys from the Bureau of Labor Statistics (BLS) and the Census Bureau (USCB) to include or improve questions relating to the adoption and use of AI. Surveys included are:
 - the Annual Business Survey (USCB);
 - the Current Population Survey (USCB);
 - the Business Trends and Outlook Survey (USCB);
 - the Occupational Requirements Survey (BLS); and
 - the American Time Use Survey (BLS).
 - Amends the Worker Adjustment and Retraining Notification (WARN) Act²⁵ to require that employers disclose when AI is the cause of mass layoffs and directs the DOL to issue guidance on how to make that determination.
 - Requires the production of a report containing employment forecasts, in the form of prediction intervals,²⁶ for 15 occupations potentially impacted by AI and an evaluation of forecast accuracy when the relevant data is collected.
 - Directs the National Science Foundation to establish a recurring prize competition for accurate, short-horizon forecasts of AI's labor market implications.
 - Requires the production of a report on how new data collected pursuant to the Act will be used for eligibility determination or performance measurement of WIOA grants and apprenticeship/training grants.
 - Funds a study on design options for a Rapid AI Adjustment Assistance Program, a fast-response program that could provide training, income support, job search, and relocation assistance to displaced workers.
 - Requires state-level, in-demand industry sector and occupation lists to be updated based on findings generated through implementation of the Act.
- H.R.7576 – AI Workforce Training Act**
- Amends the Internal Revenue Code of 1986 to establish a general business tax credit for employers who incur qualified AI training expenses for their employees (equal to 30% of total costs, capped at \$2,500 per employee per year). These expenses could include:
 - Costs of enrollment or attendance of workers at an accredited AI training program
 - Wages of any employee attending an AI program, workshop, or course

²⁵ See supra note 9.

²⁶ See supra note 10.

	○ Costs of developing or delivering in-house AI training
	● Requires the launch of a public outreach campaign to promote the AI training tax credit and to report to Congress on the campaign and its measurable outcomes.
H.R.7585 / S.3877 – Investing in Tomorrow’s Workforce Act of 2026	● Establishes a grant program to fund demonstration and pilot projects to retrain workers who are, or are likely to become, dislocated due to automation. Organizations must be part of an eligible partnership in order to receive funding under this program. ● Amends WIOA by adding training programs for individuals displaced by automation to the Adult/Dislocated Worker Training list and authorizes additional funds (\$40M per year for five years) for National Dislocated Worker Grants.
H.R.8345 / S.4046 – Economy of the Future Commission Act of 2026	● Establishes the Economy of the Future Commission (EFC), a bipartisan legislative-branch commission tasked with evaluating how federal data and measurement systems, workforce development programs, education systems, and worker support programs should be updated in response to economic changes caused by AI adoption.²⁷ ● Gives the EFC evidence-gathering and operational powers, including the ability to hold hearings, receive testimony, issue subpoenas, request information from federal agencies, and hire staff, experts, and consultants to carry out its responsibilities. ● Requires the EFC to publish an interim report within seven months that includes 5- and 10-year estimates of AI-driven employment changes by 6-digit NAICS code, the Commission’s confidence in those estimates, AI’s effect on federal revenue, and public educational resources on AI’s economic effects. ● Requires the EFC to submit a final report within 13 months with legislative recommendations on AI education, reskilling, unemployment insurance, tax policy, and maintaining competitiveness in key technology and manufacturing industries.

²⁷ See supra note 16.

Appendix B. Extended Bill Summaries

S.3108 – AI-Related Job Impacts Clarity Act

1. **Mandatory data sharing**

Mandates publicly traded companies, federal agencies, and non-publicly traded companies (which meet certain criteria as determined by the Secretary of Labor) to disclose information every quarter on how AI is impacting their workforce. Specifically, it requires that these employers report the number of individuals/positions that were laid off, hired, or not refilled due to the incorporation of AI; and the number of individuals the company is retraining or assisting in retraining largely due to AI-related causes, alongside the corresponding NAICS codes that identify the employer's industry.

- a. Data may be collected by revising a survey the DOL currently administers, or by revision to a survey administered by the Census Bureau.

2. **Data analysis reporting**

Requires the DOL to prepare a quarterly report summarizing the disclosed data and to prepare an analytical report on that data every other quarter, to be made available to Congress and the public.

S.3319 – Workforce of the Future Act of 2025

1. **Reporting on AI adoption, displacement, and reskilling**

The DOL, DOC, and ED are required to produce reports on how AI is changing the workforce. An interim report is due six months after enactment, the final report is due one year after enactment, and three years after the final report is submitted, another report should reassess the recommendations in the earlier reports. The agencies are required to:

- a. Identify what workforce data is needed to track AI's impact, what data is publicly vs. privately held, how well current efforts are making private data usable for research, and recommend ways to expand access to both private and government workforce data.
- b. Identify the industries and occupations where AI use is expected to grow most, whether it will mostly augment workers or replace them, how it may affect job quality, and which firms in those areas are the earliest and most intensive adopters of AI.
- c. Identify which demographic groups and regions are likely to see expanded opportunities vs. higher displacement risk and recommend ways to upskill and reduce income losses for the most vulnerable groups.

- d. Specify the core AI-era skills (and sector-specific skills) the workforce will need, how education/training providers and labor groups can collaborate to deliver them, and what resources schools/colleges/unions need to do that at scale.
- e. Identify recommendations to improve credentialing, keep skills standards updated, promote knowledge-sharing, and update employer best practices for involving workers in AI rollout decisions.

2. Grant programs

- a. This bill allows eligible entities – such as state and local educational agencies, Tribal schools, community colleges, technical colleges, postsecondary vocational institutes, labor organizations, state agencies, and higher education institutes – to apply for two types of grants (either individually or as part of a consortium):
 - b. An ED grant program (\$160M) targeted at improving primary and secondary education through funding for two grant streams:
 - i. Under the first stream: **Requires** grantees to build school capacity for emerging technology education by training teachers, expand high-quality materials and technology access, broaden rigorous STEAM education opportunities, provide added support for underrepresented students, and keep curricula aligned with industry skill needs.
 - ii. **Permits** grantees to use given funds to develop regional partnerships, recruit needed instructional staff, and conduct planning to sustain the program after the grant ends.
 - iii. Under the second stream: **Requires** grantees to strengthen the pipeline of emerging technology teachers by supporting their development and recruitment, including through professional development, loan repayment, tuition reimbursement tied to teaching service, or similar programs.
- c. A DOL grant program (\$90M) to fund training and credentialing for workers in industries most impacted by AI, as identified in the reports, which:
 - i. **Prioritizes** funding for labor organizations or a consortium including a labor organization.
 - ii. **Requires** grantees to provide training, including skill certifications, continuing education certificates, or other programs aimed at reskilling workers toward high-skill, high-wage jobs in in-demand sectors.

S.3339 – AI Workforce PREPARE Act

1. **Request for comment**

Requires the DOL to initiate a request for comment on the implementation of the Act, an initial workshop to discuss responses to comments received, a report summarizing received comments and recommendations, and subsequent workshops.

2. **Enabling expert hiring at the DOL**

Gives the DOL temporary authority to hire a limited number (max. 20) of AI, machine learning, and data-science experts with greater discretion than in the usual federal hiring and pay system. This aims to recruit specialized talent more quickly and offer more competitive compensation (\$6M appropriated for this section) to support implementation of the Act.

3. **Establishing the AI Workforce Research Hub (“the Hub”)**

Introduces a statutory requirement to establish the Hub under the DOL for four years, instantiating a recommendation made in the [AI Action Plan](#). It may be staffed by federal employees (including those hired under the first provision), private sector employees, or state or local employees. The Hub is tasked with:

- a. Producing recurring analyses, conducting scenario planning for AI’s economic impacts, generating actionable insights to inform policy for training programs, and mitigating unemployment.

4. **Pilot project on occupational transition data for AI-affected jobs**

Directs the Census Bureau, in consultation with DOL and the Chief Statistician, to pilot a recurring statistical series tracking how AI-affected workers move between occupations. The goal is to improve data on occupational change, displacement risk, and shifting skill demand. The project:

- a. **Requires DOL to identify at least 15 occupations** for inclusion at the 6-digit or 4-digit SOC code level. Selection should be based on factors such as likely AI-related disruption or labor shortage, usefulness of the occupation for studying AI’s workforce effects, and the insufficiency of existing data.
- b. **Allows Census to use multiple data sources** to build the series, including federal surveys and records, interagency data linkages, private-sector partnerships such as payroll data, and state or local pilots with richer wage-record information. The first series must be published within 18 months.
- c. **Provides a fallback if the series proves infeasible:** Census must instead publish a public report explaining the barriers, needed changes, and expected costs and benefits. It also requires BLS to assess options for giving researchers secure access to detailed labor market data.

5. **Prize competition for AI workforce impact benchmarks**

Directs NIST (in consultation with the DOL, DOC, BLS, and National Science Foundation) to run at least one prize competition to develop benchmarks or other reproducible methods for measuring how well AI can perform or assist with particular tasks or occupations, to improve estimates of AI's likely workforce effects.

- a. **Requires** the competition be launched within 270 days. It may be split into categories based on particular occupations or AI capability areas, and into multiple phases, such as design and prototype stages.
- b. **Sets criteria for useful benchmarks** by prioritizing categories that are: valuable for understanding labor market impacts, complementary to existing benchmarks, and are free of common problems such as training-data contamination.
- c. **NIST may also fund** benchmark design, validation, maintenance, and testing through grants or cooperative agreements, and may partner with outside entities to administer the program. The section authorizes \$7M over five years.

6. **Voluntary data sharing on AI use and adoption**

Directs DOL to create a program for firms to **voluntarily share anonymized data** on workplace AI adoption and use. It enables this through MOUs, data-licensing agreements, and other data-sharing agreements, while giving participant firms confidentiality and use protections to encourage participation.

- a. Shared data may only be used for statistical purposes, is exempt from public disclosure, and cannot be used for regulatory enforcement or antitrust actions.
- b. The DOL must develop standards for how the data is collected, publish aggregate statistics at least every six months, and report to Congress within two years.

7. **Revision of federal surveys to add/improve questions on AI use and adoption**

Requires the revision of a set of existing federal surveys within one year to add or improve questions on workplace AI adoption and use. The surveys named are the Annual Business Survey, Current Population Survey, Business Trends and Outlook Survey, Occupational Requirements Survey, and American Time Use Survey.

- a. Revised questions should gather more specific information on: the types of AI being used, which occupations or tasks are most affected, whether AI is changing skill requirements or training investment, how intensively and frequently AI is used, and what work outcomes it affects.
- b. The DOC and DOL may use a narrower definition of AI in these surveys, for example, by focusing on language models or excluding simpler systems, to improve consistency and analytical value.

8. **Amending the WARN Act to include automation**

Amends the Worker Adjustment and Retraining Notification (WARN) Act to require additional disclosures when AI was a substantial factor in a mass layoff that triggers notice requirements.

- a. The disclosure must state that AI was a substantial factor, identify the type and use of the AI involved, estimate AI's contribution to the job losses, and state any retraining or upskilling steps taken beforehand.
- b. The DOL must issue guidance on how employers should determine whether AI was a substantial factor and how to estimate AI's contribution to the layoffs.

9. **Employment forecast report for AI-sensitive occupations**

Directs the DOL to identify at least 15 occupations where more detailed analysis of AI's impact on employment would be useful and conduct employment forecasts. The occupations must be selected based on factors like expected AI-driven labor demand changes, occupation size, policy relevance, and feasibility. The section authorizes \$18M over five years for implementation.

- a. **Requires annual forecasts using prediction intervals** for the selected occupations over 2-, 4-, and 8-year horizons, rather than single-point estimates, to better capture uncertainty about AI's labor market effects.
- b. **Builds in transparency and evaluation** by requiring explanation of forecast methods, identification of major data gaps and uncertainties, comparison of forecasts against benchmark methods, and later evaluation of forecast accuracy once actual employment data becomes available.
- c. **Requires public archiving and review** through maintenance of a public, machine-readable archive of the forecasts and evaluations, and publication of an implementation report after four years.

10. **Prize competition for short-horizon forecasts on AI's labor market impacts**

Directs the National Science Foundation (NSF) to establish a recurring prize competition to encourage accurate forecasts and informative rationales on short-term questions relevant to AI's labor market effects. Issues such as AI benchmark performance, AI adoption by firms, occupation-level employment changes, and AI-related layoff indicators may be covered under this competition. The section authorizes \$6M over five years and the competition sunsets after five years.

- a. The NSF Director must release questions, and score resolved questions or submitted rationales, at least every six months.
- b. Entries are judged based on forecasting accuracy and the informativeness or persuasiveness of the reasoning provided, and NSF must consult with DOL, the

Office of Science and Technology Policy, and at least one organization experienced in scored forecasting contests.

- c. The NSF must publish annual public summaries, issue a consolidated report within three years, and retain program data.

11. Report on use of new research in recipient selection and program measurement

Directs the DOL, in coordination with the Workforce Information Advisory Council, to report on how the data, benchmarks, and forecasts created under the Act could be incorporated into the selection criteria and performance measurement of workforce and training programs, including WIOA Title I grants, apprenticeship and pre-apprenticeship programs, and other DOL grant programs. The report must include:

- a. Any statutory or regulatory obstacles to using these new tools in grant recipient selection or program evaluation.
- b. A plan for helping applicants use the new tools, including how the DOL will support states, localities, and other applicants in using the new research and tools to strengthen funding applications and performance measures.

12. Study on Rapid AI Adjustment Assistance Program designs

Directs the DOL to carry out, directly or by grant, a study on design options and challenges for a Rapid AI Adjustment Assistance Program to support workers displaced or negatively affected by AI. It must be completed and published within two years, and the section authorizes \$1M over five years. The report must:

- a. Examine and propose answers to questions such as how to determine who should qualify as an impacted worker and what are the anticipated positive and negative effects of different forms of adjustment assistance.
- b. Consider how a future program could incorporate evidence collection and ongoing evaluation, including pilots or experiments where appropriate.

13. Update of state in-demand industry sector and occupation lists

Requires states and local workforce boards that receive federal workforce training and employment funds for young people, adults, and laid-off workers to consider this Act's output data when updating their lists of in-demand industries and occupations. This requirement begins within one year of enactment, lasts for four years, and authorizes \$3M over five years for implementation.

H.R.7576 – AI Workforce Training Act

1. **Establish a general business tax credit**

Amends the Internal Revenue Code of 1986 by adding a new section that establishes a tax credit for businesses incurring expenses to train their workers in AI that:

- a. Sets the credit amount to 30% of the qualified artificial intelligence training expenses of the tax-paying business.
- b. Sets a \$2,500 limit for each employee of the tax-paying business, which is adjusted for inflation each year.
- c. “Qualified Artificial Intelligence Training Expenses” under this Act cover:
 - i. Costs of enrollment or attendance of workers at an accredited AI training program
 - ii. Wages of any employee attending an AI program, workshop, or course
 - iii. Costs of developing or delivering in-house AI training
- d. Prevents employers from receiving multiple tax benefits for the same AI training expenses by limiting other credits, deductions, or basis adjustments for expenses already used to claim this credit.
- e. Requires the Treasury Secretary to issue regulations as necessary to implement this credit and prevent its abuse.

2. **Conduct a public outreach campaign for the tax credit**

Requires the Secretary of the Treasury, Secretary of Labor, and the Secretary of Commerce to jointly develop and carry out an outreach campaign that:

- a. Informs the public about the availability of the tax credit
- b. Conducts informational webinars for businesses
- c. Distributes multilingual informational materials through small business development centers, trade associations, and workforce boards
- d. Reports to Congress about the campaign and any measurable impacts it had

S.3877 – Investing in Tomorrow’s Workforce Act of 2026

1. **Grant program to fund workforce training demonstration/pilot projects**

Allows eligible partnerships²⁸ to apply for funding for pilot projects aimed at addressing training needs of workers who are, or are likely to become, dislocated due to automation.

The grants:

- a. Prioritize eligible partnerships located in areas with a high share of workers facing barriers to employment. Beyond this, it then prioritizes partnerships in high exposure or in-demand industries, those that upskill incumbent workers, provide supportive benefits (e.g. transport/leave/childcare), or build shared curricula that can be reused across regional employer-training networks.
- b. May be used for one or more of the following: training services, employer support to run training (including creating a training staff role), training-related equipment/technology, job search and transition assistance, training stipends, and integrated education and training.
- c. Require grantees to submit a report on participant metrics within one year after completion of a project, for evaluation of outcomes. Each report must include:
 - i. number of workers who received training services
 - ii. number who transitioned into a new position
 - iii. number who transitioned into an in-demand sector/occupation
 - iv. annual earnings data for completers
 - v. percent in education/training or employment in Q2 after exit
 - vi. percent in education/training or employment in Q4 after exit
 - vii. best practices identified by the partnership

2. **WIOA Amendments**

Expands the scope of WIOA in three ways:

- a. By adding training programs for automation-displaced workers into the adult/dislocated worker training list.
- b. By amending the National Dislocated Worker Grants triggering-event list by inserting “advances in automation technology” as a triggering event.

²⁸ See supra note 14.

- c. By authorizing an additional \$40M annually (for five years) for the National Dislocated Worker Grants.

S.4046 – Economy of the Future Commission Act of 2026

1. **Establish the Economy of the Future Commission**

Establishes the Economy of the Future Commission in the legislative branch to develop consensus legislative recommendations addressing economic changes caused by the adoption of AI. The Commission would include members appointed by congressional leaders, as well as nonvoting participation from the Deputy Secretaries of Education, Labor, Commerce, and Treasury.

2. **Scope of policy analysis and recommendations**

The Commission is tasked with evaluating the effects of AI adoption and developing legislative recommendations across several policy areas, including:

- a. government data, research, and measurement;
- b. workforce development programs;
- c. K-12 education, career and technical education, and higher education;
- d. social safety net programs and worker support;
- e. federal AI adoption standards and AI-specific training needs for the federal workforce;
- f. the use of open-source and open-weight AI models by small- and medium-sized businesses and government agencies;
- g. a potential national AI research investment strategy;
- h. public-private partnerships to expand research access to AI compute, models, data, and software;
- i. manufacturing, supply chain, robotics, transportation safety, and energy infrastructure issues related to AI adoption.

3. **Information-gathering and operational powers**

The Commission is given powers to support its work, including the ability to hold hearings, receive testimony, issue subpoenas, request information and statistics from federal agencies, hire staff and consultants, use federal detailees, and enter into contracts. The bill appropriates \$5.25M to carry out the Commission's work.

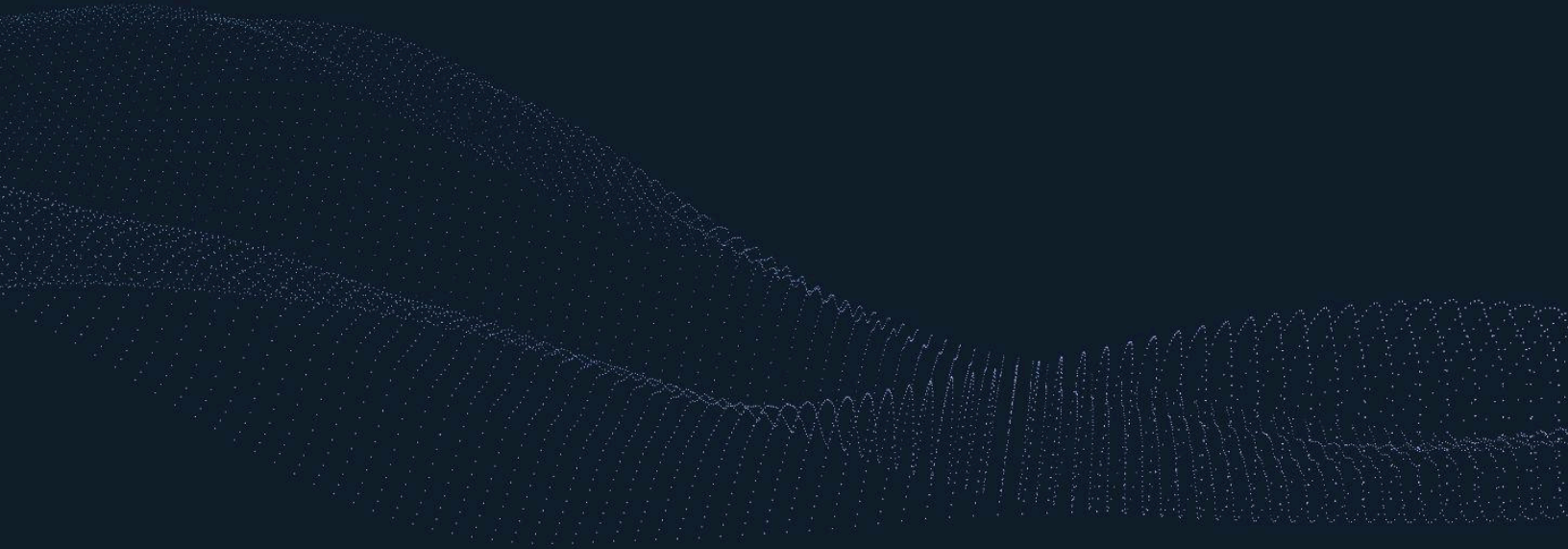
4. Interim report

Within seven months of enactment, the Commission must publish an interim report that includes:

- a. initial estimates of employment changes due to AI adoption over 5- and 10-year periods, broken down by 6-digit NAICS code;
- b. the Commission's level of confidence in those employment estimates;
- c. federal revenue estimates for the same 5- and 10-year periods, along with commentary on whether AI adoption is likely to increase or decrease federal revenue; and
- d. a list of high-quality, free public resources on AI and its potential economic effects.

5. Final report and agency assessments

Within 13 months of enactment, the Commission must submit a final report on the impact of AI adoption, including legislative recommendations on AI education, employee reskilling, unemployment insurance, taxation policy, and maintaining US competitiveness in key industries such as technology and manufacturing. The Secretaries of Treasury, Commerce, Labor, and Education must each submit an assessment of the final report to the relevant congressional committees within 60 days.



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