



## 104TH GENERAL ASSEMBLY

### State of Illinois

2025 and 2026

HB5760

Introduced 5/5/2026, by Rep. Kimberly Du Buclet

#### SYNOPSIS AS INTRODUCED:

New Act

Creates the Commission on Artificial Intelligence and Workforce Transition Act. Establishes the Commission on Artificial Intelligence and Workforce Transition. Provides that the Commission shall direct specified State agencies to conduct assessments of the actual and projected impact of generative artificial intelligence systems and frontier artificial intelligence systems on Illinois industries, occupations, regions, and workers. Provides that the Commission shall identify, review, and make recommendations regarding State and federal workforce development, education, apprenticeship, unemployment insurance, and income support programs with consideration of the assessments. Requires specified State agencies to designate a senior staff liaison to the Commission and to conduct assessments, analyses, and data collection activities directed by the Commission. Provides that the Commission shall prepare and file an initial comprehensive report and biennial update reports concerning findings and recommendations. Sets forth provisions concerning membership; administrative support; meetings; and confidentiality. Repeals the Act on January 1, 2034. Effective immediately.

LRB104 21590 SPS 37038 b

1 AN ACT concerning State government.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 1. Short title. This Act may be cited as the  
5 Commission on Artificial Intelligence and Workforce Transition  
6 Act.

7 Section 5. Findings and declaration of policy. The General  
8 Assembly finds and declares:

9 (1) Generative artificial intelligence and related  
10 frontier artificial intelligence systems are being adopted  
11 at a pace and scale that differ meaningfully from prior  
12 general-purpose technologies, with material consequences  
13 for the composition, wages, and skill requirements of the  
14 Illinois labor force.

15 (2) Estimates of the scope of potential labor  
16 displacement vary substantially among credible sources,  
17 ranging from aggregate displacement of approximately 6% to  
18 7% of the United States workforce to projections that a  
19 significantly higher share of entry-level, white-collar  
20 positions may be displaced within the decade.

21 (3) The risk of a prolonged economic  
22 transition-commonly, referred to as transition risk or  
23 "j-risk", in which labor market recovery lags

1 technological adoption, warrants proactive, data-driven  
2 planning by this State, distinct from and in addition to  
3 long-standing prohibitions on artificial  
4 intelligence-based discrimination in employment  
5 decisions.

6 (4) Illinois' manufacturing base, transportation and  
7 logistics concentration, administrative and clerical  
8 workforce, public and private service sectors, and public  
9 university and community college systems each present  
10 unique exposure profiles that merit occupation-level and  
11 region-level analysis.

12 (5) Existing Illinois workforce data infrastructure,  
13 including the Illinois Department of Employment Security's  
14 Labor Market Information program, the Illinois Workforce  
15 Innovation Board's State Plan, and the reporting systems  
16 established under the Workforce Innovation and Opportunity  
17 Act, provides a strong foundation, but it is not designed  
18 to detect artificial intelligence-driven occupational  
19 shifts in near real time.

20 (6) The Illinois Future of Work Task Force and the  
21 Generative AI and Natural Language Processing Task Force  
22 provided valuable baseline analysis, but neither was  
23 designed as an ongoing body with authority to direct  
24 periodic agency assessments of generative artificial  
25 intelligence's workforce impact.

26 (7) It is the policy of this State to anticipate,

1 measure, and mitigate artificial intelligence-driven labor  
2 transition risk; to align workforce development,  
3 education, and economic development investments with  
4 emerging occupational realities; and to ensure that the  
5 benefits and burdens of artificial intelligence adoption  
6 are equitably distributed across Illinois workers,  
7 regions, and communities.

8 Section 10. Definitions. As used in this Act:

9 "Affected worker" means an Illinois worker who has been  
10 displaced, furloughed, materially reassigned, or materially  
11 reduced in hours as a result, in substantial part, of an  
12 employer's adoption or deployment of a generative artificial  
13 intelligence system, a frontier artificial intelligence  
14 system, or an automated decision system that performs  
15 cognitive tasks previously performed by human workers.

16 "Appropriate State agency" means each of the following,  
17 with respect to the assessments and analyses described in  
18 paragraph (1) of Section 25:

19 (1) the Department of Employment Security, as to labor  
20 market information, employment and occupational  
21 projections, local area unemployment statistics,  
22 occupational employment and wage statistics, mass-layoff  
23 statistics, and unemployment insurance wage-record  
24 analysis consistent with 20 CFR Part 603 and applicable  
25 State law;

1           (2) the Department of Commerce and Economic  
2 Opportunity, as to Workforce Innovation and Opportunity  
3 Act (WIOA) Title I program data, sector partnership data,  
4 dislocated worker services data, economic development  
5 data, and coordination with local workforce innovation  
6 areas;

7           (3) the Department of Labor, as to wage and hour data,  
8 occupational safety and health data, and filings under the  
9 Illinois Worker Adjustment and Retraining Notification  
10 Act;

11           (4) the Department of Innovation and Technology, as to  
12 technical expertise on the capabilities and limitations of  
13 generative artificial intelligence and frontier artificial  
14 intelligence systems and the State's use and procurement  
15 of artificial intelligence systems;

16           (5) the Illinois Community College Board, as to  
17 community college enrollment, program completion,  
18 credentialing, and reskilling capacity;

19           (6) the Illinois Board of Higher Education, as to  
20 postsecondary enrollment, program alignment, and  
21 credentialing;

22           (7) the State Board of Education, as to career and  
23 technical education pathways, the P-20 education pipeline,  
24 and educator artificial intelligence literacy; and

25           (8) any other State agency, board, commission, or  
26 authority the Commission identifies as possessing relevant

1 data, subject-matter expertise, or programmatic  
2 responsibility relevant to labor transition risk.

3 "Commission" means the Commission on Artificial  
4 Intelligence and Workforce Transition.

5 "Department" means the Department of Commerce and Economic  
6 Opportunity.

7 "Frontier artificial intelligence system" means a  
8 general-purpose artificial intelligence model trained using a  
9 quantity of computing power greater than  $10^{26}$  integer or  
10 floating-point operations. The quantity of computing power  
11 described in this definition shall include computing for the  
12 original training run and for any subsequent fine-tuning,  
13 reinforcement learning, or other material modifications the  
14 developer applies to a preceding foundation model.

15 "Generative artificial intelligence system" means an  
16 artificial intelligence system designed to produce, with  
17 limited or no direct human intervention, synthetic text,  
18 images, audio, video, code, or other content based on  
19 statistical patterns learned from training data.

20 "Labor transition risk" means the risk that the adoption  
21 of generative artificial intelligence systems, frontier  
22 artificial intelligence systems, or related automated decision  
23 systems will produce a prolonged period of elevated  
24 unemployment, underemployment, wage compression, or reduced  
25 labor force participation among affected Illinois workers  
26 before compensating employment opportunities emerge.

1 "Occupational exposure" means the degree to which the  
2 tasks constituting an occupation, as classified under the  
3 federal Standard Occupational Classification System, are  
4 susceptible to automation, augmentation, or material  
5 modification by generative artificial intelligence systems.

6 Section 15. Establishment of Commission; membership.

7 (a) The Commission on Artificial Intelligence and  
8 Workforce Transition is established. The Commission shall be  
9 composed of the following members, who shall reflect the  
10 geographic, demographic, and sectoral diversity of this State:

11 (1) One member appointed by the President of the  
12 Senate, who shall serve as a co-chairperson of the  
13 Commission.

14 (2) One member appointed by the Minority Leader of the  
15 Senate.

16 (3) One member appointed by the Speaker of the House  
17 of Representatives, who shall serve as a co-chairperson of  
18 the Commission.

19 (4) One member appointed by the Minority Leader of the  
20 House of Representatives.

21 (5) Nine members appointed by the Governor, as  
22 follows:

23 (A) Two representatives of labor organizations, at  
24 least one of whom represents workers in the  
25 manufacturing, transportation, warehousing, or

1 logistics sectors;

2 (B) Two representatives of the business community,  
3 at least one of whom represents a small business, as  
4 defined under Section 45-45 of the Illinois  
5 Procurement Code, and at least one of whom represents  
6 an Illinois-based artificial intelligence developer or  
7 deployer;

8 (C) Two individuals with demonstrated academic or  
9 research expertise, at least one of whom is a labor  
10 economist and at least one of whom has technical  
11 expertise in artificial intelligence systems, drawn  
12 from an Illinois public university, community college,  
13 or non-profit research institution;

14 (D) One representative of an Illinois workforce  
15 development organization, apprenticeship program, or  
16 registered pre-apprenticeship program;

17 (E) One representative of an affected worker  
18 organization, dislocated worker service provider, or  
19 community-based organization serving workers in  
20 occupations with high occupational exposure; and

21 (F) One member of the public with lived experience  
22 as an affected worker.

23 (6) The following ex officio members, who shall serve  
24 in a voting capacity:

25 (A) The Director of Commerce and Economic  
26 Opportunity or the Director's designee;

1           (B) The Director of Employment Security or the  
2 Director's designee;

3           (C) The Director of Labor or the Director's  
4 designee;

5           (D) The Secretary of Innovation and Technology or  
6 the Secretary's designee;

7           (E) The Executive Director of the Illinois  
8 Community College Board or the Executive Director's  
9 designee;

10           (F) The Executive Director of the Illinois Board  
11 of Higher Education or the Executive Director's  
12 designee; and

13           (G) The State Superintendent of Education or the  
14 Superintendent's designee.

15           (b) Appointments under subsection (a) shall be made within  
16 90 days after the effective date of this Act. The Commission  
17 shall convene its first meeting within 60 days after a  
18 majority of the appointed members are seated.

19           (c) Members appointed under paragraphs (1) through (5) of  
20 subsection (a) shall serve terms of 4 years, except that, of  
21 the members first appointed under paragraph (5), the Governor  
22 shall designate 4 appointees to serve initial terms of 2 years  
23 and 5 appointees to serve initial terms of 4 years. A member  
24 appointed under paragraphs (1) through (4) of subsection (a)  
25 serves at the pleasure of the appointing authority. Vacancies  
26 shall be filled in the same manner as the original appointment

1 within 60 days after the vacancy occurs.

2 (d) The members appointed under paragraphs (1) and (3) of  
3 subsection (a) shall serve as co-chairpersons of the  
4 Commission. The co-chairpersons shall jointly call meetings,  
5 set agendas, and transmit reports.

6 (e) Members of the Commission shall serve without  
7 compensation, but shall be reimbursed for reasonable and  
8 necessary expenses incurred in the performance of their duties  
9 from funds appropriated for that purpose.

10 (f) A majority of appointed and seated voting members  
11 constitutes a quorum. All actions of the Commission require  
12 the affirmative vote of a majority of the members present at a  
13 meeting at which a quorum is present.

14 Section 20. Administrative support; meetings.

15 (a) The Department shall provide administrative,  
16 technical, and logistical support to the Commission, including  
17 meeting coordination, document management, public-hearing  
18 logistics, and publication of reports, in coordination with  
19 the Department of Employment Security and the Department of  
20 Innovation and Technology.

21 (b) The Department is authorized to engage, through  
22 contract or intergovernmental agreement, one or more  
23 independent research partners to support the Commission's  
24 analytical work, including, but not limited to, institutions  
25 of higher education, the Illinois Innovation Network, and

1 qualified non-profit research institutions.

2 (c) The Commission shall meet at least once in each  
3 calendar quarter. Additional meetings may be called by the  
4 co-chairpersons or upon written request of a majority of the  
5 voting members. Meetings shall be held in compliance with the  
6 Open Meetings Act and may be conducted in a hybrid in-person  
7 and virtual format.

8 Section 25. Duties of the Commission. The Commission  
9 shall:

10 (1) direct appropriate State agencies to conduct  
11 assessments of the actual and projected impact of  
12 generative artificial intelligence systems and frontier  
13 artificial intelligence systems on Illinois industries,  
14 occupations, regions, and workers, including, but not  
15 limited to:

16 (A) occupational exposure analyses consistent with  
17 federal Standard Occupational Classification System;

18 (B) industry-level employment projections  
19 incorporating generative artificial intelligence  
20 adoption scenarios;

21 (C) regional analyses covering, at minimum, each  
22 economic development region and local workforce  
23 innovation area in this State;

24 (D) sector-specific analyses addressing, at  
25 minimum, manufacturing; transportation, warehousing,

1 and logistics; administrative, clerical, and  
2 customer-contact occupations; legal, financial, and  
3 professional services; health care and human services;  
4 and education;

5 (E) analyses of differential exposure by  
6 demographic characteristics, including, but not  
7 limited to, age, race, ethnicity, gender, disability  
8 status, educational attainment, and English-language  
9 proficiency; and

10 (F) analyses of mass-layoff filings under the  
11 Illinois Worker Adjustment and Retraining Notification  
12 Act for indicia of artificial intelligence-driven  
13 displacement;

14 (2) identify, review, and make recommendations  
15 regarding State and federal workforce development,  
16 education, apprenticeship, unemployment insurance, and  
17 income support programs with consideration of the  
18 assessments conducted under paragraph (1), with particular  
19 attention to rapid reemployment and reskilling capacity  
20 for affected workers;

21 (3) compile and evaluate leading practices from other  
22 states, countries, and international bodies for  
23 anticipating and responding to artificial  
24 intelligence-driven labor transition risk;

25 (4) develop and publish tools, methodologies, and  
26 indicators that State agencies, local workforce innovation

1 boards, educational institutions, employers, and workers  
2 can use to assess occupational exposure and plan for  
3 transitions;

4 (5) make recommendations to the Governor and the  
5 General Assembly regarding:

6 (A) amendments to the Illinois Worker Adjustment  
7 and Retraining Notification Act or other relevant  
8 statutes to improve visibility into artificial  
9 intelligence-driven workforce changes;

10 (B) targeted investments in workforce development,  
11 community college retraining, higher education  
12 programs, registered apprenticeship, and sector  
13 partnerships;

14 (C) modifications to unemployment insurance,  
15 trade-adjustment-style support, or other  
16 income-bridging mechanisms for affected workers;

17 (D) workforce data infrastructure investments  
18 required to maintain accurate and timely measurement  
19 of labor transition risk; and

20 (E) any proposed legislation necessary to  
21 implement the Commission's recommendations;

22 (6) coordinate with the Illinois Workforce Innovation  
23 Board, the Generative AI and Natural Language Processing  
24 Task Force, and any successor body, to avoid duplication  
25 of effort and to ensure alignment with the Illinois WIOA  
26 State Plan; and

1           (7) convene public hearings in, at a minimum, the City  
2 of Chicago, the Metro-East region, the Peoria-Bloomington  
3 corridor, the Rockford region, and the Southern Illinois  
4 region, to receive testimony from workers, employers,  
5 educators, and the public.

6           Section 30. Duties of State agencies.

7           (a) Each appropriate State agency shall:

8                 (1) designate a senior staff liaison to the Commission  
9 within 60 days after the Commission's first meeting;

10                (2) conduct the assessments, analyses, and data  
11 collection activities directed by the Commission under  
12 paragraph (1) of Section 25 within the time frames  
13 established by the Commission, subject to available  
14 resources;

15                (3) submit findings, data, and technical analyses to  
16 the Commission in the form and at the frequency directed  
17 by the Commission, but not less than annually for each  
18 active work stream;

19                (4) share non-confidential data with other appropriate  
20 State agencies as necessary to support the Commission's  
21 work, consistent with data-sharing agreements executed  
22 under Section 40; and

23                (5) cooperate with the Commission in the preparation  
24 and review of the reports required under Section 35.

25           (b) Nothing in this Act shall be construed to require an

1 appropriate State agency to disclose information the  
2 disclosure of which is prohibited by federal law, including,  
3 but not limited to, 20 CFR Part 603 or the Family Educational  
4 Rights and Privacy Act (20 U.S.C. 1232g), or the Unemployment  
5 Insurance Act.

6 Section 35. Reports.

7 (a) The Commission shall prepare and file an initial  
8 comprehensive report with the Governor, the President and  
9 Minority Leader of the Senate, the Speaker and Minority Leader  
10 of the House of Representatives, the Senate and House  
11 Committees with primary jurisdiction over labor, commerce, and  
12 technology, and the Illinois Workforce Innovation Board, no  
13 later than 18 months after the Commission's first meeting.

14 (b) On or before July 1 of every even-numbered year  
15 thereafter, the Commission shall file a biennial update report  
16 with the recipients identified in subsection (a), including,  
17 at minimum:

18 (1) updated findings on occupational exposure,  
19 displacement, wage effects, and labor-force participation  
20 attributable in substantial part to generative artificial  
21 intelligence and frontier artificial intelligence adoption  
22 in this State;

23 (2) updated sector and regional analyses;

24 (3) an evaluation of the effectiveness of State  
25 workforce development, education, and income support

1 responses to artificial intelligence-driven labor  
2 transition;

3 (4) proposed legislative and administrative actions;  
4 and

5 (5) an assessment of whether the Commission's  
6 statutory mandate, membership, or resourcing requires  
7 amendment.

8 (c) In each calendar year in which a biennial report is not  
9 due, the co-chairpersons shall transmit an annual interim  
10 findings letter to the Governor and the General Assembly  
11 summarizing the Commission's activities, preliminary findings,  
12 and any urgent recommendations. The annual interim findings  
13 letter shall be filed on or before July 1 of that year.

14 (d) Each report and annual interim findings letter  
15 required under this Section shall be posted on the  
16 Department's website contemporaneously with filing, in a  
17 format accessible to persons with disabilities consistent with  
18 the Information Technology Accessibility Act.

19 Section 40. Data sharing; confidentiality.

20 (a) All appropriate State agencies are authorized to enter  
21 into data-sharing agreements with one another, with the  
22 Commission, and with qualified academic or research partners  
23 selected by the Commission, to the extent permitted by federal  
24 and State law, for the purpose of carrying out this Act.

25 (b) Any confidential data, including, but not limited to,

1 individually identifiable unemployment insurance wage records,  
2 individually identifiable education records, and confidential  
3 employer submissions, shall not be disclosed to members of the  
4 Commission or to the public in an individually identifiable  
5 form. Aggregated or de-identified analyses prepared from the  
6 data may be used in the Commission's work and reports, subject  
7 to cell-size suppression or other statistical disclosure  
8 limitation standards established by the submitting agency.

9 (c) Any information submitted to the Commission or to an  
10 appropriate State agency by an employer or artificial  
11 intelligence developer that constitutes trade secret or  
12 proprietary information, clearly designated as such at the  
13 time of submission, shall be exempt from disclosure under  
14 subsection (g) of Section 7 of the Freedom of Information Act.

15 Section 45. Construction.

16 (a) Nothing in this Act shall be construed to:

17 (1) regulate, prohibit, or restrict the development,  
18 training, deployment, or commercial offering of any  
19 artificial intelligence system by a private entity; or

20 (2) create a private right of action.

21 (b) This Act is intended to direct the activities of State  
22 agencies and to support the State's planning, educational, and  
23 workforce development functions. The Act shall be construed  
24 consistent with the State's traditional and constitutionally  
25 reserved authority over State government operations, workforce

1 development, and public education.

2 Section 50. Repeal. This Act is repealed on January 1,  
3 2034.

4 Section 99. Effective date. This Act takes effect upon  
5 becoming law.