

United States Senate

WASHINGTON, DC 20510

February 5, 2024

The Honorable Julie A. Su
Acting Secretary
Department of Labor
200 Constitution Ave. NW
Washington, DC 20210

Dear Acting Secretary Su,

Artificial Intelligence (AI) is reshaping how we interact with every part of the world, including our workplaces. According to a 2022 study, more than half of America's workers had some level of AI exposure.¹ We anticipate that even more workers have developed experience with AI since this study was conducted. Responding to this change and effectively preparing our workforce for the jobs of the future will require a coordinated, thoughtful effort across government and the private sector.

In October 2023, we hosted a Senate Health Education Labor and Pensions (HELP) Employment and Workplace Safety (EWS) Subcommittee hearing on *AI and the Workforce: Moving Forward Together*. Our diverse panel of witnesses highlighted key considerations and best practices for policy makers, including the need for quality AI literacy training, timely workforce data reporting, and information about how employers can best introduce AI systems into their workplaces.

The Department of Labor (DOL) has the opportunity to lead the way as we prepare America's workforce to maximize the opportunity of AI technologies in the workplace. President Biden's *Executive Order on Artificial Intelligence (EO 14110)* directed DOL to develop best practices and principles to maximize the benefits of AI for workers and identify options to strengthen federal support for workers facing labor disruptions, including from AI.

As Chair and Ranking Member of the HELP EWS Subcommittee, we look forward to working with DOL as it develops plans to support and train both workers and employers on AI implementation. To inform the Subcommittee's ongoing work, we ask that you provide answers to the following questions:

¹ Faverio, M. (2023, November 21). *What the data says about Americans' views of Artificial Intelligence*. Pew Research Center. <https://www.pewresearch.org/short-reads/2023/11/21/what-the-data-says-about-americans-views-of-artificial-intelligence/>

1. How will DOL update and improve workforce training to be relevant to emerging AI technologies for workers and employers?
 - a. What is DOL doing to ensure that workforce training opportunities are reaching people in underserved or under-resourced communities?
2. How is DOL preparing to ensure that its workplace guidance and policies keep pace as AI technologies change?
3. Real-time workforce data collection and reporting will be important to ensure that the federal government can equip employers, workers, and training providers with accurate information about trends like industry growth or workforce needs.
 - a. What new data do you anticipate DOL will need to collect to better predict workforce demands related to AI?
 - b. Given rapid changes in technology and the need to adapt, how will DOL ensure that this data is shared with relevant partners, including Congress, in as close to real time as possible?
4. Given the array of industries and occupations that could experience AI-related labor disruptions or displacement, how is DOL preparing to offer relevant job services, including career counseling and training, at scale and to workers with varying levels of work experience?
5. From DOL's perspective, what current federal laws, if any, would likely need to be updated or revisited by Congress to address the growth and advancement of AI in the workplace?

When we invest in our workforce, we invest in our future. We share your commitment to ensuring that every worker has the opportunity to succeed and look forward to hearing from you by March 18, 2024.

Sincerely,



John Hickenlooper
Chairman
Subcommittee on Employment and
Workplace Safety
Senate Committee on Health, Education,
Labor and Pensions



Mike Braun
Ranking Member
Subcommittee on Employment and
Workplace Safety
Senate Committee on Health,
Education, Labor and Pension