

TRUCK DRIVING

2024 Supply & Demand Analysis Overview

Published January 2025



MINNESOTA STATE
Transportation Center of Excellence



**Developed for the Minnesota State
Transportation Center of Excellence
by RealTime Talent**

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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 96,100 people work in Truck Driving roles in Minnesota as of the second quarter of 2024—a 1.5% decrease from a year prior.

Overall employment in Minnesota grew by nearly 25,855 workers (0.8%) between the second quarter of 2023 and the second quarter of 2024, a cooling of the growth seen in the prior year. Over the past five years (since the second quarter of 2019), employment grew by about 8,807 workers, or a 0.1% average annual growth in total statewide 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 862 total jobs (0.2% annually) due to a tight talent pool (a slight decrease from the 0.3% growth forecasted in 2023Q2). Total baseline demand for Truck Driving talent is anticipated to be around 53,460 professionals needed to fill positions in this pathway due to job exits and transfers, such as retirements and job changes.

Transportation Pathways in Minnesota – Baseline Forecast, 2024Q2¹

	Current					5-Year History		5-Year Baseline Forecast				
Occupation	Empl	Avg Ann Wages ²	LQ	Unempl	Unempl Rate	Empl Change	Ann % Change	Total Demand	Exits	Transfers	Empl Change	Ann % Change
Automotive Technology Pathway	20,796	\$70,800	0.97	323	1.5%	-806	-0.8%	7,773	2,869	4,826	78	0.1%
Aviation and Drone Technology Pathway	10,297	\$132,400	0.96	105	1.0%	308	0.6%	4,427	1,450	3,034	-57	-0.1%
Collision Repair Pathway	7,342	\$58,400	1.09	179	2.4%	244	0.7%	3,035	1,186	1,950	-101	-0.3%
Diesel Equipment and Truck Pathway	12,514	\$68,400	1.02	92	0.7%	282	0.5%	5,328	2,000	3,244	84	0.1%
Marine and Power Sports Pathway	4,149	\$52,000	0.83	125	2.9%	-10	0.0%	2,413	1,027	1,413	-27	-0.1%
Truck Driving Pathway*	96,100	\$55,400	0.95	3,351	3.4%	857	0.2%	53,460	24,107	28,491	862	0.2%
Transportation Occupations	141,847	\$64,100	0.95	3,852	2.6%	616	0.1%	71,066	29,736	40,624	706	0.1%
Total - All Occupations	3,101,622	\$69,500	1.00	90,732	2.8%	8,807	0.1%	1,656,897	685,274	973,094	-1,471	0.0%

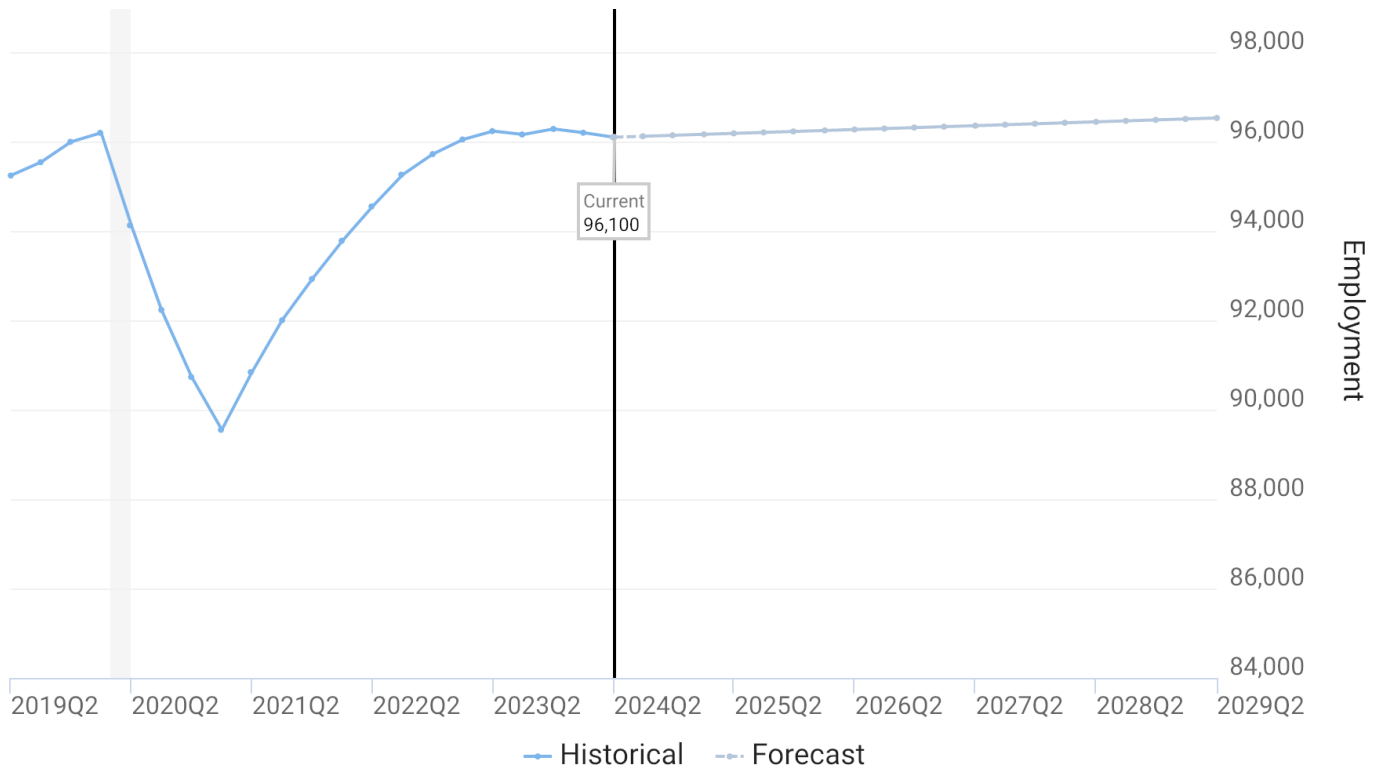
*This pathway includes School Bus Driver careers as of 2022, which were not included in the 2020 or 2021 estimates of career pathway employment or demand.

Source: [JobsEQ®](#)
Data as of 2024Q2 unless noted otherwise
Note: Figures may not sum due to rounding.
1. Data based on a four-quarter moving average unless noted otherwise.
2. Wage data represent the average for all Covered Employment

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

Minnesota's job market continued to cool in 2024 from the strong recovery between 2021 and 2023. Unemployment rates have stabilized around 2.8% as of 2024. 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 and leveling off since. Truck Driving pathway employment still forecasts growth as of 2024, although a more modest 0.2% annual growth forecasted through 2029.

Truck Driving Employment Forecast Under Baseline Scenario, Minnesota



Source: JobsEQ® Data as of 2024Q2 The shaded areas of the graph represent national recessions.

Industry/Occupation Mix

Truck Driving talent is primarily concentrated in the General Freight Trucking industry (16.4%) and School and Employee Bus Transportation (8.5%). 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	16.4%	15,730	\$62,500	6,393	9,538	-162	15,769
4854	School and Employee Bus Transportation	8.5%	8,215	\$50,400	8,118	3,991	161	12,271
4921	Couriers and Express Delivery Services	6.6%	6,312	\$71,400	2,690	4,007	570	7,268
4842	Specialized Freight Trucking	4.6%	4,389	\$62,400	1,785	2,664	-38	4,410
7225	Restaurants and Other Eating Places	3.7%	3,521	\$35,100	1,498	2,228	301	4,028
4244	Grocery and Related Product Merchant Wholesalers	3.7%	3,517	\$52,800	1,431	2,176	78	3,686
4931	Warehousing and Storage	3.0%	2,907	\$60,000	1,055	1,972	323	3,351
6111	Elementary and Secondary Schools	2.5%	2,404	\$50,800	2,322	1,140	-101	3,361
4922	Local Messengers and Local Delivery	2.2%	2,123	\$50,400	909	1,354	213	2,475
4859	Other Transit and Ground Passenger Transportation	2.2%	2,077	\$40,300	1,684	1,065	150	2,899
4851	Urban Transit Systems	2.0%	1,963	\$57,200	1,358	952	-30	2,280
9211	Executive, Legislative, and Other General Government Support	1.7%	1,666	\$55,000	1,162	837	-14	1,985
4413	Automotive Parts, Accessories, and Tire Retailers	1.5%	1,456	\$34,700	587	872	-44	1,415
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	1.4%	1,380	\$59,100	559	848	10	1,417
5613	Employment Services	1.2%	1,199	\$47,900	435	765	1	1,202
2373	Highway, Street, and Bridge Construction	1.2%	1,193	\$68,600	496	741	46	1,283
2389	Other Specialty Trade Contractors	1.2%	1,146	\$64,100	483	722	80	1,286
5621	Waste Collection	1.2%	1,140	\$64,100	482	722	91	1,294
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	1.1%	1,073	\$43,900	429	650	-22	1,057
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	1.0%	951	\$58,200	370	588	-3	955
–	All Others	33.0%	31,739	–	13,982	19,169	129	33,281

Source: JobsEQ®
 Data as of 2024Q2. 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.
 Note: Figures may not sum due to rounding.

Talent Demand Detail

Employment and Wage Overview

Of all occupations found in the Truck Driving pathway, School Bus Drivers and Shuttle Drivers and Chauffeurs are uniquely concentrated in Minnesota to a higher degree than seen in the nation overall with location quotients of 1.43 and 1.35 respectively. On average, Truck Driving careers pay about \$55,400 per year—about \$14,100 below the average wage statewide across all positions. The Truck Driving Pathway declined in total employment over the past year by 1.5%.

		Current					5-Year Baseline Forecast				
SOC	Occupation	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	40,896	\$63,800	0.99	1,409	3.3%	21,088	8,402	12,501	186	0.1%
53-3033	Light Truck Drivers	18,555	\$52,400	0.92	626	3.3%	9,942	3,858	5,739	345	0.4%
53-3051	Bus Drivers, School	10,071	\$50,900	1.43	226	2.2%	7,520	5,088	2,418	13	0.0%
53-3031	Driver/Sales Workers	8,780	\$38,400	0.93	300	3.3%	4,733	1,829	2,721	183	0.4%
53-7051	Industrial Truck and Tractor Operators	8,112	\$54,700	0.56	398	4.6%	3,949	1,217	2,718	14	0.0%
53-3053	Shuttle Drivers and Chauffeurs	5,761	\$39,000	1.35	235	4.0%	3,933	2,373	1,436	124	0.4%
53-3052	Bus Drivers, Transit and Intercity	3,731	\$56,800	0.94	155	4.1%	2,197	1,303	894	0	0.0%
53-7121	Tank Car, Truck, and Ship Loaders	194	\$68,200	0.82	2	0.8%	98	36	64	-2	-0.2%
Truck Driving Pathway		96,100	\$55,400	0.95	3,351	3.4%	53,460	24,107	28,491	862	0.2%
Total - All Occupations		3,101,622	\$69,500	1.00	90,732	2.8%	1,656,897	685,274	973,094	-1,471	0.0%

Source: [JobsEQ®](#)

Data as of 2024Q2 unless noted otherwise

Note: Figures may not sum due to rounding.

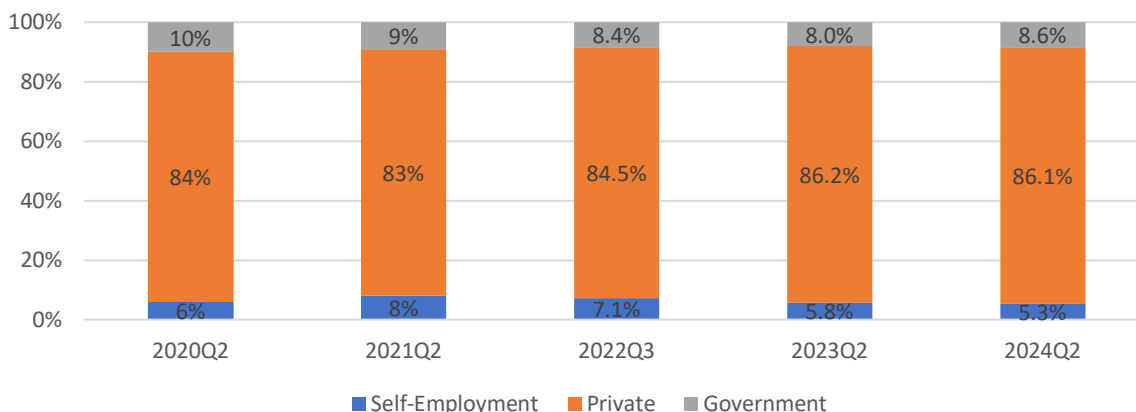
1. Data based on a four-quarter moving average unless noted otherwise.

2. Wage data represent the average for all Covered Employment

Employment Types

About 86% of people employed in Truck Driving roles in Minnesota work for private employers (steady since 2023), while an estimated 5.3% are self-employed. The remaining 8.6% work for state, federal, or local government entities.

Employment Types, Minnesota 2020-2024



Source: RealTime Talent analysis of Chmura Economics JobsEQ®, <http://www.chmuraecon.com/jobseq/>. Job Posting Trends section uses data from TalentNeuron, accessed 1/8/2025 at talentneuron.com Industry detail, skill and certification analysis, wage trends, and posting to hire analysis are from the Lightcast 2024Q4 dataset accessed at analyst.lightcast.io

Wage Analysis

The Truck Driving pathway saw wage gains across the pathway, with average annual wages rising by \$3,600 from prior estimates. Entry-level wages in the pathway exceed the average entry-level wages observed across all occupations statewide by \$6,500, paying an average of \$41,400 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, all require some level of on-the-job training.

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

						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
53-3031	Driver/Sales Workers	8,780	\$38,400	\$25,300	\$44,900	\$23,900	\$26,900	\$32,600	\$49,800	\$62,100	HS/GED	None	Short-term OJT
53-3032	Heavy and Tractor-Trailer Truck Drivers	40,896	\$63,800	\$48,300	\$71,500	\$46,400	\$52,900	\$62,300	\$72,600	\$83,300	Certificate	None	Short-term OJT
53-3033	Light Truck Drivers	18,555	\$52,400	\$36,800	\$60,200	\$33,400	\$42,600	\$49,700	\$59,900	\$76,300	HS/GED	None	Short-term OJT
53-3051	Bus Drivers, School	10,071	\$50,900	\$40,400	\$56,200	\$37,200	\$46,100	\$51,600	\$55,800	\$61,100	HS/GED	None	Short-term OJT
53-3052	Bus Drivers, Transit and Intercity	3,731	\$56,800	\$40,400	\$65,000	\$38,900	\$44,200	\$53,100	\$67,500	\$76,500	HS/GED	None	Mod-term OJT
53-3053	Shuttle Drivers and Chauffeurs	5,761	\$39,000	\$30,600	\$43,300	\$29,300	\$33,200	\$38,400	\$44,400	\$49,100	None	None	Short-term OJT
53-7051	Industrial Truck and Tractor Operators	8,112	\$54,700	\$40,300	\$61,800	\$38,900	\$43,700	\$50,800	\$62,700	\$76,200	None	None	Short-term OJT
53-7121	Tank Car, Truck, and Ship Loaders	194	\$68,200	\$46,500	\$79,000	\$43,800	\$52,900	\$66,300	\$81,200	\$97,200	None	None	Short-term OJT
Truck Driving Pathway		96,100	\$55,400	\$41,100	\$62,500	\$38,900	\$45,500	\$53,300	\$63,600	\$74,800			
Total - All Occupations		3,101,622	\$69,500	\$34,600	\$87,000	\$32,000	\$39,600	\$54,500	\$81,600	\$119,000			

Source: RealTime Talent analysis of Chmura Economics JobsEQ®, <http://www.chmuraecon.com/jobseq/>. Job Posting Trends section uses data from TalentNeuron, accessed 1/8/2025 at talentneuron.com Industry detail, skill and certification analysis, wage trends, and posting to hire analysis are from the Lightcast 2024Q4 dataset accessed at analyst.lightcast.io

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 around \$4,500 below the average pathway wages in the MSP Metro.

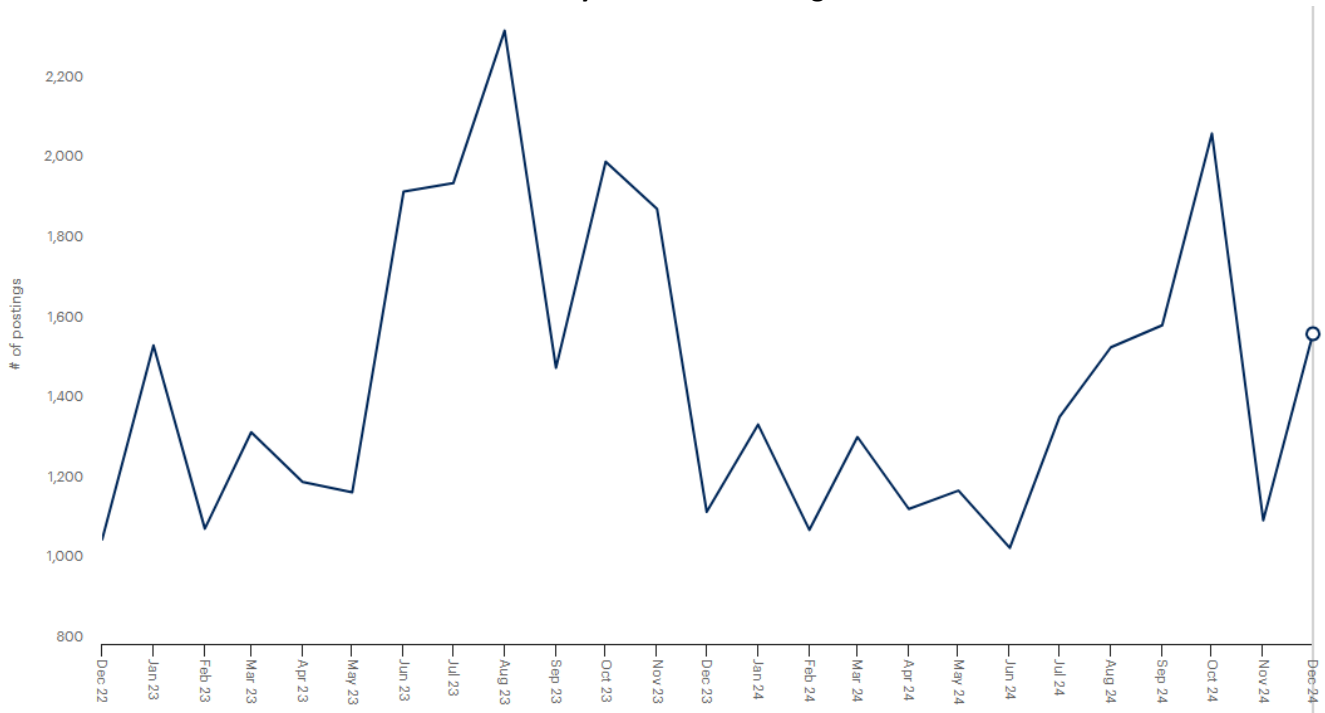
Truck Driving Pathway Wages, 2024Q2

Region	Empl Count	Mean	Entry Level	Experienced	Percentiles				
					10%	25%	50% (Median)	75%	90%
Rural Greater Minnesota	25,060	\$52,500	\$39,400	\$59,000	\$37,700	\$43,100	\$50,500	\$59,300	\$71,300
Urban Greater Minnesota	14,340	\$53,500	\$39,700	\$60,500	\$38,100	\$43,300	\$52,000	\$61,200	\$72,500
MSP Metro	53,844	\$57,100	\$43,300	\$64,000	\$41,300	\$47,500	\$55,000	\$65,400	\$76,300
Minnesota	96,100	\$55,400	\$41,100	\$62,500	\$38,900	\$45,500	\$53,300	\$63,600	\$74,800

Job Posting Trends

Data in this section focuses on jobs newly advertised between January 1 and December 31, 2024 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 TalentNeuron; industry detail, skill and certification analysis, wage trends, and posting to hire analysis are from the Lightcast 2024Q4 dataset. Overall, there were 16,373 new jobs advertised in Truck Driving roles during 2024, a decrease of -14% from the prior 12-month period (2023). Volume of positions advertised by staffing and temp agencies in the Truck Driving pathway decreased slightly from 2023, from 8% to 6%. Posted wages increased to an average \$27.20 per hour as of 2024, and there were an average of three hires per every one unique job posting advertised based on Lightcast estimates.

Volume of Career Pathway Online Job Postings in 2023 and 2024

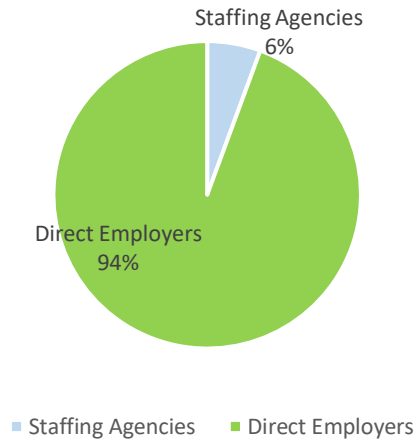


Top Employers by Volume of New Job Postings, With Change from Prior Year

Employer		Percent Change between 2023 and 2024
1.	UPS	154%
2.	Schneider National	2%
3.	US Foods	27%
4.	Performance Foodservice	172%
5.	Marten Transport	19%
6.	Cargill	2546%
7.	PENSKE	32%
8.	Ryder	212%
9.	Amazon	-85%
10.	DoorDash	95%

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

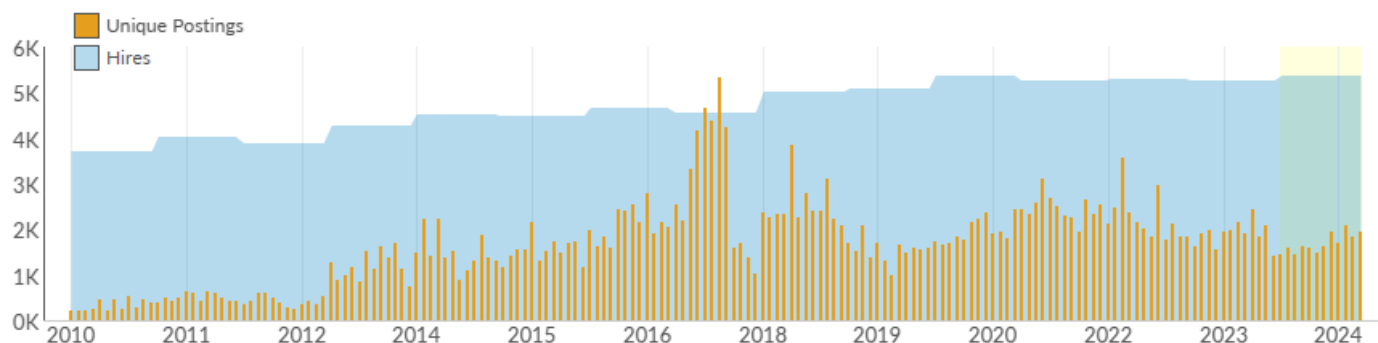
Industry	Total/Unique (Jan 2024 - Dec 2024)	Posting Intensity	Median Posting Duration
General Freight Trucking, Long-Distance, Truckload	6,541 / 2,573	3 : 1	31 days
Couriers and Express Delivery Services	2,779 / 1,201	2 : 1	21 days
Employment Placement Agencies	2,996 / 1,042	3 : 1	20 days
Limited-Service Restaurants	1,771 / 675	3 : 1	27 days
General Freight Trucking, Local	1,621 / 550	3 : 1	31 days
Automotive Parts and Accessories Retailers	983 / 440	2 : 1	21 days
Meat and Meat Product Merchant Wholesalers	879 / 435	2 : 1	17 days
General Line Grocery Merchant Wholesalers	1,576 / 428	4 : 1	29 days
Specialized Freight (except Used Goods) Trucking, Long-Distance	972 / 350	3 : 1	30 days
Solid Waste Collection	1,101 / 331	3 : 1	30 days

Pathway Advertised Salary Range

\$27.02/hr
Median Advertised Salary



Monthly Ratio of Unique Job Postings to Estimated Hires



A look at all job postings that required a Commercial Drivers' License (CDL) upon hire resulted in a total of 14,023 unique job postings in Minnesota in 2024, representing 3% of all postings (similar to 2023 demand). In addition to the Truck Driving pathway careers analyzed in this report, 63 other occupations often require a CDL in Minnesota, 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

Some employers are beginning to reference a need for expertise in autonomous vehicle operation in online job posting descriptions, though references are not widespread in Minnesota at this time among Truck Driving careers specifically. One hundred and twenty Truck Driving pathway job postings mentioned Autonomous fleet management or another related keyword in 2024, a decline of -49% from 2023's mentions in online job postings. Terms most frequently used in postings include:

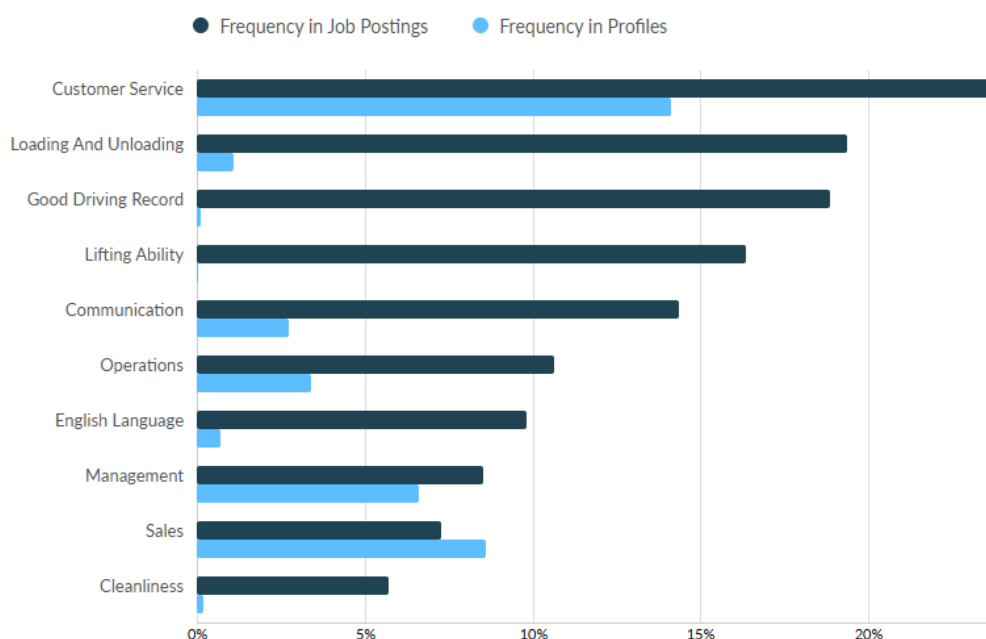
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| 1. Autonomous Vehicle Operation | 11. Semi-Autonomous Trucking |
| 2. Self-Driving Technology | 12. Automated Freight Transport |
| 3. Autonomous Trucking | 13. AI-Powered Vehicle Systems |
| 4. Autonomous Systems Monitoring | 14. Teleoperation |
| 5. Advanced Driver Assistance Systems (ADAS) | 15. Remote Vehicle Control |
| 6. Vehicle Automation | 16. Autonomous Vehicle Supervision |
| 7. Driver-Assisted Systems | 17. ADAS Training/Experience |
| 8. Telematics Systems | 18. Autonomous Fleet Management |
| 9. Connected Vehicle Technology | 19. Vehicle Automation Interface |
| 10. Fleet Automation | 20. Safety Monitoring in Autonomous Vehicles |

Job postings that use these terms may be looking for candidates who have knowledge of or experience with technologies that support or interact with self-driving vehicles, even if the truck itself is not fully autonomous. Given industry shifts underway, truck driving education and training programs should consider incorporating self-driving vehicle training as the industry increasingly moves toward automation. While full self-driving technology is not yet widespread, it's a growing trend, and being prepared for its future integration can provide benefits to both employees and employers:

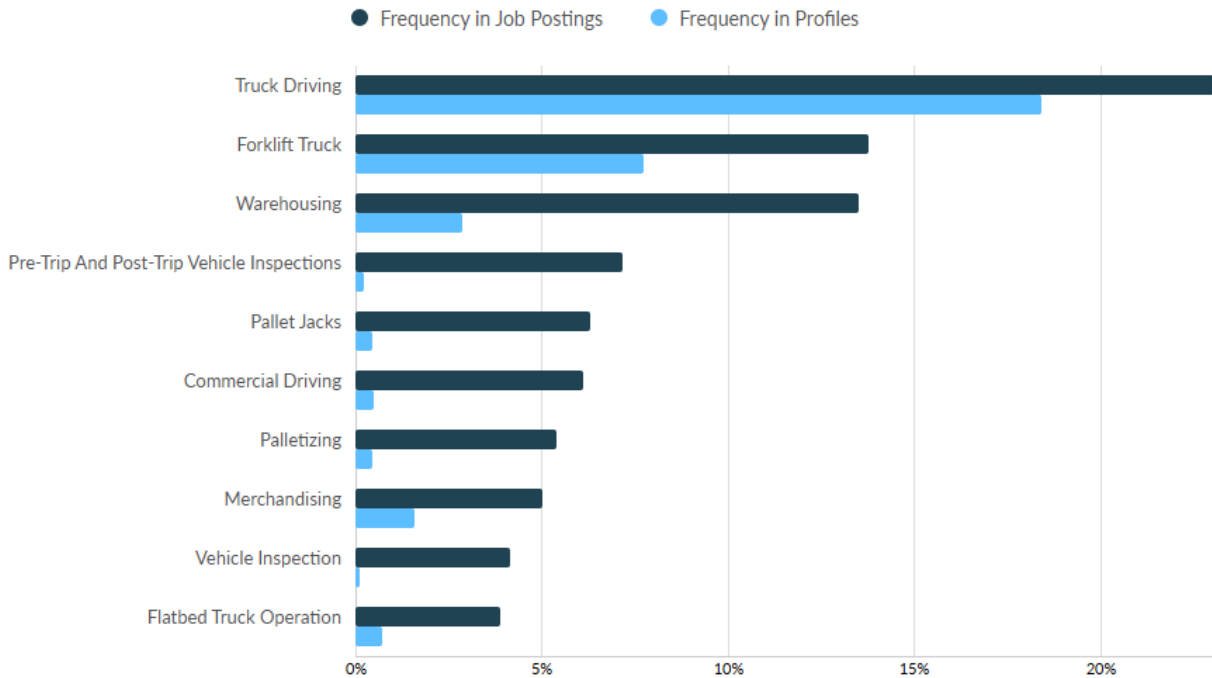
1. **Employment Shifts:** As automation changes the trucking landscape, some jobs may shift or evolve rather than disappear. Drivers might need skills in overseeing autonomous systems or managing fleets that include both human-driven and self-driving vehicles. Developing skillsets and expertise in self-driving vehicle oversight, management, or logistics can provide a degree of job security and even competitive advantage in the job market.
2. **Industry Readiness:** Truck drivers will need to understand how autonomous systems work, how to interact with them, and what their roles will be as technology evolves. This will help drivers transition smoothly as more autonomous vehicles are deployed.
3. **Safety:** Understanding the limits and capabilities of autonomous systems can help drivers recognize when they need to intervene, ensuring that safety is maintained.
4. **Technological Proficiency:** Familiarity with autonomous technologies will enhance truck drivers' overall tech proficiency, helping them adapt to other advancements in the industry, such as automated dispatch systems or advanced route planning software.

Jobs most likely to mention these skillsets include Transportation Specialists and Fleet Supervisors as well as Software Developers and other information technology careers employed in Transportation Equipment Manufacturing industries. Among Truck Driving pathway careers indicating these skillsets, typical common skills and specialized skills also continue to appear across postings.

Top Common Skills



Top Specialized Skills



Top Certifications and Qualifications

Qualification	Postings with Qualification
Valid Driver's License	4,800
CDL Class A License	4,046
Commercial Driver's License (CDL)	3,879
CDL Class B License	1,110
Tanker Endorsement	481
Forklift Certification	386
Tanker And Hazmat Combo X Endorsement	370
Hazmat Endorsement	353
Doubles Endorsement	238
Triples Endorsement	201

Talent Supply Detail

Talent Unemployment, Underemployment, and Educational Attainment

At an overall pathway unemployment rate of 3.4% (fairly steady since 2023Q2), there are about 3,351 unemployed Truck Driving professionals statewide. An additional 13,231 Truck Driving professionals are underemployed, meaning they are working in roles for which they are overqualified by education or experience.²

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	9.7%	43.1%	20.0%	12.6%	11.9%	2.0%	0.5%	8,737	1,167	300	3.3%
53-3032	Heavy and Tractor-Trailer Truck Drivers	9.6%	43.0%	20.1%	12.9%	11.9%	2.0%	0.5%	41,211	4,891	1,409	3.3%
53-3033	Light Truck Drivers	9.8%	42.2%	20.1%	12.5%	12.6%	2.2%	0.6%	18,483	2,577	626	3.3%
53-3051	Bus Drivers, School	4.5%	36.1%	21.0%	17.6%	16.2%	3.8%	0.8%	9,937	1,758	226	2.2%
53-3052	Bus Drivers, Transit and Intercity	5.6%	34.6%	23.0%	18.1%	15.6%	2.4%	0.7%	3,664	609	155	4.1%
53-3053	Shuttle Drivers and Chauffeurs	10.0%	26.5%	20.9%	12.5%	25.5%	3.3%	1.4%	5,717	1,489	235	4.0%
53-7051	Industrial Truck and Tractor Operators	13.1%	50.7%	17.1%	10.4%	7.2%	1.1%	0.4%	8,325	717	398	4.6%
53-7121	Tank Car, Truck, and Ship Loaders	8.9%	48.4%	17.2%	12.0%	11.5%	1.4%	0.6%	209	24	2	0.8%
Truck Driving Pathway		9.3%	41.5%	20.1%	13.2%	13.0%	2.2%	0.6%	96,284	13,231	3,351	3.4%
Total - All Occupations		5.2%	20.6%	14.8%	13.9%	31.0%	10.7%	3.9%	3,094,991	533,165	90,732	2.8%

Source: JobsEQ®

Data as of 2024Q2 unless noted otherwise

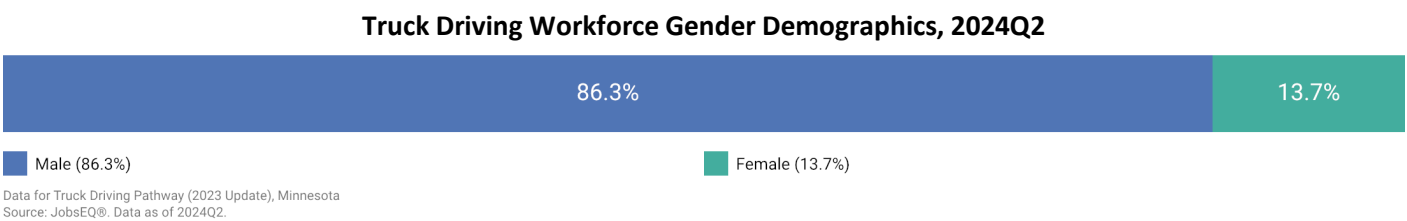
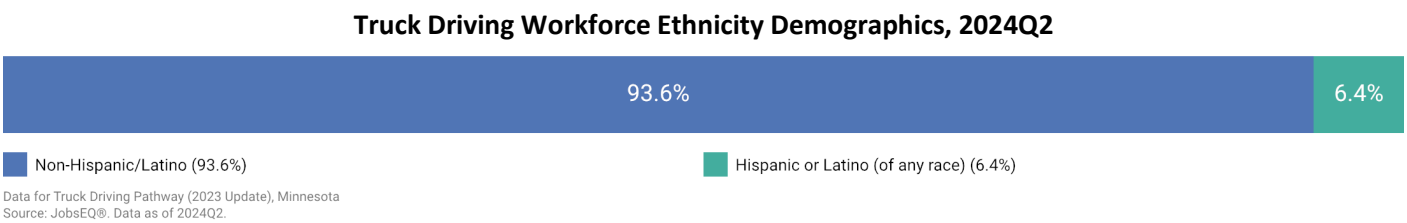
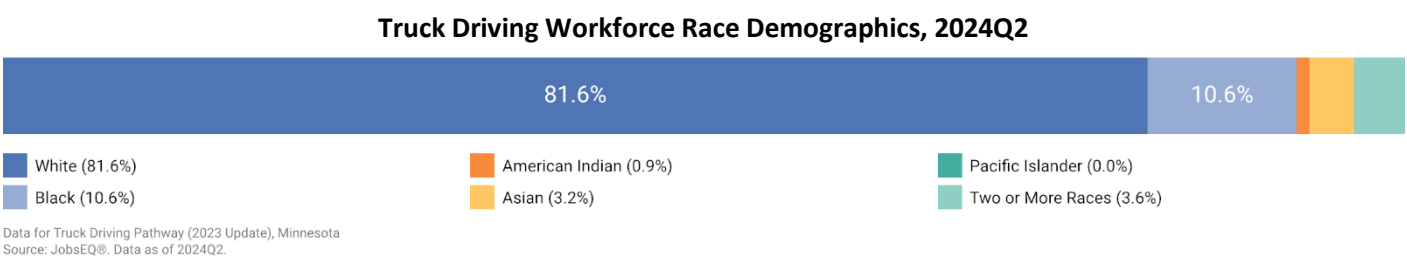
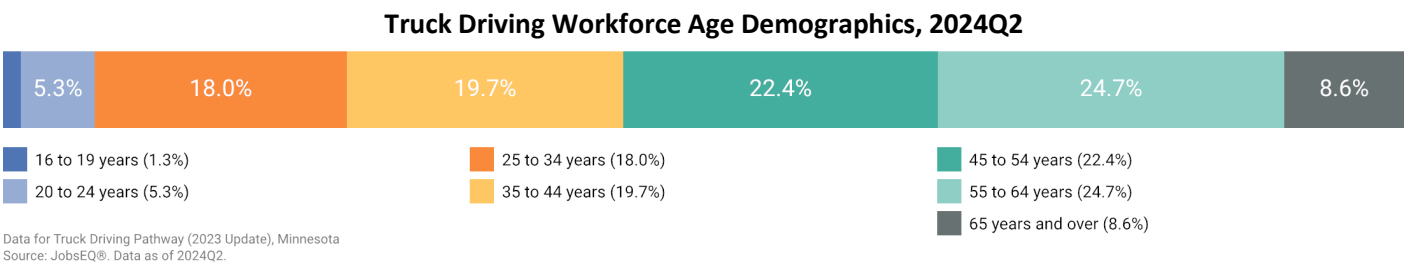
Note: Figures may not sum due to rounding.

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.

² 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% of the Truck Driving workforce is under the age of 25, and 8.6% are over 64 years old. The largest demographic group by race are white, representing 81.6% of the total pathway’s workforce, with the next largest cohort being Black talent representing 10.6% of the workforce. About 6.4% of the pathway’s workforce are Hispanic or Latinx, and 13.7% are female.



Aligned Postsecondary Programs

There were a total of 103 awards conferred at three different Minnesota postsecondary institutions in programs aligned to Truck Driving careers in SY2023 (up from 61 awards in SY2022). All of these awards were short-term certificates. The average school had about 34 completions, ranging from 29 to 40 completions. No programs were delivered remotely. All awards were conferred by public two-year institutions in SY2023. Completions are down overall by 21% from 2019.

According to a list published by the Minnesota Department of Public Safety in 2023, 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. Although this list is no longer available directly on the Minnesota Department of Public Safety's website as of the writing of this report, no more current list of driving training schools could be identified. The original list can be found in the Frequently Asked Questions section at the end of this report.³

Truck Driving 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
49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	103	0	0	0	0	0	0	103
	Total	103 (100%)	0	0	0	0	0	0	103



Truck Driving Postsecondary Program Awards by Institution, SY2023

Institution	Completions (2023)	Growth % YOY (2023)	Market Share (2023)	IPEDS Tuition & Fees (2023)	Completions Trend (2019-2023)
Alexandria Technical & Community College	40	21.2%	38.8%	\$6,213	
Riverland Community College	34	142.9%	33.0%	\$6,249	
Minnesota State College Southeast	29	107.1%	28.2%	\$7,820	

³ Minnesota Department of Public Safety. Licensed Truck Driver Training. August 2023. Accessed January 2024 at <https://dps.mn.gov/divisions/dvs/forms-documents/Documents/LicensedTruckDriverTrainingList.pdf>

A current list of CDL training schools associated with postsecondary institutions⁴ 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](#)

⁴ CDL Training Today. <https://cdltrainingtoday.com/schools/mn/>

Graduate Demographics

Nearly nine in ten students (87.4%) who obtained a truck driving or trucking instructor certificate from an accredited program reporting to NCES IPEDS in SY2023 were male (a decrease of about 3 percentage points from prior school year), and 77.7% were non-Hispanic white students (a decrease of 7.5 percentage points), aligning closely to the overall workforce demographics of the pathway.⁵ 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 7-county MSP metro area.⁶ 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.⁷

Race and Gender of Graduates Receiving Postsecondary Awards in SY2023, Minnesota

CIP Code	Description	All 2023 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	103	0	7	0	2	10	80	4	90	13
Truck Driving Postsecondary Programs, Percent		100%	0.0%	6.8%	0.0%	1.9%	9.7%	77.7%	3.9%	87.4%	12.6%

IPEDS SY2023 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 that are well aligned to most occupations in this pathway, despite programs existing in other states. The one program offered locally is for driver instructors. This program also has a low share of BIPOC graduates and a low share of female graduates, although shares of both groups have increased substantially since the 2022 school year, returning close to SY2021 figures (BIPOC graduates increased by 7.7 percentage points, and female graduates by 2.8 percentage points). Heavy and Tractor-Trailer Truck Drivers, School Bus

⁵ 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>

⁶ Minnesota Department of Public Safety. Licensed Truck Driver Training. August 2023. <https://dps.mn.gov/divisions/dvs/forms-documents/Documents/LicensedTruckDriverTrainingList.pdf>

⁷ CDL Training Today. <https://cdltrainingtoday.com/schools/mn/>

Drivers, and Tank Car, Truck and Ship Loaders all have a low share of BIPOC workforce by race and all occupations except for School Bus Drivers have a low share of female workforce.

Postsecondary Strategy Summary Table, Minnesota 2024

Occupation	Related Programs*	2024Q2 Empl	Workforce BIPOC by Race	Workforce Hispanic/Latinx	Workforce Female	Workforce Under 45	SY2023 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	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	40,896	15.8%	6.5%	6.9%	46.4%	103	N	22.3%	12.6%
Light Truck Drivers	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	18,555	18.7%	6.9%	6.9%	47.4%	103	N	22.3%	12.6%
Bus Drivers, School	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	10,071	13.0%	3.5%	55.7%	26.8%	103	N	22.3%	12.6%
Industrial Truck and Tractor Operators	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	8,112	22.5%	9.8%	10.3%	56.8%	103	N	22.3%	12.6%
Drivers/Sales Workers		8,780	19.2%	6.9%	7.3%	47.3%	N/A	N/A	N/A	N/A
Shuttle Drivers and Chauffeurs	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	5,761	33.8%	4.2%	10.7%	35.1%	103	N	22.3%	12.6%
Bus Drivers, Transit and Intercity	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	3,731	25.7%	5.4%	37.2%	29.6%	103	N	22.3%	12.6%
Tank Car, Truck, and Ship Loaders		194	16.5%	6.5%	24.4%	52.1%	NA	N/A	N/A	N/A
Truck Driving Pathway	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	96,100	18.4%	6.4%	13.7%	44.2%	103	N	22.3%	12.6%
All Occupations		3,101,622	17.1%	5.6%	47.8%	57.2%	28,275		36.7%	66.3%

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 had a steady recovery through 2021 and 2022, reaching pre-pandemic levels of employment by early 2023, then remaining relatively flat through 2024Q2. Truck Driving pathway employment still forecasts growth as of 2024, although a more modest 0.2% annual growth forecasted through 2029. Unemployment across the pathway is higher than the overall rate at 3.4%. Of all occupations found in the Truck Driving pathway, School Bus Drivers and Shuttle Drivers and Chauffeurs are uniquely concentrated in Minnesota to a higher degree than seen in the nation overall with location quotients of 1.43 and 1.35 respectively. On average, Truck Driving careers pay about \$55,400 per year—about \$14,100 below the average wage statewide across all positions.

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. Minnesota colleges and universities do not offer postsecondary programs that are specifically aligned to most occupations in this pathway, despite a variety of programs existing in other states. The one program offered locally aligned to careers in this pathway is for driver instructors. Similar to the workforce, graduate diversity by race, ethnicity and gender are lagging. 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 local institutions offering truck driving programs may consider growth given local employer demand, yet considerations for innovations in self-driving technologies should be incorporated into both program design and employer workforce planning efforts to ensure job stability for the workforce.

FAQ

How is employment forecast determined?

Forecast employment growth uses national projections from the Bureau of Labor Statistics, forecasts for 2024-2034, 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 in 2022, 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 Catherine Jett, Research Strategist for RealTime Talent at catherine@realtimetalentmn.org or visit the RealTime Talent website at www.realtimetalent.org



Source: RealTime Talent analysis of Chmura Economics JobsEQ®, <http://www.chmuraecon.com/jobseq/>. Job Posting Trends section uses data from TalentNeuron, accessed 1/8/2025 at talentneuron.com Industry detail, skill and certification analysis, wage trends, and posting to hire analysis are from the Lightcast 2024Q4 dataset accessed at analyst.lightcast.io

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>