



Dear Chairman Lucas and Ranking Member Lofgren:

On behalf of the [Society for Industrial and Organizational Psychology \(SIOOP\)](#), I write to endorse the *Workforce for AI Trust Act*. SIOOP is a professional association for the science and practice of Industrial and Organizational (I-O) psychology. I-O psychology is a growing field that addresses workplace issues at both the individual and organizational level to improve the well-being and effectiveness of people and organizations. I-O psychology plays a key role in the creation and use of AI-based systems to recruit, train, and retain employees across sectors. Our members were pleased to see the Committee draft a bill addressing workforce gaps in trustworthy AI systems.

As mentioned above, SIOOP experts play a key role in understanding the benefits and risks of utilizing AI across the full breadth of workforce use cases. SIOOP has a Taskforce dedicated to the use of AI in professional settings, which has developed a [set of recommendations](#) around the responsible use of AI in hiring practices. These recommendations seek to harness the benefits of AI in the workplace, while mitigating threats and biases AI systems may pose. Recommendations include guidance around predictive scoring for job performance, considerations for the use of AI in hiring assessments, ways to ensure AI systems avoid predictive and measurement bias, and documentation of AI-based assessments for consistent verification and auditing.

SIOOP was pleased by the inclusion of a provision that would initiate an interdisciplinary AI fellowship that would support students and post-doctoral researchers, including those in social science disciplines and the humanities, to engage in activities that promote the integration of ethical and responsible practices across the spectrum of AI systems development from design to implementation and evaluation. SIOOP was also interested to see that the bill would amend the National Institute Standards and Technology (NIST) Risk Management Framework (RMF) to include language that would “support technical standards and guidance” on workforce development education and training activities related to AI risk management. As AI governance tools are established, we will need to consider how such tools are used in the workplace responsibly, and the need for a technical workforce that can ensure safe use of these tools will grow. SIOOP is supportive of cultivating a well-rounded AI workforce, including those who can test and validate AI systems to mitigate risk posed by such systems.

**The *Workforce for AI Trust Act* will bolster our nation’s workforce for AI governance and promote safe, ethical, and responsible AI R&D practices. SIOOP is proud to endorse the bill, and thanks Chairman Lucas and Ranking Member Lofgren for their bipartisan leadership.**

Sincerely,

Alexis A. Fink, PhD  
President, Society for Industrial and Organizational Psychology