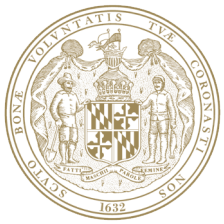

THE SENATE OF MARYLAND

EDUCATION, ENERGY, AND THE ENVIRONMENT COMMITTEE

Thursday, February 12, 2026

AGENDA

1:00 p.m.

Briefing on Artificial Intelligence (AI)

Presenting: Maryland Department of Information Technology (DoIT); and Maryland Department of Labor

Ray Bell, *AI/Machine Learning (ML) Product Director, DoIT*
Lauren Maffeo, *Senior AI/ML Program Manager, DoIT*
Seeyew Mo, *Senior Advisor for Cyber Maryland, Maryland Department of Labor*

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Senate Education, Energy, and the Environment Committee

February 12, 2026

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Presenters

Ray Bell (AI/ML Product Director, DoIT)

Lauren Maffeo (Senior AI/ML Program Manager, DoIT)

Seeyew Mo (Senior Advisor for Cyber Maryland, Labor)

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Agenda

1) Intro, Context, and Vision

2) Updates Against 2025 Strategic Pillars

3) What's Next?

4) Q&A

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The State's Vision & Strategy for AI

The State of Maryland responsibly, ethically, and productively leverages AI/ML technologies to significantly improve constituent outcomes and reduce drudgery for the State workforce.

We build a robust and adaptable policy, process, technical, talent, and cultural foundation that will serve Maryland no matter the direction AI/ML technologies evolve.

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The AI Enablement Team's 2025 Focus

1) Execute against the 2025 AI Strategy & Roadmap

2) Implement requirements from SB818

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Our Progress

1. Published a statewide responsible AI policy alongside implementation guidance

2. Created an intake process to:
   - Capture agencies' AI use cases
   - Assign risk to use cases against our responsible AI & data classification policies

3. Published Maryland's first AI inventory
   - Available on AI.Maryland.gov
   - Includes a glossary explaining AI tools in use throughout Maryland agencies

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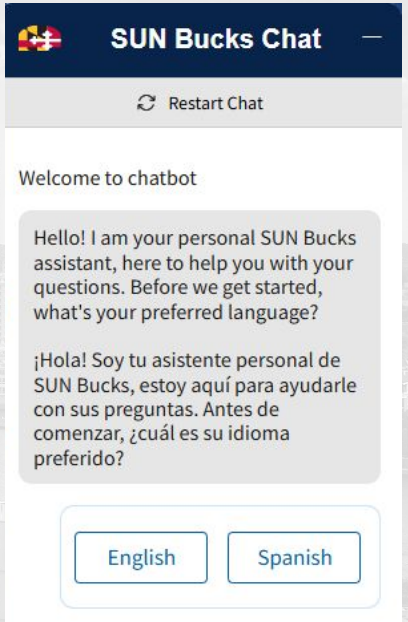
In-House AI Applications

➔ Building More Bespoke AI Products

- ◆ MD Benefits SUN Bucks chatbot
  - 24x7 customer service tool
  - 17k unique users, 48k interactions since June ‘25



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In-House AI Applications

➔ Building a Gem for Real-Time Fleet Management

- Governor Moore launched the Government Modernization Initiative in January 2025 to save taxpayer money through improved efficiency
  - Maryland's Dept. of Budget and Management used the State's Gemini Enterprise cloud to build a gem (Google's version of an AI agent) that gives state staff real-time, county-specific suggestions for state-approved vendors to receive service from.

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Recruiting Next-Gen AI Talent

➔ Hosted Maryland's First AI Internship Program

- 17 interns worked on AI projects at a range of agencies
  - 1 created a no-code chatbot to triage public comments
  - Host agency plans to deploy the chatbot pending QA testing

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Philanthropic Investment in MD AI

- ➔ **Federation of American Scientists (FAS) Fellows**
  - Won funding to hire an AI/ML Engineering Director as a 2-year fellow
  - Partnered with Labor to host short-term fellows advising on AI literacy
- ➔ **Partnership With Anthropic & the Rockefeller Foundation**
  - Will accelerate benefits delivery and streamline housing permitting
- ➔ **Won $2.6 million to Streamline Public Benefits Access**
  - Maryland won two of seven awards from the Public Benefits Innovation Fund
  - Maryland's DHS and Labor agencies will improve access to SNAP, Medicaid using AI

5. Deep dives in critical domains

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Our Progress

- ➔ Reports and recommendations crafted via sister agencies in the AI Subcabinet
- ➔ Example: AI in Workforce (Labor & DBM) - both State workforce writ large, and State Government workforce
- ➔ Outputs will feed strategy in 2026 - more soon

MD Labor Progress Updates

- Identify potentially impacted occupational categories and needed AI skills for:
  - Statewide Workforce
  - State Government Workforce
  - Licensed Occupations
- Ongoing Efforts
  - Stakeholder Engagements
  - Workforce Impact Analysis
  - State Licensed and Certified Occupations Surveys

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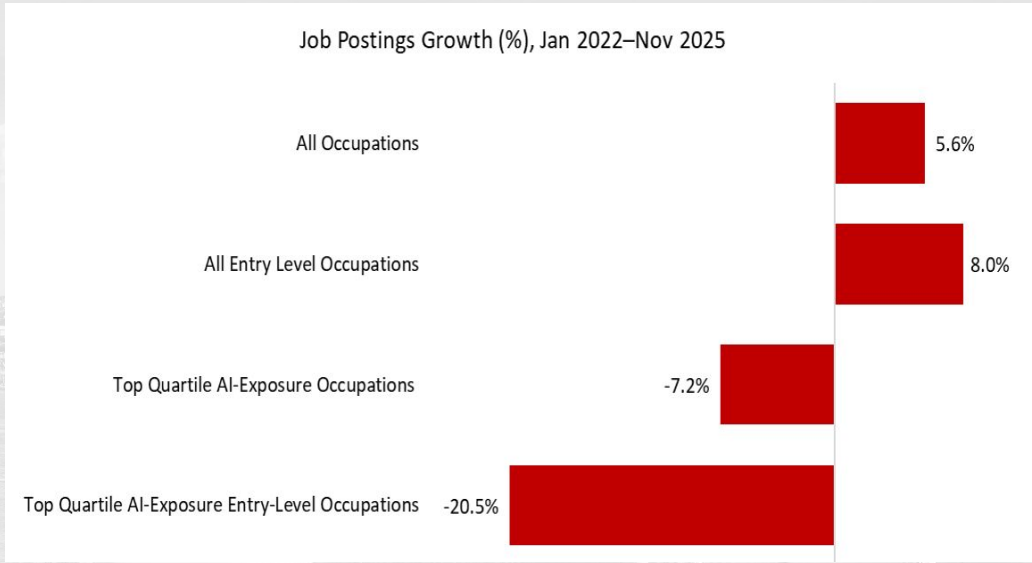
Opportunity Looks More Like a Diamond

Fewer job openings in entry-level roles



MD Labor Analysis of Job Postings

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AI Exposure Index

Source: U.S. Treasury

- **High exposure** refers to jobs that involve a high share of tasks that could be **augmented, automated, or reshaped by AI**

- Maryland can be a **proving ground for solutions** to help workers and employers adapt and thrive.

Rank	State Name	Percent of Workers Highly Exposed
1	District Of Columbia	39.8
2	Maryland	29.5
3	Utah	28.1
4	Colorado	27.6
5	New Jersey	27.5
6	Arizona	27.4
7	Massachusetts	27.3
8	Virginia	27.2
9	Connecticut	26.5
10	New York	26.3

U.S. Treasury Report (Schendstok, M., &Schreiner Wertz, S. 2024)

Fields with Higher Levels of Potential AI Exposure

Source: U.S. Treasury

- Actuarial science
- Pharmacy, pharmaceutical sciences and administration
- Pre-law & legal studies
- Finance
- Communications
- Engineering (aerospace, civil, mechanical, environmental)
- Computer information management, security, and systems

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Focus as We Move Forward

- **Align with economic priorities**
  - Bolster Maryland's strengths in lighthouse and growth industries
  - $1.5 million for Cyber and AI Clinics
- **Leave No One Behind**
  - Support all Marylanders in gaining AI skills
  - $1.5 million for Lighthouse and AI Internship Program
  - Lighthouse Industries Upskilling and Reskilling Program
- **Maximize resources**
  - Leverage existing education and workforce systems while maximizing public-private partnerships, such as CodePath and InnovateUS

2026 and beyond

- Expertise and leadership more widely dispersed across agencies
- Deeper, more strategic AI literacy and skills training
- Investing in clear, centrally managed tooling & infrastructure to support different types of users & use cases
- Maturing AI governance capabilities & introducing automation
- Moving up the maturity curve: Foundations (2024) -> momentum building (2025) -> enterprise adoption (2026 & beyond)

Q&A

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MARYLAND STATE & D.C. AFL-CIO
Affiliated with the National AFL-CIO

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Briefing on AI - Maryland State & DC AFL-CIO

Senate Education, Energy, and the Environment Committee

February 12, 2026

Donna S. Edwards

Unions are at the forefront of technological change, guiding industries through transitions, ensuring new tools improve job quality, and defending the rights of working people. Artificial Intelligence (AI) is here, and its impact is profound. The choices policymakers make determine whether AI strengthens our economy and expands opportunity, or accelerates inequality, erodes workers' rights, and undermines our democratic values.

Our position is clear: **AI must be governed by common sense guardrails, strong worker protections, and genuine labor-management collaboration**. With the right guardrails, AI can make jobs safer, improve public services, and augment jobs, not replace them.

Below is a list of how AI can be used to strengthen the workforce:

1. **AI Must Strengthen Labor Rights**; Unions have always ensured that technological advancements benefit workers rather than displacing or disempowering them. AI is no different.

- Adoption of new technologies must be negotiated between labor and management. Workers and their unions must have the ability to negotiate how AI is used, what data it collects, and how it affects job duties, performance evaluations, and staffing levels.

2. **AI Must Protect Workers from Surveillance, Retaliation, and Algorithmic Abuse**; Workers deserve transparency, fairness, and control over how AI affects their jobs.

- Employers must fully disclose what data they are collecting and how it is used. Workers should have a clear opt-in option for data collection, to know what is being gathered, why it is being collected, how long it will be stored, and who has access to it.

3. **AI Must Improve Job Quality and Prevent Job Displacement**; AI should augment workers, not replace them–AI must be deployed in ways that strengthen, not erode, the stability of work.

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- Policymakers should require employers to demonstrate that AI deployment will improve working conditions. Any job duties or performance expectations triggered by AI adoption must be bargained with workers and their unions. AI cannot become a tool for downsizing that bypasses collective bargaining or undermines job security.

4. **AI Must Have a Worker-Centered Training and Workforce Development System**; As technology reshapes industries, workers deserve training systems that prepare them for the future without shifting the burden of adaptation onto them.

- Workers bring frontline knowledge about how technology affects workflow, safety, and job quality. Expertise is essential for designing meaningful training. Joint labor-management partnerships create accountability: employers commit to providing pathways for advancement while workers ensure the training is equitable and aligned with long-term career development. A worker-centered approach ensures that training supports economic mobility, job stability, and long-term career growth, rather than serving as a tool for employers to shift responsibility onto workers.

5. **Include Worker Voice in AI Research and Development**; When public dollars fund AI technology development, workers must have a seat at the table.

- Worker involvement leads to safer, more effective technologies, because workers understand the real-world implications that AI will have. Including worker voice ensures that AI systems meet public needs.

6. **Government Must Ensure They Model Best Practices in AI Procurement**; Public agencies must set the standard for responsible AI use.

- Agencies should engage with unions before adopting AI to protect jobs, maintain service quality, and ensure technology supports, not replaces, public servants. Public procurement should require AI systems to uphold transparency, privacy, intellectual property rights, civil rights, and worker protections. Government must lead by example, demonstrating how AI can be used responsibly and in the public interest.

In conclusion, with strong protections, transparent systems, and genuine labor-management collaboration, AI can be a tool for progress rather than exploitation. We are committed to ensuring that technological innovation strengthens our economy, expands opportunity, and upholds the rights of every worker.