

PTIO WORKFORCE POLICY AGENDA FOR THE 117TH U.S. CONGRESS

March 2022

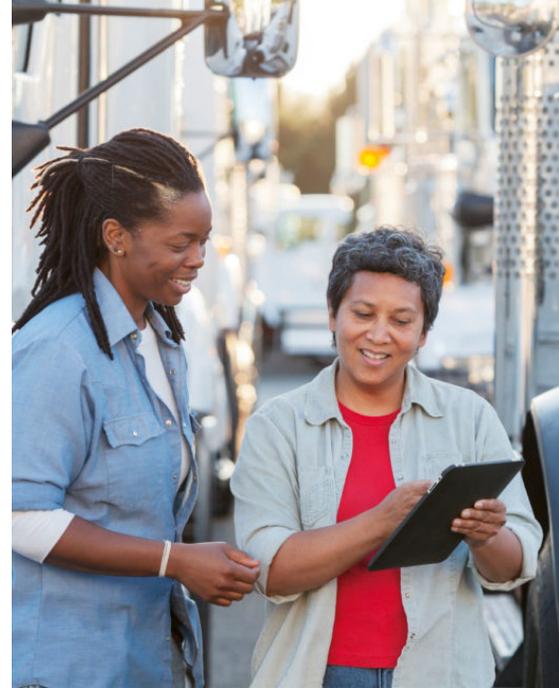




Partnership for
Transportation Innovation
& Opportunity

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ABOUT US

The Partnership for Transportation Innovation and Opportunity was formed by leading companies and associations committed to advancing autonomous vehicle (AV) technology in ways that improve quality of life and economic opportunity for all Americans.

Led by our members at the American Trucking Associations, Daimler Truck, FedEx, Ford, Toyota Motor North America, UPS, Waymo, Amazon, May Mobility, and Locomotion, our mission is to understand the interplay between autonomous vehicles and the workforce and identify evidence-based, data-driven policies and programs that prepare Americans for the technology.

OUR PRINCIPLES

INNOVATION

- We support innovation in the U.S. transportation sector through the introduction of autonomous vehicles, and encourage policies that enable autonomous vehicles to flourish, while prioritizing safety.
- We value the societal benefits that autonomous vehicles will deliver through safety, environmental, and economic advances.
- We acknowledge that autonomous vehicles will also change the future of work and enable new career pathways that will be integral to 21st century society.

TRANSPARENCY

- We will engage in open and honest communication with policymakers and impacted communities about autonomous vehicles and the new business models they will enable.
- We will partner with other stakeholders willing to promote this important dialogue.

EXECUTIVE DIRECTOR

Kathryn Branson is the Executive Director of the Partnership for Transportation Innovation and Opportunity (PTIO). PTIO is committed to advancing autonomous vehicle technology in ways that improve quality of life and economic opportunity for all Americans. PTIO launched in June 2018 to prepare American workers for AVs and to examine the impact the technology could have on the future of work. Prior to her role with PTIO, Kathryn spent time on Capitol Hill working on a wide array of issues, including labor and employment, education, technology, and healthcare policy.



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KNOWLEDGE

- We will develop a well-rounded and data-driven understanding of the impact and implications of autonomous vehicles on the future of work.
- We will cultivate awareness of existing and near-term career opportunities during the transition period to the new economy.
- We will research and lend our support to proposals that offer pathways to the new jobs and careers that are created.

ACTIONS

- We will promote solutions that are forward thinking about the future of work.
- We will support efforts to provide people with the skills that are required for existing and near-term work in the new economy.
- We will collaborate with stakeholders and interested organizations, and advocate for government policies, that advance these efforts.

EMPATHY

- We will solicit the opinions, concerns, and aspirations of those most directly affected by these emerging technologies.
- We will analyze and acknowledge the impacts of autonomous vehicles with a focus on people, families, and communities.

BACKGROUND

AV deployment carries a wide range of societal benefits that will save lives, create jobs, expand the U.S. economy, improve access to mobility for communities across the country, and meet environmental goals. Therefore, PTIO supports innovation in the transportation sector and federal policies that encourage AV deployment. A federal framework allowing AVs to flourish in the U.S. is key to preserving America's role as a leader in the globally competitive AV ecosystem and cementing U.S. leadership is important for our workforce and the economy.

Federal policies encouraging AV deployment can and should exist alongside continued efforts to understand the interplay between the technology and the workforce and prepare workers for the technology. In fact, PTIO believes the former is key to achieving the latter.



As with any emerging technology, widespread AV deployment will require workers to re-skill for evolving and newly created roles and businesses to adjust. However, even with a federal framework encouraging AV deployment, these changes will not happen overnight. PTIO exists to deepen understanding around these key AV-workforce impacts during the transition and identify effective, data-driven policies and programs that prepare workers for new AV career pathways and mitigate any job-related disruption.

While some policymakers continue efforts to promote safe and expedient deployment of AVs, others are working to update the Workforce Innovation and Opportunity Act (WIOA) – the major federal statute governing American workforce development policy. At the same time, others are focused on additional domestic investments. These ongoing efforts represent an opportunity to concurrently pursue policies and initiatives that yield needed information about the workforce transition alongside AVs and strengthen the capacity of our education and workforce development systems in preparing Americans for emerging careers in the transportation industry and across economic sectors.

Therefore, PTIO is offering a suite of workforce policy proposals that will (1) contribute to continuous efforts aimed at understanding the AV-workforce transition and (2) build a labor market capable of cultivating an AV-ready workforce as the technology exists today and develops over time – ensuring that individuals are equipped to secure new opportunities in the AV ecosystem and that American industry has the skilled, domestic talent it needs to compete on the global stage.

THE REPORT

As leaders in mobility and logistics, PTIO formed to engage lawmakers and stakeholders around policies that cultivate the AV workforce and prepare Americans for the economic opportunities and changes that AVs will catalyze. Our agenda identifies four buckets of policy focus to do just that.

- Evaluate **labor market trends and shifts** alongside AV technology
- Promote and design **partnerships** between **industry and educators**
- Structure and reposition the workforce system to **align with economic dynamics** across labor markets
- **Invest in workers and empower them to exercise choice** in their own career trajectories amidst an evolving economy

IMPROVING LABOR MARKET INFORMATION & INDUSTRY DATA TOOLS

As AV technology continues to develop and evolve across applications, it's important that policymakers and other stakeholders have the tools they need to understand what deployment will mean across the economy. Strong data infrastructure will provide the information needed to assess workforce shifts as they occur within the transportation industry and the economy as a whole – empowering lawmakers and other stakeholders to coordinate data-driven policy responses and investments that connect all Americans with AV economic gains.

- **Support the Workforce DATA Act**, which would direct the National Academies to study how to measure the impact of automation on the workforce, including **job creation, job displacement, job retention, and skill shifts**. The bill would additionally establish a workforce advisory board to advise the Department of Labor on the types of data that would best inform workforce development strategies.
- **Support the enhancement of Unemployment Insurance (UI) Wage Records** to yield **real-time information** on emerging, growing, changing, and shrinking occupations.
- **Support the Reinstatement of the Vehicle Inventory and Use Survey (VIUS)**. The VIUS is conducted by the U.S. Census Bureau and the Bureau of Transportation Statistics and provides data on the physical and operational characteristics of the nation's truck population and was discontinued in 2002. However, a new VIUS is planned for 2022. Reinstatement of a regular VIUS will provide needed information to assess and predict eventual rates of AV adoption across the trucking industry.



STRENGTHENING INDUSTRY-EDUCATION COLLABORATIVES & SUPPORTING SECTOR PARTNERSHIPS

AV deployment will likely vary in impacts across regional labor markets. Community college - industry collaboratives and sector partnerships are proven workforce development strategies to produce programs that deliver results for adult workers by equipping them with a valuable skillset and connecting them to local, in-demand career pathways. Coordination between these key stakeholders additionally yields training models that are adaptable over time – a key feature for any policy aimed at preparing workers for emerging technologies.

- **Authorize a community college + business led program to build on TAACCCT grant success.** The Trade Adjustment Community College and Career Training (TAACCCT) grant program **increased college access and credential attainment for adults** impacted by the 2008 recession. Under the program, community colleges, in partnership with employers, developed or redesigned **over 2,000 programs of study** aligned with local and regional labor market needs through innovative mechanisms such as career pathways, credit for prior learning, and competency-based strategies. Congress should authorize a similar program based on the community college/industry partnership that emphasizes innovative delivery approaches, encourages additional strategic partnerships, and aligns with other state and local workforce objectives under WIOA.
- **Invest in sector partnerships at the local and regional levels.** WIOA defines sector partnerships as collaboratives that connect multiple employers with education and training providers, community-based organizations, and labor groups to address the workforce needs of a specific industry, including **identifying growing industries, supporting and training workers for in-demand jobs, and matching worker demand and skillsets with local labor market realities.** While WIOA currently requires local workforce development boards to establish sector partnerships, it does not include dedicated funding to support their creation. Congress should provide a **dedicated funding stream** for the formation and implementation of sector partnerships given their importance in the workforce system.



ENCOURAGING INNOVATION IN THE WORKFORCE DEVELOPMENT SYSTEM

Communities face different sets of challenges based on variables ranging from geographic realities to local demographics. Providing space for states and localities to innovate and solve for identified challenges will yield positive outcomes and produce useful information related to what strategies are effective in meeting the needs of different segments of the workforce as AV technology continues to develop and deploy.



- **Support pilot or demonstration projects that fund workforce training efforts in response to emerging technologies.** Congress should invest in a competitive grant program that provides industry and sector partnerships with funding to **deploy training strategies** aimed at meeting the needs of workers in industries with emerging technologies with a focus on addressing a recorded opportunity or challenge in re-skilling a segment of the workforce. The program should include **meaningful reporting metrics** that allow for evaluation of implemented strategies and their efficacy in addressing an identified challenge or opportunity. The Investing in Tomorrow's Workforce Act is an example of such a proposal.
- **Create an Innovation Fund for Education and Workforce Development Providers.** Congress should create an **Innovation Fund** housed within the Departments of Labor and Education to support innovative or new approaches to delivering programs across the WIOA system or other education programs. Education and workforce training providers across different segments of the country will face different challenges based on regional differences and local economic realities. An Innovation Fund would **empower providers to deploy innovative delivery models** that meet the needs of their workforce.

EMPOWERING AND INVESTING IN INDIVIDUALS THROUGH INCUMBENT WORKER TRAINING & LIFELONG LEARNING

Continuing advancements in technology necessitate that we reconsider an educational model that traditionally concludes prior to the beginning of a career. Pursuing policies that create an environment conducive to continuous learning is a valuable first step in empowering workers to succeed alongside an evolving workplace and economy.

- **Create portable skills training accounts that follow an individual over a career.** The Skills Investment Act and The Lifelong Learning and Training Account Act would enable workers to **retool their skill set over the course of their career** as their work needs evolve. Both proposals include common-sense reforms to the tax code that are responsive to the needs of the 21st century workforce.
- **Lift WIOA's cap on incumbent worker training.** Under WIOA, local workforce boards can only spend up to 20% of their Title I Funds (Adult Workers) on incumbent worker training – meaning there are limits on training dollars for employed individuals. Congress should lift this cap.



COMMON QUESTIONS



What is the Partnership for Transportation Innovation and Opportunity?

The Partnership for Transportation Innovation and Opportunity is a coalition of leading companies and associations with a shared interest in advancing autonomous vehicles and other transportation innovation and supporting the American workforce. As leaders in mobility, logistics, and innovation, we are committed to ensuring the adoption of autonomous vehicles improves society and people's well-being, and maximizes opportunities for the workforce.

Why was the Partnership for Transportation Innovation and Opportunity formed?

Autonomous vehicles will likely have significant benefits for society, including safer roadways, greater access to mobility, reduced traffic gridlock, improved air quality, and increased productivity. Autonomous vehicles also may change the way many of us work, including by creating different career pathways, new occupations, and greater efficiencies for those in the transportation industry. At the same time and as with any adoption of technology that increases productivity, autonomous vehicles may change aspects of certain occupations and may result in a reduction in the need for others over time. We have convened the Partnership for Transportation Innovation and Opportunity to create an open dialogue on jobs, career pathways, and transitions that may result from the adoption of autonomous vehicles and the role public policy can play in helping to ensure our entire workforce benefits.

How can I stay informed of the Partnership for Transportation Innovation and Opportunity's activities?

You can sign up for email updates by [contacting us](#), or join our conversation on [Twitter](#) and [LinkedIn](#).



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