Memorandum

To: Oregon Task Force on Autonomous Vehicles, Subcommittee on Workforce Changes
From: ODOT Staff
Date: August 6, 2019
Re: Recommendations for an Independent Study to Examine and Prepare for Potential Impacts of Automated Vehicles on the Workforce

Introduction
In the first report submitted to the Legislature in 2018, the Task Force on Autonomous Vehicle recommended that an independent workforce study be conducted. In preparation for the second report to be submitted in September 2019, the Subcommittee on Workforce Changes has discussed elements to be included in such a study. The Subcommittee’s recommendations are below.

Recommendations
The Subcommittee on Workforce Changes recommends that the Legislature commission and provide funding for an independent study to examine the potential impacts of automated vehicles on the workforce in Oregon. The Subcommittee recommends that the scope of the study include but not be limited to:

- Impacts of driver-assistance technologies (SAE Levels 1-2), where a human driver will still be required in the vehicle.
- Impacts of high and fully automated vehicles (SAE Levels 3-5), where intervention by a human driver in the vehicle may not be necessary.
- Strategies for mitigating worker displacement, including mitigation strategies for workers for whom retraining would not be a good fit.
- Strategies to prepare the incoming workforce for new jobs created by the automated vehicle industry.
- Lessons learned from other industries that have gone through comparable transitions.

The Subcommittee also recognizes that the deployment of automated vehicles may impact not only jobs that primarily involve driving, but could also have an impact on adjacent industries such as the retail industry, the auto repair industry, and the insurance industry. The Subcommittee recommends including the affected occupations identified in Gail Krumenauer’s report, “Occupations Affected by Autonomous Vehicle Adoption in Oregon.” The decision to include or not include adjacent industries should depend on the scope of the study.