

US Labor Department publishes AI and inclusive hiring framework for employers

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News Release

US Department of Labor announces framework to help employers promote inclusive hiring as AI-powered recruitment tools' use grows

Seeks to reduce risks of discrimination, yield benefits for disabled job seekers

****WASHINGTON****— The U.S. Department of Labor today announced the publication of the AI & Inclusive Hiring Framework, a new tool designed to support the inclusive use of artificial intelligence in employers' hiring technology and increase benefits to disabled job seekers.

Published by the Partnership on Employment & Accessible Technology, the framework will help employers reduce the risks of creating unintentional forms of discrimination and barriers to accessibility as they implement AI hiring technology. Funded by the department's Office of Disability Employment Policy, the initiative will also help workers and job seekers navigate the potential benefits and challenges they may face when encountering AI-enabled technologies.

PEAT's framework is based on the National Institute of Standards and Technology's AI Risk Management Framework and includes NIST's best practices for inclusive hiring. ODEP and PEAT developed the framework with input from disability advocates, AI experts, government and industry leaders and the public at large. The framework has 10 focus areas, including practices, goals and sample activities that employers can adopt in their AI governance and disability-inclusive hiring initiatives. Each area has information on maximizing benefits and managing risks for workers and job seekers when an organization assesses, acquires or deploys an AI hiring technology.

"The Office of Disability Employment Policy works with many employers eager to hire people with disabilities and benefit from their talents," said Assistant Secretary for Disability Employment Policy Taryn Williams. "These employers recognize that AI tools can improve recruitment and hiring but may also impact workplace culture and inclusion of disabled employees. The AI & Inclusive Hiring Framework published today charts a clear course for employers to navigate this transformation successfully."

The framework's foundation was laid during a PEAT Think Tank in April 2023 and developed with additional input gathered in discussions with experts, listening sessions and a national online public dialogue. ODEP and PEAT authored the framework in collaboration with NIST and other external partners.

The initiative aligns with the Biden-Harris administration's commitment to prevent AI-powered employment tools from hindering U.S. workers' employment prospects. In October 2022, the White House's Office of Science and Technology Policy released its Blueprint for an AI Bill of Rights to promote more equitable and inclusive digital hiring practices with workers with disabilities and other underserved communities.

Managed by Wheelhouse Group, PEAT helps workplaces procure, implement and use disability-inclusive technology.

Agency

Office of Disability Employment Policy

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