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## TECHNICAL MEMORANDUM

### TxDOT IAC – Technical Support to the CAV Task Force

**DATE:** December 7, 2022

**TO:** Zeke Reyna, TxDOT  
Strategic Research Analyst, CAV

**COPY TO:** TTI\_Reports@tti.tamu.edu  
Tim Hein, Research Development Office, TTI  
Ed Seymour, Executive Associate Agency Director, TTI  
Robert Brydia, Senior Research Scientist, TTI

**FROM:** Beverly Kuhn Research Supervisor  
Senior Research Engineer Texas A&M Transportation Institute

**RE:** Workforce and Economic Opportunities Subcommittee  
November 28, 2022, Meeting Notes

**Attendees:**

Kevin Balke	Texas A&M Transportation Institute
Andrea Chavez	Waymo
Beverly Kuhn	Texas A&M Transportation Institute
Blake Calvert	Texas Governor’s Office
Brian Moen	City of Frisco
Cheng Zhang	Texas A&M Transportation Institute
Daniel Goff	Kodiak AI
Ed Seymour	Texas A&M Transportation Institute
Michael Bates	NAVISTAR
Robert Brydia	Texas A&M Transportation Institute
Servando Esparza	TechNet
Tom Bamonte	NCTCOG
Zeke Reyna	Texas Department of Transportation

**I. Opening Comments/Roll Call – Zeke Reyna, TxDOT**

- Welcome and roll call of attendance

**II. Chair Welcoming Statement – Tom Bamonte, North Central Texas Council of Governments**

- Thanks to everyone for being here.
- This is very important conversation as we set the boundaries of the focus for this group.
- We appreciate your input as we seek some meaningful ways to isolate CAV issues as they relate to economic development and workforce against the general background of tech development.

**III. Meeting Purpose and Overview – Bob Brydia, TTI**

- Today's meeting will be primarily focused on a presentation by Kevin Balke, TTI.
- However, that does not mean we want less interaction from the group. We encourage you to raise your hand and give your feedback and input.

**IV. Presentation – Kevin Balke, TTI**

- Workforce subcommittee Focus
  - Subcommittee is known to be larger than the overall focus of this white paper. Focus is on the public sector side in terms of a need.
- Focus on White Paper Development
  - What do they (public agency) have to be prepared to do?
  - Fleets should be excluded for now. Different level of "exposure" to public agencies.
  - Private sector excluded for now. Private sector is driving force. Public sector is more reactive and not as nimble. Therefore, the focus should be on how the public sector will have to react to the on-going development.
  - Texas Governor's office doesn't want to focus exclusively on public sector, but it is recognized as a good starting point.
  - Should also detail what things are going on private sector even though it might not be as detailed as the initial focus on public sector.
- Levels of Automation and Workforce Needs
  - Will workforce need change as automation level increases?
  - Touch base with TxDOT HR to see where and how they recruit personnel now and how could/would workforce needs change or overlap to those HR needs.
  - What happens with fleet mix and where will the public agency need to be for fleet mix and composition?
  - Make a connection to the Texas workforce commission.
  - Bring in Texas DPS representative as well
- Questions:
  - How might automation change the work requirements/activities expected of infrastructure owner/operators?

- What knowledge, skills, and abilities (KSA) will be needed to support these new requirements?
- What are potential sources of workforce development and training activities available to infrastructure owner/operators?
- How might public agencies attract and retain individuals with highly valued skill sets?
- Comments:
  - Phase in over time.
  - Workforce evolves
  - Still need to address the timeframe question.
  - Retention could be a key topic.
  - See that educational opportunities identified in the white paper and tracked on the website
    - Contact information for colleges in Texas
    - What resources exist already?
    - Kittleson study
  - Attract and retain; Build highly attractive skill sets

**V. Next Steps – Subtasks of Subcommittee**

- Develop White Paper Annotated Outline
- Prepare White Paper Draft
- Revise Draft White Paper
- List of CAV Workforce Development Resources

**VI. Closing Remarks – Zeke Reyna / Tom Bamonte**

- Thanks again to everyone who participated.
- We anticipate having another round of meetings after the holidays.
- If you have additional feedback on today’s meeting, do not hesitate to contact Zeke Reyna, TxDOT or Bob Brydia, TTI.