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Case study: AI readiness requires talent + skills



OCTOBER 30, 2023

Executive Order on the Safe, Secure, and Trustworthy Development and Use of Artificial Intelligence

[BRIEFING ROOM](#)[PRESIDENTIAL ACTIONS](#)

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered as follows:

Section 1. Purpose. Artificial intelligence (AI) holds extraordinary potential for both promise and peril. Responsible AI use has the potential to help solve urgent challenges while making our world more prosperous, productive, innovative, and secure. At the same time, irresponsible use could exacerbate societal harms such as fraud, discrimination, bias, and disinformation; displace and disempower workers; stifle competition; and pose risks to national security. Harnessing AI for good and realizing its myriad benefits requires mitigating its substantial risks. This endeavor demands a society-wide effort that includes government, the private sector, academia, and civil society.

My Administration places the highest urgency on governing the



(b) Within 120 days of the date of this order, to support activities involving high-performance and data-intensive computing, the Secretary of Energy, in coordination with the Director of NSF, shall, in a manner consistent with applicable law and available appropriations, establish a pilot program to enhance existing successful training programs for scientists, with the goal of training 500 new researchers by 2025 capable of meeting the rising demand for AI talent.

**Establish a scientist
training program for
500 new researchers**



10.2. Increasing AI Talent in Government. (a) Within 45 days of the date of this order, to plan a national surge in AI talent in the Federal Government, the Director of OSTP and the Director of OMB, in consultation with the Assistant to the President for National Security Affairs, the Assistant to the President for Economic Policy, the Assistant to the President and Domestic Policy Advisor, and the Assistant to the President and Director of the Gender Policy Council, shall identify priority mission areas for increased Federal Government AI talent, the types of talent that are highest priority to recruit and develop to ensure adequate implementation of this order and use of relevant enforcement and regulatory authorities to address AI risks, and accelerated hiring pathways.

**National AI
hiring surge**



(ii) identifying and circulating best practices for agencies to attract, hire, retain, train, and empower AI talent, including diversity, inclusion, and accessibility best practices, as well as to plan and budget adequately for AI workforce needs;



(b) Within 45 days of the date of this order, to coordinate rapid advances in the capacity of the Federal AI workforce, the Assistant to the President and Deputy Chief of Staff for Policy, in coordination with the Director of OSTP and the Director of OMB, and in consultation with the National Cyber Director, shall convene an AI and Technology Talent Task Force, which shall include the Director of OPM, the Director of the General Services Administration's Technology Transformation Services, a representative from the Chief Human Capital Officers Council, the Assistant to the President for Presidential Personnel, members of appropriate agency technology talent programs, a representative of the Chief Data Officer Council, and a representative of the interagency council convened under subsection 10.1(a) of this section. The Task Force's purpose shall be to accelerate and track the hiring of AI and AI-enabling talent across the Federal Government, including through the following actions:

Establish an AI and Technology Talent Task Force



EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
WASHINGTON, D.C. 20503

THE DIRECTOR

March 28, 2024

M-24-10

MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM: Shalanda D. Young *Shalanda D. Young*

SUBJECT: Advancing Governance, Innovation, and Risk Management for Agency Use of Artificial Intelligence

Artificial intelligence (AI) is one of the most powerful technologies of our time, and the President has been clear that we must seize the opportunities AI presents while managing its risks. Consistent with the AI in Government Act of 2020,¹ the Advancing American AI Act,² and Executive Order 14110 on the Safe, Secure, and Trustworthy Development and Use of Artificial Intelligence, this memorandum directs agencies to advance AI governance and innovation while managing risks from the use of AI in the Federal Government, particularly those affecting the rights and safety of the public.³

1. OVERVIEW

While AI is improving operations and service delivery across the Federal Government, agencies must effectively manage its use. As such, this memorandum establishes new agency requirements and guidance for AI governance, innovation, and risk management, including through specific minimum risk management practices for uses of AI that impact the rights and safety of the public.



c. AI Talent

Consistent with Section 10.2 of Executive Order 14110, agencies are strongly encouraged to prioritize recruiting, hiring, developing, and retaining talent in AI and AI-enabling roles to increase enterprise capacity for responsible AI innovation. Agencies should:

- i. follow the hiring practices described in the forthcoming **AI and Tech Hiring Playbook** created by the Office of Personnel Management (OPM), including encouraging applications from individuals with diverse perspectives, making best use of available hiring and retention authorities and using descriptive job titles and skills-based assessments;
- ii. designate an **AI Talent Lead** who, for at least the duration of the AI Talent Task Force, will be accountable for reporting to agency leadership, tracking AI hiring across the agency, and providing data to OPM and OMB on hiring needs and progress. The AI Talent Task Force, established in Section 10.2(b) of EO 14110, will provide AI Talent Leads with engagement opportunities to enhance their AI hiring practices and to drive impact through collaboration across agencies, including sharing position descriptions, coordinating marketing and outreach, shared hiring actions, and, if appropriate, sharing
- iii. in consultation with Federal employees and their union representatives, where applicable, provide **resources and training to develop AI talent internally and increase AI training offerings for Federal employees, including opportunities that provide Federal employees pathways to AI occupations and that assist employees affected by the application of AI to their work.**

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current employees**



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