

# ***SUPPLY AND DEMAND ANALYSIS***

## **2024 Transportation Pathways Overview**

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# SECTOR DEEP DIVE.

## What's inside?

- Critical workforce trends and opportunities
- Future sector growth
- Foundational and trending skills



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# ***DIVIDED INTO SIX SECTORS***



**AUTOMOTIVE  
TECHNOLOGY**



**AVIATION**



**COLLISION  
REPAIR**



**DIESEL EQUIPMENT  
& TRUCK**



**TRUCK DRIVING**



**MARINE  
& POWERSPORTS**

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# THE TRANSPORTATION SECTOR

	Current				5-Year History		5-Year Baseline Forecast		
Occupation	Employment	Avg Ann Wages <sup>2</sup>	LQ	Unemployment Rate	Employment Change	Ann % Change	Total Demand	Employment Change	Ann % Change
Automotive Technology Pathway	20,796	\$70,800	0.97	1.5%	-806	-0.8%	7,773	78	0.1%
Aviation and Drone Technology Pathway	10,297	\$132,400	0.96	1.0%	308	0.6%	4,427	-57	-0.1%
Collision Repair Pathway	7,342	\$58,400	1.09	2.4%	244	0.7%	3,035	-101	-0.3%
Diesel Equipment and Truck Pathway	12,514	\$68,400	1.02	0.7%	282	0.5%	5,328	84	0.1%
Marine and Power Sports Pathway	4,149	\$52,000	0.83	2.9%	-10	0.0%	2,413	-27	-0.1%
Truck Driving Pathway*	96,100	\$55,400	0.95	3.4%	857	0.2%	53,460	862	0.2%
<b>Transportation Occupations</b>	<b>141,847</b>	<b>\$64,100</b>	<b>0.95</b>	<b>2.6%</b>	<b>616</b>	<b>0.1%</b>	<b>71,066</b>	<b>706</b>	<b>0.1%</b>
<b>Total - All Occupations</b>	<b>3,101,622</b>	<b>\$69,500</b>	<b>1.00</b>	<b>2.8%</b>	<b>8,807</b>	<b>0.1%</b>	<b>1,656,897</b>	<b>-1,471</b>	<b>0.0%</b>

\*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.

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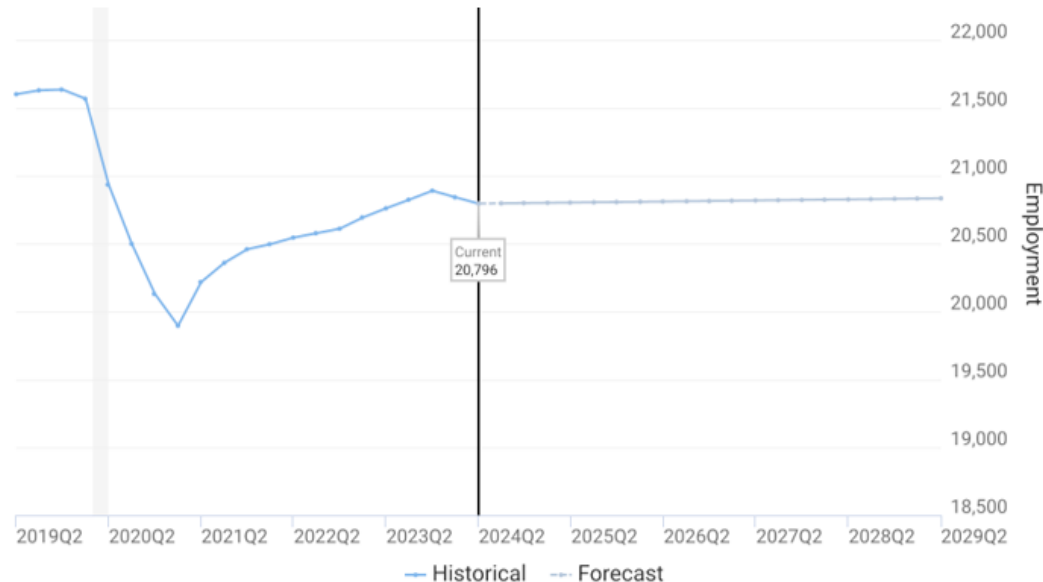


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# AUTOMOTIVE

## Career Pathway 5-Year Forecast



## Top Industries of Employment

- Automotive Repair and Maintenance (25.4%)
- Automobile Dealers (23.1%)
- Architectural, Engineering, and Related Services (5.3%)

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## Takeaways

- Relatively flat five-year forecast
- Second highest total employment among transportation pathways
- About **38% of positions** held today will need to be filled by new talent in the next five years.



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# AUTOMOTIVE

## Occupations of Employment in Automotive Technology, 2024Q2

		Current				5-Year Baseline Forecast		
SOC	Occupation	Employment	Avg Ann Wages <sup>2</sup>	LQ	Unemployment Rate	Total Demand	Employment Change	Ann % Change
49-3023	Automotive Service Technicians and Mechanics	13,796	\$56,700	0.92	1.5%	5,541	-78	-0.1%
17-2141	Mechanical Engineers	5,931	\$103,600	1.08	1.5%	1,820	180	0.6%
17-3027	Mechanical Engineering Technologists and Technicians	788	\$71,600	1.01	2.3%	311	-14	-0.4%
49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	144	\$55,100	0.85	2.2%	41	-13	-1.8%
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	138	\$86,400	0.97	0.9%	59	3	0.4%
Automotive Technology Pathway		20,796	\$70,800	0.97	1.5%	7,773	78	0.1%
Total - All Occupations		3,101,622	\$69,500	1.00	2.8%	1,656,897	-1,471	0.0%

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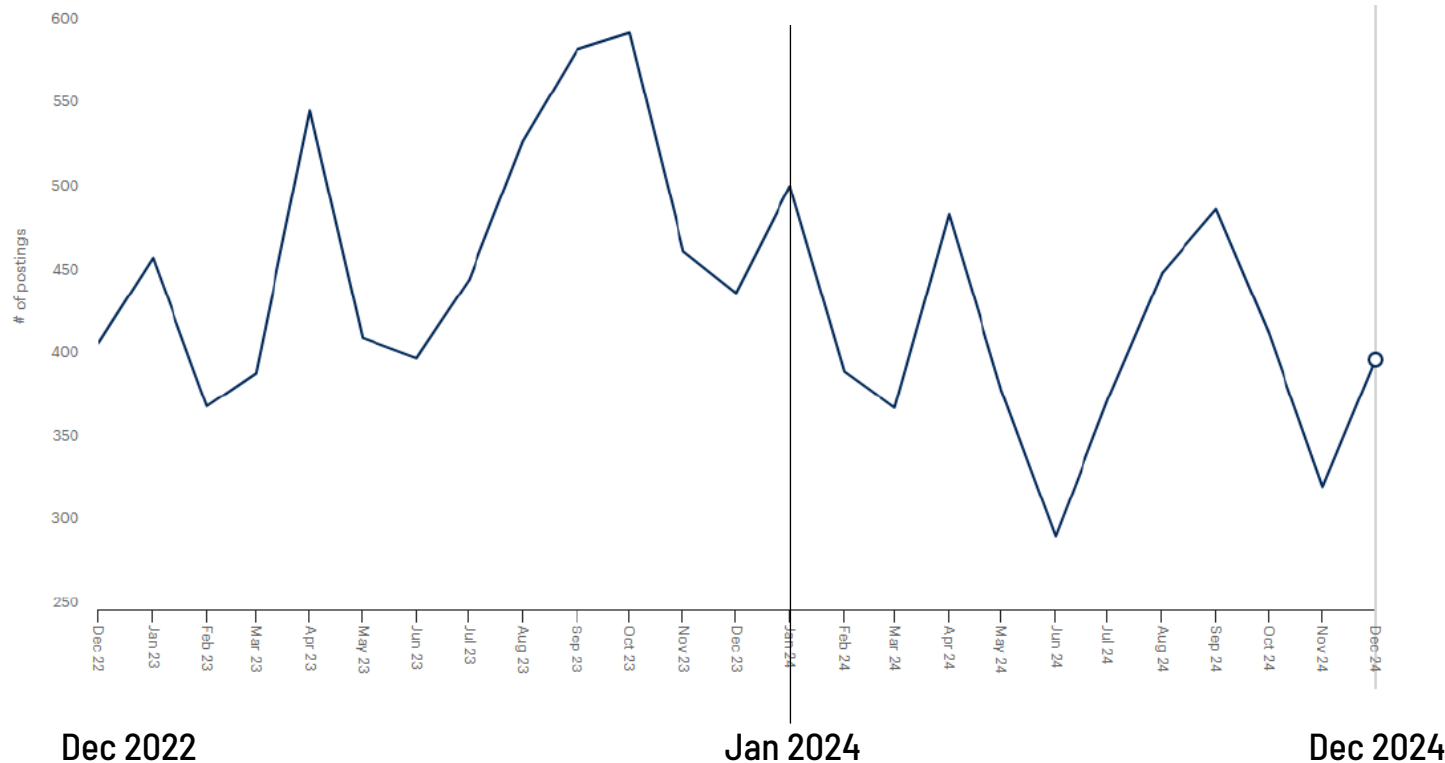


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# AUTOMOTIVE

Volume of Career Pathway Online Job Postings in 2023 and 2024



## Job Postings

- 4,889 unique job postings (-14%)
- Average of 1 hire for every 1 unique job posting

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# AUTOMOTIVE

## Automotive Technology Pathway Wages and Experience Level Requirements, 2024Q2

						Percentiles	Education and Training		
SOC	Occupation	Empl Count	Mean	Entry Level	Experienced	50% (Median)	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
17-2141	Mechanical Engineers	5,931	\$103,600	\$70,700	\$120,100	\$97,900	BA	None	None
17-3027	Mechanical Engineering Technologists and Technicians	788	\$71,600	\$52,500	\$81,200	\$73,300	AS	None	None
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment Electronic Equipment	138	\$86,400	\$59,400	\$99,800	\$86,600	Certificate	None	Long-term OJT
49-2096	Installers and Repairers, Motor Vehicles	144	\$55,100	\$42,600	\$61,300	\$56,100	HS/GED	None	Mod-term OJT
49-3023	Automotive Service Technicians and Mechanics	13,796	\$56,700	\$38,800	\$65,600	\$55,300	Certificate	None	Short-term OJT
<b>Automotive Technology Pathway</b>		<b>20,796</b>	<b>\$70,800</b>	<b>\$48,600</b>	<b>\$82,000</b>	<b>\$68,300</b>			
<b>Total - All Occupations</b>		<b>3,101,622</b>	<b>\$69,500</b>	<b>\$34,600</b>	<b>\$87,000</b>	<b>\$54,500</b>			

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# AUTOMOTIVE

## Automotive Technology Pathway Wages by Region, 2024Q2

Region	Employment Count	Mean	Entry Level	Experienced	50% (Median)
Rural Greater Minnesota	5,501	\$61,900	\$44,800	\$70,400	\$85,700
Urban Greater Minnesota	3,174	\$63,400	\$44,200	\$72,900	\$90,600
MSP Metro	11,765	\$76,700	\$52,800	\$88,600	\$106,600
<b>Minnesota</b>	<b>20,796</b>	<b>\$70,800</b>	<b>\$48,600</b>	<b>\$82,000</b>	<b>\$99,400</b>

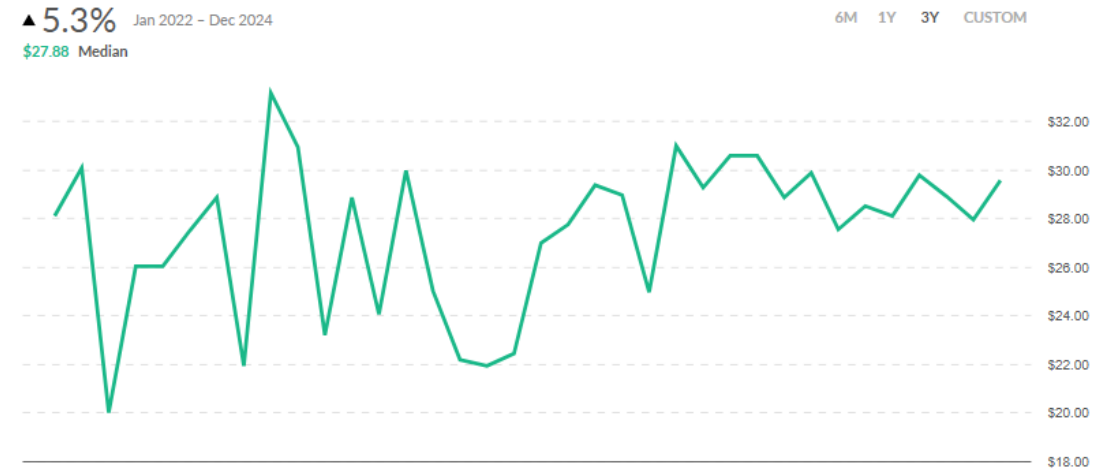
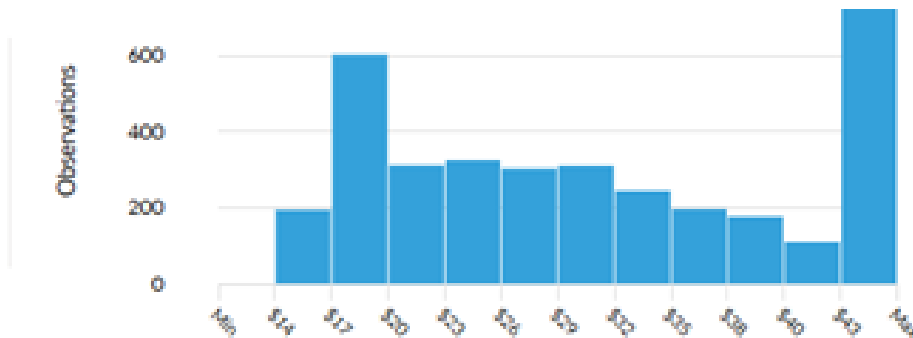
- Over half of statewide employment (57%) in the MSP Metro
- Little to no difference between urban and rural Greater Minnesota wages
- \$15,000 wage gap between Urban Greater Minnesota and MSP Metro median wages

# AUTOMOTIVE

## Automotive Technology Pathway Salary Range, 2024

\$28.98/hr

Median Advertised Salary



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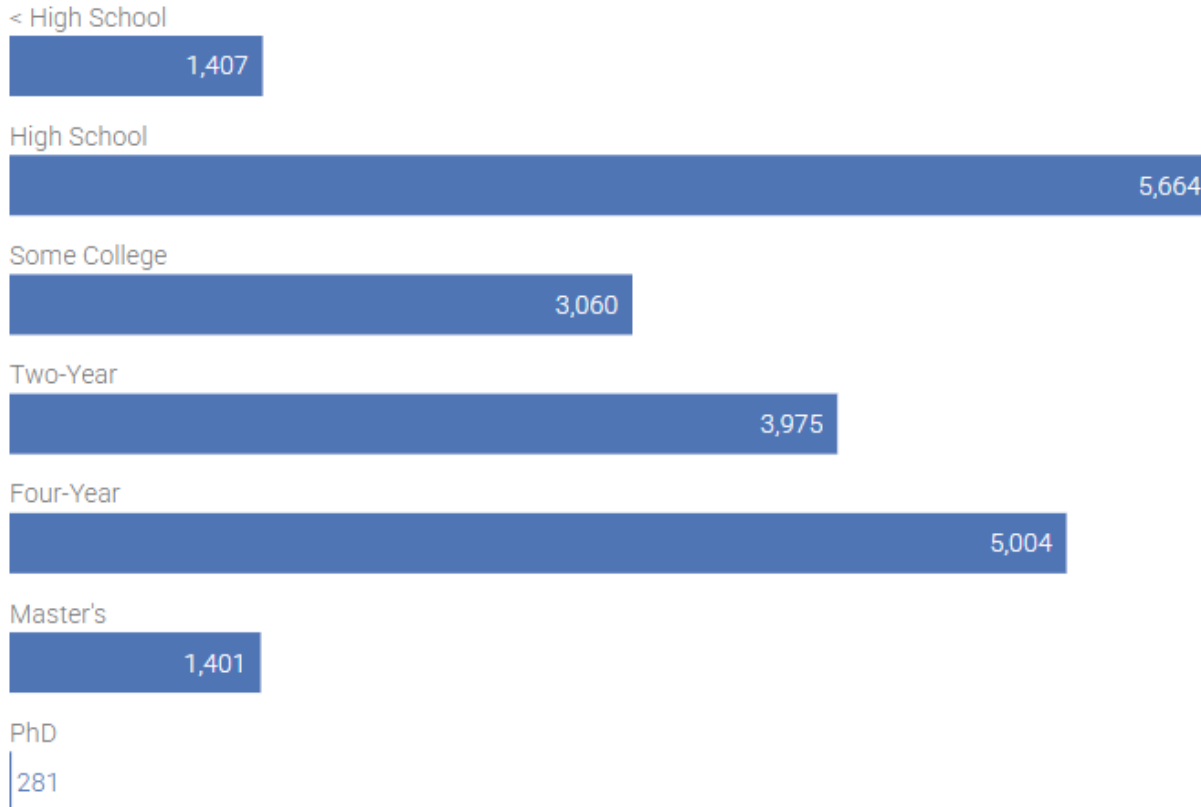
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# AUTOMOTIVE

## Automotive Technology Pathway Talent Highest Levels of Employment, 2024Q2



Data for Automotive Technology Pathway, Minnesota  
Source: JobsEQ®. Data as of 2024Q2.

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- 323 people unemployed (1.5%)
  - Highest for Mechanical Engineering Technologists and Technicians (2.3%)
- 1,307 underemployed
  - Highest for Automotive Service Techs and Mechanics
- Nearly 1 in 4 Automotive Tech professionals hold a Bachelor's Degree; nearly 1 in 10 hold a Master's or PhD

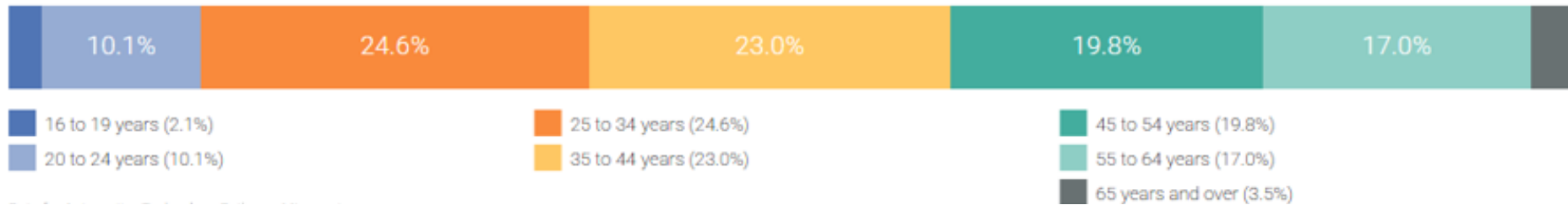


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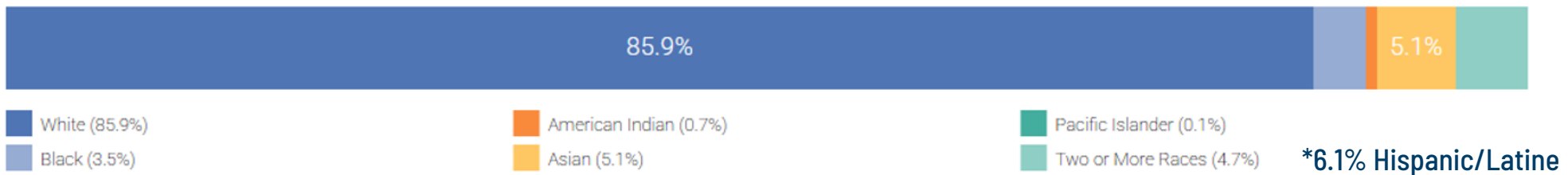


# AUTOMOTIVE

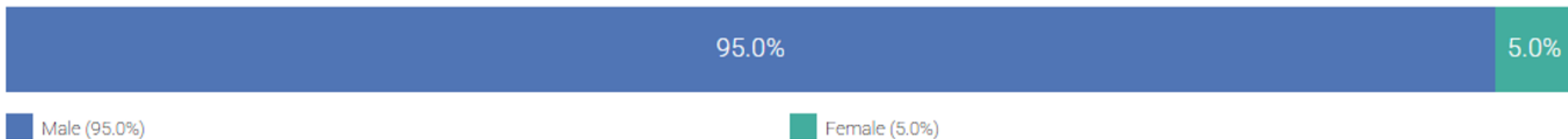
## Automotive Technology Workforce Age Demographics, 2024Q2



## Automotive Technology Workforce Race Demographics, 2024Q2



## Automotive Technology Workforce Gender Demographics, 2024Q2



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# AUTOMOTIVE

Note: Programs (CIP codes) included here may appear in multiple pathways. CIP-SOC “crosswalks” are inclusive, rather than exclusive, given that individuals gaining related skillsets may find application for their learning in a variety of careers. All associated programs have been included to show the versatility of these programs.

## Related Postsecondary Program Awards by Level, SY2023

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
14.1901	Mechanical Engineering	0	0	0	0	487	66	28	581
47.0604	Automobile/Automotive Mechanics Technology/Technician	54	90	162	128	0	0	0	434
15.0406	Automation Engineer Technology/Technician	21	43	99	10	0	0	0	173
15.1103	Hydraulics and Fluid Power Technology/Technician	61	50	28	0	0	0	0	139
47.0605	Diesel Mechanics Technology/Technician	4	24	42	14	0	0	0	84
47.0613	Medium/Heavy Vehicle and Truck Technology/Technician	3	10	36	15	0	0	0	64
15.0803	Automotive Engineering Technology/Technician	0	0	0	0	20	0	0	20
15.0805	Mechanical/Mechanical Engineering Technology/Technician	0	0	6	0	0	0	0	6
47.0614	Alternative Fuel Vehicle Technology/Technician	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>143 (10%)</b>	<b>217 (14%)</b>	<b>373 (25%)</b>	<b>167 (11%)</b>	<b>507 (34%)</b>	<b>66 (4%)</b>	<b>28 (2%)</b>	<b>1,501</b>

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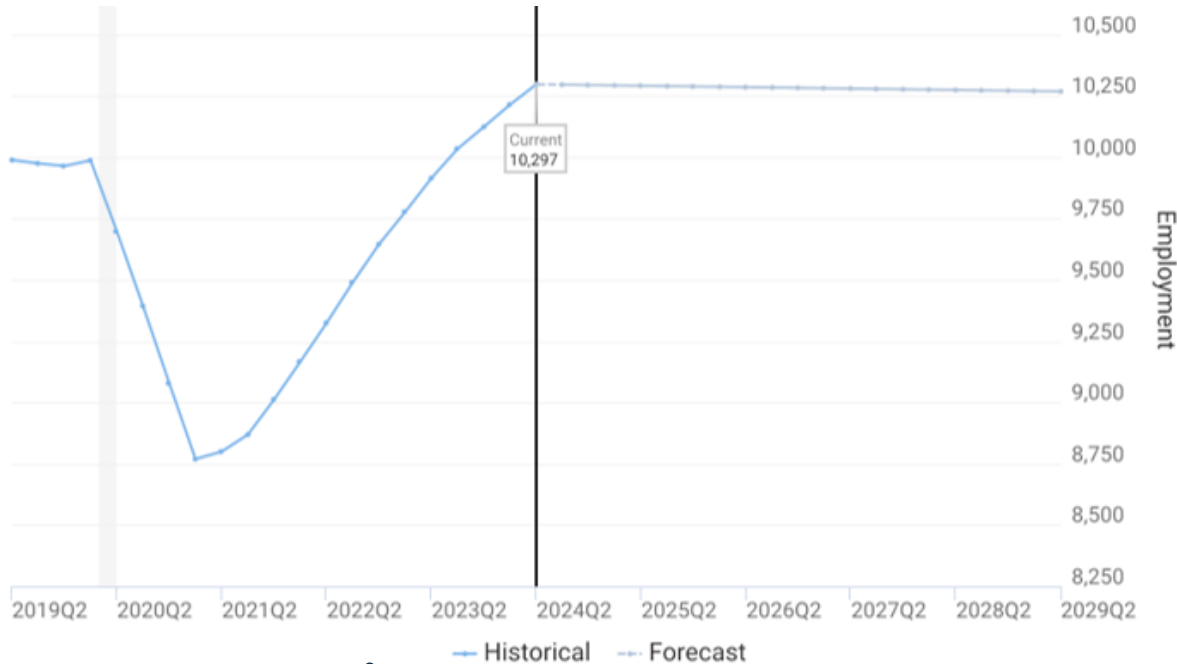
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# AVIATION

Career Pathway 5-Year Forecast



## Top Industries of Employment

- Scheduled Air Transportation (39.5%)
- Support Activities for Air Transportation (9.9%)
- Management of Companies and Enterprises (4.0%)

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## Takeaways

- Flat five-year forecast
- Unemployment fell to 1.0% from 1.5% one year prior
- Highest average annual wage among transportation pathways (\$132,400)
- About 43% of positions held today will need to be filled by new talent in the next five years



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# AVIATION

## Occupations of Employment in Aviation and Drone, 2024Q2

		Current				5-Year Baseline Forecast		
SOC	Occupation	Employment	Avg Ann Wages <sup>2</sup>	LQ	Unemployment Rate	Total Demand	Employment Change	Ann % Change
53-2011	Airline Pilots, Copilots, and Flight Engineers	2,516	\$194,000	1.42	0.5%	1,369	-33	-0.3%
17-2199	Engineers, All Other	2,302	\$120,800	0.78	1.4%	664	16	0.1%
49-3011	Aircraft Mechanics and Service Technicians	2,097	\$91,800	0.76	0.5%	775	-7	-0.1%
53-2012	Commercial Pilots	1,410	\$144,400	1.29	0.5%	798	2	0.0%
53-2021	Air Traffic Controllers	652	\$167,500	1.55	0.5%	279	-7	-0.2%
53-2022	Airfield Operations Specialists	406	\$71,100	1.28	0.5%	175	-4	-0.2%
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	345	\$65,900	1.18	2.2%	131	-10	-0.6%
49-2091	Avionics Technicians	232	\$70,700	0.52	7.2%	87	0	0.0%
53-1041	Aircraft Cargo Handling Supervisors	171	\$71,400	0.99	1.6%	84	0	0.0%
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	165	\$70,600	0.31	5.5%	64	-16	-2.0%
Aviation and Drone Technology Pathway		10,297	\$132,400	0.96	1.0%	4,427	-57	-0.1%
Total - All Occupations		3,101,622	\$69,500	1.00	2.8%	1,656,897	-1,471	0.0%

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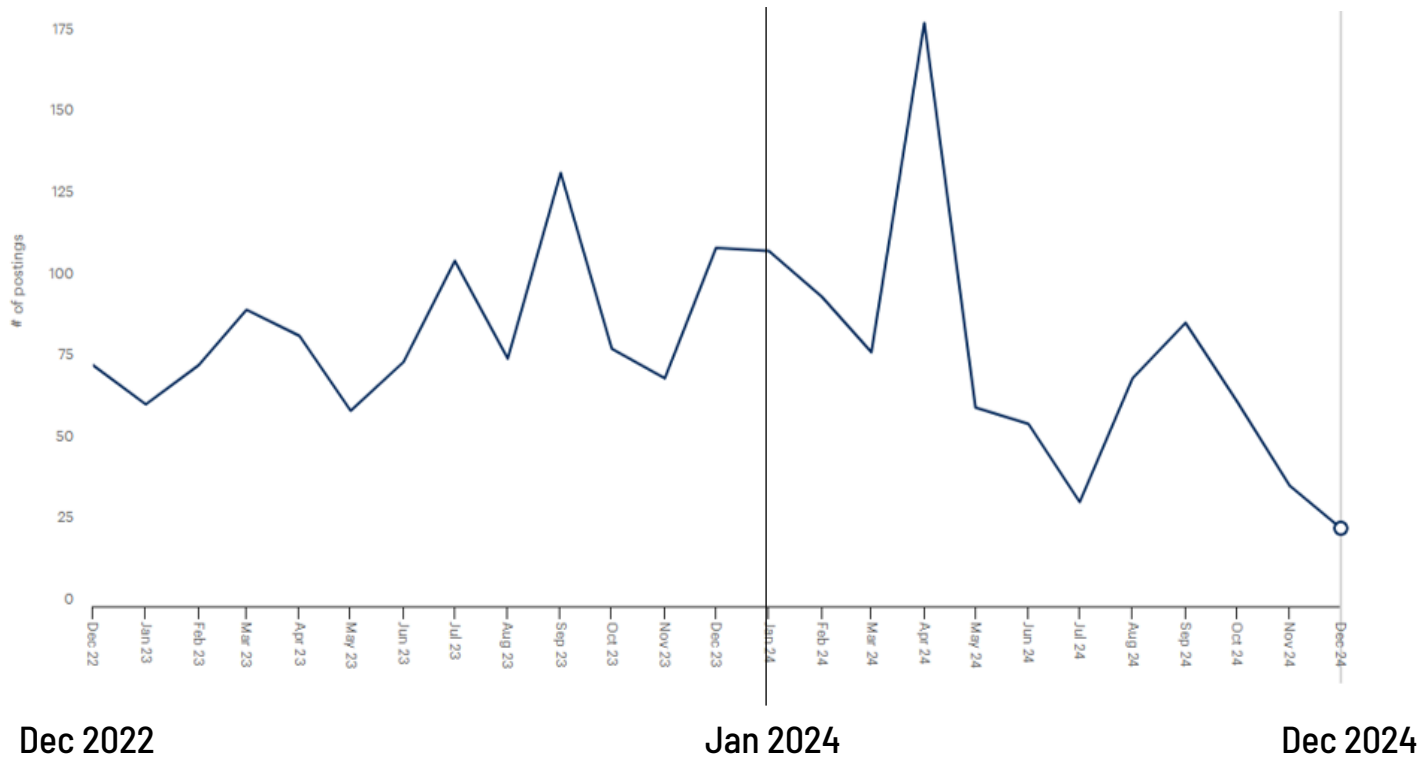
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# AVIATION

## Volume of Career Pathway Online Job Postings in 2023 and 2024



## Job Postings

- 767 unique job postings (-16%)
- 3 hires for every 1 unique job posting

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# AVIATION

## Aviation and Drone Pathway Wages and Experience Level Requirements, 2024Q2

						Percentiles	Education and Training		
SOC	Occupation	Employment Count	Mean	Entry Level	Experienced	50% (Median)	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
17-2199	Engineers, All Other	2,302	\$120,800	\$84,300	\$139,100	\$117,200	BA	None	None
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	345	\$65,900	\$47,100	\$75,200	\$63,800	AS	None	None
49-2091	Avionics Technicians	232	\$70,700	\$45,000	\$83,500	\$71,700	Certificate	None	None
49-3011	Aircraft Mechanics and Service Technicians	2,097	\$91,800	\$56,100	\$109,600	\$84,100	Certificate	None	None
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	165	\$70,600	\$47,900	\$81,900	\$69,200	HS/GED	None	Mod-term OJT
53-1041	Aircraft Cargo Handling Supervisors	171	\$71,400	\$53,400	\$80,400	\$59,900	HS/GED	< 5 years	None
53-2011	Airline Pilots, Copilots, and Flight Engineers	2,516	\$194,000	\$121,500	\$230,200	\$183,500	BA	< 5 years	Mod-term OJT
53-2012	Commercial Pilots	1,410	\$144,400	\$101,700	\$165,700	\$132,900	Certificate	None	Mod-term OJT
53-2021	Air Traffic Controllers	652	\$167,500	\$116,100	\$193,300	\$176,100	AS	None	Long-term OJT
53-2022	Airfield Operations Specialists	406	\$71,100	\$41,900	\$85,800	\$61,000	HS/GED	None	Long-term OJT
Aviation and Drone Technology Pathway		10,297	\$132,400	\$87,100	\$155,000	\$125,800			
Total - All Occupations		3,101,622	\$69,500	\$34,600	\$87,000	\$54,500			

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# AVIATION

## Aviation and Drone Pathway Wages by Region, 2024Q2

Region	Employment Count	Mean	Entry Level	Experienced	50% (Median)
Rural Greater Minnesota	902	\$104,300	\$71,400	\$120,800	\$99,000
Urban Greater Minnesota	851	\$116,300	\$74,800	\$137,100	\$109,500
MSP Metro	8,219	\$137,500	\$91,200	\$160,600	\$130,900
<b>Minnesota</b>	<b>10,297</b>	<b>\$132,400</b>	<b>\$87,100</b>	<b>\$155,000</b>	<b>\$125,800</b>

- Nearly 4 out of 5 Aviation professionals in Minnesota (79.8%) work in the MSP Metro
- Urban Greater Minnesota annual median wages exceed Rural by \$10,500
- \$21,400 wage gap between urban Greater Minnesota and MSP Metro median wages

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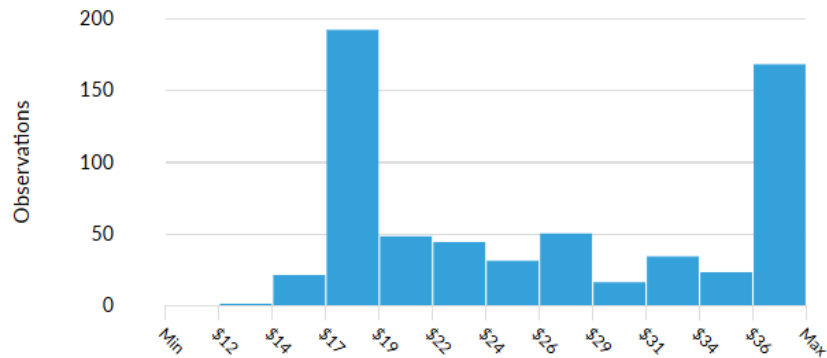
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# AVIATION

## Aviation and Drone Pathway Salary Range, 2024

**\$24.43/hr**

Median Advertised Salary



▲ 74.1% Jan 2022 – Dec 2024  
\$21.48 Median

6M 1Y 3Y CUSTOM



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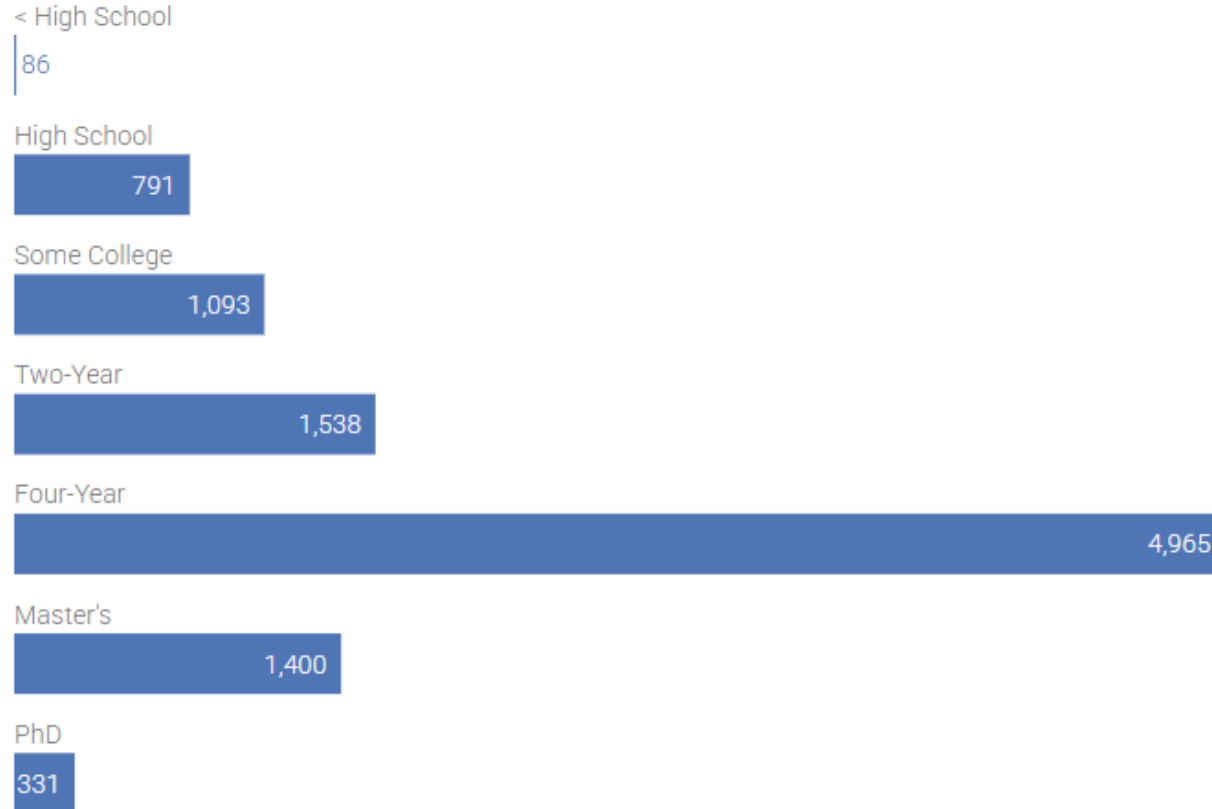
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# AVIATION

## Aviation and Drone Pathway Talent Highest Levels of Employment, 2024Q2



Data for Aviation and Drone Technology Pathway, Minnesota  
Source: JobsEQ®. Data as of 2024Q2.

- 105 people unemployed (1.0%)
  - Highest for Avionics Technicians (7.2%)
- 1,209 underemployed
  - Highest for Aircraft Mechanics
- Nearly half (48.7%) of all Aviation professionals hold a Bachelor's Degree; Another 16.9% hold a Master's Degree or higher

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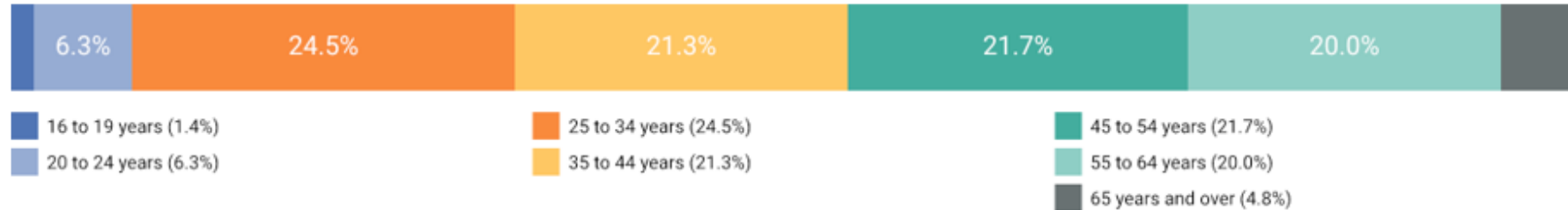


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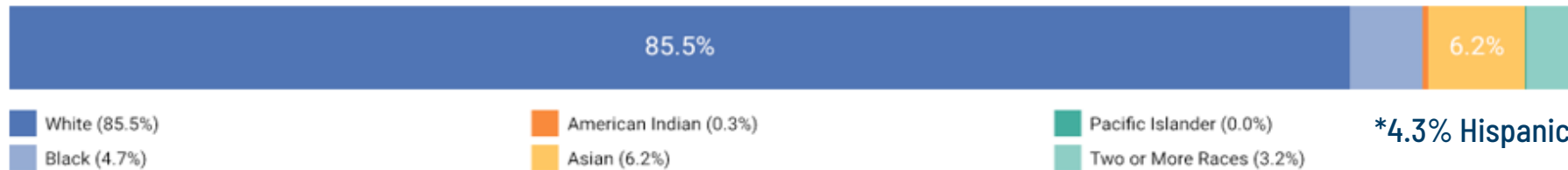


# AVIATION

## Aviation and Drone Technology Workforce Age Demographics, 2024Q2



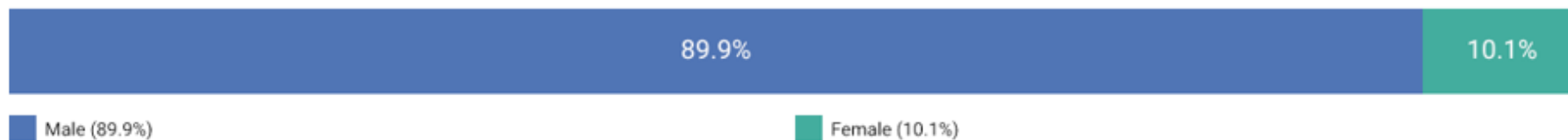
## Aviation and Drone Technology Workforce Race Demographics, 2024Q2



\*4.3% Hispanic/Latine

\*4.3% Hispanic/Latine

## Aviation and Drone Technology Workforce Gender Demographics, 2024Q2



# AVIATION

Note: Programs (CIP codes) included here may appear in multiple pathways. CIP-SOC “crosswalks” are inclusive, rather than exclusive, given that individuals gaining related skillsets may find application for their learning in a variety of careers. All associated programs have been included to show the versatility of these programs.

## Related Postsecondary Program Awards by Level, SY2023

CIP Code	Title	Certificate < 1 Yr	Certificate 1+ but < 2 Yr	Associate's	Certificate 2+ but < 4 Yr	Bachelor's	Total Awards
15.0406	Automation Engineer Technology/Technician	21	43	99	10	0	173
15.0303	Electrical, Electronic, and Communications Engineering Technology/Technician	14	20	59	5	7	105
14.0101	Engineering, General	0	0	0	0	78	78
15.0405	Robotics Technology/Technician	10	0	34	0	0	64
47.0607	Airframe Mechanics and Aircraft Maintenance Technology/Technician	3	0	25	26	0	54
14.3601	Manufacturing Engineering	0	0	0	0	16	39
52.0203	Logistics, Materials, and Supply Chain Management	3	0	4	0	25	32
15.0404	Instrumentation Technology/Technician	0	0	25	4	0	29
15.0000	Engineering Technologies/Technicians, General	0	0	0	0	27	27
14.9999	Engineering, Other	0	0	0	0	0	21
49.0102	Airline/Commercial/Professional Pilot and Flight Crew	0	0	7	0	6	13
14.1201	Engineering Physics/Applied Physics	0	0	0	0	13	13
	*All remaining programs aligned to this pathway	15	4	13	5	21	69
	<b>Total</b>	<b>66 (9.2%)</b>	<b>67 (9.3%)</b>	<b>266 (37.1%)</b>	<b>50 (7.0%)</b>	<b>193 (26.9%)</b>	<b>717</b>

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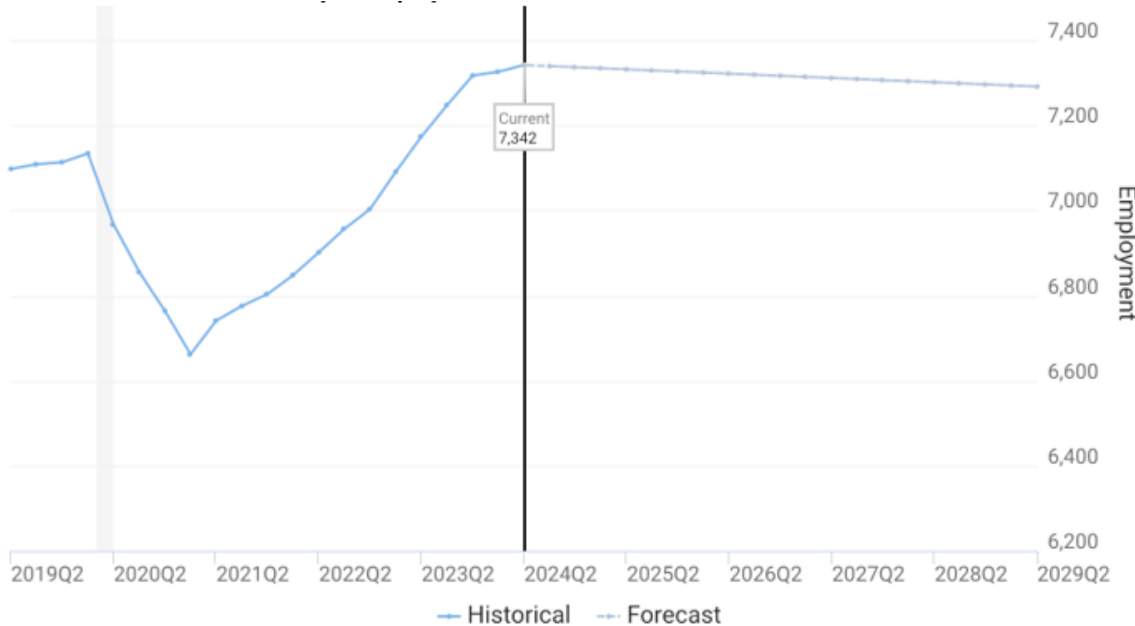


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# COLLISION REPAIR

Career Pathway 5-Year Forecast



## Top Industries of Employment

- Automotive Repair and Maintenance (48.5%)
- Automobile Dealers (7.5%)
- Coating, Engraving, Heat Treating, and Allied Activities (6.0%)

## Takeaways

- Highest Location Quotient (1.09 LQ)
- Unemployment rate of 2.4% (179 people)
- About 41% of positions held today will need to be filled by new talent in the next five years

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# COLLISION REPAIR

## Occupations of Employment in Collision Repair, 2024Q2

		Current				5-Year Baseline Forecast		
SOC	Occupation	Employment	Avg Ann Wages <sup>2</sup>	LQ	Unemployment Rate	Total Demand	Employment Change	Ann % Change
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	3,517	\$54,600	1.12	4.1%	1,550	-58	-0.3%
49-3021	Automotive Body and Related Repairers	3,435	\$61,400	1.08	0.6%	1,335	-40	-0.2%
49-3022	Automotive Glass Installers and Repairers	390	\$66,600	0.93	2.0%	150	-2	-0.1%
Collision Repair Pathway		7,342	\$58,400	1.09	2.4%	3,035	-101	-0.3%
Total - All Occupations		3,101,622	\$69,500	1.00	2.8%	1,656,897	-1,471	0.0%

[minntran.org/demand-analysis/](https://minntran.org/demand-analysis/)



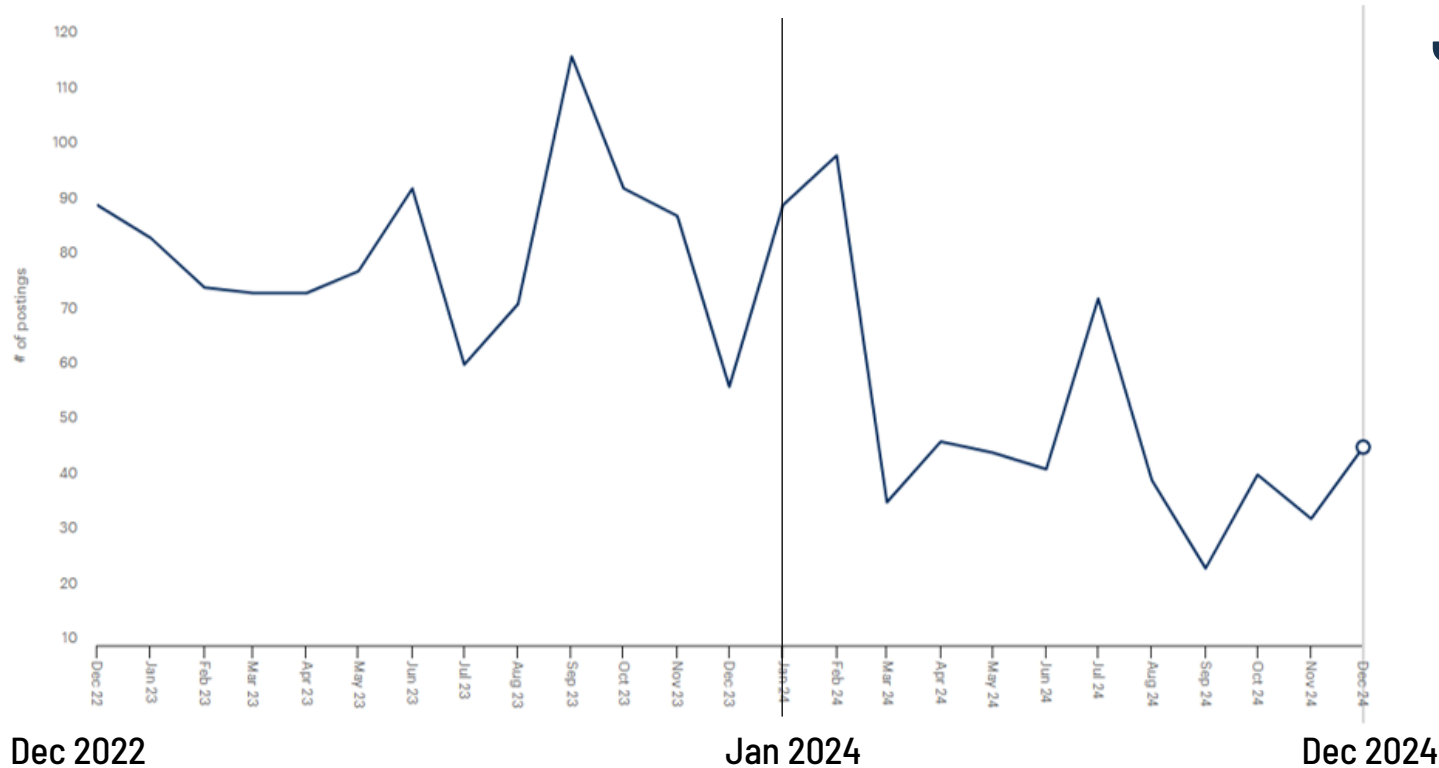
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# COLLISION REPAIR

Volume of Career Pathway Online Job Postings in 2023 and 2024



## Job Postings

- 616 unique job postings (-37%)
- Average of 4 hires for every 1 unique job posting

[minntran.org/demand-analysis/](https://minntran.org/demand-analysis/)



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# COLLISION REPAIR

## Collision Repair Pathway Wages and Experience Level Requirements, 2024Q2

						Percentiles	Education and Training		
SOC	Occupation	Empl Count	Mean	Entry Level	Experienced	50% (Median)	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
49-3021	Automotive Body and Related Repairers	3,435	\$61,400	\$39,600	\$72,300	\$58,800	HS/GED	None	Long-term OJT
49-3022	Automotive Glass Installers and Repairers	390	\$66,600	\$46,600	\$76,600	\$62,200	HS/GED	None	Mod-term OJT training
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	3,517	\$54,600	\$41,500	\$61,100	\$52,300	HS/GED	None	Mod-term OJT
<b>16417</b>	<b>Collision Repair Pathway</b>	<b>7,342</b>	<b>\$58,400</b>	<b>\$40,900</b>	<b>\$67,200</b>	<b>\$55,800</b>			
<b>Total - All Occupations</b>		<b>3,101,622</b>	<b>\$69,500</b>	<b>\$34,600</b>	<b>\$87,000</b>	<b>\$54,500</b>			

[minntran.org/demand-analysis/](https://minntran.org/demand-analysis/)



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# COLLISION REPAIR

## Collision Repair Pathway Wages by Region, 2024Q2

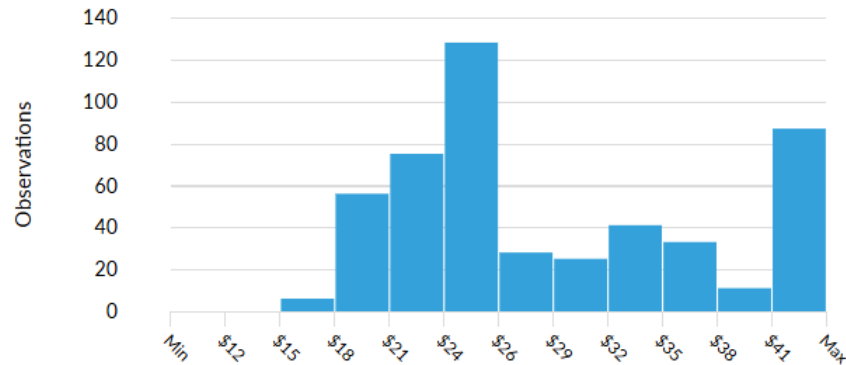
Region	Employment Count	Mean	Entry Level	Experienced	50% (Median)
Rural Greater Minnesota	2,194	\$53,600	\$38,500	\$61,200	\$51,900
Urban Greater Minnesota	1,013	\$53,300	\$39,800	\$60,100	\$50,100
MSP Metro	4,045	\$62,300	\$44,400	\$71,300	\$58,400
<b>Minnesota</b>	<b>7,342</b>	<b>\$58,400</b>	<b>\$40,900</b>	<b>\$67,200</b>	<b>\$55,800</b>

- Over half of statewide employment (55%) in the MSP Metro
- Little to no difference between urban and rural Greater Minnesota wages
- \$9,000 wage gap between urban Greater Minnesota and MSP Metro median wages

# COLLISION REPAIR

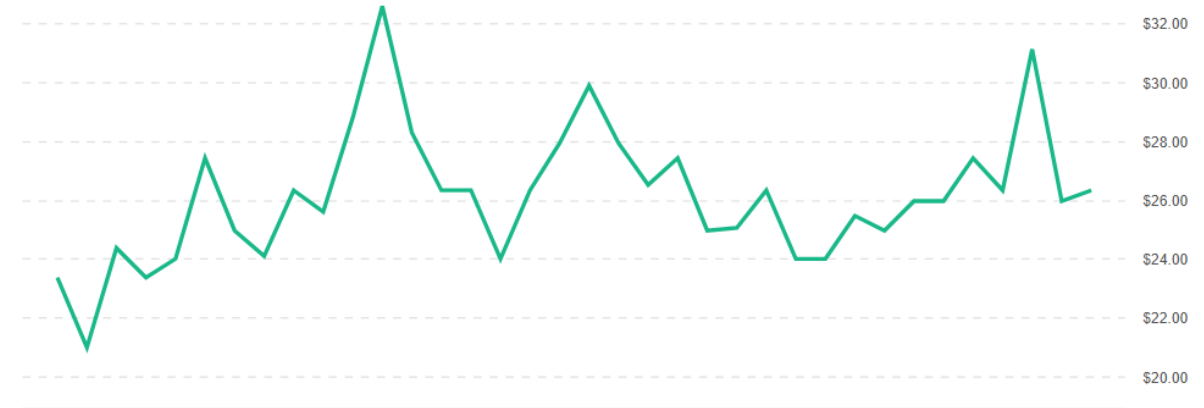
## Collision Repair Pathway Salary Range, 2024

**\$26.34/hr**  
Median Advertised Salary



▲ 12.6% Jan 2022 – Dec 2024  
\$26.40 Median

6M 1Y 3Y CUSTOM



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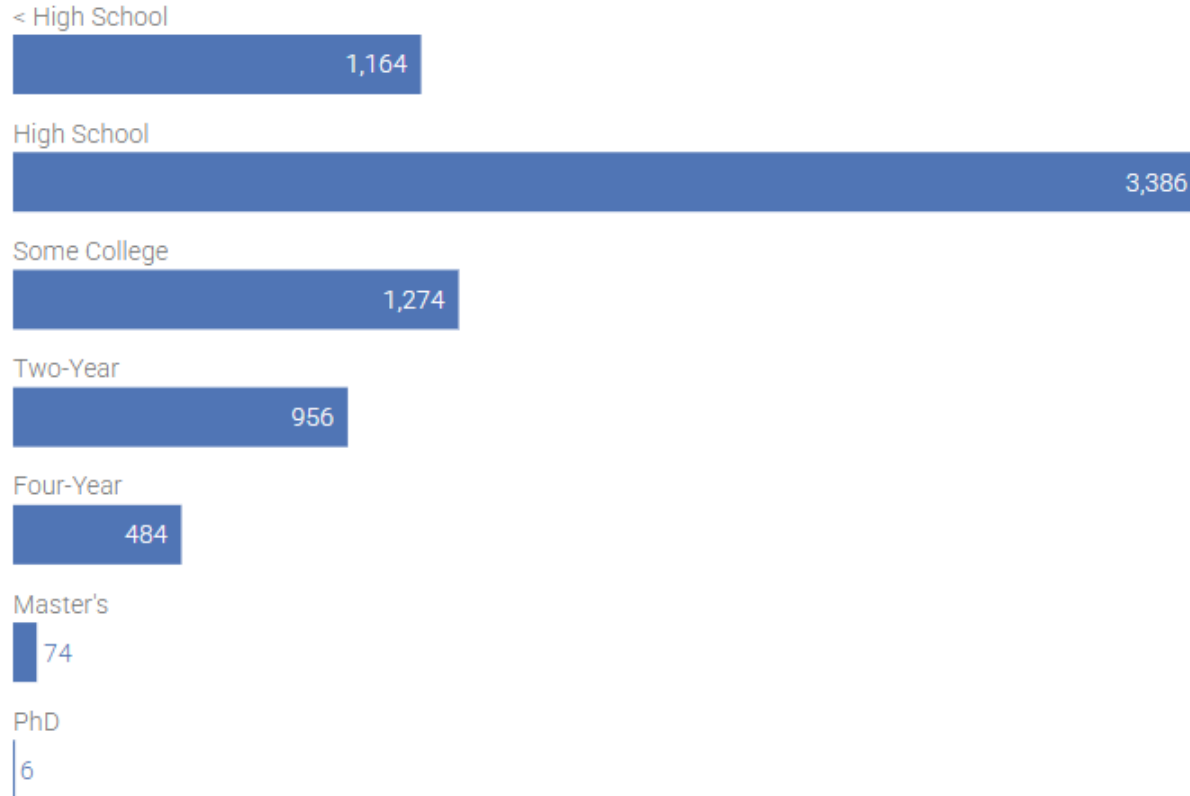
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# COLLISION REPAIR

## Collision Repair Pathway Talent Highest Levels of Education, 2024Q2



Data for Collision Repair Pathway, Minnesota  
Source: JobsEQ®. Data as of 2024Q2.

- 179 people unemployed (2.4%)
  - Highest for Coating Machine Operators (4.1%)
- 533 underemployed
  - Highest for Coating Machine Operators
- Almost half of professionals (46.1%) hold a High School diploma as their highest degree

[minntran.org/demand-analysis/](https://minntran.org/demand-analysis/)



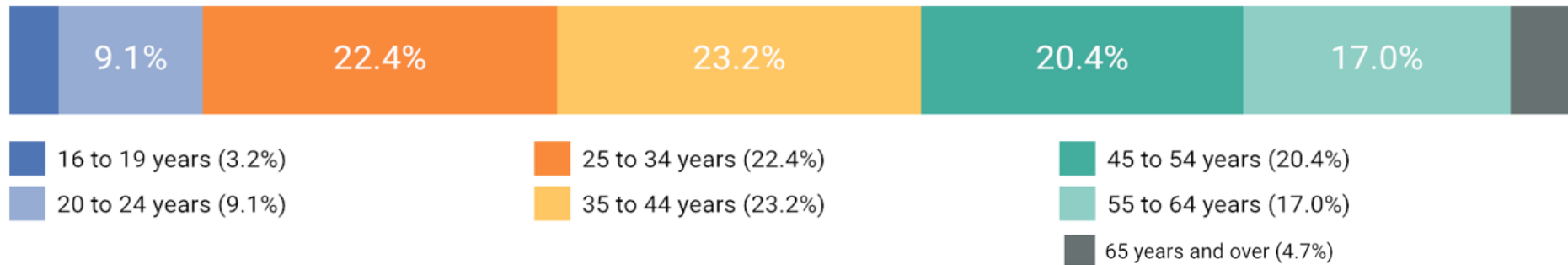
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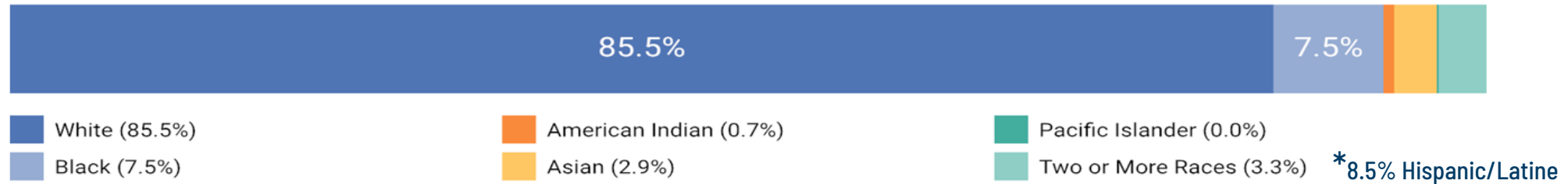
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# COLLISION REPAIR

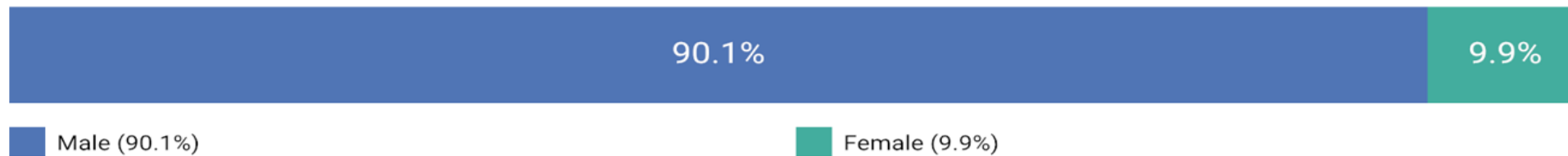
Collision Repair Workforce Age Demographics, 2024Q2



Collision Repair Workforce Race Demographics, 2024Q2



Collision Repair Workforce Gender Demographics, 2024Q2



# COLLISION REPAIR

## Related Postsecondary Program Awards by Level, SY2023

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
47.0603	Autobody/Collision and Repair Technology/Technician	72	25	22	20	0	0	0	139
	Total	72 (52%)	25 (18%)	22 (16%)	20 (14%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	139 (100%)

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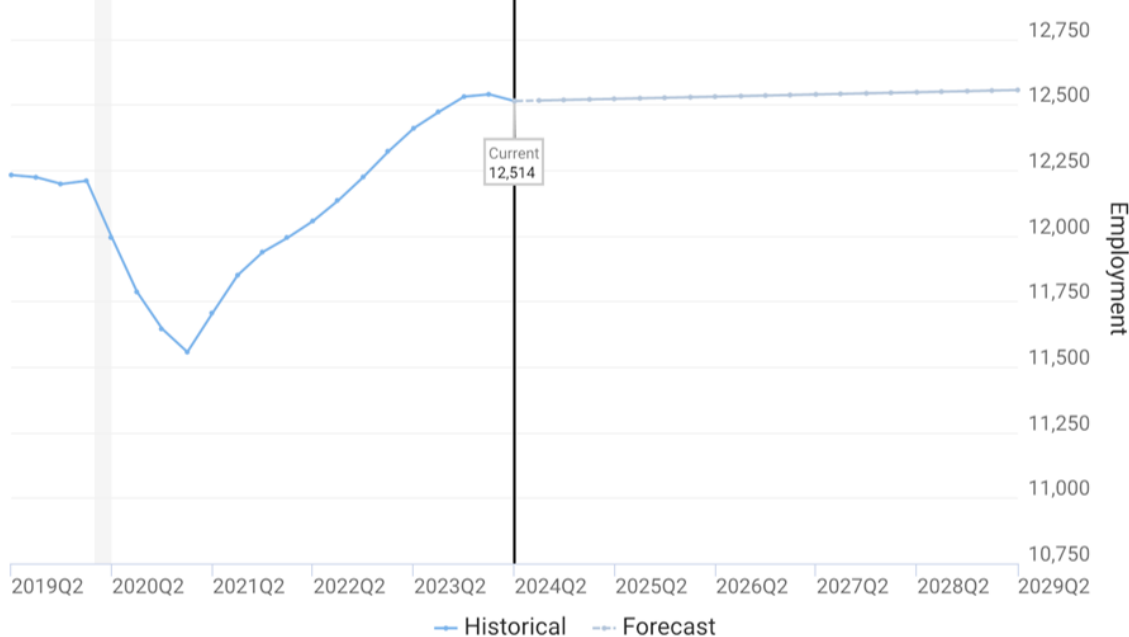
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# DIESEL

## Career Pathway 5-Year Forecast



## Takeaways

- 2<sup>nd</sup> Highest Location Quotient, or concentration of roles in Minnesota among transportation pathways (1.02 LQ, but dropped)
- About 42.6% of positions held today will need to be filled by new talent in the next five years

## Top Industries of Employment

- Machinery, Equipment, and Supplies Merchant Wholesalers (18.0%)
- General Freight Trucking (6.7%)
- Motor Vehicle Parts and Supplies Merchant Wholesalers (4.9%)

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# DIESEL

## Occupations of Employment in Diesel, 2024Q2

		Current				5-Year Baseline Forecast		
SOC	Occupation	Employment	Avg Ann Wages <sup>2</sup>	LQ	Unemployment Rate	Total Demand	Employment Change	Ann % Change
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	6,167	\$67,000	1.10	0.3%	2,467	-42	-0.1%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	3,072	\$74,500	0.85	0.9%	1,358	85	0.5%
49-3041	Farm Equipment Mechanics and Service Technicians	1,592	\$59,300	1.84	0.8%	693	37	0.5%
47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining	713	\$75,500	1.13	0.2%	371	3	0.1%
49-3043	Rail Car Repairers	452	\$62,300	1.17	0.8%	177	-4	-0.2%
47-5023	Earth Drillers, Except Oil and Gas	304	\$65,400	0.86	6.8%	163	4	0.3%
53-7021	Crane and Tower Operators	215	\$85,800	0.27	1.0%	100	1	0.1%
Diesel Equipment and Truck Pathway		12,514	\$68,400	1.02	0.7%	5,328	84	0.1%
Total - All Occupations		3,101,622	\$69,500	1.00	2.8%	1,656,897	-1,471	0.0%

[minntran.org/demand-analysis/](https://minntran.org/demand-analysis/)

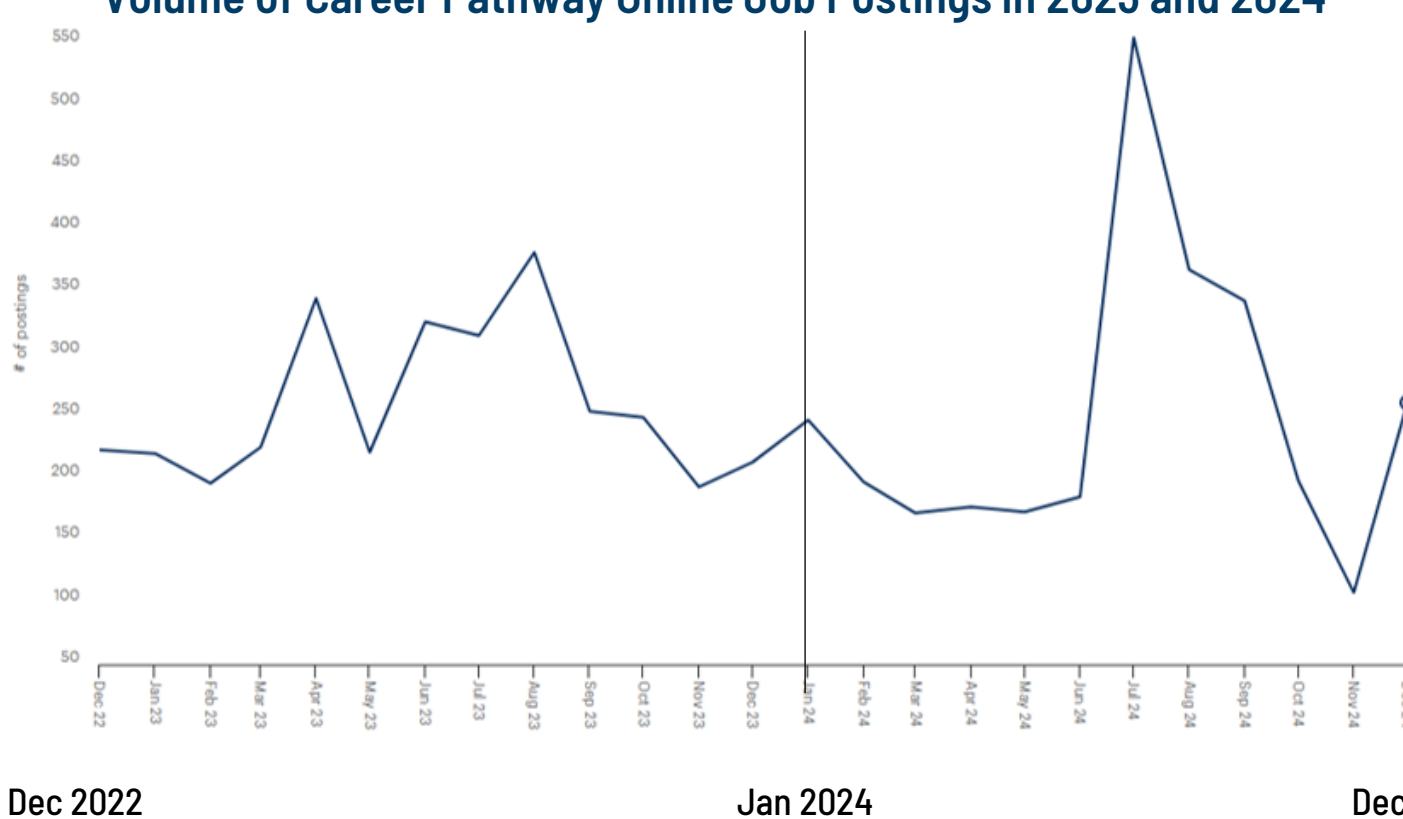


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# DIESEL

Volume of Career Pathway Online Job Postings in 2023 and 2024



## Job Postings

- 2,984 unique job postings (-5%)
- Average of 2 hires for every 1 unique job posting

[minntran.org/demand-analysis/](https://minntran.org/demand-analysis/)



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# DIESEL

## Diesel Pathway Wages and Experience Level Requirements, 2024Q2

						Percentiles	Education and Training		
SOC	Occupation	Employment Count	Mean	Entry Level	Experienced	50% (Median)	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining	713	\$75,500	\$53,900	\$86,300	\$73,800	HS/GED	Less than 5 years	Mod-term OJT
47-5023	Earth Drillers, Except Oil and Gas	304	\$65,400	\$53,600	\$71,200	\$64,500	HS/GED	Less than 5 years	Long-term OJT
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	6,167	\$67,000	\$48,600	\$76,200	\$65,000	HS/GED	None	Long-term OJT
49-3041	Farm Equipment Mechanics and Service Technicians	1,592	\$59,300	\$43,400	\$67,200	\$60,900	HS/GED	None	Long-term OJT
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	3,072	\$74,500	\$57,400	\$83,000	\$74,200	HS/GED	None	Long-term OJT
49-3043	Rail Car Repairers	452	\$62,300	\$49,900	\$68,500	\$57,600	HS/GED	None	Long-term OJT
53-7021	Crane and Tower Operators	215	\$85,800	\$60,500	\$98,500	\$80,600	HS/GED	Less than 5 years	Mod-term OJT
<b>Diesel Equipment and Truck Pathway</b>		<b>12,514</b>	<b>\$68,400</b>	<b>\$50,800</b>	<b>\$77,300</b>	<b>\$67,200</b>			
<b>Total - All Occupations</b>		<b>3,101,622</b>	<b>\$69,500</b>	<b>\$34,600</b>	<b>\$87,000</b>	<b>\$54,500</b>			

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## Diesel Pathway Wages by Region, 2024Q2

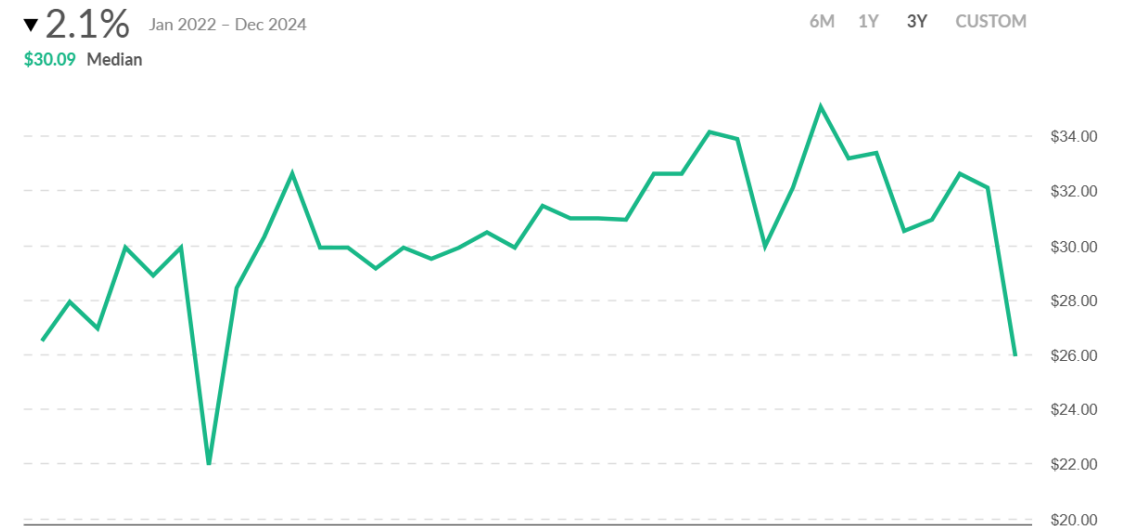
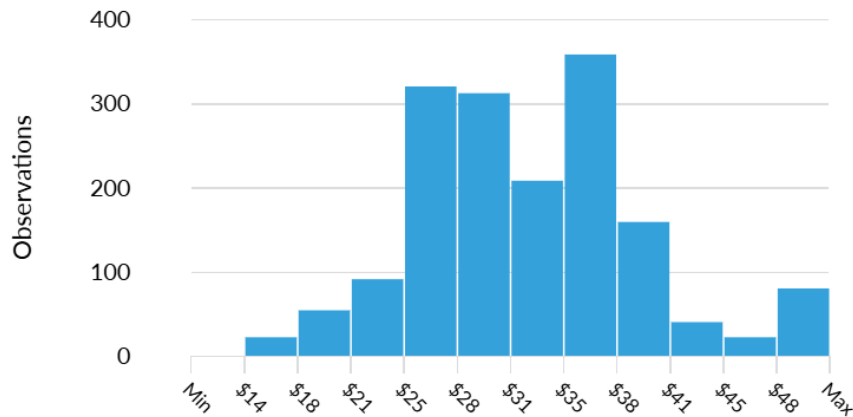
Region	Employment Count	Mean	Entry Level	Experienced	50% (Median)
Rural Greater Minnesota	3,863	\$62,400	\$46,500	\$70,400	\$63,000
Urban Greater Minnesota	2,247	\$66,800	\$51,100	\$74,700	\$65,600
MSP Metro	5,999	\$72,900	\$55,200	\$81,700	\$71,400
<b>Minnesota</b>	<b>12,514</b>	<b>\$68,400</b>	<b>\$50,800</b>	<b>\$77,300</b>	<b>\$67,200</b>

- Just under half of statewide employment (48%) in the MSP Metro
- Urban Greater Minnesota has higher average annual wages than Rural Greater Minnesota

# DIESEL

## Diesel Pathway Salary Range, 2024

**\$31.45/hr**  
Median Advertised Salary



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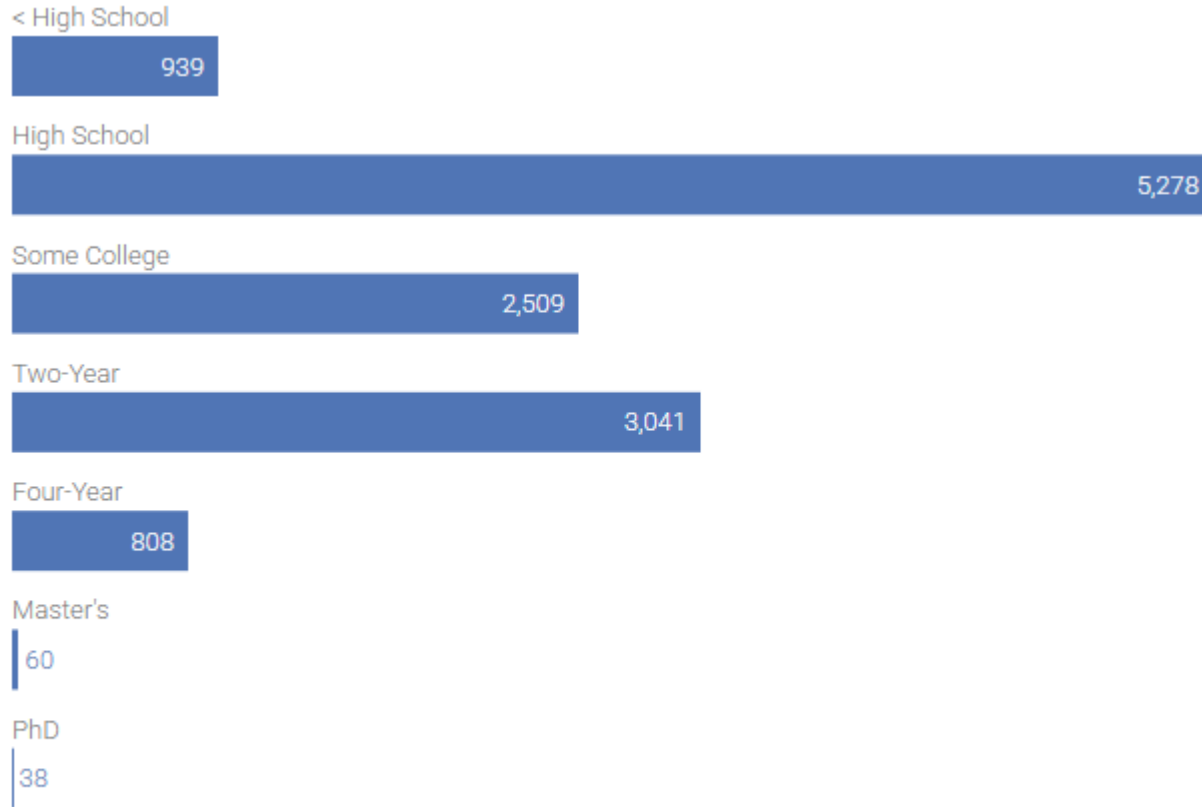
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# DIESEL

## Diesel Pathway Talent Highest Levels of Education, 2024Q2



Data for Diesel Equipment and Truck Pathway, Minnesota  
Source: JobsEQ®. Data as of 2024Q2.

- 92 people unemployed (0.7%)
  - Highest for Crane and Tower Operators
- 833 underemployed
  - Highest for Bus and Truck Mechanics
- More than 2 in 5 professionals hold a High School diploma as their highest degree

[minntran.org/demand-analysis/](https://minntran.org/demand-analysis/)

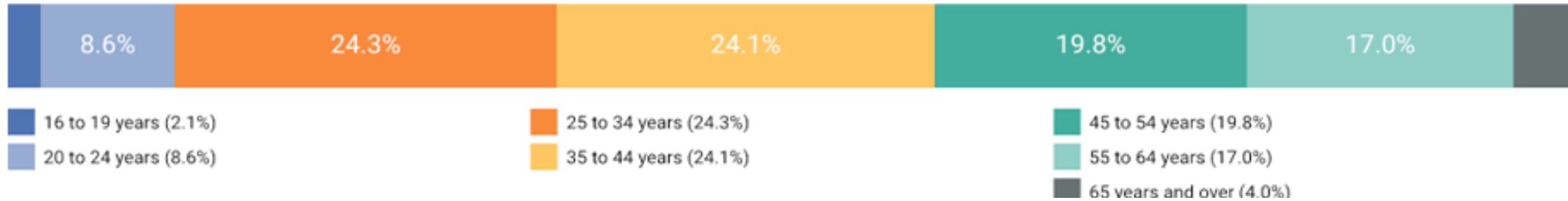


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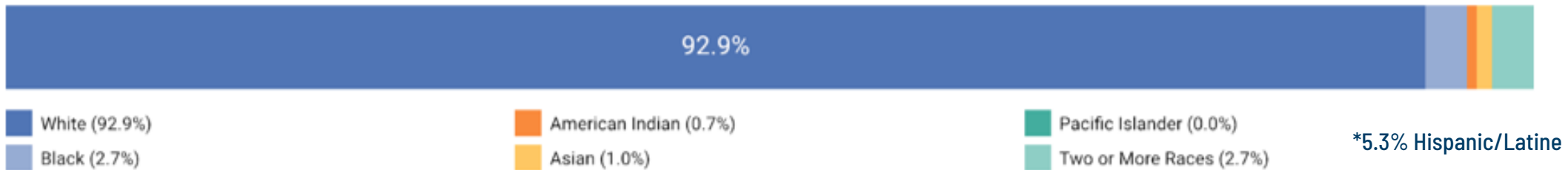


# DIESEL

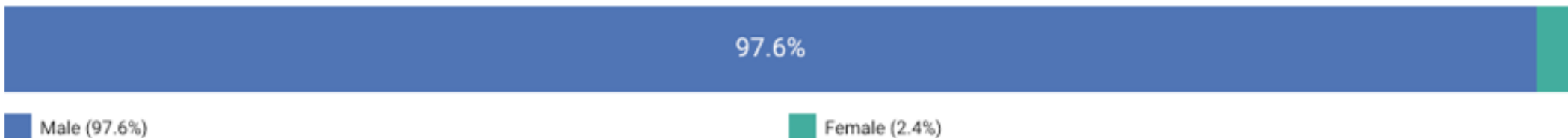
## Diesel, Equipment, and Truck Workforce Age Demographics, 2024Q2



## Diesel, Equipment, and Truck Workforce Race Demographics, 2024Q2



## Diesel, Equipment, and Truck Workforce Gender Demographics, 2024Q2



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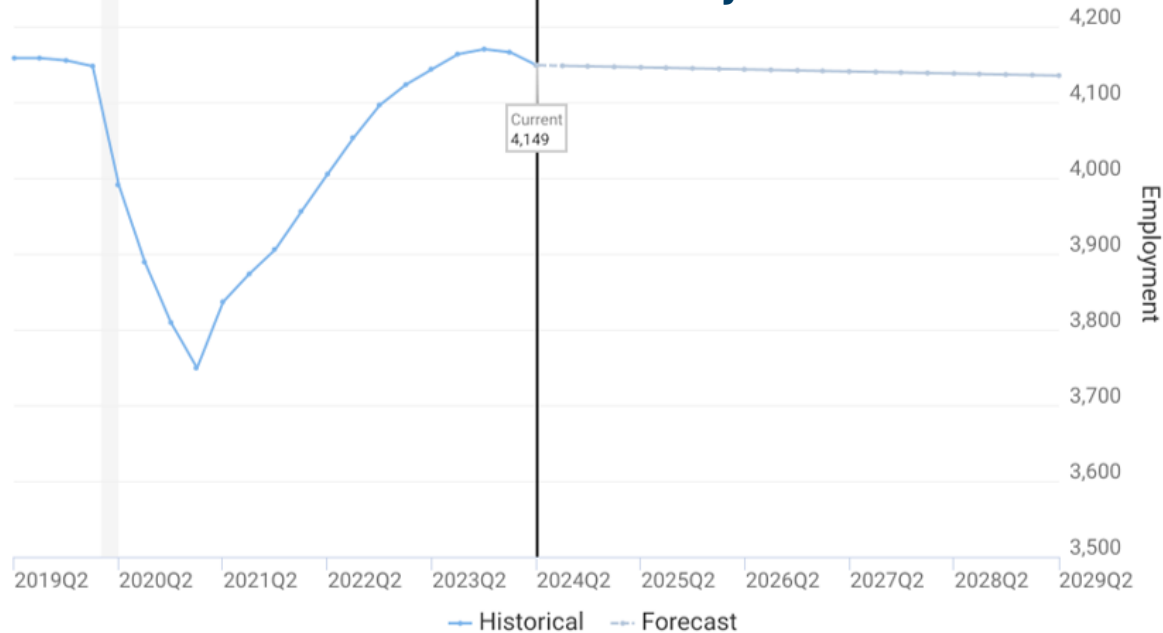
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## Related Postsecondary Program Awards by Level, SY2023

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
47.0605	Diesel Mechanics Technology/Technician	4	24	42	14	0	0	0	84
47.0613	Medium/Heavy Vehicle and Truck Technology/Technician	3	10	36	15	0	0	0	64
49.0202	Construction/Heavy Equipment/Earthmoving Equipment Operation	0	0	0	49	0	0	0	49
47.0302	Heavy Equipment Maintenance Technology/Technician	0	0	20	12	0	0	0	32
01.0205	Agricultural Mechanics and Equipment/Machine Technology/Technician	0	0	4	5	0	0	0	9
01.0201	Agricultural Mechanization, General	0	0	0	0	4	0	0	4
01.0204	Agricultural Power Machinery Operation	0	3	0	0	0	0	0	3
47.0399	Heavy/Industrial Equipment Maintenance Technologies/Technicians, Other	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>7 3%</b>	<b>37 15%</b>	<b>102 42%</b>	<b>95 39%</b>	<b>4 2%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>245</b>

# MARINE & POWERSPORTS

Career Pathway 5-Year Forecast



## Takeaways

- Smallest total employment of all transportation pathways
- About 58% of positions held today will need to be filled by new talent in the next five years

## Top Industries of Employment

- Other Motor Vehicle Dealers (16.2%)
- Support Activities for Air Transportation (9.8%)
- Automotive Repair and Maintenance (8.8%)

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# MARINE & POWERSPORTS

## Occupations of Employment in Marine and Power Sports, 2024Q2

SOC	Occupation	Current				5-Year Baseline Forecast		
		Employment	Avg Ann Wages <sup>2</sup>	LQ	Unemployment Rate	Total Demand	Employment Change	Ann % Change
53-6031	Automotive and Watercraft Service Attendants	1,068	\$38,300	0.59	3.8%	762	-26	-0.5%
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	774	\$50,500	1.06	0.7%	390	-3	-0.1%
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	702	\$82,100	0.64	5.3%	268	-11	-0.3%
53-6032	Aircraft Service Attendants	639	\$41,700	1.23	3.9%	480	-1	0.0%
49-3051	Motorboat Mechanics and Service Technicians	580	\$55,500	1.19	0.8%	315	13	0.5%
49-3052	Motorcycle Mechanics	347	\$49,400	1.20	0.8%	177	0	0.0%
53-5022	Motorboat Operators	38	\$58,300	0.63	5.0%	20	0	0.0%
<b>16420</b>	<b>Marine and Power Sports Pathway</b>	<b>4,149</b>	<b>\$52,000</b>	<b>0.83</b>	<b>2.9%</b>	<b>2,413</b>	<b>-27</b>	<b>-0.1%</b>
<b>Total - All Occupations</b>		<b>3,101,622</b>	<b>\$69,500</b>	<b>1.00</b>	<b>2.8%</b>	<b>1,656,897</b>	<b>-1,471</b>	<b>0.0%</b>

[minntran.org/demand-analysis/](https://minntran.org/demand-analysis/)



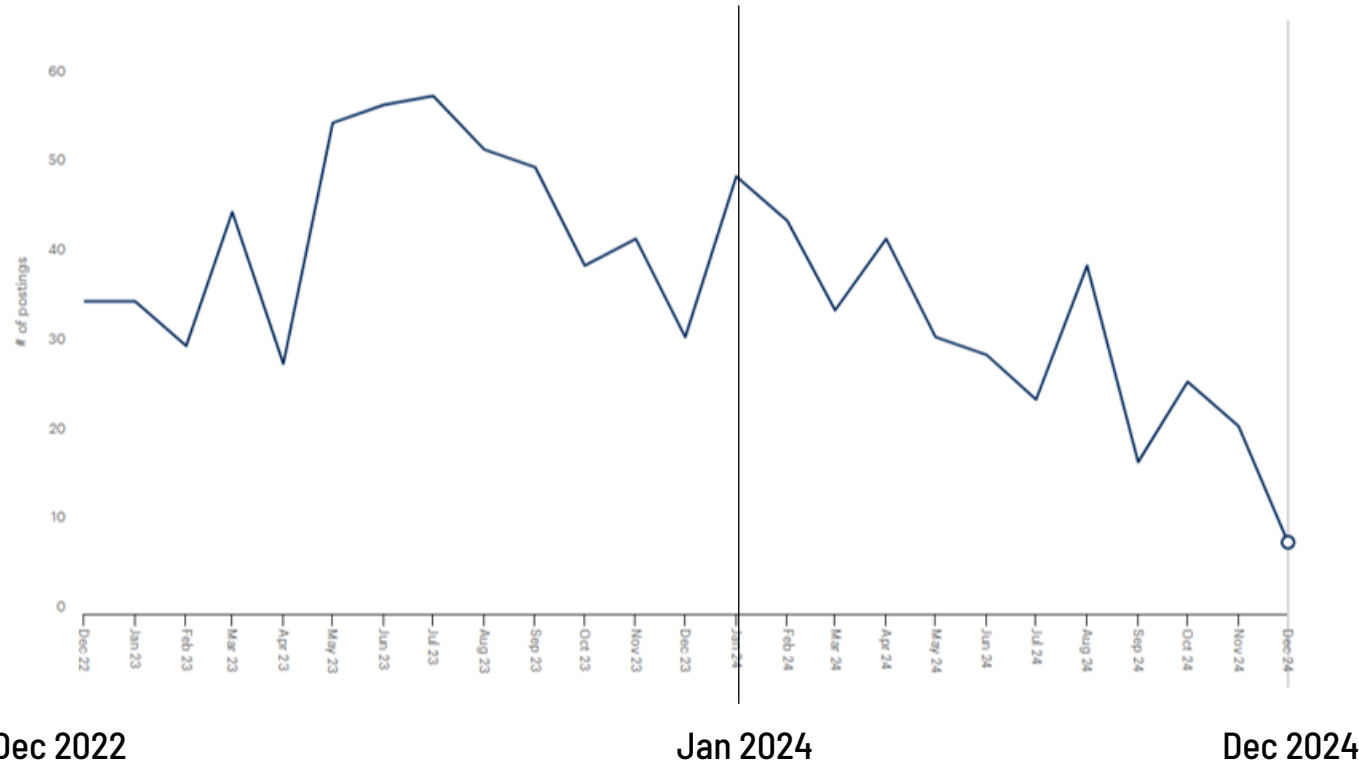
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# MARINE & POWERSPORTS

Volume of Career Pathway Online Job Postings in 2023 and 2024



## Job Postings

- 364 unique job postings (-30%)
- Average of 4 hires for every 1 unique job posting

# MARINE & POWERSPORTS

## Marine and Power Sports Pathway Wages and Experience Level Requirements, 2024Q2

						Percentiles	Education and Training		
SOC	Occupation	Employment Count	Mean	Entry Level	Experienced	50% (Median)	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	702	\$82,100	\$65,400	\$90,400	\$80,600	Certificate	None	Long-term OJT
49-3051	Motorboat Mechanics and Service Technicians	580	\$55,500	\$42,800	\$61,900	\$54,400	HS/GED	None	Long-term OJT
49-3052	Motorcycle Mechanics	347	\$49,400	\$32,100	\$58,000	\$49,800	Certificate	None	Short-term OJT
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	774	\$50,500	\$41,100	\$55,300	\$50,300	HS/GED	None	Moderate-term OJT
53-5022	Motorboat Operators	38	\$58,300	\$35,900	\$69,500	\$53,700	Certificate	<5 years	None
53-6031	Automotive and Watercraft Service Attendants	1,068	\$38,300	\$33,100	\$40,900	\$38,300	None	None	Short-term OJT
53-6032	Aircraft Service Attendants	639	\$41,700	\$34,000	\$45,500	\$42,200	HS/GED	None	Short-term OJT
<b>Marine and Power Sports Pathway</b>		<b>4,149</b>	<b>\$52,000</b>	<b>\$41,500</b>	<b>\$57,300</b>	<b>\$51,700</b>			
<b>Total - All Occupations</b>		<b>3,101,622</b>	<b>\$69,500</b>	<b>\$34,600</b>	<b>\$87,000</b>	<b>\$54,500</b>			

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# MARINE & POWERSPORTS

## Marine and Power Sports Pathway Wages by Region, 2024Q2

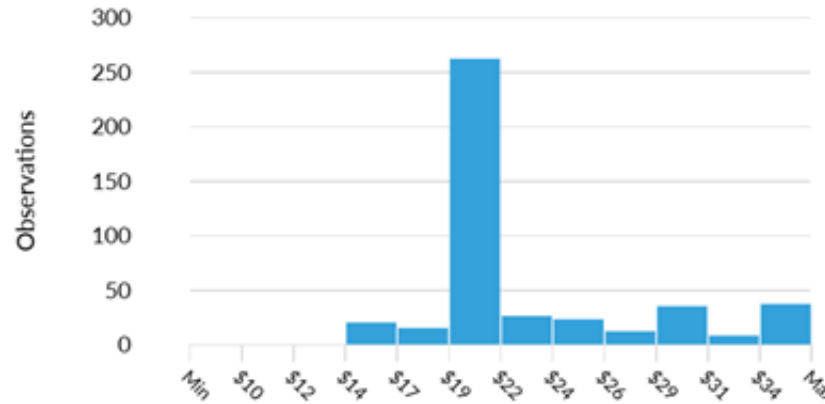
Region	Employment Count	Mean	Entry Level	Experienced	50% (Median)
Rural Greater Minnesota	1,114	\$47,900	\$38,900	\$52,500	\$48,200
Urban Greater Minnesota	603	\$49,700	\$40,900	\$54,000	\$49,300
MSP Metro	2,345	\$54,200	\$44,300	\$59,200	\$54,300
<b>Minnesota</b>	<b>4,149</b>	<b>\$52,000</b>	<b>\$41,500</b>	<b>\$57,300</b>	<b>\$51,700</b>

- Over half of statewide employment (57%) in the MSP Metro
- Little to no difference between urban and rural Greater Minnesota wages
- \$5,000 wage gap between urban Greater Minnesota and MSP Metro median wages

# MARINE & POWERSPORTS

## Marine and Power Sports Pathway Salary Range, 2024

**\$20.49/hr**  
Median Advertised Salary



[minntran.org/demand-analysis/](https://minntran.org/demand-analysis/)



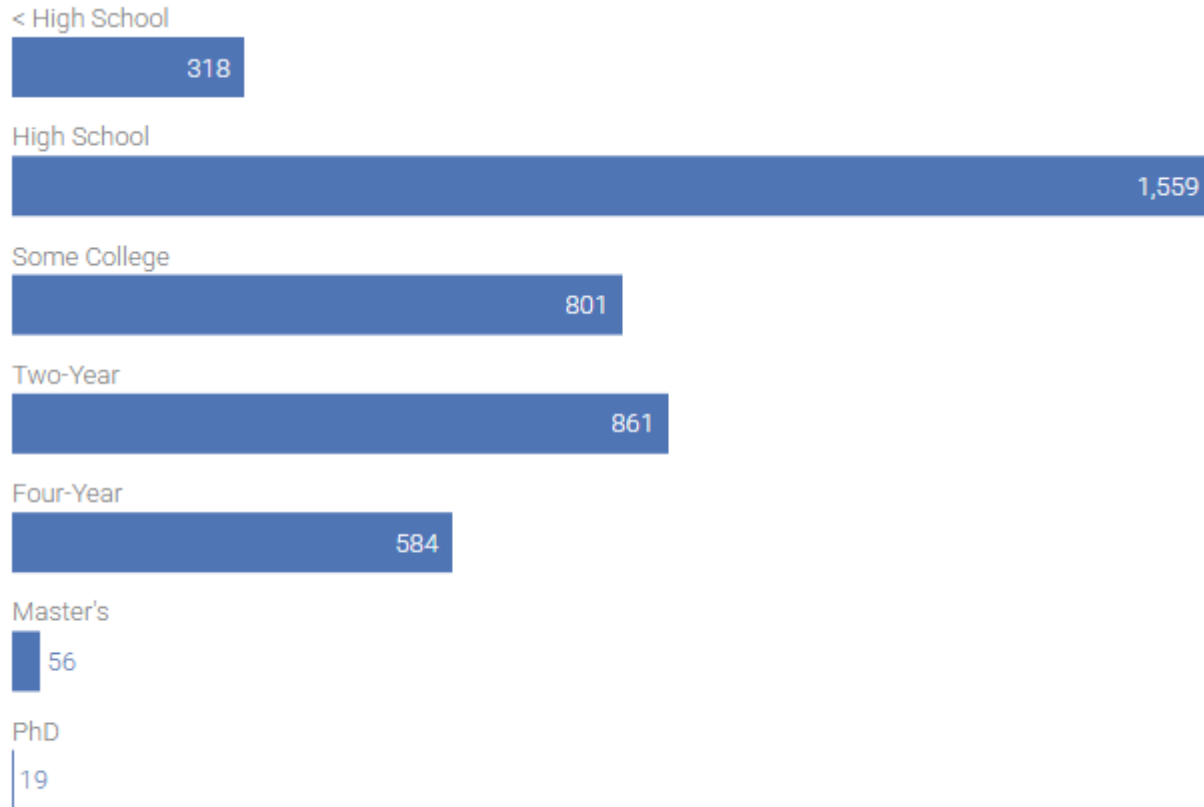
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# MARINE & POWERSPORTS

## Marine and Power Sports Pathway Talent Highest Levels of Education, 2024Q2



Data for Marine and Power Sports Pathway, Minnesota  
Source: JobsEQ®. Data as of 2024Q2.

- 125 people unemployed (2.9%)
  - Highest for Auto and Watercraft Service Attendants
- 594 underemployed
  - Highest for Automotive and Watercraft Service Attendants
- Nearly 2 in 5 professionals hold a High School diploma as their highest degree; 7.6% don't have a High School diploma

[minntran.org/demand-analysis/](https://minntran.org/demand-analysis/)



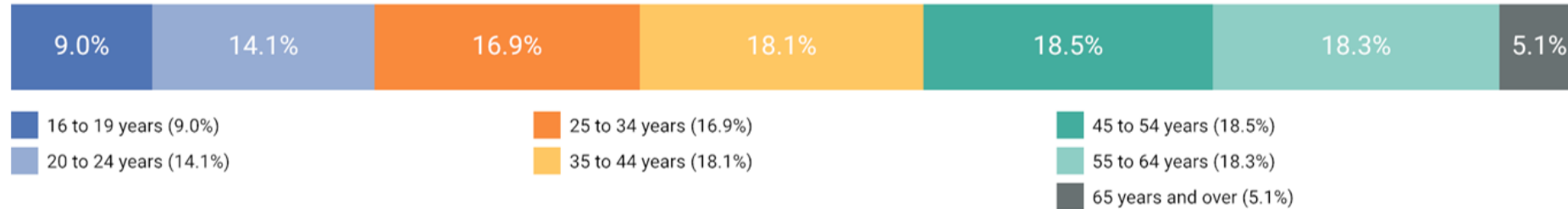
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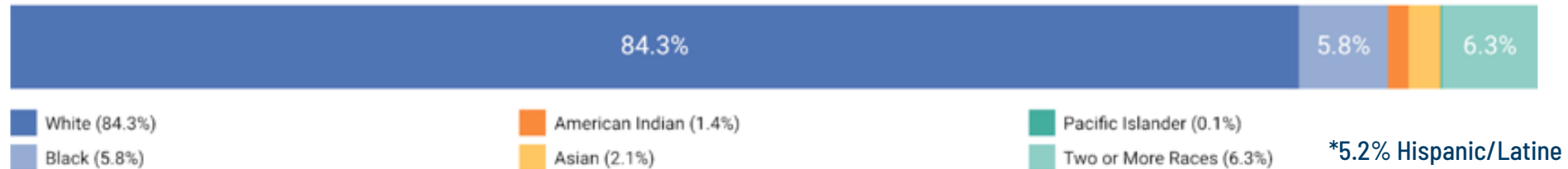
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# MARINE & POWERSPORTS

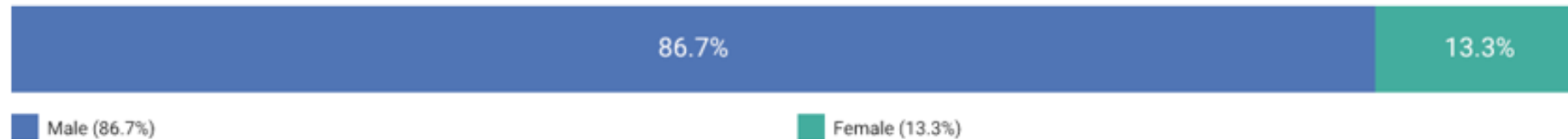
Marine and Power Sports Workforce Age Demographics, 2024Q2



Marine and Power Sports Workforce Race Demographics, 2024Q2



Marine and Power Sports Workforce Gender Demographics, 2024Q2



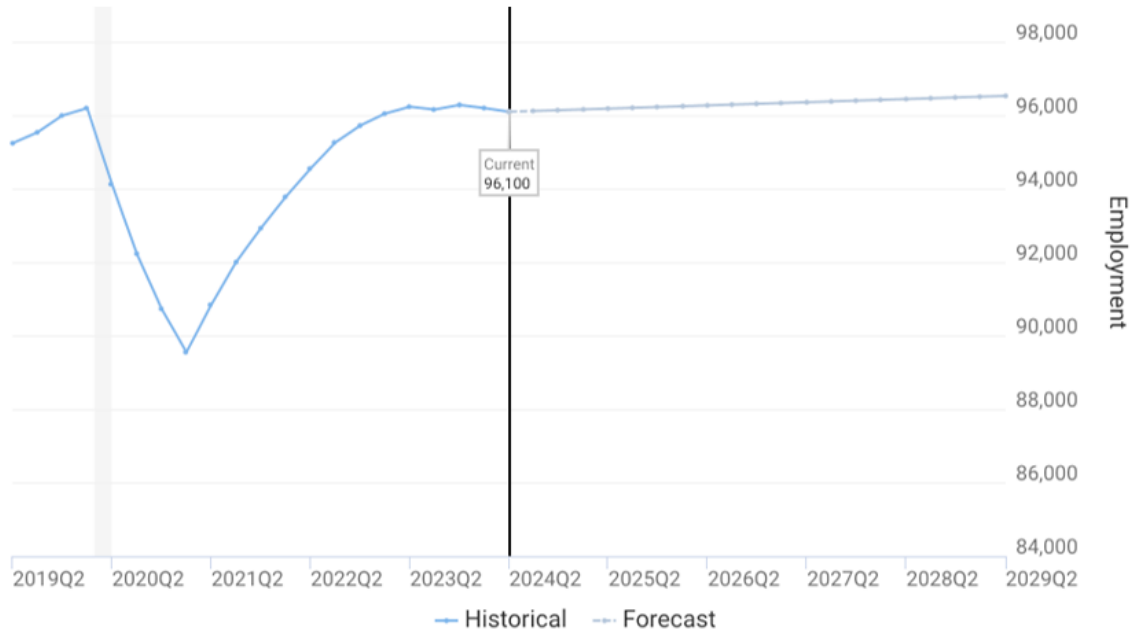
# MARINE & POWERSPORTS

## Related Postsecondary Program Awards by Level, SY2023

CIP Code	Title	Certificate < 1 Yr	Certificate 1+ but < 2 Yr	Associate's	Certificate 2+ but < 4 Yr	Bachelor's	Master's	Doctor ate	Total Awards
15.0303	Electrical, Electronic, and Communications Engineering Technology/Technician	14	20	59	5	7	0	0	105
47.0605	Diesel Mechanics Technology/Technician	4	24	42	14	0	0	0	84
47.0616	Marine Maintenance/Fitter and Ship Repair Technology/Technician	0	38	7	20	0	0	0	65
47.0606	Small Engine Mechanics and Repair Technology/Technician	0	12	0	3	0	0	0	15
47.0611	Motorcycle Maintenance and Repair Technology/Technician	0	11	0	0	0	0	0	11
47.0104	Computer Installation and Repair Technology/Technician	1	0	0	0	0	0	0	1
47.0103	Communications Systems Installation and Repair Technology/Technician	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>19 6.8%</b>	<b>105 37.4%</b>	<b>108 38.4%</b>	<b>42 14.9%</b>	<b>7 2.5%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>281</b>

# TRUCK DRIVING

Career Pathway 5-Year Forecast



## Top Industries of Employment

- General Freight Trucking (16.4%)
- School and Employee Bus Transportation (8.5%)
- Couriers and Express Delivery Services (6.6%)

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## Takeaways

- Highest total employment of all transportation pathways by a factor of five (96,100 employed)
- Highest baseline average annual growth forecast (0.2%)
- Most vulnerable set of entry-level occupations to technology innovation in transportation
- About 56% of positions held today will need to be filled by new talent in the next five years



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# TRUCK DRIVING

## Occupations of Employment in Truck Driving, 2024Q2

SOC	Occupation	Current				5-Year Baseline Forecast		
		Employment	Avg Ann Wages <sup>2</sup>	LQ	Unemployment Rate	Total Demand	Employment Change	Ann % Change
53-3032	Heavy and Tractor-Trailer Truck Drivers	40,896	\$63,800	0.99	3.3%	21,088	186	0.1%
53-3033	Light Truck Drivers	18,555	\$52,400	0.92	3.3%	9,942	345	0.4%
53-3051	Bus Drivers, School	10,071	\$50,900	1.43	2.2%	7,520	13	0.0%
53-3031	Driver/Sales Workers	8,780	\$38,400	0.93	3.3%	4,733	183	0.4%
53-7051	Industrial Truck and Tractor Operators	8,112	\$54,700	0.56	4.6%	3,949	14	0.0%
53-3053	Shuttle Drivers and Chauffeurs	5,761	\$39,000	1.35	4.0%	3,933	124	0.4%
53-3052	Bus Drivers, Transit and Intercity	3,731	\$56,800	0.94	4.1%	2,197	0	0.0%
53-7121	Tank Car, Truck, and Ship Loaders	194	\$68,200	0.82	0.8%	98	-2	-0.2%
Truck Driving Pathway		96,100	\$55,400	0.95	3.4%	53,460	862	0.2%
Total - All Occupations		3,101,622	\$69,500	1.00	2.8%	1,656,897	-1,471	0.0%

[minntran.org/demand-analysis/](https://minntran.org/demand-analysis/)

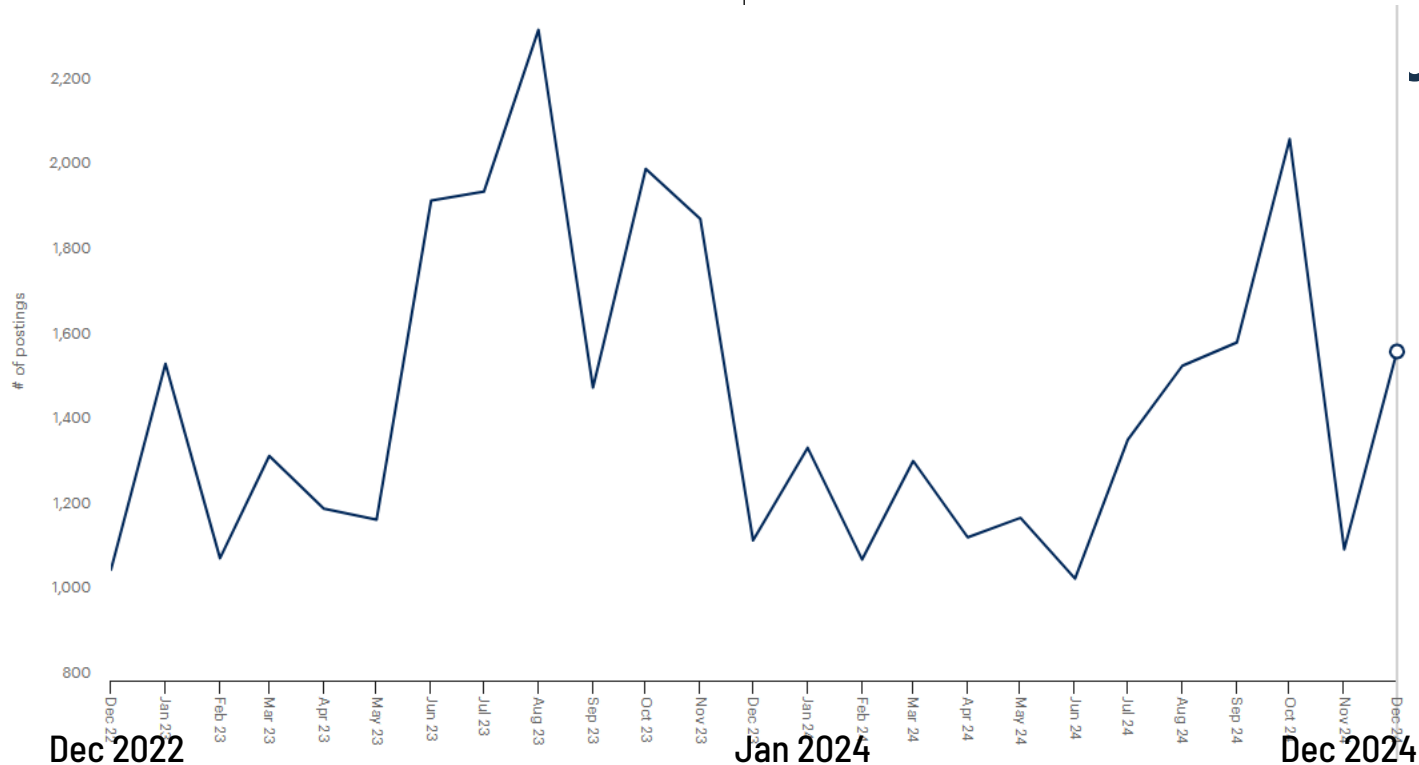


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# TRUCK DRIVING

Volume of Career Pathway Online Job Postings in 2023 and 2024



## Job Postings

- 16,373 unique job postings (-14%)
- Average of 3 hires for every 1 unique job posting

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# TRUCK DRIVING

## Truck Driving Pathway Wages and Experience Level Requirements, 2024Q2

						Percentiles	Education and Training		
SOC	Occupation	Employment Count	Mean	Entry Level	Experienced	50% (Median)	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
53-3031	Driver/Sales Workers	8,780	\$38,400	\$25,300	\$44,900	\$32,600	HS/GED	None	Short-term OJT
53-3032	Heavy and Tractor-Trailer Truck Drivers	40,896	\$63,800	\$48,300	\$71,500	\$62,300	Certificate	None	Short-term OJT
53-3033	Light Truck Drivers	18,555	\$52,400	\$36,800	\$60,200	\$49,700	HS/GED	None	Short-term OJT
53-3051	Bus Drivers, School	10,071	\$50,900	\$40,400	\$56,200	\$51,600	HS/GED	None	Short-term OJT
53-3052	Bus Drivers, Transit and Intercity	3,731	\$56,800	\$40,400	\$65,000	\$53,100	HS/GED	None	Mod-term OJT
53-3053	Shuttle Drivers and Chauffeurs	5,761	\$39,000	\$30,600	\$43,300	\$38,400	None	None	Short-term OJT
53-7051	Industrial Truck and Tractor Operators	8,112	\$54,700	\$40,300	\$61,800	\$50,800	None	None	Short-term OJT
53-7121	Tank Car, Truck, and Ship Loaders	194	\$68,200	\$46,500	\$79,000	\$66,300	None	None	Short-term OJT
Truck Driving Pathway		96,100	\$55,400	\$41,100	\$62,500	\$53,300			
Total - All Occupations		3,101,622	\$69,500	\$34,600	\$87,000	\$54,500			

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# TRUCK DRIVING

## Truck Driving Pathway Wages by Region, 2024Q2

Region	Employment Count	Mean	Entry Level	Experienced	50% (Median)
Rural Greater Minnesota	25,060	\$52,500	\$39,400	\$59,000	\$50,500
Urban Greater Minnesota	14,340	\$53,500	\$39,700	\$60,500	\$52,000
MSP Metro	53,844	\$57,100	\$43,300	\$64,000	\$55,000
<b>Minnesota</b>	<b>96,100</b>	<b>\$55,400</b>	<b>\$41,100</b>	<b>\$62,500</b>	<b>\$53,300</b>

- Over half of statewide employment (56%) in the MSP Metro
- Little difference between urban and rural Greater Minnesota wages
- \$4,500 wage gap between urban Greater Minnesota and MSP Metro median wages

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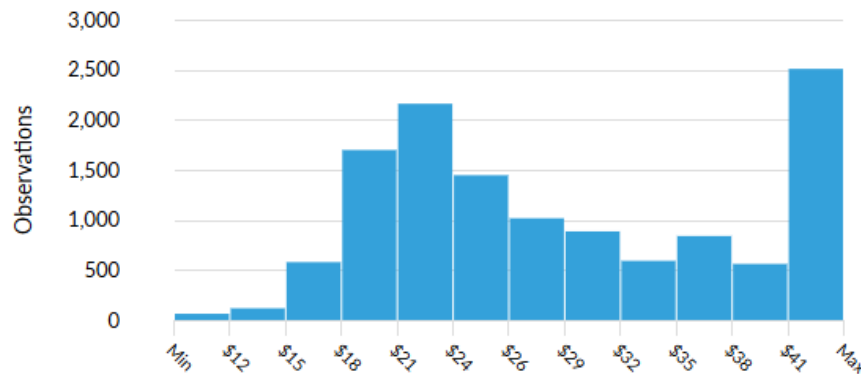
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# TRUCK DRIVING

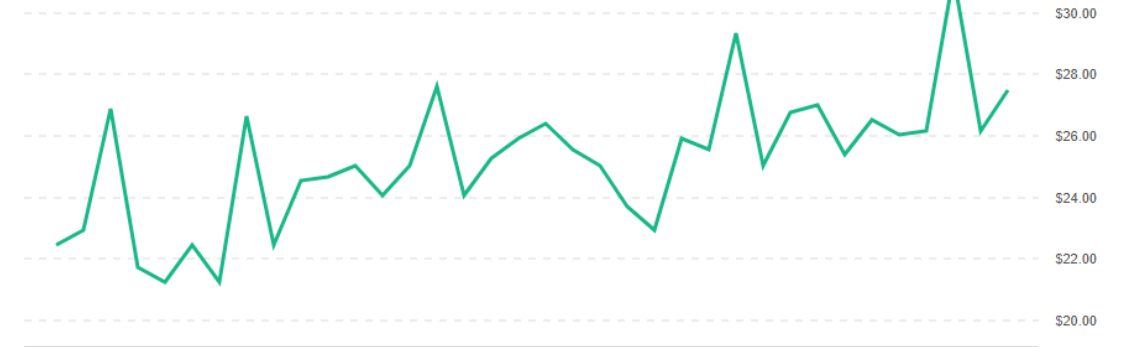
## Truck Driving Pathway Salary Range, 2024

**\$27.02/hr**  
Median Advertised Salary



▲ 22.5% Jan 2022 – Dec 2024  
\$25.05 Median

6M 1Y 3Y CUSTOM



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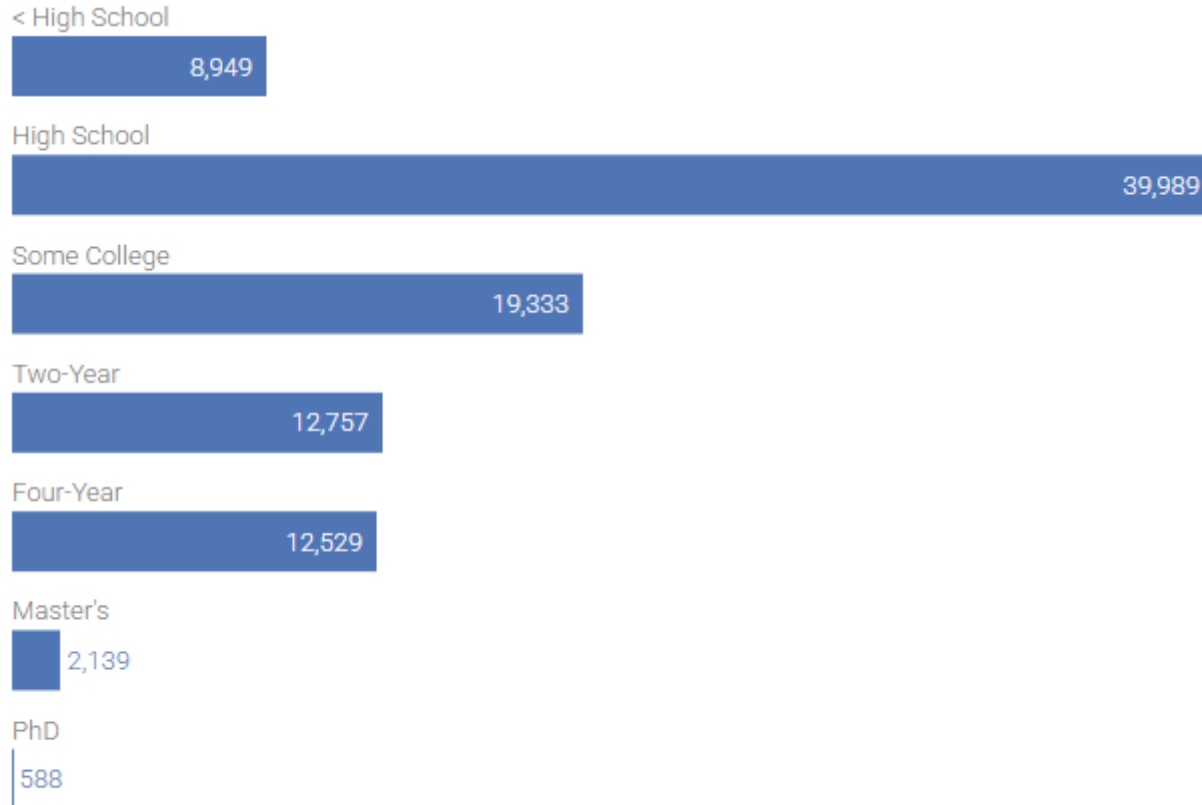
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# TRUCK DRIVING

## Truck Driving Pathway Talent Highest Levels of Education, 2024Q2



Data for Truck Driving Pathway (2023 Update), Minnesota  
Source: JobsEQ®. Data as of 2024Q2.

- 3,351 people unemployed (3.4%)
  - Highest for Industrial Truck and Tractor Operators
- 13,231 underemployed
  - Highest for Heavy and Tractor-Trailer Truck Drivers
- More than 2 in 5 professionals hold a High School diploma as their highest degree, 9.3% don't have a High School Diploma

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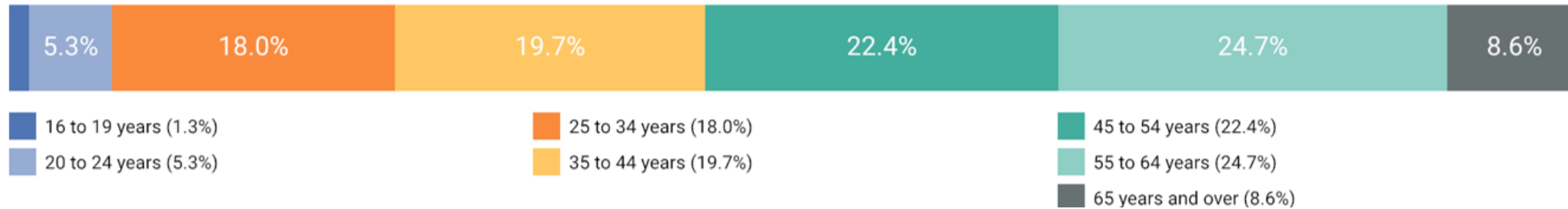


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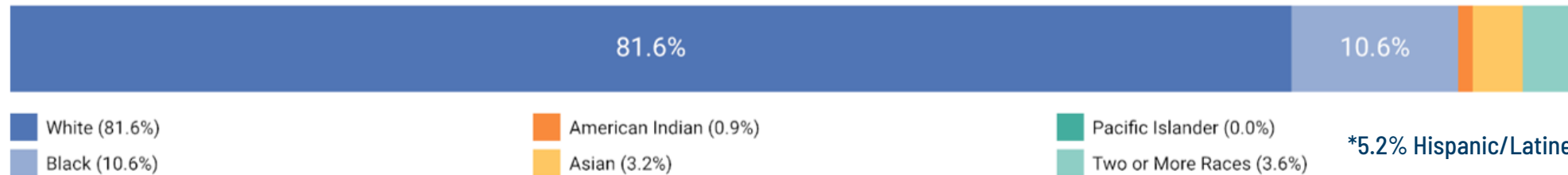


# TRUCK DRIVING

Truck Driving Workforce Age Demographics, 2024Q2

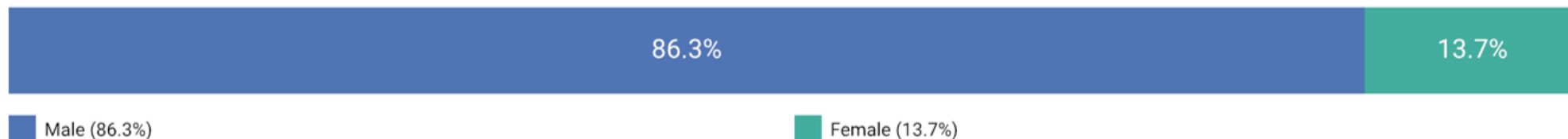


Truck Driving Workforce Race Demographics, 2024Q2



\*5.2% Hispanic/Latine

Truck Driving Workforce Gender Demographics, 2024Q2



# TRUCK DRIVING

## Related Postsecondary Program Awards by Level, SY2023

CIP Code	Title	Certificate < 1 Yr	Certificate 1+ but < 2 Yr	Associate's	Certificate 2+ but < 4 Yr	Bachelor's	Master's	Doctor ate	Total Awards
49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	103	0	0	0	0	0	0	103
	<b>Total</b>	<b>103 (100%)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>103</b>

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# ***QUESTIONS?***

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# THANK YOU



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# ***Appendix***