

119TH CONGRESS
1ST SESSION

H. R. 6573

To establish Federal agency technology and artificial intelligence talent teams to improve competitive service hiring practices, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

DECEMBER 10, 2025

Ms. JACOBS (for herself, Mr. OBERNOLTE, Ms. BROWN, and Mr. FALLON) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To establish Federal agency technology and artificial intelligence talent teams to improve competitive service hiring practices, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “AI Talent Act”.

5 **SEC. 2. TECHNOLOGY AND AI TALENT TEAMS, OTHER TAL-**
6 **ENT TEAMS, AND COMPETITIVE SERVICE HIR-**
7 **ING.**

8 (a) **FEDERAL AGENCY TECHNOLOGY AND AI TAL-**
9 **ENT TEAMS.—**

1 (1) IN GENERAL.—An agency may establish one
2 or more technology and artificial intelligence talent
3 teams (referred to in this section as “agency talent
4 teams”), including at the component level. An agen-
5 cy talent team may consist of positions of shared
6 certificate coordinators, recruiters, assessment ex-
7 perts, subject matter experts, and non-technical po-
8 sitions that enable artificial intelligence governance,
9 innovation, and risk management.

10 (2) DUTIES.—An agency talent team shall pro-
11 vide hiring support to the agency and other agencies
12 for technology and artificial intelligence positions, in-
13 cluding by—

14 (A) improving examinations for such posi-
15 tions;

16 (B) facilitating writing job announcements
17 for such positions in the competitive service;

18 (C) sharing high-quality certificates of eli-
19 gibles; and

20 (D) facilitating hiring for such positions in
21 the competitive service using examinations and
22 subject matter experts.

23 (3) OTHER MATTERS.—

24 (A) OTHER TEAMS.—An agency may es-
25 tablish centralized guidance and practices to

1 support agency-led talent teams in order to ad-
2 dress high-need hiring areas.

3 (B) OPM.—The Office of Personnel Man-
4 agement may expand the hiring experience
5 team at the Office to continue to focus on im-
6 proving the hiring experience for hiring man-
7 agers, human resource professionals, and appli-
8 cants starting with scaling best practices for
9 agencies around pooled hiring in support of ar-
10 tificial intelligence and artificial intelligence en-
11 abling roles.

12 (b) OPM TEAM.—

13 (1) IN GENERAL.—The Director of the Office of
14 Personnel Management may establish a Federal
15 technology and artificial intelligence talent team to
16 support agency talent teams in facilitating pooled
17 hiring actions for technology and artificial intel-
18 ligence talent across the Federal Government, pro-
19 viding training, and creating technology platforms to
20 facilitate hiring for the competitive service, includ-
21 ing—

22 (A) ensuring agencies are using best prac-
23 tices for technology and artificial intelligence
24 hiring;

1 (B) leading cross-Government hiring ef-
2 forts for technology and artificial intelligence
3 hiring and engagement with key candidates;

4 (C) the development of technical assess-
5 ments; and

6 (D) the sharing of certificates of eligibles
7 and accompanying résumés under sections
8 3318(b) and 3319(e) of title 5, United States
9 Code.

10 (2) OTHER TEAMS.—The Director—

11 (A) may establish other talent teams to ad-
12 dress high-need hiring areas at any agency; and

13 (B) may expand the hiring experience team
14 at the Office to focus on surge hiring and scal-
15 ing pooled hiring, with initial focus on artificial
16 intelligence and artificial intelligence enabling
17 roles.

18 (c) TECHNICAL ASSESSMENTS.—

19 (1) IN GENERAL.—For the purpose of con-
20 ducting an examination for technology and artificial
21 intelligence positions in the competitive service, any
22 individual whom an agency determines to have an
23 expertise in the subject and job field of the position
24 may—

1 (A) develop, in partnership with human re-
2 sources employees of the examining agency, a
3 position-specific assessment that is relevant to
4 the position; and

5 (B) administer the assessment developed
6 under subparagraph (A) to—

7 (i) determine whether an applicant for
8 the position has demonstrated the estab-
9 lished qualifications for the position; or

10 (ii) rank applicants for the position
11 for category rating purposes under section
12 3319 of title 5, United States Code.

13 (2) SHARING AND CUSTOMIZATION OF ASSESS-
14 MENTS.—

15 (A) SHARING.—An examining agency may
16 share a technical assessment under this sub-
17 section with another examining agency if each
18 agency maintains appropriate control over ex-
19 amination material.

20 (B) CUSTOMIZATION.—An examining
21 agency with which a technical assessment is
22 shared under subparagraph (A) may customize
23 the assessment as appropriate, provided that
24 the resulting assessment satisfies the require-

1 ments under part 300 of title 5, Code of Fed-
2 eral Regulations (or any successor regulation).

3 (C) PLATFORM FOR SHARING AND
4 CUSTOMIZATION.—

5 (i) IN GENERAL.—The Director of the
6 Office of Personnel Management shall es-
7 tablish and operate an online platform on
8 which examining agencies can share and
9 customize technical assessments under this
10 subsection.

11 (ii) ONLINE PLATFORM.—The Direc-
12 tor shall—

13 (I) not be responsible for inde-
14 pendently validating the utility of the
15 content and technical assessments
16 shared in the online platform de-
17 scribed in clause (i); and

18 (II) ensure that such online plat-
19 form includes the ability of its users
20 to rate the utility of the content and
21 technical assessments shared in the
22 online platform to allow for a ranking
23 of such contents.

24 (3) EXISTING PLATFORMS.—If practicable, an
25 agency shall use an existing hiring platform, includ-

1 ing the USA Hire platform, to conduct technical as-
2 essments.

3 (d) DEFINITIONS.—In this section:

4 (1) AGENCY.—The term “agency” means an
5 agency described in section 901(b) of title 31,
6 United States Code.

7 (2) EXAMINATION.—

8 (A) IN GENERAL.—The term “examina-
9 tion”—

10 (i) means an opportunity to directly
11 demonstrate knowledge, skills, abilities,
12 and competencies for that position through
13 an assessment;

14 (ii) includes a résumé review that is—

15 (I) conducted or informed by a
16 subject matter expert; and

17 (II) based upon indicators that—

18 (aa) are derived from a job
19 analysis; and

20 (bb) bear a rational relation-
21 ship to performance in the posi-
22 tion for which the examining
23 agency is making an appoint-
24 ment; and

1 (iii) subject to subparagraph (B), on
2 and after the date that is 5 years after the
3 date of enactment of this Act, does not
4 solely include or principally rely upon a
5 self-assessment from an automated exam-
6 ination.

7 (B) WAIVER.—

8 (i) CHIEF HUMAN CAPITAL OFFI-
9 CER.—The Chief Human Capital Officer of
10 an agency may waive subparagraph (A)(iii)
11 if, not later than 30 days after the date on
12 which the Officer authorizes the waiver,
13 the Officer submits to the Director of the
14 Office of Personnel Management a written
15 report that justifies the need for the waiver
16 and articulates the data, evidence, and cir-
17 cumstances for that need.

18 (ii) OPM.—The Director of the Office
19 of Personnel Management—

20 (I) may provide agencies with
21 guidance and instruction on the data,
22 evidence, and circumstances that
23 should be included in a waiver de-
24 scribed in clause (i); and

1 (II) not later than 30 days after
2 the date on which the Director re-
3 ceives a waiver under clause (i), shall
4 post the waiver on a public website.

5 (iii) EFFECT.—A waiver authorized
6 under clause (i) shall not be considered to
7 have taken effect until the Director of the
8 Office of Personnel Management posts the
9 waiver under clause (ii).

10 (3) EXAMINING AGENCY.—The term “exam-
11 ining agency” means—

12 (A) the Office of Personnel Management;

13 or

14 (B) an agency to which the Director has
15 delegated examining authority under section
16 1104(a)(2) of title 5, United States Code.

17 (4) SUBJECT MATTER EXPERT.—The term
18 “subject matter expert” means an employee or se-
19 lecting official—

20 (A) who possesses understanding of the
21 duties of, and knowledge, skills, and abilities re-
22 quired for, the position for which the employee
23 or selecting official is developing or admin-
24 istering an assessment; and

1 (B) whom the agency that employs the em-
2 ployee or selecting official designates to assist
3 in the development and administration of tech-
4 nical assessments under subsection (c).

5 (5) TECHNICAL ASSESSMENT.—The term “tech-
6 nical assessment” means an assessment developed
7 under subsection (c) that—

8 (A) allows for the demonstration of job-re-
9 lated technical skills, abilities, and knowledge;

10 (B)(i) is based upon a job analysis; and

11 (ii) is relevant to the position for which the
12 assessment is developed;

13 (C) may include—

14 (i) a structured interview;

15 (ii) a work-related exercise;

16 (iii) a custom or generic procedure
17 used to measure an individual’s employ-
18 ment or career-related qualifications and
19 interests;

20 (iv) another assessment that meets
21 the criteria under clauses (i) and (ii);

22 (v) external industry assessments, in-
23 cluding multi-hurdle or skills-based assess-
24 ments; or

- 1 (vi) coding tests, automated tran-
- 2 scription, or flexible timed exercises.

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