



## **WRITTEN STATEMENT FOR THE RECORD**

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On Behalf of SHRM

Before the

Subcommittee on Higher Education and Workforce Development

Committee on Education and Workforce

United States House of Representatives

for

“Building an AI-Ready America: Strengthening Employer-Led Training”

Wednesday, March 4, 2026 – 10:15 a.m.



Dear Chairman Owens, Ranking Member Adams, and Members of the Committee:

On behalf of [SHRM](#), I submit this written testimony for the record. Artificial intelligence is rapidly reshaping the workplace, transforming how organizations recruit, develop, and manage talent. As employers navigate this change, strengthening employer-led training, upskilling, and reskilling is essential to preparing an AI-ready workforce.

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 meteorologist — forecasting trends, identifying risks, and helping organizations prepare before disruption becomes a crisis.

SHRM frames the future of work with a simple equation: **AI + HI = ROI** — artificial intelligence plus human intelligence equals return on investment. AI delivers its greatest value when it amplifies human capability. SHRM's 2025 research, *[From Adoption to Empowerment: Shaping the AI-Driven Workforce of Tomorrow](#)*, reinforces this. **Among U.S. workers who use AI, 77% say it helps them accomplish more in less time, and 73% report improved work quality.** This trend is holding steady or improving; last month, SHRM's February 2026 Current Events Pulse found that **81% of American workers using AI in their workplace say it has had a positive or very positive impact on productivity.** These benefits are strongest in organizations that invest in upskilling and reskilling opportunities for workers, demonstrating that employer-led training is essential to realizing AI's full potential.

Yet technology adoption without workforce readiness creates risk. AI implementation must move in tandem with investments in people. Education and workforce systems must evolve alongside employer demand to ensure workers are prepared to work effectively in AI-enabled environments. Through [SHRM's E<sup>2</sup> Initiative](#), we work to close the gap between classroom instruction and real-world skills by advancing employer-educator partnerships, skills-first pathways, work-based learning, and continuous upskilling. Aligning education with employer needs is essential to building a sustainable AI-ready talent pipeline. As the Department of Education implements short-term Workforce Pell through negotiated rulemaking, there is an opportunity to ensure high-quality, employer-aligned AI certifications are eligible for support. Doing so would accelerate access to validated, skills-based credentials that help workers gain practical AI competencies aligned with real-world demand.

Employers need talent that can use AI responsibly, exercise sound judgment, and collaborate effectively. Clear federal guardrails can provide certainty for businesses while encouraging innovation, mitigating risk, and safeguarding workers. SHRM looks forward to sharing practical, solution-oriented principles to help establish thoughtful guardrails for workplace AI — grounded in real-world employer experience and focused on long-term economic growth.

The future of work is here. With deliberate leadership and strong employer-led training strategies, the United States can build workplaces and classrooms that are future-ready and globally competitive. SHRM stands ready to support the Subcommittee's efforts to build an AI-ready America.