

BILL ANALYSIS

Senate Research Center
89R11858 LRM-D

H.B. 3512
By: Capriglione; Orr (Blanco)
Business & Commerce
5/16/2025
Engrossed

AUTHOR'S / SPONSOR'S STATEMENT OF INTENT

Artificial Intelligence (AI) systems have grown in size and usage over the past few years, with many industries adopting this technology to help with professional workflow. The *Texas Tribune* has reported that more than a third of state agencies are currently using AI, including in roles of customer service, translation, and cybersecurity. However, many people are unaware of how to leverage AI technology in ways that are accurate and useful to their needs, leading to the risk of this technology being used incorrectly.

H.B. 3512 seeks to address these issues by requiring applicable school district and state employees to take AI literacy training in a manner similar to the current cybersecurity training required for state employees. The bill requires the Department of Information Resources to certify and periodically update the AI training and applicable employees to annually complete the training.

H.B. 3512 amends current law relating to artificial intelligence training programs for certain employees and officials of state agencies and local governments.

RULEMAKING AUTHORITY

Rulemaking authority is expressly granted to the Department of Information Resources in SECTION 9 of this bill.

SECTION BY SECTION ANALYSIS

SECTION 1. Amends Section 11.175(h-1), Education Code, as follows:

(h-1) Provides that, notwithstanding Section 2054.5191, Government Code, only a school district's cybersecurity coordinator is required to complete the cybersecurity training and the artificial intelligence training under that section on an annual basis. Requires any other school district employee required to complete the cybersecurity training and the artificial intelligence training to complete the training as determined by the district, in consultation with the district's cybersecurity coordinator.

SECTION 2. Amends the heading to Section 772.012, Government Code, to read as follows:

Sec. 772.012. COMPLIANCE WITH CYBERSECURITY AND ARTIFICIAL INTELLIGENCE TRAINING REQUIREMENTS.

SECTION 3. Amends Sections 772.012(b) and (c), Government Code, as follows:

(b) Requires a local government, to apply for a grant under Chapter 772 (Governmental Planning), to submit with the grant application a written certification of the local government's compliance with the cybersecurity training and the artificial intelligence training required by Section 2054.5191.

(c) Makes a conforming change to this subsection.

SECTION 4. Amends the heading to Subchapter N-1, Chapter 2054, Government Code, to read as follows:

SUBCHAPTER N-1. CYBERSECURITY AND ARTIFICIAL INTELLIGENCE

SECTION 5. Amends the heading to Section 2054.5191, Government Code, to read as follows:

Sec. 2054.5191. CYBERSECURITY AND ARTIFICIAL INTELLIGENCE TRAINING REQUIRED: CERTAIN EMPLOYEES AND OFFICIALS.

SECTION 6. Amends Sections 2054.5191(a), (a-1), (b), (c), and (e), Government Code, as follows:

(a) Requires a state employee identified by a state agency and each elected or appointed officer of the agency, at least once each year, to complete a cybersecurity training program certified under Section 2054.519 (State Certified Cybersecurity Training Programs) and an artificial intelligence training program certified under Section 2054.5193.

(a-1) Makes conforming and nonsubstantive changes to this subsection.

(b) Authorizes the governing body of a local government to select the most appropriate cybersecurity training program certified under Section 2054.519 and the most appropriate artificial intelligence training program certified under Section 2054.5193 for employees and officials of the local government to complete. Requires the governing body to perform certain actions, including verify and report on the completion of a cybersecurity training program and an artificial intelligence training program by employees and officials of the local government to the Department of Information Resources (DIR).

(c) Makes conforming changes to this subsection.

(e) Makes a conforming change to this subsection.

SECTION 7. Amends Subchapter N-1, Chapter 2054, Government Code, by adding Section 2054.5193, as follows:

Sec. 2054.5193. STATE-CERTIFIED ARTIFICIAL INTELLIGENCE TRAINING PROGRAMS. (a) Requires DIR, in consultation with the cybersecurity council established under Section 2054.512 (Cybersecurity Council) and interested persons, to annually certify at least five artificial intelligence training programs for state and local government employees, update standards for maintenance of certification by the artificial intelligence training programs under this section, and ensure that the artificial intelligence training programs are equal in length to the cybersecurity training programs certified under Section 2054.519.

(b) Requires that an artificial intelligence training program, to be certified under Subsection (a), focus on forming an understanding of how artificial intelligence technology may be used in relation to a state employee's responsibilities and duties and teach best practices on literacy in deploying and operating the artificial intelligence technologies.

(c) Authorizes DIR to identify and certify under Subsection (a) training programs provided by state agencies and local governments that satisfy the training requirements described by Subsection (b).

(d) Authorizes DIR to contract with an independent third party to certify artificial intelligence training programs under this section.

(e) Requires DIR to annually publish on DIR's Internet website the list of artificial intelligence training programs certified under this section.

SECTION 8. Amends Section 2056.002(b), Government Code, as follows:

(b) Requires that a state agency's strategic plan, unless modified by the Legislative Budget Board and the Office of the Governor, and except as provided by Subsection (c) (relating to requiring that a state agency's plan that does not include a certain item include the reason the item does not apply to the agency), include certain elements, including a written certification of the agency's compliance with the cybersecurity training and the artificial intelligence training required under Sections 2054.5191 and 2054.5192 (Cybersecurity Training Required: Certain State Contractors).

SECTION 9. Requires DIR, as soon as practicable after the effective date of this Act, to adopt the rules necessary to develop and implement the artificial intelligence training programs required by Section 2054.5193, Government Code, as added by this Act.

SECTION 10. Effective date: September 1, 2025.