

# SHRM's Vision for Responsible AI Adoption and Workforce Transformation



## SHRM's Commitment to Responsible AI Adoption

SHRM supports thoughtful AI regulation that fosters workplace innovation without stifling progress. HR professionals are leveraging AI to meet modern workplace demands, enhancing capabilities and addressing complex challenges.

SHRM advocates for responsible AI adoption, upskilling, and reskilling to unlock human potential and drive shared prosperity. To avoid overregulation and inconsistent state laws, SHRM backs a uniform federal standard to prevent bias and guide responsible AI use. SHRM also promotes educating stakeholders on AI's benefits and risks in the workplace.

## Addressing AI Displacement

According to SHRM research, AI displacement threatens over 19 million jobs, but it also offers an opportunity to integrate technology with human ingenuity. As workplaces adopt AI, policies must balance innovation with workforce stability. SHRM urges policymakers to ensure equitable access to upskilling and reskilling for at-risk workers. Public-private collaboration is crucial to help workers adapt, thrive, and drive long-term economic growth.

## Preparing Workers and Workplaces for an AI-Driven Economy

SHRM's 2024 AI in the Workplace research shows that 83% of HR leaders see upskilling as vital in an AI-driven economy, and 76% of U.S. workers recognize the need for new skills. This underscores the importance of policies and programs to help workers and businesses navigate transitions. Organizations are investing in AI literacy and personalized learning to equip employees with the skills to unlock AI's full potential.

## Advancing Transparency and Mitigating Bias

To promote responsible AI adoption, SHRM emphasizes the importance of transparency in AI applications. Clear standards and guidelines are needed to ensure accountability and prevent unintended bias or discrimination in HR processes. Policymakers should work to establish equitable and ethical AI practices, safeguarding fairness and trust in the workplace.

## AI and HR: Transforming the Workplace

Organizations are leveraging AI to enhance HR operations with top applications. SHRM supports initiatives that drive the adoption of AI to streamline HR functions, enabling businesses to meet complex workplace demands efficiently and ethically.

**64%**

*HR professionals use AI for recruitment*

**43%**

*HR professionals use AI for learning*

**25%**

*HR professionals use AI for performance*

**50%**

*Reported new upskilling or reskilling opportunities for employees*