Memorandum

To: Oregon Task Force on Autonomous Vehicles, Subcommittee on Workforce Changes
From: ODOT Staff
Date: August 10, 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 independent study has two goals: a comprehensive quantitative analysis of how the deployment of automated vehicles could impact the workforce in Oregon, and suggestions for policy interventions to address those impacts.

The Subcommittee recommends that the quantitative analysis 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 highly and fully automated vehicles (SAE Levels 3-5), where intervention by a human driver in the vehicle may not be necessary.

- Identification of occupations that are likely to be affected by the deployment of automated vehicles, including occupations that are likely to see job losses, as well as occupations that are likely to see job growth.

- Information on the required skills and wages of occupations that are likely to be affected by automated vehicles and occupations that will remain after the deployment of automated vehicles.

- Projections for the required skills and wages of new occupations created by the deployment of automated vehicles.

- Lessons learned from other industries that have gone through comparable transitions, including data on job-to-job flows.
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.

**The Subcommittee recommends that the policy interventions identified in the study include but not be limited to:**

- 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.
- Strategies to ensure that jobs created by the deployment of automated vehicles are high-quality family-wage jobs.
- Lessons learned from other industries that have gone through comparable transitions, including effective and ineffective policy interventions.

**The Subcommittee recommends engaging with stakeholders to inform the independent study:**

The Subcommittee recognizes that this list is not comprehensive and that more work is necessary to fully scope the independent study. The Subcommittee recommends consulting with stakeholders, including labor unions, business and industry, and relevant public agencies, to inform the scope and research for the independent study.