

TRUCK DRIVING

2023 Supply & Demand Analysis Overview

Published February 2024



MINNESOTA STATE
Transportation Center of Excellence

Talent Demad Detail

Employment and Wage Overview

Of all occupations found in the Truck Driving pathway, Industrial Truck and Tractor Operators, and Shuttle Drivers and Chauffeurs are uniquely concentrated in Minnesota to a higher degree than seen in the nation overall with location quotients of 1.41, 1.35 respectively. On average, Truck Driving careers pay about \$51,800 per year—about \$14,300 below the average wage statewide across all positions. The Truck Driving Pathway saw significant growth over the past year, increasing in total employment by 3.3%.

SOC	Occupation	Current					5-Year Baseline Forecast				
		Empl	Avg Ann Wages ²	LQ	Unempl	Unempl Rate	Total Demand	Exits	Transfers	Empl Change	Ann % Change
53-3032	Heavy and Tractor-Trailer Truck Drivers	39,788	\$60,300	0.96	1,151	2.9%	23,397	9,157	14,133	107	0.1%
53-3033	Light Truck Drivers	20,704	\$49,700	0.96	592	2.9%	13,146	4,895	7,556	695	0.7%
53-3051	Bus Drivers, School	10,170	\$37,100	0.98	298	2.9%	6,221	2,370	3,659	192	0.4%
53-7051	Industrial Truck and Tractor Operators	9,712	\$46,600	1.41	275	2.8%	7,599	5,195	2,379	25	0.1%
53-3031	Driver/Sales Workers	7,979	\$50,400	0.53	354	4.5%	4,606	1,324	3,209	73	0.2%
53-3053	Shuttle Drivers and Chauffeurs	5,664	\$36,400	1.35	431	7.3%	3,907	2,138	1,618	151	0.5%
53-3052	Bus Drivers, Transit and Intercity	3,368	\$52,000	1.07	161	4.7%	2,252	1,335	895	22	0.1%
53-7121	Tank Car, Truck, and Ship Loaders	217	\$65,100	0.84	18	7.8%	137	52	89	-4	-0.4%
Truck Driving Pathway		97,603	\$51,800	0.95	3,280	3.3%	61,265	26,466	33,538	1,261	0.3%
Total - All Occupations		3,075,767	\$66,100	1.00	87,730	2.9%	1,746,576	727,900	1,016,920	1,756	0.0%

Source: [JobsEQ®](#)

Data as of 2023Q2 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Data based on a four-quarter moving average unless noted otherwise.

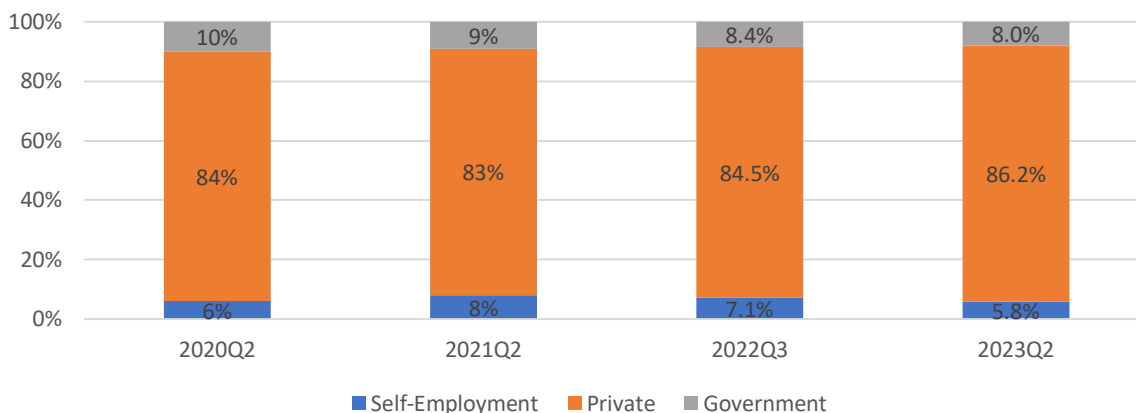
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Employment Types

About 86.2% of people employed in Truck Driving roles in Minnesota work for private employers (increased by 1.7 percentage points since 2022Q3), while an estimated 5.8% are self-employed. The remaining 8% work for state, federal, or local government entities.

Employment Types, Minnesota 2020-2023



Source: RealTime Talent analysis of Chmura Economics JobsEQ®, <http://www.chmuraecon.com/jobseq/>. Job Posting Trends section uses data from Gartner TalentNeuron Plan, accessed 1/10/2024 at talentneuronplan.gartner.com Industry detail, skill and certification analysis, wage trends, and posting to hire analysis are from the Lightcast 2023Q4 dataset accessed at analyst.lightcast.io

Introduction and Sector Overview.....	2
Industry/Occupation Mix	4
Talent Demand Detail	5
Employment and Wage Overview.....	5
Employment Types	5
Wage Analysis.....	6
Job Posting Trends.....	8
Talent Supply Detail	12
Talent Unemployment, Underemployment, and Educational Attainment	12
Workforce Demographics	13
Aligned Postsecondary Programs.....	14
Graduate Demographics	16
Conclusion.....	18
FAQ.....	19

Introduction and Sector Overview

This report highlights the importance of the Truck Driving career pathway for Minnesota’s Transportation Industry. Professionals in these careers work as heavy truck drivers, tractor drivers, bus drivers, sales truck drivers, and tank car drivers serving a variety of industries.¹ In all, about 97,603 people work in Truck Driving roles in Minnesota as of the third quarter of 2023—a 1.9% increase from a year prior.

Overall employment in Minnesota grew by nearly 60,301 workers (2.0%) between the second quarter of 2022 and the second quarter of 2023. Over the past five years, employment grew by about 11,603 workers, or an 0.1% average annual growth in total employment. Over the next five years, overall employment is forecast to remain flat (0.0% average annual growth), while all Transportation Occupations together forecast moderate growth of 0.1% average annual growth. During this time frame, Truck Driving employment is anticipated to rise slightly in Minnesota by about 1,261 total jobs (0.3% annually) due to a tight talent pool (a slight decrease from the 0.5% growth forecasted in 2022Q3). Total baseline demand for Truck Driving talent is anticipated to be around 61,265 professionals needed to fill positions due to job exits and transfers, such as retirements and job changes.

Occupation	Current					5-Year History		5-Year Baseline Forecast				
	Empl	Avg Ann Wages ²	LQ	Unempl	Unempl Rate	Empl Change	Ann % Change	Total Demand	Exits	Transfers	Empl Change	Ann % Change
Automotive Technology Pathway	20,884	\$68,300	0.97	236	1.1%	-586	-0.6%	9,072	3,184	5,828	60	0.1%
Aviation and Drone Technology Pathway	9,370	\$125,500	0.87	135	1.5%	69	0.1%	4,559	1,602	2,976	-19	0.0%
Collision Repair Pathway	7,307	\$52,800	1.10	227	3.1%	188	0.5%	3,442	1,213	2,305	-77	-0.2%
Diesel Equipment and Truck Pathway	12,161	\$64,200	1.01	153	1.3%	152	0.3%	5,635	1,954	3,724	-43	-0.1%
Marine and Power Sports Pathway	4,284	\$48,700	0.84	159	3.7%	68	0.3%	2,574	926	1,673	-25	-0.1%
Truck Driving Pathway*	97,603	\$51,800	0.95	3,280	3.3%	2,561	0.5%	61,265	26,466	33,538	1,261	0.3%
Transportation Occupations	133,108	\$60,700	0.93	3,418	2.6%	3,212	0.5%	73,669	27,527	45,162	981	0.1%
Total - All Occupations	3,075,767	\$66,100	1.00	87,730	2.9%	11,603	0.1%	1,746,576	727,900	1,016,920	1,756	0.0%

*This pathway includes School Bus Driver careers as of 2022, which were not included in the 2020 or 2021 estimates of career pathway employment or demand.

Source: [JobsEQ®](#)

Data as of 2023Q2 unless noted otherwise

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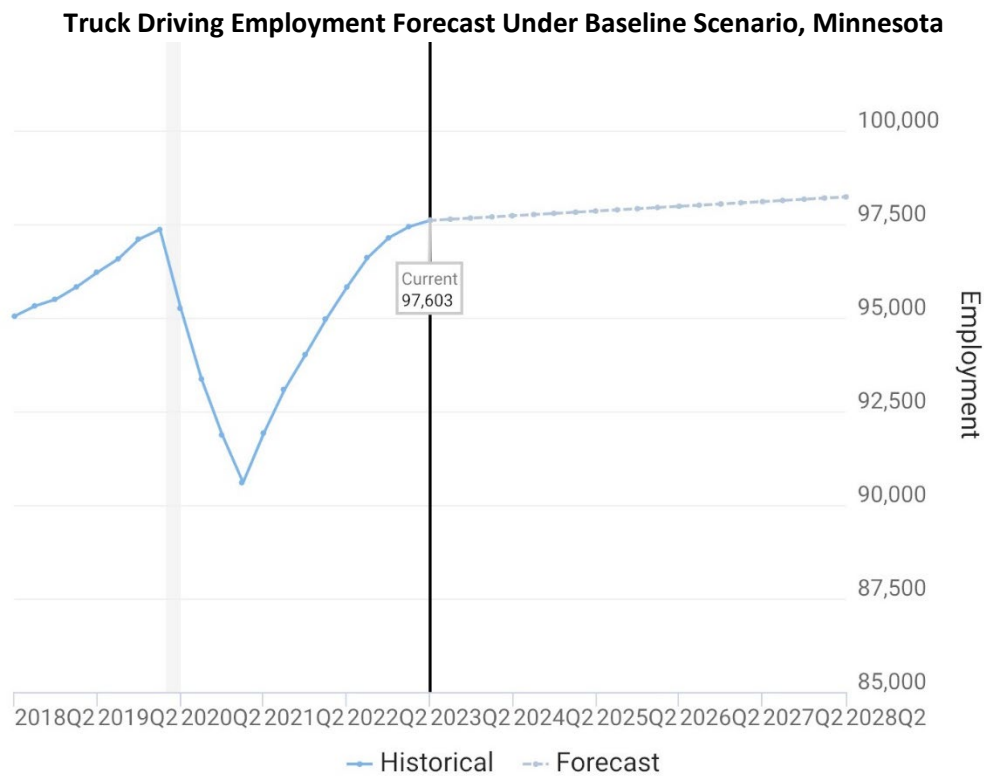
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¹ The occupation for School Bus Drivers was added to this pathway analysis as of 2022.

Minnesota’s job market cooled somewhat in 2023 from 2021 and 2022’s strong recoveries. Unemployment rates have begun to rise again as the market stabilizes and shifts in response to new realities. Forecasting future needs under current conditions with an eye to anticipated talent pipelines into Truck Driving roles suggest that there may be long-term shortages of talent in several critical occupations in this career pathway unless more talent decides to enter the field. This pathway had a steady recovery through 2021 and 2022, reaching pre-pandemic levels of employment by early 2023. Truck Driving pathway employment still forecasts growth as of 2023, although a more modest 0.3% annual growth forecasted through 2028.



Source: JobsEQ®, Data as of 2023Q2, The shaded areas of the graph represent national recessions.

Industry/Occupation Mix

Truck Driving talent is primarily concentrated in the General Freight Trucking industry (15.9%, up 0.8 percentage points) and School and Employee Bus Transportation (7.7%, up 0.8 percentage points). The industry demand for Truck Driving talent is diverse, from warehousing to restaurant and grocery industry needs.

Top Industry Distribution for Automotive Technology Pathway Occupations in Minnesota

NAICS Code	Industry Title	CURRENT		10-YEAR DEMAND				
		% of Occ Empl	Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	Total Demand
4841	General Freight Trucking	15.9%	15,566	\$59,200	7,141	11,065	55	18,262
4854	School and Employee Bus Transportation	8.5%	8,281	\$46,100	8,403	4,175	82	12,660
4921	Couriers and Express Delivery Services	7.2%	7,000	\$67,600	3,462	5,355	1,185	10,002
4842	Specialized Freight Trucking	4.6%	4,461	\$59,100	2,041	3,165	-5	5,201
7225	Restaurants and Other Eating Places	4.6%	4,454	\$32,700	2,127	3,282	392	5,801
4244	Grocery and Related Product Merchant Wholesalers	3.7%	3,575	\$49,400	1,616	2,554	14	4,185
4931	Warehousing and Storage	3.0%	2,958	\$55,100	1,204	2,428	467	4,100
6111	Elementary and Secondary Schools	2.3%	2,270	\$46,600	2,333	1,127	-32	3,428
4859	Other Transit and Ground Passenger Transportation	2.1%	2,054	\$38,100	1,577	1,225	227	3,029
4922	Local Messengers and Local Delivery	2.0%	1,918	\$46,300	969	1,497	420	2,886
4851	Urban Transit Systems	1.9%	1,898	\$52,700	1,468	1,029	3	2,499
5613	Employment Services	1.5%	1,468	\$44,100	586	1,122	37	1,745
4413	Automotive Parts, Accessories, and Tire Retailers	1.5%	1,459	\$31,300	664	1,028	-14	1,678
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	1.4%	1,397	\$55,600	614	968	-80	1,502
9211	Executive, Legislative, and Other General Government Support	1.4%	1,374	\$50,300	1,037	776	-9	1,803
2389	Other Specialty Trade Contractors	1.3%	1,245	\$60,300	575	892	23	1,490
2373	Highway, Street, and Bridge Construction	1.2%	1,126	\$63,800	516	803	7	1,325
5621	Waste Collection	1.1%	1,109	\$58,600	529	823	102	1,453
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	1.1%	1,065	\$39,800	477	741	-43	1,175
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	1.0%	949	\$54,700	412	679	-19	1,072
-	All Others	32.8%	31,977	-	15,195	22,360	-260	37,295

Source: JobsEQ®

Data as of 2023Q2. Note that occupation-by-industry wages represent adjusted national data and may not be consistent with regional, all-industry occupation wages shown elsewhere in JobsEQ.

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Talent Demad Detail

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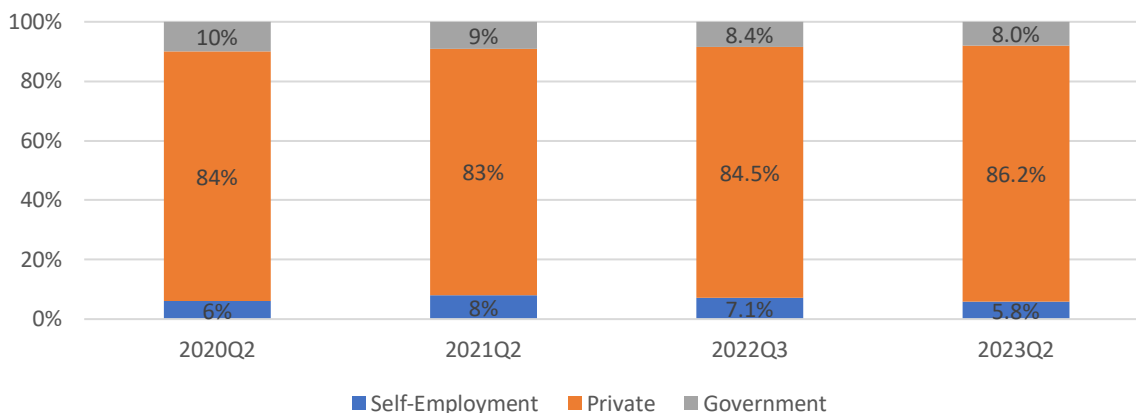
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Wage Analysis

The Truck Driving pathway saw some wage gains across the pathway, with average annual wages rising by \$600 from prior estimates.² Entry-level wages in the pathway exceed the average entry-level wages observed across all occupations statewide by \$5,100, paying an average of \$37,900 annually for entry-level talent. Education and training requirements vary across the different occupations in this pathway, with Heavy and Tractor-Trailer Truck Drivers requiring a certificate whereas other occupations in the pathway require either a high school diploma or equivalent or no education requirement. While none of these occupations require previous work experience and all require some level of on-the-job training.

Truck Driving Pathway Wages and Experience Level Requirements, MN, 2023Q2

						Percentiles					Education and Training		
SOC	Occupation	Empl Count	Mean	Entry Level	Experienced	10%	25%	50% (Median)	75%	90%	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
53-3032	Heavy and Tractor-Trailer Truck Drivers	39,788	\$60,300	\$44,900	\$68,000	\$42,900	\$49,500	\$58,400	\$68,400	\$80,300	Certificate	None	Short-term OJT
53-3033	Light Truck Drivers	20,704	\$49,700	\$34,500	\$57,300	\$30,400	\$40,800	\$47,700	\$56,100	\$68,900	HS/GED	None	Short-term OJT
53-3051	Bus Drivers, School	10,170	\$46,600	\$35,200	\$52,300	\$34,100	\$38,200	\$45,000	\$51,200	\$57,400	HS/GED	None	Short-term OJT
53-7051	Industrial Truck and Tractor Operators	9,712	\$50,400	\$38,400	\$56,400	\$36,900	\$41,700	\$47,500	\$56,200	\$69,600	None	None	Short-term OJT
53-3031	Driver/Sales Workers	7,979	\$37,100	\$24,300	\$43,400	\$23,400	\$25,500	\$31,200	\$46,900	\$60,400	HS/GED	None	Short-term OJT
53-3053	Shuttle Drivers and Chauffeurs	5,664	\$36,400	\$28,500	\$40,400	\$27,300	\$30,800	\$36,200	\$41,600	\$45,800	None	None	Short-term OJT
53-3052	Bus Drivers, Transit and Intercity	3,368	\$52,000	\$38,100	\$58,900	\$36,200	\$42,300	\$50,800	\$63,400	\$71,200	HS/GED	None	Mod-term OJT
53-7121	Tank Car, Truck, and Ship Loaders	217	\$65,100	\$43,900	\$75,600	\$41,200	\$49,900	\$61,800	\$82,300	\$97,400	None	None	Short-term OJT
	Truck Driving Pathway	97,603	\$51,800	\$37,900	\$58,800	\$35,700	\$42,100	\$49,500	\$59,100	\$70,400			
	Total - All Occupations	3,075,767	\$66,100	\$32,800	\$82,700	\$30,300	\$37,500	\$51,700	\$77,900	\$113,000			

² Methodology for estimating wages changed between the 2022 and 2023 reports and are new as of the 2023Q2 dataset used here. They are estimated for the most current quarter of data available (2023Q2) using a combination of data from the Bureau of Labor Statistics and Chmura RTI wages, and no longer lag by a calendar year.

Wages in the Truck Driving pathway vary across the three regions of Rural Greater Minnesota, Urban Greater Minnesota, and the 7-county MSP Metro. The MSP Metro region has the highest wages across experience levels and percentiles and contains 56% of the pathway’s total statewide employment. The Rural Greater Minnesota region and the Urban Greater Minnesota region have very close average and median wage rates; average Automotive Technology Pathway wages in the Greater Minnesota regions are nearly \$3,200 below the average pathway wages in the MSP Metro.

Truck Driving Pathway Wages, 2023Q2

Region	Empl Count	Mean	Entry Level	Experienced	Percentiles				
					10%	25%	50% (Median)	75%	90%
Rural Greater Minnesota	25,567	\$48,600	\$36,300	\$54,700	\$34,400	\$39,800	\$46,100	\$54,300	\$68,300
Urban Greater Minnesota	14,414	\$50,000	\$36,800	\$56,600	\$34,500	\$40,900	\$48,100	\$56,700	\$68,400
MSP Metro	54,849	\$53,700	\$39,800	\$60,600	\$37,800	\$43,900	\$51,700	\$60,500	\$72,200
Minnesota	97,603	\$51,800	\$37,900	\$58,800	\$35,700	\$42,100	\$49,500	\$59,100	\$70,400

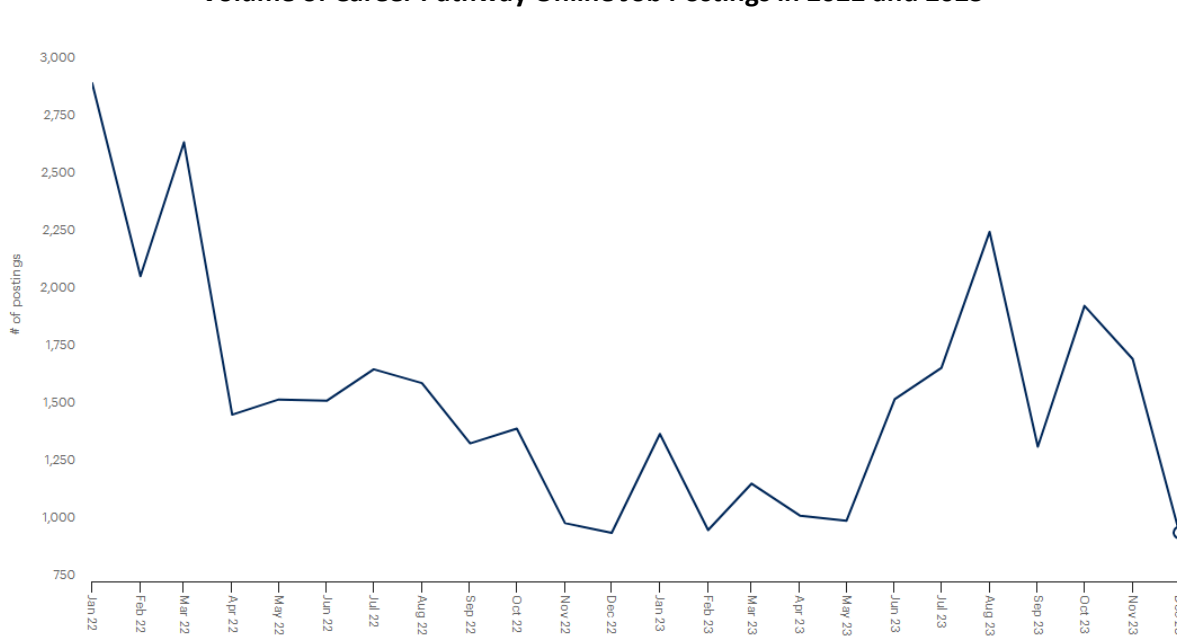
Job Posting Trends

Data in this section focuses on jobs newly advertised between January 1 and December 31, 2023 in Truck Driving roles across Minnesota. Volume of total job postings, employer types (direct versus staffing), and top employers by unique job posting volumes comes from Gartner TalentNeuron; industry detail, skill and certification analysis, wage trends, and posting to hire analysis are from the Lightcast 2023Q4 dataset. Overall, there were 18,506 new jobs advertised in Truck Driving roles during 2023, a decrease of -14% from the prior 12-month period (2022). Volume of positions advertised by staffing and temp agencies in the Truck Driving pathway has increased dramatically from 2022 (by six percentage points). Posted wages increased to an average \$25.54 per hour as of 2022, and there were an average of three hires per every one unique job posting advertised based on Lightcast estimates.

A look at all job postings that required a Commercial Drivers' License (CDL) upon hire resulted in a total of 14,747 unique job postings in Minnesota in 2023, representing 2% of all postings (a decrease from 2022 of three percentage points) and a decrease of -8% from 2022's demand for a CDL credential. In addition to the Truck Driving pathway careers analyzed in this report, 63 other occupations often require a CDL including the following:

- Maintenance and Repair Workers
- Highway Maintenance Workers
- Laborers and Freight, Stock, or Material Movers
- Supervisors of Mechanics, Installers, or Repairers
- Construction Laborers
- Supervisors of Construction Trades and Extraction Workers
- Electrical Power-Line Installers and Repairers
- Operating Engineers and Other Construction Equipment Operators
- Telecommunications Equipment Installers and Repairers
- Rotary Drill Operators, Oil and Gas

Volume of Career Pathway Online Job Postings in 2022 and 2023

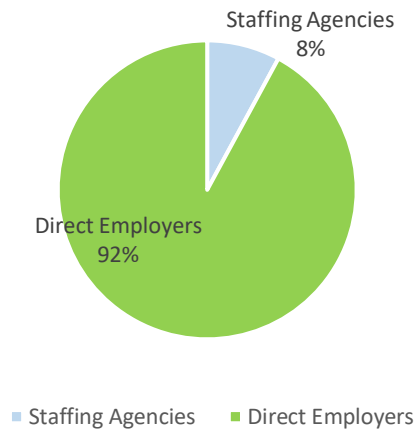


Top Employers by Volume of New Job Postings, With Change from Prior Year

	Employer	Percent Change between 2022 and 2023
1.	Performance Food Group	-18%
2.	US Foods	-9%
3.	Scheider National	44%
4.	PENSKE	98%
5.	Marten Transport	37%
6.	Sysco	104%
7.	Ryder	3%
8.	Hogan Transports	457%
9.	Terminal Transport	503%
10.	Atlas Materials Corp.	New Entrant

Note: Employer posting table does not include gig economy careers, such as UberEATS, goPuff, or Instacart

New Job Postings Advertised in Minnesota by Employer Type

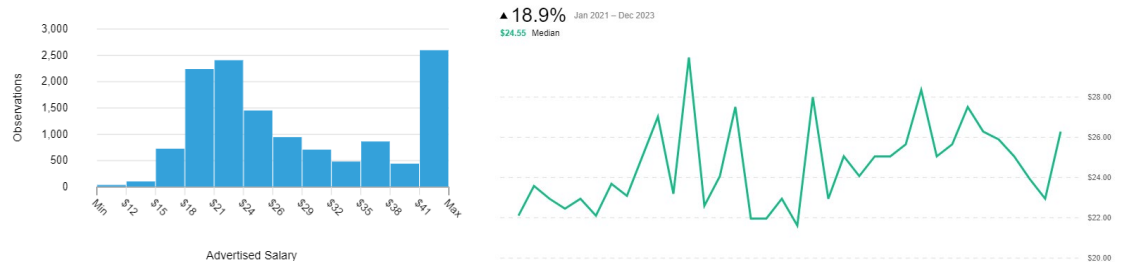


New Job Postings by Industry or Employer Type

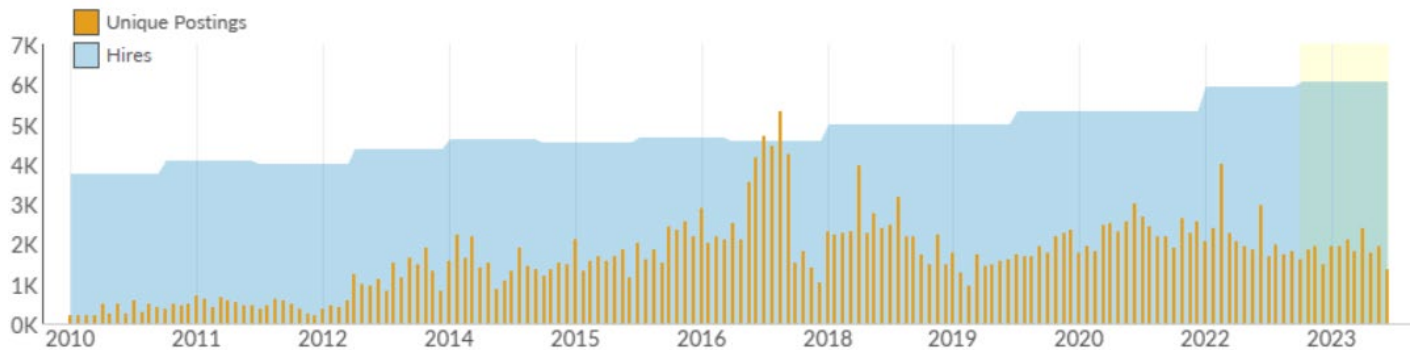
Industry	Total/Unique (Jan 2023 - Dec 2023)	Posting Intensity	Median Posting Duration
General Freight Trucking, Long-Distance, Truckload	13,245 / 2,142	6 : 1	33 days
Limited-Service Restaurants	4,146 / 936	4 : 1	30 days
Employment Placement Agencies	1,479 / 866	2 : 1	26 days
All Other Miscellaneous Retailers	5,387 / 862	6 : 1	24 days
General Freight Trucking, Local	2,341 / 822	3 : 1	30 days
Couriers and Express Delivery Services	2,906 / 651	4 : 1	28 days
Automotive Parts and Accessories Retailers	1,595 / 550	3 : 1	33 days
General Line Grocery Merchant Wholesalers	1,251 / 517	2 : 1	33 days
Other Grocery and Related Products Merchant Wholesalers	1,779 / 429	4 : 1	32 days
Solid Waste Collection	847 / 337	3 : 1	30 days

Pathway Advertised Salary Range

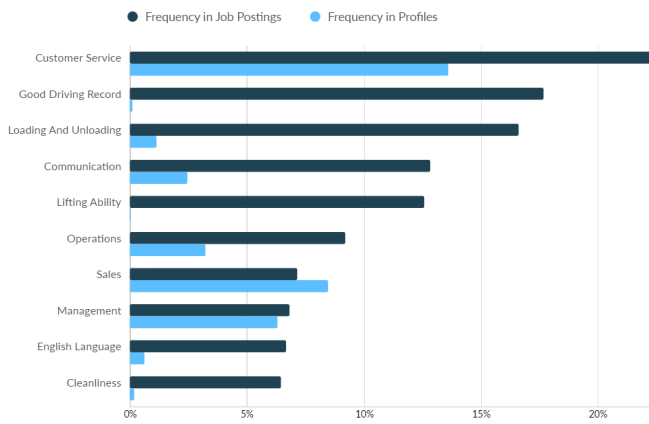
\$25.54/hr
Median Advertised Salary



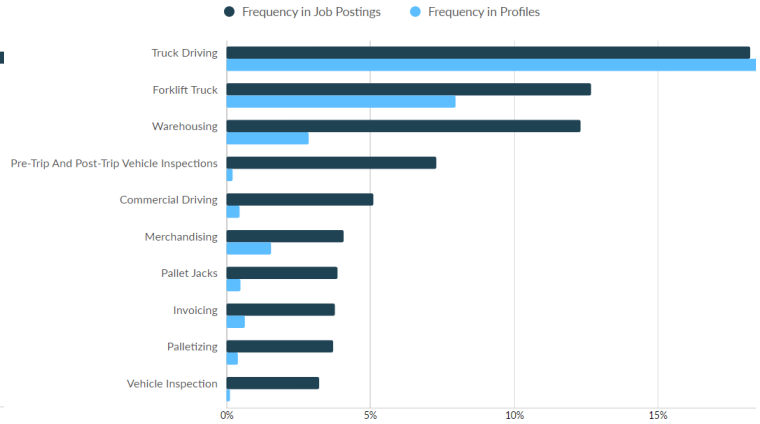
Monthly Ratio of Unique Job Postings to Estimated Hires



Top Common Skills



Top Specialized Skills



Top Certifications and Qualifications

Qualification	Postings with Qualification
Commercial Driver's License (CDL)	4,588
Valid Driver's License	3,975
CDL Class A License	3,952
CDL Class B License	1,270
Tanker Endorsement	576
Hazmat Endorsement	559
Tanker And Hazmat Combo X Endorsement	313
Forklift Certification	293
Doubles Endorsement	184
Triples Endorsement	166

Talent Supply Detail

Talent Unemployment, Underemployment, and Educational Attainment

At an overall pathway unemployment rate of 3.3% (an increase from 2.6% in 2022Q3), there are about 3,280 unemployed Truck Driving professionals statewide. An additional 13,186 Truck Driving professionals are underemployed, meaning they are working in roles for which they are overqualified by education or experience.³

Truck Driving Pathway in Minnesota

		Empl (Place of Residence)							Overall Occupation ¹			
SOC	Occupation	< High School	High School	Some College	2-Year	4-Year	Master's	PhD	Total Empl	Underemployed	Unemployed	Unempl Rate
53-3031	Driver/Sales Workers	9.0%	43.6%	20.1%	12.5%	12.5%	1.9%	0.4%	9,922	1,338	298	2.9%
53-3032	Heavy and Tractor-Trailer Truck Drivers	8.8%	43.8%	20.2%	12.8%	12.2%	1.8%	0.4%	38,730	4,688	1,151	2.9%
53-3033	Light Truck Drivers	9.0%	42.7%	20.2%	12.4%	13.2%	2.0%	0.4%	19,981	2,854	592	2.9%
53-3051	Bus Drivers, School	4.0%	37.3%	23.5%	16.6%	14.5%	3.3%	0.9%	9,544	1,503	275	2.8%
53-3052	Bus Drivers, Transit and Intercity	4.6%	35.8%	22.9%	15.7%	17.2%	3.2%	0.6%	3,260	605	161	4.7%
53-3053	Shuttle Drivers and Chauffeurs	6.0%	29.7%	19.0%	13.0%	24.4%	5.9%	2.0%	5,492	1,531	431	7.3%
53-7051	Industrial Truck and Tractor Operators	12.0%	49.7%	19.0%	11.1%	6.9%	0.8%	0.5%	7,554	643	354	4.5%
53-7121	Tank Car, Truck, and Ship Loaders	11.7%	46.9%	16.9%	12.1%	10.9%	1.4%	0.2%	214	23	18	7.8%
Truck Driving Pathway (2023 Update)		8.3%	42.3%	20.4%	13.0%	13.1%	2.2%	0.6%	94,698	13,186	3,280	3.3%
Total - All Occupations		4.8%	20.9%	15.2%	14.1%	30.7%	10.4%	3.9%	2,976,622	526,677	87,730	2.9%

Source: JobsEQ®

Data as of 2023Q2 unless noted otherwise

Note: Figures may not sum due to rounding.

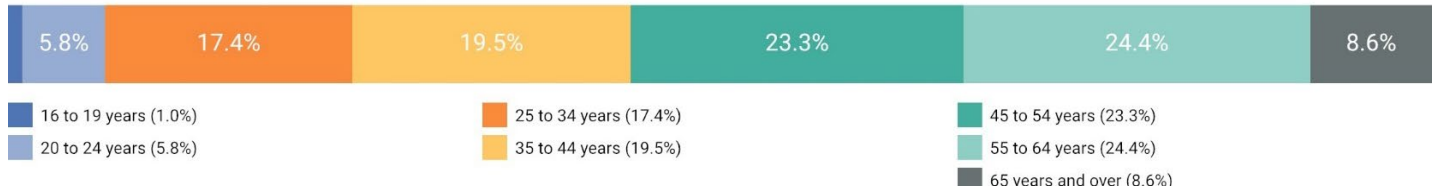
1. "Overall occupation" characteristics refer to attributes across all individuals in those occupations, not just those limited to the demographic categories shown in this table.

³ Chmura adopts the New York Fed methodology of counting as underemployed only those who have acquired at least a Bachelor's degree and yet are working in an occupation that does not typically require a Bachelor's degree. In Occupation Diversity, the only occupations shown in the Underemployment table are "non-college jobs", as designated by the New York Fed. Per the New York Fed, "a job is classified as a college job if 50 percent or more of the people working in that job indicate that at least a bachelor's degree is necessary; otherwise, the job is classified as a non-college job."

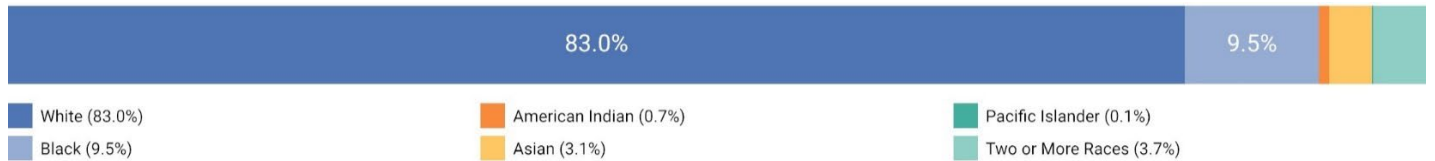
Workforce Demographics

The Truck Driving workforce is older on average than the workforce as a whole in Minnesota. About 6.8% (decrease of 1.1 percentage points from 2022Q3) of the Truck Driving workforce is under the age of 25, and 8.6% (increase of 1.9 percentage points) are over 64 years old. The largest demographic group by race are White, representing 83% of the total pathway’s workforce (decreased by 0.5 percentage points), with the next largest cohort being Black talent representing 9.5% of the workforce. About 6.3% of the pathway’s workforce are Hispanic or Latinx, and 14.6% are female (an increase of 1.5 percentage points).

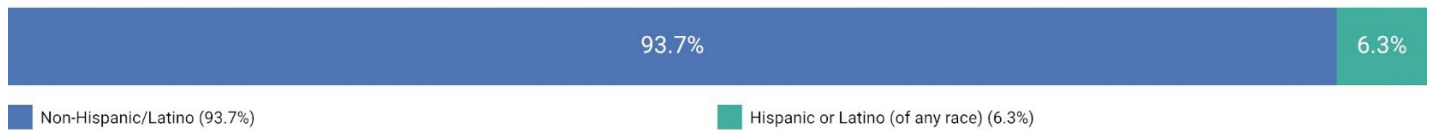
Truck Driving Workforce Age Demographics, 2023Q2



Truck Driving Workforce Race Demographics, 2023Q2



Truck Driving Workforce Ethnicity Demographics, 2023Q2



Truck Driving Workforce Gender Demographics, 2023Q2



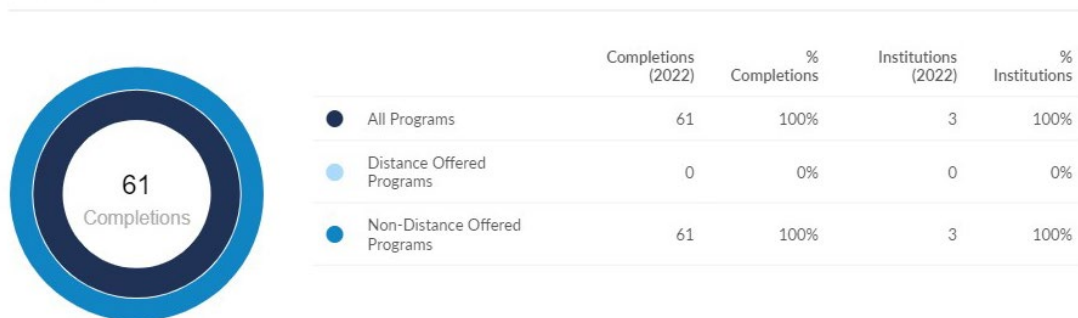
Aligned Postsecondary Programs

There were a total of 61 conferred at three different Minnesota postsecondary institutions in programs aligned to Truck Driving careers in SY2022 (down from 84 awards in SY2021). All of these awards were short-term certificates. The average school had about 20 completions, ranging from 14 to 33 completions. No programs were delivered remotely. In all, there are 15 driving training schools (three new training schools as of August 2023) in Minnesota that train in CDL Class A, B, or C and offer preparation for knowledge tests and road tests, according to the Minnesota Department of Public Safety. These are listed in the Frequently Asked Questions section at the end of this report.⁴

Truck Driving Postsecondary Program Awards by Level, SY2022

CIP Code	Title	Certificate < 1 Yr	Certificate 1+ but < 2 Yr	Associate's	Certificate 2+ but < 4 Yr	Bachelor's	Master's	Doctorate	Total Awards
49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	61	0	0	0	0	0	0	61
	Total	61 (100%)	0	0	0	0	0	0	61

Program Overview



All awards were conferred by public two-year institutions in SY2022. Completions are down overall by 68.9% from 2012.

Truck Driving Postsecondary Program Awards by Institution, SY2022

Institution	Completions (2022)	Growth % YOY (2022)	Market Share (2022)	IPEDS Tuition & Fees (2022)	Completions Trend (2018-2022)
Alexandria Technical & Community College	33	13.8%	54.1%	\$6,107	
Riverland Community College	14	-53.3%	23.0%	\$6,249	
Minnesota State College Southeast	14	-44.0%	23.0%	\$7,490	

⁴ Minnesota Department of Public Safety. Licensed Truck Driver Training. August 2023. <https://dps.mn.gov/divisions/dvs/forms-documents/Documents/LicensedTruckDriverTrainingList.pdf>

A current list of CDL training schools associated with postsecondary institutions⁵ in Minnesota include:

- [Interstate Truck Driving School](#)
- [Alexandria Technical & Community College](#)
- [Century College](#)
- [Dakota County Technical College](#)
- [Minnesota State College – Southeast Technical](#)
- [Riverland Community College](#)
- [St. Cloud Technical & Community College](#)
- [Transportation Center for Excellence](#)
- [Lake Superior College](#)
- [Central Lakes College](#)

⁵ CDL Training Today. <https://cdltrainingtoday.com/schools/mn/>

Graduate Demographics

Just over 90% of students who obtained a truck driving or trucking instructor certificate from an accredited program reporting to NCES IPEDS in SY2022 were male (increased by 3.3 percentage points from prior school year), and 85.2% were non-Hispanic White students (an increase of nine percentage points), aligning closely to the overall workforce demographics of the pathway.⁶ In addition, there are many truck driving schools and academies in Minnesota which culminate in preparation for the knowledge test and road test. Of the 15 published on the Minnesota Department of Public Safety’s website, six are in the seven-county MSP metro area.⁷ There are over three million people in Minnesota with drivers’ licenses, but an estimate of commercial licenses was unavailable at the time of the writing of this report. Other resources available online publish comprehensive lists of CDL schools in Minnesota.⁸

Race and Gender of Graduates Receiving Postsecondary Awards in SY2022, Minnesota

CIP Code	Description	All 2022 Graduates	International Student*	Black or African American, non-Hispanic	American Indian or Alaska Native	Asian, Native Hawaiian or Other Pacific Islander	Hispanic or Latino	White, non-Hispanic	Multiple or unknown race/ethnicity	Gender - Males	Gender - Females
49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	61	0	4	1	1	2	52	1	55	6
	Truck Driving Postsecondary Programs, Percent	100%	0%	6.6%	1.6%	1.6%	3.3%	85.2%	1.6%	90.2%	9.8%

IPEDS SY2022 demographics by award conferred. Count of awards may double count individuals who obtained multiple credentials in the same calendar year. *NCES IPEDS refers to international students that do not have resident status in the United States as “nonresident aliens.” This title aligns to Federal tax definitions and according to NCES IPEDS refers to “a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Note: Nonresident aliens are reported separately, rather than in any of the racial/ethnic categories.” They are not included in calculations of BIPOC talent in this report as race and ethnicity information is not provided for these international students. The terminology of “international student” has been used in this report as it is more familiar to a common audience. <https://nces.ed.gov/ipeds/report-your-data/race-ethnicity-definitions>. For more information, view this article from Berkeley on tax filing status of international students. <https://internationaloffice.berkeley.edu/taxes/tax-filing-status>

Minnesota colleges and universities do not offer postsecondary programs aligned to most occupations in this pathway, despite programs existing in other states. The one program offered locally, for driver instructors, has an undersupply of graduates compared to national benchmarks and has a low share of BIPOC graduates, and a low share of female graduates. The share of BIPOC graduates decreased by 7.8 percentage points from the 2021 school year and the share of female graduates decreased by 3.3 percentage points. Heavy and Tractor-Trailer Truck Drivers and Bus Drivers, School both also have a low share of BIPOC workforce by race and all occupations except for Bus Drivers, School have a low share of female workforce.

⁶ NCES IPEDS refers to international students that do not have resident status in the United States as “nonresident aliens.” This title aligns to Federal tax definitions and according to NCES IPEDS refers to “a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Note: Nonresident aliens are reported separately, rather than in any of the racial/ethnic categories.” They are not included in calculations of BIPOC talent in this report as race and ethnicity information is not provided for these international students. The terminology of “international student” has been used in this report as it is more familiar to a common audience. <https://nces.ed.gov/ipeds/report-your-data/race-ethnicity-definitions>. For more information, view this article from Berkeley on tax filing status of international students. <https://internationaloffice.berkeley.edu/taxes/tax-filing-status>

⁷ Minnesota Department of Public Safety. Licensed Truck Driver Training. August 2023. <https://dps.mn.gov/divisions/dvs/forms-documents/Documents/LicensedTruckDriverTrainingList.pdf>

⁸ CDL Training Today. <https://cdltrainingtoday.com/schools/mn/>

Postsecondary Strategy Summary Table, Minnesota 2023

Occupation	Related Programs*	2023Q2 Empl	Workforce BIPOC by Race	Workforce Hispanic/Latinx	Workforce Female	Workforce Under 45	SY2022 Graduates (Certificate and AA/AS only)	Award Gap (All Award Levels)	Graduates BIPOC by Race or Ethnicity (All Award Levels)	Graduates Female (All Award Levels)
Heavy and Tractor-Trailer Truck Drivers		39,788	14.6%	6.2%	8.3%	46.8%	61	Y	14.8%	9.8%
Light Truck Drivers		20,704	17.4%	6.6%	8.3%	47.9%	61	Y	14.8%	9.8%
Bus Drivers, School		10,170	11.9%	3.3%	52.1%	22.0%	61	Y	14.8%	9.8%
Industrial Truck and Tractor Operators		9,712	21.3%	10.0%	11.7%	62.2%	61	N	14.8%	9.8%
Drivers/Sales Workers		7,979	17.7%	6.5%	8.6%	47.8%	N/A	N	N/A	N/A
Shuttle Drivers and Chauffeurs		5,664	28.6%	7.6%	16.5%	20.0%	61	Y	14.8%	9.8%
Bus Drivers, Transit and Intercity		3,368	27.1%	3.3%	40.4%	29.4%	61	Y	14.8%	9.8%
Tank Car, Truck, and Ship Loaders		217	25.0%	7.1%	20.9%	60.4%	NA	N	N/A	N/A
Truck Driving Pathway	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	97,603	17.0%	6.3%	14.6%	43.7%	61	Y	14.8%	9.8%
All Occupations		3,075,767	16.0%	5.4%	48.1%	56.7%	30,032		34.1%	66.0%

NOTE: Red highlighting indicates lower than overall share of workforce or graduate pool, or existence of occupation or award gap. *There is only one program associated with occupations in this career pathway. For this reason, the Graduate and Demographics columns have identical information.

Conclusion

The Truck Driving pathway employment forecast is anticipated to rise slightly by 0.3% annually, decreasing slightly from the 2022Q3 forecast of 0.5%. Of all occupations found in the Truck Driving pathway, Industrial Truck and Tractor Operators, and Shuttle Drivers and Chauffeurs are uniquely concentrated in Minnesota to a higher degree than seen in the nation overall with location quotients of 1.41, and 1.35, respectively. On average, Truck Driving careers pay about \$51,800 per year—about \$14,300 below the average wage statewide across all positions. The Truck Driving Pathway saw significant growth over the past year, increasing in total employment by 3.3%. About 86.2% of people employed in Truck Driving roles in Minnesota work for private employers (increased by 1.7 percentage points since 2022Q3), while an estimated 5.8% are self-employed. The remaining 8% work for state, federal, or local government entities.

A variety of strategies may improve the outlook for transportation talent in need. In the Truck Driving pathway, all occupations, except for Bus Drivers, School have low talent diversity by gender. Many also have a higher than average share of the workforce that is over 45 years of age. Similarly, graduate diversity and graduate volumes are lagging. Just over 90% of students who obtained a truck driving or trucking instructor certificate from an accredited program reporting to NCES IPEDS in SY2022 were male (increased by 3.3 percentage points from prior school year), and 85.2% were non-Hispanic White students (an increase of nine percentage points). Drivers are most severely needed in the Heavy Truck Driving space, though shortages exist across the spectrum of commercial driver and bus driver opportunities. All three institutions offering truck driving programs may consider growth given local employer demand.

FAQ

How is employment forecast determined?

Forecast employment growth uses national projections from the Bureau of Labor Statistics, forecasts for 2022-2032, adapted for regional growth patterns by Chmura. Employment data are based on [occupation forecasts](#) and event-based forecasts if applicable. Forecasts are developed at the county level; therefore, for detailed (6-digit NAICS) ownership-specific industries, the forecast employment growth for a zip code or place (city, town, etc.) is taken from the forecast of the county to which it belongs.

What is a location quotient?

A location quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

What is a cluster?

A cluster is a geographic concentration of interrelated industries or occupations. If a regional cluster has a location quotient of 1.25 or greater, the region is considered to possess a competitive advantage in that cluster.

What is separation demand?

Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. The total projected demand for an occupation is the sum of the separation demand and the growth demand (which is the increase or decrease of jobs in an occupation expected due to expansion or contraction of the overall number of jobs in that occupation).

What is the difference between industry wages and occupation wages?

Industry wages and occupation wages are estimated via separate data sets, often the time periods being reported do not align, and wages are defined slightly differently in the two systems (for example, certain bonuses are included in the industry wages but not the occupation wages). It is therefore common that estimates of the average industry wages and average occupation wages in a region do not match exactly.

What is NAICS?

The North American Industry Classification System (NAICS) is used to classify business establishments according to the type of economic activity. The NAICS Code comprises six levels, from the “all industry” level to the 6-digit level. The first two digits define the top level category, known as the “sector,” which is the level examined in this report.

What is SOC?

The Standard Occupational Classification system (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 804 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 22 major groups, 95 minor groups, and 452 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

What has been updated since the 2021 report?

Several occupation codes were updated recently by the Bureau of Labor Statistics, giving new SOC codes and descriptors to several occupations within the Transportation sector. The only pathway that had a SOC code that was split into multiple new codes was the Truck Driving Pathway. The table below indicates what old SOC codes have been replaced with. School Bus Drivers was added to the search, but was excluded in prior versions of this report in 2020 and 2021.

SOC (OLD)	Occupation (OLD)	SOC (OLD)	Occupation (NEW)
53-3032	Heavy and Tractor-Trailer Truck Drivers	53-3032	Heavy and Tractor-Trailer Truck Drivers
53-3033	Light Truck Drivers	53-3033	Light Truck Drivers
53-3058	Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	53-3053	Shuttle Drivers and Chauffeurs
53-7051	Industrial Truck and Tractor Operators	53-7051	Industrial Truck and Tractor Operators
53-3031	Driver/Sales Workers	53-3031	Driver/Sales Workers
53-3052	Bus Drivers, Transit and Intercity	53-3052	Bus Drivers, Transit and Intercity
53-7121	Tank Car, Truck, and Ship Loaders	53-7121	Tank Car, Truck, and Ship Loaders
		53-3051	Bus Drivers, School
	Truck Driving Pathway		

Who created this report?

This report was developed by RealTime Talent for the Transportation Center of Excellence. If you have questions about the data found in this report, or are interested in learning more, please contact the Senior Director of Strategic Research Erin Olson at erin@realtimentalentmn.org or visit the RealTime Talent website at www.realtimentalent.org

Licensed Truck Driver Training Schools

School Name & Address	Phone	Signer	Type of Training
160 Driving Academy 3410 Federal Drive, Suite 109 Eagan, MN 55122	(651) 461-3555	Steve Gold	CDL Class A
160 Driving Academy 1215 15th Street N St. Cloud, MN 56303	(309) 431-9272	Steve Gold	CDL Class A
160 Driving Academy 3755 25th Street SE Rochester, MN 55904	(507) 242-8160	Steve Gold	CDL Class A
Ancora Corporate Training 1111 West 5th Street Northfield, MN 55057	(612) 868-3341	Keith R. Franklin	CDL Class A
CES Minnesota LLC 2400 Trott Avenue SW Willmar, MN 56201	(701) 260-7057	Merle Bobbitt	CDL Class A
HabHab Trucking School LLC 2021 E Hennepin Avenue, Suite 420 Minneapolis, MN 55413	(615) 578-0636	Abdul M. Abdillahi	CDL Class A
Interstate Truck Driving School of Minnesota, LLC 499 Villaume Avenue South St. Paul, MN 55075	(651) 735-9250	William Collins	CDL Class A, B, C
Kings Trucking School 1821 University Avenue W, Ste. 461-11 St. Paul, MN 55104	(763) 204-3652	Bashir Omar	CDL Class A
Mayle Trans LLC 211 E 7th Street, Suite 525 St. Paul, MN 55101	(952) 417-6593	Abdiwahab M Nur	CDL Class A
Minnesota Truck and Trailer School, Inc. 8899 Hastings Street NE Blaine, MN 55449	(612) 618-1812	Eric Odegard	CDL Class A, B
Nova Lines Driving LLC 540 Apollo Avenue NE St. Cloud, MN 56304	(612) 845-1096	Noor Yussuf	CDL Class A
The CMV Tutor LLC 4121 US 14 Rochester, MN 55901	(507) 358-3143	Thomas F. Gilliam Jr.	CDL Class A, B

Accessed January 27, 2023 at the Minnesota Department of Public Safety

<https://dps.mn.gov/divisions/dvs/forms-documents/Documents/LicensedTruckDriverTrainingList.pdf>