

H.B. No. 3512

# 1 AN ACT

2 relating to artificial intelligence training programs for certain  
3 employees and officials of state agencies and local governments.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

5 SECTION 1. Section 11.175(h-1), Education Code, is amended  
6 to read as follows:

7               (h-1) Notwithstanding Section 2054.5191, Government Code,  
8 only the district's cybersecurity coordinator is required to  
9 complete the cybersecurity training and the artificial  
10 intelligence training under that section on an annual basis. Any  
11 other school district employee required to complete the  
12 cybersecurity training and the artificial intelligence training  
13 shall complete the training as determined by the district, in  
14 consultation with the district's cybersecurity coordinator.

15 SECTION 2. The heading to Section [772.012](#), Government Code,  
16 is amended to read as follows:

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

19 SECTION 3. Sections 772.012(b) and (c), Government Code,  
20 are amended to read as follows:

21                   (b) To apply for a grant under this chapter, a local  
22 government must submit with the grant application a written  
23 certification of the local government's compliance with the  
24 cybersecurity training and the artificial intelligence training

1 required by Section [2054.5191](#).

2                 (c) On a determination by the criminal justice division  
3 established under Section [772.006](#) that a local government awarded a  
4 grant under this chapter has not complied with the cybersecurity  
5 training or the artificial intelligence training required by  
6 Section [2054.5191](#), the local government shall pay to this state an  
7 amount equal to the amount of the grant award. A local government  
8 that is the subject of a determination described by this subsection  
9 is ineligible for another grant under this chapter until the second  
10 anniversary of the date the local government is determined  
11 ineligible.

12                 SECTION 4. The heading to Subchapter [N-1](#), Chapter [2054](#),  
13 Government Code, is amended to read as follows:

14                 SUBCHAPTER N-1. CYBERSECURITY AND ARTIFICIAL INTELLIGENCE

15                 SECTION 5. The heading to Section [2054.5191](#), Government  
16 Code, is amended to read as follows:

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

19                 SECTION 6. Sections [2054.5191\(a\)](#), [\(a-1\)](#), [\(b\)](#), [\(c\)](#), and [\(e\)](#),  
20 Government Code, are amended to read as follows:

21                 (a) Each state agency shall identify state employees who use  
22 a computer to complete at least 25 percent of the employee's  
23 required duties. At least once each year, an employee identified by  
24 the state agency and each elected or appointed officer of the agency  
25 shall complete a cybersecurity training program certified under  
26 Section [2054.519](#) and an artificial intelligence training program  
27 certified under Section 2054.5193.

1                 (a-1) At least once each year, a local government shall:

2                         (1) identify local government employees and elected  
3 and appointed officials who have access to a local government  
4 computer system or database and use a computer to perform at least  
5 25 percent of the employee's or official's required duties; and

6                         (2) require the employees and officials identified  
7 under Subdivision (1) to complete:

8                                 (A) a cybersecurity training program certified  
9 under Section 2054.519; and

10                                 (B) an artificial intelligence training program  
11 certified under Section 2054.5193.

12                 (b) The governing body of a local government may select the  
13 most appropriate cybersecurity training program certified under  
14 Section 2054.519 and the most appropriate artificial intelligence  
15 training program certified under Section 2054.5193 for employees  
16 and officials of the local government to complete. The governing  
17 body shall:

18                         (1) verify and report on the completion of a  
19 cybersecurity training program and an artificial intelligence  
20 training program by employees and officials of the local government  
21 to the department; and

22                         (2) require periodic audits to ensure compliance with  
23 this section.

24                 (c) A state agency may select the most appropriate  
25 cybersecurity training program certified under Section 2054.519  
26 and the most appropriate artificial intelligence training program  
27 certified under Section 2054.5193 for employees of the state

1 agency. The executive head of each state agency shall verify  
2 completion of a cybersecurity training program and an artificial  
3 intelligence training program by employees of the state agency in a  
4 manner specified by the department.

5 (e) The department shall develop a form for use by state  
6 agencies and local governments in verifying completion of  
7 cybersecurity training program and artificial intelligence  
8 training program requirements under this section. The form must  
9 allow the state agency and local government to indicate the  
10 percentage of employee completion.

11 SECTION 7. Subchapter N-1, Chapter 2054, Government Code,  
12 is amended by adding Section 2054.5193 to read as follows:

13 Sec. 2054.5193. STATE-CERTIFIED ARTIFICIAL INTELLIGENCE  
14 TRAINING PROGRAMS. (a) The department, in consultation with a  
15 board or council administratively attached to the department and  
16 authorized to advise the department on artificial intelligence  
17 systems and with other interested persons, shall annually:

18 (1) certify at least five artificial intelligence  
19 training programs for state and local government employees;

20 (2) update standards for maintenance of certification  
21 by the artificial intelligence training programs under this  
22 section; and

23 (3) ensure that the artificial intelligence training  
24 programs are equal in length to the cybersecurity training programs  
25 certified under Section 2054.519.

26 (b) To be certified under Subsection (a), an artificial  
27 intelligence training program must:

1               (1) focus on forming an understanding of how  
2 artificial intelligence technology may be used in relation to a  
3 state employee's responsibilities and duties; and

4               (2) teach best practices on literacy in deploying and  
5 operating the artificial intelligence technologies.

6               (c) The department may identify and certify under  
7 Subsection (a) training programs provided by state agencies and  
8 local governments that satisfy the training requirements described  
9 by Subsection (b).

10               (d) The department may contract with an independent third  
11 party to certify artificial intelligence training programs under  
12 this section.

13               (e) The department shall annually publish on the  
14 department's Internet website the list of artificial intelligence  
15 training programs certified under this section.

16               SECTION 8. Section 2056.002(b), Government Code, is amended  
17 to read as follows:

18               (b) The Legislative Budget Board and the governor's office  
19 shall determine the elements required to be included in each  
20 agency's strategic plan. Unless modified by the Legislative Budget  
21 Board and the governor's office, and except as provided by  
22 Subsection (c), a plan must include:

23               (1) a statement of the mission and goals of the state  
24 agency;

25               (2) a description of the indicators developed under  
26 this chapter and used to measure the output and outcome of the  
27 agency;

1                         (3) identification of the groups of people served by  
2 the agency, including those having service priorities, or other  
3 service measures established by law, and estimates of changes in  
4 those groups expected during the term of the plan;

5                         (4) an analysis of the use of the agency's resources to  
6 meet the agency's needs, including future needs, and an estimate of  
7 additional resources that may be necessary to meet future needs;

8                         (5) an analysis of expected changes in the services  
9 provided by the agency because of changes in state or federal law;

10                        (6) a description of the means and strategies for  
11 meeting the agency's needs, including future needs, and achieving  
12 the goals established under Section [2056.006](#) for each area of state  
13 government for which the agency provides services;

14                       (7) a description of the capital improvement needs of  
15 the agency during the term of the plan and a statement, if  
16 appropriate, of the priority of those needs;

17                       (8) identification of each geographic region of this  
18 state, including the Texas-Louisiana border region and the  
19 Texas-Mexico border region, served by the agency, and if  
20 appropriate the agency's means and strategies for serving each  
21 region;

22                       (9) a description of the training of the agency's  
23 contract managers under Section [656.052](#);

24                       (10) an analysis of the agency's expected expenditures  
25 that relate to federally owned or operated military installations  
26 or facilities, or communities where a federally owned or operated  
27 military installation or facility is located;

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1                   (11) an analysis of the strategic use of information  
2 resources as provided by the instructions prepared under Section  
3 **2054.095**;

4                   (12) a written certification of the agency's  
5 compliance with the cybersecurity training and the artificial  
6 intelligence training required under Sections **2054.5191** and  
7 **2054.5192**; and

8                   (13) other information that may be required.

9                 SECTION 9. As soon as practicable after the effective date  
10 of this Act, the Department of Information Resources shall adopt  
11 the rules necessary to develop and implement the artificial  
12 intelligence training programs required by Section 2054.5193,  
13 Government Code, as added by this Act.

14                 SECTION 10. This Act takes effect September 1, 2025.

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President of the Senate

Speaker of the House

I certify that H.B. No. 3512 was passed by the House on May 6, 2025, by the following vote: Yeas 147, Nays 1, 1 present, not voting; and that the House concurred in Senate amendments to H.B. No. 3512 on May 28, 2025, by the following vote: Yeas 119, Nays 18, 1 present, not voting.

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Chief Clerk of the House

I certify that H.B. No. 3512 was passed by the Senate, with amendments, on May 25, 2025, by the following vote: Yeas 31, Nays 0.

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Secretary of the Senate

APPROVED: \_\_\_\_\_

Date

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Governor