OUR WHY? To partner with local governments so that Texas communities are **STRONGER TOGETHER**

Artificial Intelligence Awareness Training

Annual Compliance Training
FY 2025–2026

OUR WHY? To partner with local governments so that Texas communities are **STRONGER TOGETHER**

Introduction

The 89th Legislature passed [House Bill 3512](#) requiring state and local government employees to annually complete a certified artificial intelligence (AI) awareness training program. This training is:

- Required training for Texas public-sector employees

- Aligned with Texas Department of Information Resources (DIR) standards

Course Purpose

Purpose and Structure of This Training:

- Establish a common understanding of AI

- Explain how AI is used in public-sector environments

- Clarify expectations for employees

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What Is Artificial Intelligence?

- Artificial Intelligence (AI) performs **tasks that normally require human intelligence**

- Common capabilities include:

  - Pattern recognition

  - Analysis and summarization

  - Generating responses based on data

Types of Artificial Intelligence Tools

- Generative AI
  - Examples include ChatGPT, Copilot, Gemini, Claude, Grok, etc.
  - Produces content such as text, summaries, images, or code
  - Responds to user prompts
  - Does not take actions on its own
  - Examples: drafting text, summarizing documents
- Agentic AI
  - Can take actions or make decisions with limited human input
  - May trigger workflows, execute tasks, or interact with systems
  - Typically involves higher risk and requires stronger controls

Common Government Uses of AI

- **AI identifies patterns in large amounts of data**

- **Outputs are generated based on probability**

- AI does not:
  - Understand meaning
  - Apply judgment
  - Determine correctness

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AI Use in the Public Sector

Practical and Relevant Use Cases:

- Typical government uses include:
  - **Summarizing documents** or meeting notes
  - Drafting routine correspondence
  - Assisting with research or data analysis
  - Automating repetitive administrative tasks
- AI is commonly used to **support routine work**, not replace judgment

Authorized and Appropriate Use of AI Tools

- **Only employer-authorized AI tools should be used**

- AI outputs must be reviewed by a human

- Personal or unapproved AI tools may not be used for government work

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Risks and Limitations of Artificial Intelligence

- AI has limitations and may involve risk

- **AI may be confident but inaccurate or outdated**

- AI may lack human judgment or contextual awareness

- Some **AI uses are riskier than others**

- AI use may include data gaps or bias

- Depends in part on quality of training data

Mitigation Measures and Legal Prohibitions

- Mitigation measures should match risk level:
  - Human review of AI outputs
  - Oversight and approval for higher-risk uses
  - Verify facts independently
- Some AI uses are prohibited by law
  - **Social scoring of individuals**
  - Identifying individuals using biometric data without consent
- AI use must comply with all state and federal laws and regulations

Responsible and Ethical Use of AI

- AI use should include **human oversight, halt if AI produces negative impacts**

- AI systems should be used **transparently**

- AI **outputs should be accurate** and monitored by human oversight

- AI use should protect **privacy and security**
  - Never input personal or confidential info
  - Follow your organizational policy

- **Organizations remain accountable for AI-assisted decisions**

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Key Takeaways

- AI can support government work when used appropriately

- Risks and limitations must be understood

- Mitigation and legal restrictions apply

- Responsible use requires **oversight and accountability**

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Completion

- This concludes the Artificial Intelligence training as mandated by Texas Government Code 2054.5193

- Thank you for your time and for your commitment to the Texas communities we serve.

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