



September 22nd, 2026

Chairman Paxton and Members
Senate Committee on Economic Development
Texas Senate

RE: Written Testimony on Preparing the Texas Workforce for Artificial Intelligence (AI)

Chairman Paxton and Members of the Committee,

Thank you for the opportunity to provide comments regarding the impact of artificial intelligence on the Texas workforce and our state's long-term economic competitiveness.

Artificial intelligence (AI) represents one of the most significant technological developments of the modern economy. Like previous innovations, AI will undoubtedly change how work is performed, increase productivity, and create new opportunities while making some existing jobs less valuable over time. Texas should approach this transition with confidence rather than fear.

The state's economic success has never depended on government accurately predicting which industries will succeed or directing how employers adapt to technological change. Instead, Texas has prospered by fostering free enterprise, encouraging investment, and allowing entrepreneurs and workers to respond to changing market conditions. That same philosophy should guide policymaking as artificial intelligence becomes increasingly integrated into the economy.

Preparing Texans for an AI-driven economy does not require centralized workforce planning or government attempting to dictate which skills future workers should possess. Employers, educational institutions, trade organizations, and private training providers are generally better positioned to identify emerging workforce needs than government agencies. Policymakers should focus on removing unnecessary regulatory barriers, promoting occupational flexibility, and ensuring Texans have the freedom to pursue education and training opportunities that meet evolving market demands.

Texas should also resist calls for burdensome AI regulations that could discourage investment or push innovation to other states. A predictable regulatory environment has long been one of Texas' greatest competitive advantages. Preserving that reputation will help attract businesses, entrepreneurs, and high-paying jobs while ensuring Texas remains a national leader in technological innovation.

At the same time, responsible adoption must apply equally to government. As state and local agencies increasingly utilize AI to support public functions, policymakers should ensure these systems remain transparent, subject to meaningful human oversight, and respectful of constitutional protections. Artificial intelligence should never become a substitute for due process, nor should it erode Texans' rights to privacy, free expression, or equal treatment under the law.

Rather than attempting to manage technological change, the Legislature should focus on creating an environment where innovation can flourish. That includes modernizing regulations that unnecessarily impede new technologies, encouraging competition among educational and workforce training providers, protecting intellectual property, and ensuring government itself remains accountable when deploying AI systems.

Artificial intelligence will undoubtedly reshape the workforce, but history demonstrates that innovation consistently creates new industries, occupations, and opportunities alongside disruption. Texas should embrace that future by trusting free markets, empowering individuals, and limiting unnecessary government intervention.

Thank you for your consideration and for your commitment to ensuring Texas remains the nation's leading destination for innovation, entrepreneurship, and economic opportunity.

For Liberty, For Texas!

Jeramy D. Kitchen
President | Texas Policy Research Action (TPRA)