

# Human !' Humanoid Transition | Role-by-Role Matrix

## Phase 1 (0–12 months) | Assistive Automation

- Target: repetitive, non-licensed tasks in plant and logistics.
- Roles reduced first: material handlers, basic dispatch clerks, routine QA checkers.
- KPI gate: throughput + quality must improve without safety drift.

## Phase 2 (12–24 months) | Scaled Autonomy

- Target: framing/MEP/finish throughput lanes with machine-vision quality controls.
- Roles further reduced: framing operators, MEP rough-in techs, interior/finish technicians.
- KPI gate: first-pass yield > baseline, rework hours down, uptime stable.

## Phase 3 (24–36 months) | Integrated Control Tower

- Target: end-to-end orchestration plant!'dispatch!'site scheduling.
- Roles reduced: inbound/outbound coordinators, additional dispatch/admin labor, selected field labor.
- KPI gate: delivery-to-set variance down and occupancy/lease-up continuity maintained.

## Retained Role Families

- Plant Director, Production Manager, QA/QC leadership, EHS leadership, Maintenance leadership.
- Finance/Controller, Legal/Compliance, Project Controls, Site Superintendent, licensed sign-off roles.
- Property leadership and resident-critical exception handling roles.

## Workforce Transition Actions

- Upskill pathway: automation technician, systems operator, control-room coordinator, QA analytics.
- Reskilling windows at each phase gate; no unmanaged labor drop between phases.
- Change-management communication plan required before each role-impact wave.

Prepared for internal planning. Transition assumptions should be validated against legal, labor, and safety requirements before execution.