

Health and Human Services

Artificial Intelligence Strategy & Implementation Plan 1.0

December 4, 2025

Overview

On December 4, 2025, the Department of Health and Human Services (HHS) [released](#) its [Artificial Intelligence Strategy](#) alongside a supplementary AI Compliance Plan, marking a formal shift from exploratory AI use to enterprise-scale implementation. Developed in response to a broader federal push to accelerate responsible AI adoption—including [Executive Order 14179: Removing Barriers to American Leadership in AI](#), and OMB Memoranda [M-25-21](#) and [M-25-22](#)—the strategy establishes a coordinated framework for how HHS will govern, procure, and deploy AI technologies.

The HHS AI Strategy is designed to **embed AI across administrative, clinical, and research functions**, with a focus on driving operational efficiencies, accelerating biomedical and public health research, and improving patient outcomes—while ensuring compliance, transparency, and risk management, signaling HHS’s intent to move beyond pilots toward durable, mission-aligned AI adoption.

Artificial Intelligence (AI) Strategy

Pillar Priority	Directives
Pillar I: Ensure Governance and Risk Management for Public Trust	HHS will establish clear policies, oversight mechanisms, and stakeholder engagement to minimize the risks associated with AI. This includes the creation of an AI governance board that will help guide risk management efforts while still fostering innovation. The number of controls will be scaled based on the use case’s potential impact too, with more governance measures placed upon AI applications that could significantly affect health outcomes, individual rights, or public trust.
Pillar II: Design Infrastructure and Platforms for User Needs	HHS will invest in a modernized, secure, and interoperable IT foundation to enable current and future AI efforts. Known as the “OneHHS AI-Integrated Commons”, this shared infrastructure is designed to enable AI solutions to be developed, tested, and deployed consistently across operating divisions, environments, and systems, reducing fragmentation and duplication. The strategy aligns with findable, accessible, interoperable, and reusable (FAIR) data principles and will help cut costs across the department.
Pillar III: Promote Workforce Development and Burden Reduction for Efficiency	HHS aims to augment their workforce using AI solutions. This will free them from administrative burden so they can focus more on mission-oriented goals. They plan to recruit top AI talent, develop tracking mechanisms, establish service desks for user support, and establish role base training programs.
Pillar IV: Foster Health Research and Reproducibility through Gold Standard- Science	HHS will prioritize AI investment in biomedical research and development guided by Gold Standard principles, emphasizing reproducibility, transparency, and rigorous peer review. Coupled with strong governance, AI will enhance the safety, quality, and effectiveness of drugs, biologics, and medical devices, while strengthening public health response and accelerating scientific discovery.
Pillar V: Enable Care and Public Health Delivery Modernization for Better Outcomes	HHS will leverage AI to improve population health and clinical care. They will use it to identify public health issues and leverage the technology to enhance early warning, practice outreach, and risk stratification capabilities. AI will augment clinicians and caseworks and serve as a decision support and efficiency tool rather than replacing the workers entirely.

Compliance Plan

HHS released a companion [AI Compliance Plan](#) to operationalize its Artificial Intelligence Strategy and ensure alignment with Executive Order 14179, *Removing Barriers to American Leadership in AI*, and OMB Memoranda [M-25-21](#) and [M-25-22](#). The Compliance Plan translates federal policy directives into actionable governance, risk management, and accountability mechanisms, clarifying how AI systems will be reviewed, deployed, and monitored across the Department.

Rather than functioning as a static policy document, the Compliance Plan serves as an implementation roadmap—defining roles, oversight processes, and lifecycle controls that enable HHS to scale AI adoption while maintaining regulatory compliance, protecting individual rights, and safeguarding public trust.

Pillar Priority	Directives
Pillar I: Driving AI Innovation	HHS will work to identify and remove barriers to the use of AI across many different domains, such as procurement, IT infrastructure, product development, talent and workforce development, and more. HHS will do this by taking a multi-pronged approach including creating standard operating procedures (SOPs), accelerating the authority to operate (ATO) process, and implementing policies that encourage sharing and scaling of successful use cases. HHS will also invest in AI talent and empower current employees through training programs and the sharing of best practices.
Pillar II: Improving AI Governance	HHS will ensure consistent and effective oversight of the use of AI across the department. The HHS AI governance board will work with HHS leadership in key areas such as policy, cybersecurity, data protection, privacy, and civil rights, to create comprehensive guidance for AI usage. Leadership will also work to consolidate guidance frameworks to reduce administrative burden and complexity which would otherwise hinder the development of AI capabilities.
Pillar III: Fostering Public Trust in Federal Use of AI	HHS understands the importance of public trust in AI adoption efforts and will develop a SOP to cover the AI use case waiver process in accordance with M-25-21. HHS will use this process to issue, deny, and revoke waivers as deemed appropriate. By April 3rd, 2026, all divisions will work with the HHS CAIO to apply the minimum risk management practices outlined in M-25-21 to high-impact AI. The department will also implement continuous monitoring practices in accordance with FISMA and NIST frameworks.

What This Means for Vendors

Through its AI Strategy and accompanying Compliance Plan, HHS is signaling a deliberate shift toward **enterprise-wide AI adoption**, moving beyond isolated pilots to coordinated, scalable deployment across the Department. This approach emphasizes governance, interoperability, and reuse, ensuring that AI systems can be securely integrated, managed, and scaled in support of HHS mission outcomes.

For industry partners, this represents a clear opportunity to support HHS with **well-governed, interoperable, and production-ready AI solutions**. In parallel, HHS’s investment in modernizing its underlying IT and data infrastructure expands demand for technologies that **enable AI adoption**, not just AI applications themselves.

Key solution areas include:

- **Generative AI tools** that augment staff capacity and reduce administrative burden
- **AI governance, risk, and auditing platforms** that support oversight, compliance, and lifecycle management
- **Data management and interoperability solutions** that supply high-quality, shareable data to AI systems
- **Healthcare and life sciences-focused AI** that enhances patient outcomes, public health decision-making, and scientific discovery