

TRAINING AND EMPLOYMENT NOTICE	NO. 07-25
	DATE February 13, 2026

TO: STATE WORKFORCE AGENCIES
 STATE WORKFORCE ADMINISTRATORS
 STATE WORKFORCE LIAISONS
 STATE AND LOCAL WORKFORCE BOARD CHAIRS AND DIRECTORS
 LABOR COMMISSIONERS
 AMERICAN JOB CENTERS
 ALL ETA GRANTEES
 COMMUNITY COLLEGES AND TRIBAL COLLEGES
 STATE APPRENTICESHIP AGENCIES
 JOB CORPS CENTERS
 STATE EDUCATIONAL AGENCIES
 STATE CTE DIRECTORS
 STATE EDUCATION COMMISSIONERS

FROM: HENRY MACK, ED.D. /s/
 Assistant Secretary

TAYLOR STOCKTON /s/
 Chief Innovation Officer

SUBJECT: The U.S. Department of Labor's Artificial Intelligence Literacy Framework

1. **Purpose.** To issue the U.S. Department of Labor's (DOL or Department) Artificial Intelligence (AI) Literacy Framework as a resource for program design and encourage expanded AI literacy training across the public workforce and education systems.
2. **Action Requested.** DOL encourages the public workforce and education systems, and its partners, to expand AI education and training opportunities and to utilize the AI Literacy Framework as a resource for program design. Joint and collaborative engagement across these sectors is critical to the future of talent development and the reindustrialization of America.
3. **Summary and Background.**
 - a. Summary – DOL releases the attached AI Literacy Framework, which provides a working definition for AI literacy, a detailed set of foundational content areas of AI literacy, and effective delivery principles for AI education and skill development training.
 - b. Background – As described in the reports, [America's Talent Strategy: Building the Workforce for the Golden Age](#) and [Winning the Race: America's AI Action Plan](#), DOL is committed to prioritizing AI literacy and skill development across the workforce and

education systems. In support of this commitment and in response to [Executive Order 14277](#), *Advancing Artificial Intelligence Education for American Youth*, on August 26, 2025, DOL issued [Training and Employment Guidance Letter \(TEGL\) 03-25](#), *Encouraging the Use of Workforce Innovation and Opportunity Act Funding to Help Youth and Adults Develop Artificial Intelligence Skills*. TEGL 03-25 presents ways for the public workforce system to provide youth and adults with AI skills that will enable them to access career pathways in an AI-driven economy. In TEGL 03-25, DOL proposed preliminary components of AI literacy, including foundational content areas and effective delivery practices of AI literacy, to assist the public workforce system with identifying comprehensive AI education and training opportunities that prepare workers with in-demand AI skills.

In parallel, the U.S. Department of Education (ED) took two actions prioritizing AI education in July 2025, releasing a [Dear Colleague Letter](#) with guidance on using AI to improve education outcomes and announcing a [Secretary's supplemental grantmaking priority of advancing AI in education](#).

With *this* Training and Employment Notice, DOL releases the attached AI Literacy Framework expanding upon the foundational content areas and principles for effective delivery of AI literacy activities that were articulated in TEGL 03-25 and complementing ED guidance on advancing AI literacy efforts.

4. **The U.S. Department of Labor's AI Literacy Framework**. The attached AI Literacy Framework provides voluntary guidance to support the evaluation of high-quality AI literacy content and its effective integration into education and workforce systems, to help accelerate AI skill development for American youth, students, faculty and teachers, job seekers, and workers across the country. The framework defines AI literacy, offers considerations for the various audiences of the framework, requests feedback from users as the framework evolves, and provides details and examples for each of the foundational content areas and delivery principles. The framework also incorporates strategies for addressing prerequisites to AI literacy, such as digital literacy skills.

As mentioned in TEGL 03-25, the Department maintains a [Competency Model Clearinghouse](#) that provides competency models that describe the skills necessary to educate and train a globally competitive workforce. The Clearinghouse provides dynamic models of the foundational and technical competencies for economically vital industries and sectors of the American economy, as well as a broadly applicable model of competencies called the Building Blocks Model. DOL anticipates continuing to update these models to reflect evolving digital and AI competency requirements in the workplace and classroom alike, and encourages users to utilize both the new AI Literacy Framework, as well as the broader competency frameworks on the Clearinghouse.

5. **Inquiries**. Please direct inquiries to the appropriate Regional Office.

6. References.

- TEGL 03-25, *Encouraging the Use of Workforce Innovation and Opportunity Act Funding to Help Youth and Adults Develop Artificial Intelligence Skills*, issued August 26, 2025, <https://www.dol.gov/agencies/eta/advisories/tegl-03-25>;
- Executive Order 14277: *Advancing Artificial Intelligence Education for American Youth*, issued April 23, 2025, <https://www.whitehouse.gov/presidential-actions/2025/04/advancing-artificial-intelligence-education-for-american-youth/>;
- America's Talent Strategy: Building the Workforce for the Golden Age, <https://www.dol.gov/sites/dolgov/files/OPA/newsreleases/2025/08/Americas-Talent-Strategy-Building-the-Workforce-for-the-Golden-Age.pdf>;
- Winning the Race: America's AI Action Plan, <https://www.whitehouse.gov/wp-content/uploads/2025/07/Americas-AI-Action-Plan.pdf>;
- Dear Colleague Letter: Guidance on the Use of Federal Grant Funds to Improve Education Outcomes Using Artificial Intelligence (AI), issued July 22, 2025, <https://www.ed.gov/media/document/opepd-ai-dear-colleague-letter-7222025-110427.pdf>; and
- Proposed Priority and Definitions: Secretary's Supplemental Priority and Definitions on Advancing Artificial Intelligence in Education, issued July 21, 2025, <https://www.federalregister.gov/documents/2025/07/21/2025-13650/proposed-priority-and-definitions-secretarys-supplemental-priority-and-definitions-on-advancing>.

7. Attachment(s).

- Attachment I: U.S. Department of Labor's AI Literacy Framework
- Attachment II: U.S. Department of Labor's AI Literacy Framework Graphic