Subcommittee on Workforce Changes: Results of Task Force Scoping Exercise

Background

Below are the results of the scoping exercise from the December 4, 2018 Oregon Task Force on Autonomous Vehicles meeting. Members were asked to identify issues for each subcommittee to frame the second round of work for Task Force as the group considers submitting a second report to the Legislature in 2019.

Results of Task Force Scoping Exercise

Resources
- Learn from past changes to timber and coal industry as technology and culture changed

Transitions
- How to avoid displacing people from jobs/entire industries
- How to ensure that people transition into equivalent or better jobs in a similar industry
- How to ensure that the new jobs created are high quality
- Could create new jobs, e.g. remote operators, technician, monitors
- Earnings for jobs monitoring vehicles vs. driving them
- Bringing in underserved people first to newly created jobs
- Ensure messaging on this issue acknowledges that we currently need more drivers and will for some time
- Ensure messaging on this issue differentiates between commercial trucks vs. passenger vehicles
- Some stressful driving jobs could become more customer-service-driven and less stressful (e.g. bus driver vs. bus greeter/host)
- Address independent contractor issue and regulations on gig economy workers
- Retirement and pension system impacts

Training/Education
- Connection between automation and jobs that require advanced degrees
- Making sure the workforce plan is connected to Oregon educational institutions to provide training in these new fields
- Educational requirements for mechanic vs. servicing AV electronic systems
- Retraining for first responders about working within AVs and new requirements for reacting to AV crashes
- Training needs as implementation takes effect
- Education implications: There are already not enough programmers, etc., and more automation means that demand for these jobs will only increase

Culture
- Conversation with public about changes caused by automation and how it impacts to their daily lives
• Potential changes in entire patterns of life, such as changes to shift work, overnight work, etc.
• Looking at AV technology as an assist to humans

**Retail**
- Potential changes to retail if automated vehicles deliver goods to customers
- Understanding how all these changes affect retail workforce
- Impacts even on truck stops, restaurants and other staffing along interstates
- Changes to retail will likely differ in urban and rural areas

**Adjacent Affected Industries**
- If crashes are truly reduced, effects could be seen to auto body industry, insurance industry, medical industry, etc.
- How we deal with car junkyard waste – if the cars have so many electronics, do they become e-waste? (Implications for junkyard/e-waste station staffing?)
- Relationship of workers’ comp insurance rate changes as job classifications get safer due to automation of vehicles