



2026 SHRM Government Affairs Policy Talking Points: Artificial Intelligence (AI)

Why This Matters: AI is already reshaping how work is performed, how jobs are designed, and how employers recruit, train, and manage talent. When used responsibly, AI can improve productivity, expand opportunity, and enhance job quality. However, without clear workforce-focused policy, rapid adoption risks widening skills gaps, creating uncertainty for employers, and leaving workers unprepared for change. Getting AI policy right requires national consistency, workforce investment, and a human-centered approach that supports innovation while strengthening worker readiness and trust.

SHRM POV: SHRM believes that a fragmented regulatory landscape with inconsistent state and local AI regulations creates barriers to adoption and innovation, and potentially imposes significant compliance burdens on employers, particularly those operating in multiple states. To address this concern, SHRM supports a regulatory framework that protects workers, promotes ethical innovation, and provides employers the clarity they need to implement AI responsibly.

Key Talking Points:

- As SHRM President and CEO Johnny C. Taylor, Jr., SHRM-SCP, often says, “AI + HI = ROI.” SHRM supports a balanced approach that pairs AI with human intelligence to build a future-ready, resilient workforce and deliver meaningful returns for workers and workplaces.
- **AI adoption is already underway in HR.** [SHRM’s 2025 Talent Trends](#) research shows that **43%** of HR professionals report their organizations currently use AI to support HR activities—most commonly in recruiting (**51%**), learning and development (**35%**), and HR technology and systems management (**34%**).
- **AI use is expected to grow significantly.** Over the next five years, HR professionals report the greatest planned expansion of AI use in HR technology (**42%**), recruiting (**40%**), and learning and development (**39%**).
- **AI supports—not replaces—human decision-making.** Among organizations using AI in recruiting, **89%** report time savings or increased efficiency, and **36%** report reduced recruitment, interviewing, and hiring costs. These efficiencies allow HR professionals to focus more on compliance, oversight, candidate engagement, and informed decision-making.

- **SHRM supports the *Workforce of the Future Act of 2025 (H.R. 6621/S. 3319)***, which would require a comprehensive study of AI's impact on the economy and workforce and identify the skills workers need to succeed. It would also help equip workers, educators, and students with the tools necessary to participate in an AI-enabled economy.
- **SHRM supports the *Economy of the Future Commission Act*** introduced by Sen. Mark Warner (D-VA) and Sen. Mike Rounds (R-SD) which would development recommendations to help policymakers address the economic and workforce impacts of AI.
- **Targeted incentives can accelerate employer-led training**, such as credits or deductions modeled after the research and development tax credit, particularly for small and midsize employers.
- **Preparing workers for AI-driven transitions requires strong pathways**, which is why SHRM backs federal policies that strengthen education-to-employment connections and advance skills-based hiring.

Share Your Story:

- When meeting with a congressional office, share a brief, real-world example of how AI is positively shaping your workplace—such as enhancing job tasks, creating opportunities to build new skills, or improving productivity and efficiency.
- You may also highlight how investments in training and upskilling have helped your organization adopt AI responsibly, support employees, and remain competitive in a rapidly evolving economy.
- Keep your story concise, protect employee privacy, and close by connecting your experience to the need for bipartisan, practical solutions that prepare workers and workplaces for an AI-enabled economy.

Contact SHRM Government affairs:

- If you have questions regarding SHRM's AI priorities, please contact SHRM Government Affairs at governmentaffairs@shrm.org.

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