



April 15, 2026

The Honorable Ryan Mackenzie, Chairman
Subcommittee on Workforce Protections
Committee on Education & Workforce
U.S. House of Representatives

The Honorable Ilhan Omar, Ranking Member
Subcommittee on Workforce Protections
Committee on Education & Workforce
U.S. House of Representatives

Dear Chairman Mackenzie and Ranking Member Omar,

On behalf of [SHRM](#), I submit this statement for the record for the Subcommittee on Workforce Protections hearing, “*Building an AI-Ready America: Understanding AI’s Economic Impact on Workers and Employers*,” held on Apr. 15, 2026. Artificial intelligence (AI) is reshaping the modern workplace, presenting both challenges and opportunities for workers and employers by improving efficiency, supporting upskilling and reskilling, and strengthening workforce readiness.

SHRM is the foremost expert, researcher, advocate, and thought leader on issues and innovations impacting today’s evolving workplaces. With nearly 340,000 members in 180 countries, SHRM touches the lives of more than 362 million workers and their families globally. We serve as the workplace meteorologists — forecasting trends, identifying risks, and helping organizations prepare before disruption becomes a crisis.

[SHRM research](#) shows that AI adoption continues to expand, with 46% of organizations expecting to use AI in HR functions in 2026. Meanwhile, AI is transforming — not eliminating — work, as it is 5.7 times more likely to shift job responsibilities and three times more likely to create new roles than to displace jobs. Accordingly, organizations report limited displacement (7%), alongside the creation of new roles (24%), shifts in job responsibilities (39%), and expanded upskilling and reskilling opportunities (57%).

Translating these gains into long-term career advancement and economic mobility will require continued investment in skills development and workforce readiness. While AI has improved efficiency (87%), work quality (75%), and creativity (70%), most workers report little impact on job security (77%) or career prospects (73%). This underscores the need to expand access to skills and training in an AI-enabled economy.

At SHRM, we approach AI through a workplace lens: “[AI \[Artificial Intelligence\] + HI \[Human Intelligence\] = ROI \[Return on Investment\]](#).” While technological advancement is essential, the effective integration of people and technology drives value. The workplace is where AI policy is operationalized and where its impact on workers, organizations, and productivity is most clearly realized.

As the leading expert on the use of AI in the workplace, SHRM has developed principles grounded in real-world employer and workforce experience that can be incorporated into a national legislative framework to support effective workplace AI governance. Without a national framework, a patchwork of state and local requirements creates uncertainty and complicates compliance. [SHRM has outlined its principles for workplace AI governance in our recent press statement.](#) We stand ready to work with the Subcommittee and its members to ensure AI adoption supports productivity, innovation, and continued U.S. competitiveness.

Sincerely,

Emily M. Dickens, J.D.
Chief Administrative Officer
SHRM