

HB310 • Virginia

Artificial Intelligence Workforce Impact Act; established, report.

Introduced

Risk: Medium

Comprehensive

Last Action (Feb 18, 2026): Left in Committee Appropriations

Summary

The Artificial Intelligence Workforce Impact Act mandates Virginia state agencies to report quarterly on workforce impacts from AI systems to the Department of Human Resource Management and submit annual reports to specific state entities by November 1.

Business Impact

If you operate in Virginia, you must prepare for potential workforce changes due to AI by following state agency reports or face compliance issues.

Key Provisions

- Agencies must submit quarterly reports on workforce impacts from AI systems during the preceding quarter to the Department of Human Resource Management.
- If 10 or more impacts are reported, an AI Workforce Transition Plan is required within 120 days.
- Affected employees are eligible for retraining coordinated through the Virginia Community College System, priority job consideration, career transition services offered by the Virginia Employment Commission, and any additional support measures offered by the Department.
- Annual reports summarizing agency submissions must be provided to the Governor, the Secretary of Administration, the Joint Legislative Audit and Review Commission, and the Chairs of the House Committee on Appropriations and the Senate Committee on Finance and Appropriations by November 1, submitted by the Department of Human Resource Management.
- The Department of Human Resource Management oversees the reporting and transition plan process and is responsible for reviewing the information received from agencies.

Industries Affected

Technology

Education

Employment
Services

Government

Employment

Public Sector

Topics

AI in Employment

AI in Government

Comprehensive AI

Bill Sponsors

Name	Party	Role
Vivian E. Watts	Democratic	Primary
Patrick A. Hope	Democratic	Primary
Shelly A. Simonds	Democratic	Primary
Wendy W. Gooditis		Cosponsor
Mark L. Keam		Cosponsor
Sam Rasoul	Democratic	Cosponsor
Margaret B. Ransone		Primary
Michael B. Feggans	Democratic	Primary

Roll Call Votes

Date	Description	Yea	Nay	Result
2026-02-13	Constitutional reading dispensed R	35	0	Passed
2026-02-06	Subcommittee recommends laying on the table	7	0	Passed
2026-02-02	Reported from Communications, Technology and Innov	15	7	Passed
2026-02-02	Subcommittee recommends reporting with substitute	7	3	Passed

Official Source

<https://lis.virginia.gov/bill-details/20261/HB310>

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