

COLLISION REPAIR

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**

Published January 2025

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Introduction and Sector Overview

This report highlights the importance of the Collision Repair career pathway for Minnesota’s Transportation Industry. Professionals in Collision Repair work in diverse roles from autobody repairers and glass installers to autobody painting, primarily concentrated in Car Repair Shops and Automobile Dealerships. In all, about 7,342 people work in Collision Repair roles in Minnesota as of the second quarter of 2024—an increase of 35 workers 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, Collision Repair employment is anticipated to decline slightly in Minnesota, by 101 total jobs (-0.3% annually) due to a tight talent pool. Total baseline demand for Collision Repair talent is anticipated to be around 3,035 professionals needed to fill positions due to job exits and transfers, such as retirements and job changes.

Transportation Pathways in Minnesota – Baseline Forecast, 2024Q2¹

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	20,796	\$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

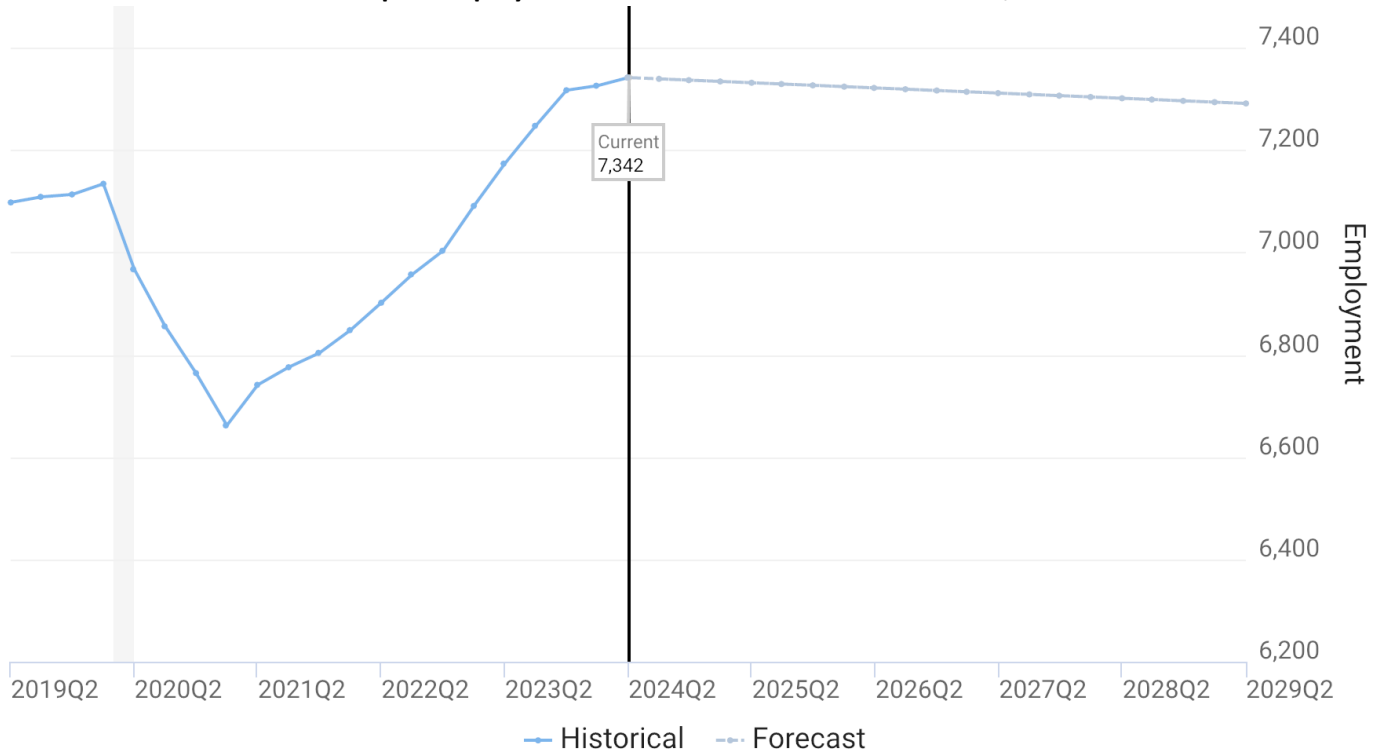
Note: Figures may not sum due to rounding.

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

2. Wage data represent the average for all Covered Employment

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 Collision Repair suggest that there may be shortages of talent across a large share of occupations in this career pathway unless more talent decides to enter the field. The pathway forecast has soured since estimates in late 2020, with a baseline forecast of about -0.3% average annual decline in overall employment through the second quarter of 2029. Growth in the Collision Repair pathway slowed in the last two quarters after the strong recovery seen in 2021-2023. As of 2024Q2, growth from one prior year was only 0.5%.

Collision Repair Employment Forecast Under Baseline Scenario, Minnesota



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

Industry/Occupation Mix

Collision Repair talent is primarily concentrated in the Automotive Repair and Maintenance industry (48.5%), increasing in its concentration from estimates in 2023 by 2.9 percentage points. The next highest industry of employment concentration is Automobile Dealers (7.5%), followed by general Coating, Engraving, Heat Treating, and Allied Activities. These top industries account for the most total demand for this talent over the next ten years.

Top Industry Distribution for Collision Repair Pathway Occupations in Minnesota

NAICS Code	Industry Title	CURRENT		10-YEAR DEMAND				Total Demand
		% of Occ Empl	Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	
8111	Automotive Repair and Maintenance	48.5%	3,560	\$62,500	1,242	1,691	-22	2,912
4411	Automobile Dealers	7.5%	552	\$59,100	188	239	-65	362
3328	Coating, Engraving, Heat Treating, and Allied Activities	6.0%	440	\$44,800	121	267	-43	345
3323	Architectural and Structural Metals Manufacturing	3.0%	218	\$54,600	64	141	7	212
3339	Other General Purpose Machinery Manufacturing	2.4%	174	\$54,600	50	109	-7	152
3399	Other Miscellaneous Manufacturing	2.2%	160	\$54,600	46	102	-1	148
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	1.6%	121	\$54,600	34	75	-6	103
3331	Agriculture, Construction, and Mining Machinery Manufacturing	1.5%	108	\$54,600	31	68	-5	94
3219	Other Wood Product Manufacturing	1.4%	103	\$44,900	30	66	0	97
3362	Motor Vehicle Body and Trailer Manufacturing	1.4%	101	\$49,700	31	62	1	94
3369	Other Transportation Equipment Manufacturing	1.4%	101	\$53,500	27	59	-17	68
3222	Converted Paper Product Manufacturing	1.3%	95	\$58,400	25	56	-14	68
3261	Plastics Product Manufacturing	1.1%	84	\$46,800	25	55	2	82
5613	Employment Services	1.1%	78	\$41,700	23	49	0	71
3329	Other Fabricated Metal Product Manufacturing	1.0%	77	\$54,600	22	48	-4	65
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	1.0%	76	\$55,200	27	36	-1	61
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.9%	67	\$48,000	19	42	-1	60
3332	Industrial Machinery Manufacturing	0.9%	63	\$54,600	18	40	-2	55
3391	Medical Equipment and Supplies Manufacturing	0.8%	59	\$50,400	17	37	-1	54
3334	Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing	0.8%	56	\$54,600	16	35	-2	50
-	All Others	14.3%	1,048	-	316	622	-19	918

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 the three occupations found in the Collision Repair pathway, Coating, Painting, and Spraying Machine Setters, Operators, and Tenders are uniquely concentrated in Minnesota to a higher degree than seen in the nation overall with a location quotient of 1.12. On average, Collision Repair careers pay about \$58,400 (an increase from \$52,800 last year)—about \$11,100 below the average wage statewide across all positions. Each of the occupations in the Collision Repair pathway is forecasted to decline over the next five years, due in large part to the local talent shortage.

		Current					5-Year Baseline Forecast				
SOC	Occupation	Empl	Avg Ann Wages ²	LQ	Unempl	Unempl Rate	Total Demand	Exits	Transfers	Empl Change	Ann % Change
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	3,517	\$54,600	1.12	152	4.1%	1,550	502	1,107	-58	-0.3%
49-3021	Automotive Body and Related Repairers	3,435	\$61,400	1.08	19	0.6%	1,335	628	747	-40	-0.2%
49-3022	Automotive Glass Installers and Repairers	390	\$66,600	0.93	8	2.0%	150	56	97	-2	-0.1%
Collision Repair Pathway		7,342	\$58,400	1.09	179	2.4%	3,035	1,186	1,950	-101	-0.3%
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

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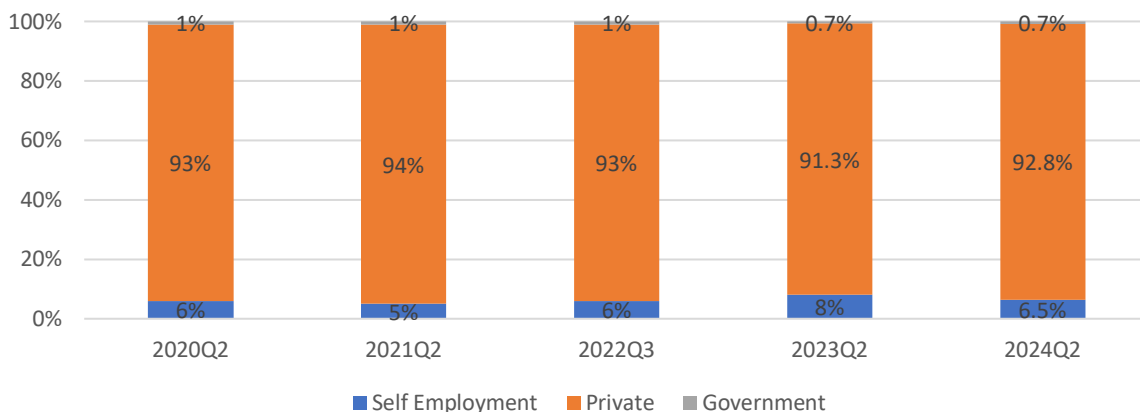
1. Data based on a four-quarter moving average unless noted otherwise.

2. Wage data are the average for all Covered Employment

Employment Types

About 93% (back up from last year's 91%) of people employed in Collision Repair careers in Minnesota work for private employers, while an estimated 7% are self-employed (a slight decrease from 2023). The remaining 0.7% 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 TalentNeuron, accessed 1/10/2025 at talentneuron.com

Wage Analysis

The Collision Repair pathway overall saw a jump in average wages, with average wages growing by \$5,600 compared to the prior year’s estimates. All three occupations within this pathway saw increases in average wages. Entry-level wages in the pathway exceed the average entry-level wages observed across all occupations statewide by over \$5,000, paying an average of \$40,900 annually for entry-level talent. Education and training requirements are similar across the different occupations in this pathway, with each occupation requiring a High School Diploma or equivalent and either long-term or moderate-term on the job training.

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

SOC	Occupation	Empl Count	Mean	Entry Level	Experienced	Percentiles					Education and Training		
						10%	25%	50% (Median)	75%	90%	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	\$36,300	\$46,100	\$58,800	\$71,500	\$89,200	HS/GED	None	Long-term OJT
49-3022	Automotive Glass Installers and Repairers	390	\$66,600	\$46,600	\$76,600	\$43,400	\$53,200	\$62,200	\$81,700	\$102,300	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	\$39,600	\$45,500	\$52,300	\$60,900	\$69,300	HS/GED	None	Mod-term OJT
16417	Collision Repair Pathway	7,342	\$58,400	\$40,900	\$67,200	\$38,200	\$46,200	\$55,800	\$67,000	\$80,300			
	Total - All Occupations	3,101,622	\$69,500	\$34,600	\$87,000	\$32,000	\$39,600	\$54,500	\$81,600	\$119,000			

Wages in the Collision 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 55% 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 Collision Repair Pathway wages in the Greater Minnesota regions are now around \$9,000 below the average pathway wages in the MSP Metro.

Collision Repair Pathway Wages, 2024Q2

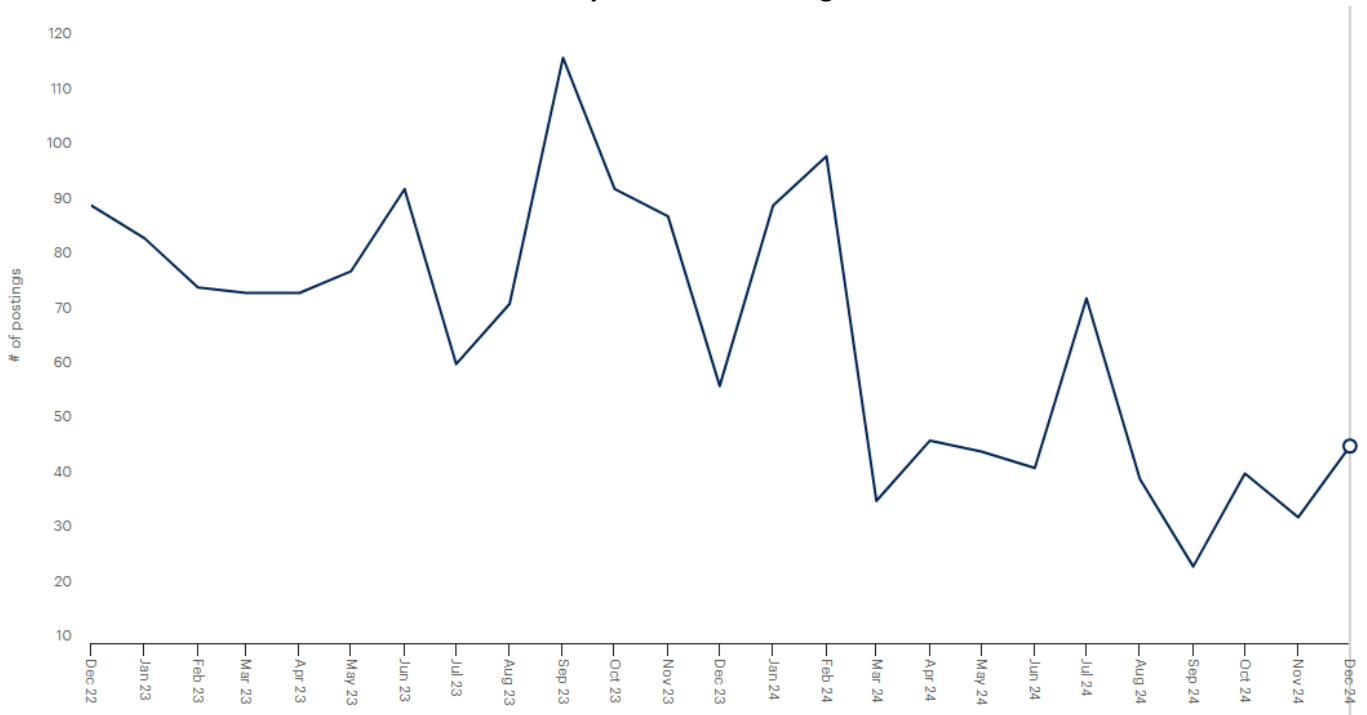
Region	Empl Count	Mean	Entry Level	Experienced	Percentiles				
					10%	25%	50% (Median)	75%	90%
Rural Greater Minnesota	2,194	\$53,600	\$38,500	\$61,200	\$36,300	\$43,000	\$51,900	\$63,000	\$72,200
Urban Greater Minnesota	1,013	\$53,300	\$39,800	\$60,100	\$38,300	\$43,200	\$50,100	\$60,800	\$70,700
MSP Metro	4,045	\$62,300	\$44,400	\$71,300	\$41,000	\$50,500	\$58,400	\$69,900	\$90,200
Minnesota	7,342	\$58,400	\$40,900	\$67,200	\$38,200	\$46,200	\$55,800	\$67,000	\$80,300

Source: RealTime Talent analysis of Chmura Economics JobsEQ®, <http://www.chmuraecon.com/jobseq/>. Job Posting Trends section uses data from TalentNeuron, accessed 1/10/2025 at talentneuron.com

Job Posting Trends

Data in this section focuses on newly advertised jobs between January 1 and December 31, 2024 in Collision Repair 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 616 new jobs advertised in Collision Repair careers across Minnesota during this timeframe, a decrease of 37% from the prior 12-month period (2023), following what had been a 38% increase between 2022 and 2023. The share of positions advertised by staffing and temp agencies in the Collision Repair pathway decreased in 2023 from 23% to 20%. Posted wages increased from the prior year’s estimates, rising to a median hourly rate \$26.34 as of 2024 and there were four hires per every one unique job posting advertised based on Lightcast estimates.

Volume of Career Pathway Online Job Postings in 2023 and 2024

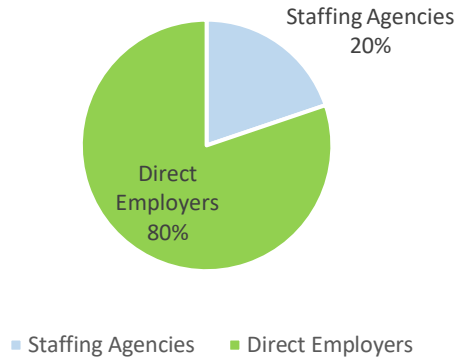


Top Employers by Volume of New Job Postings, With Change from Prior Year

Employer	Percent Change between 2022 and 2023
1. Caliber Collision Centers	-47%
2. Gerber Collision & Glass	79%
3. Momentum Truck Group	1950%
4. DOHERTY	74%
5. John Harris Body Shops	29%
6. Safelite Autoglass	-70%
7. WEC Energy Group	0%
8. Dent Wizard	-48%
9. BOYD GROUP	233%
10. Luther Automotive Group	600%

Source: RealTime Talent analysis of Chmura Economics JobsEQ®, <http://www.chmuraecon.com/jobseq/>. Job Posting Trends section uses data from TalentNeuron, accessed 1/10/2025 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

New Job Postings Advertised in Minnesota by Employer Type

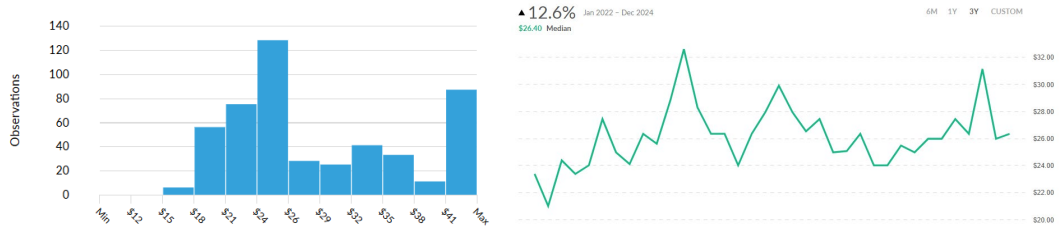


New Job Postings by Industry or Employer Type

Industry	Total/Unique (Jan 2024 - Dec 2024)	Posting Intensity	Median Posting Duration
Automotive Body, Paint, and Interior Repair and Maintenance	386 / 220	2 : 1	32 days
Employment Placement Agencies	182 / 108	2 : 1	22 days
Automobile and Other Motor Vehicle Merchant Wholesalers	121 / 54	2 : 1	25 days
Automotive Glass Replacement Shops	101 / 39	3 : 1	32 days
New Car Dealers	57 / 35	2 : 1	35 days
Administrative Management and General Management Consulting Services	35 / 31	1 : 1	13 days
Motor Vehicle Body Manufacturing	38 / 26	1 : 1	24 days
General Automotive Repair	40 / 25	2 : 1	29 days
Heavy Duty Truck Manufacturing	25 / 22	1 : 1	17 days
Farm and Garden Machinery and Equipment Merchant Wholesalers	20 / 15	1 : 1	20 days

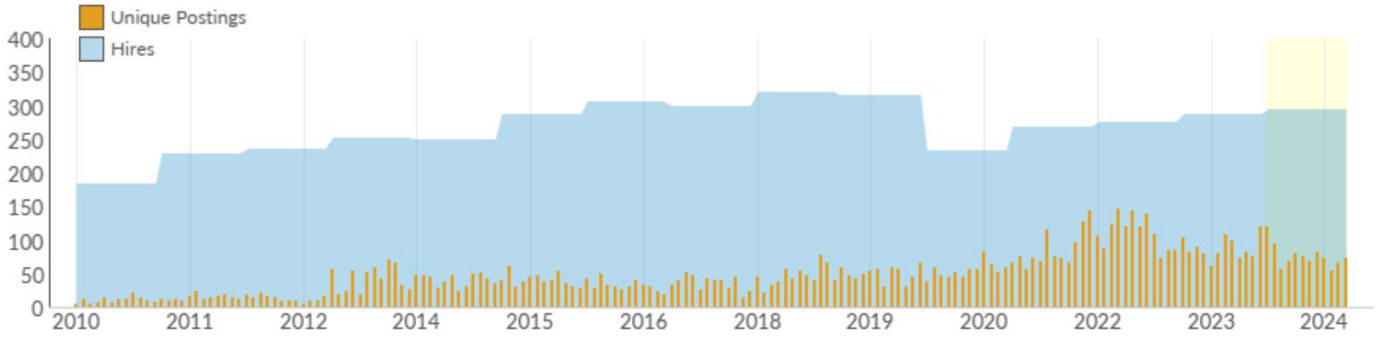
Pathway Advertised Salary Range

\$26.34/hr
Median Advertised Salary

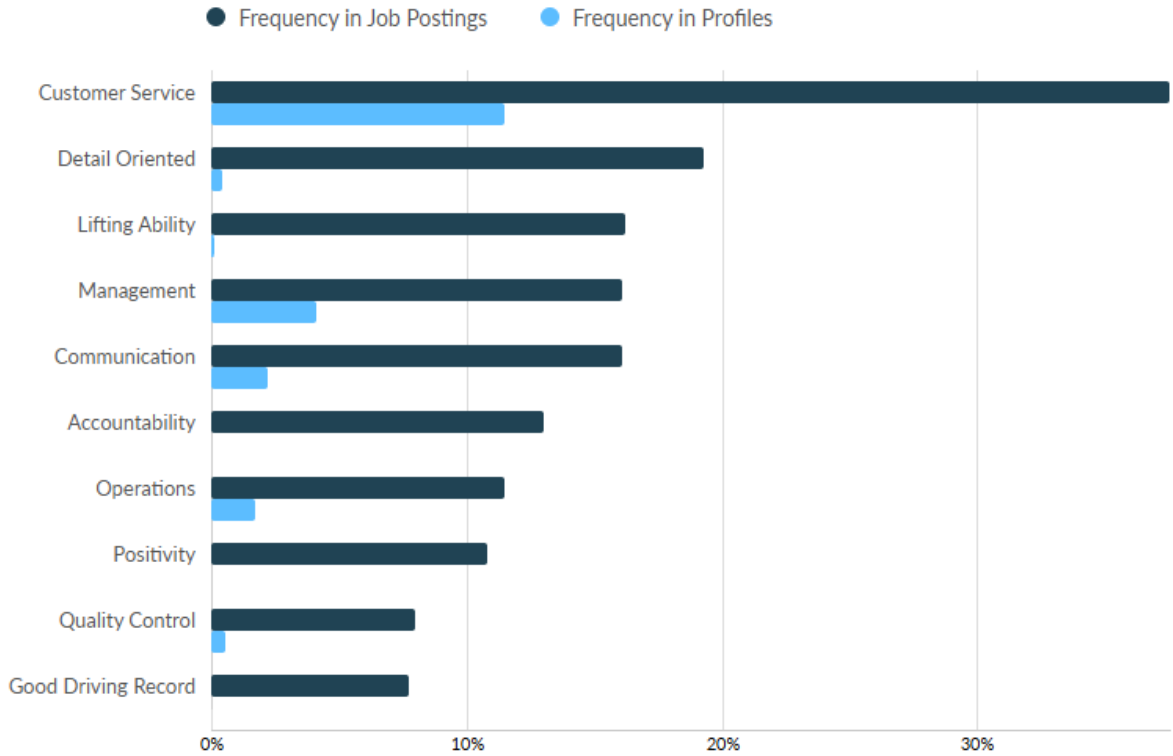


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Monthly Ratio of Unique Job Postings to Estimated Hires

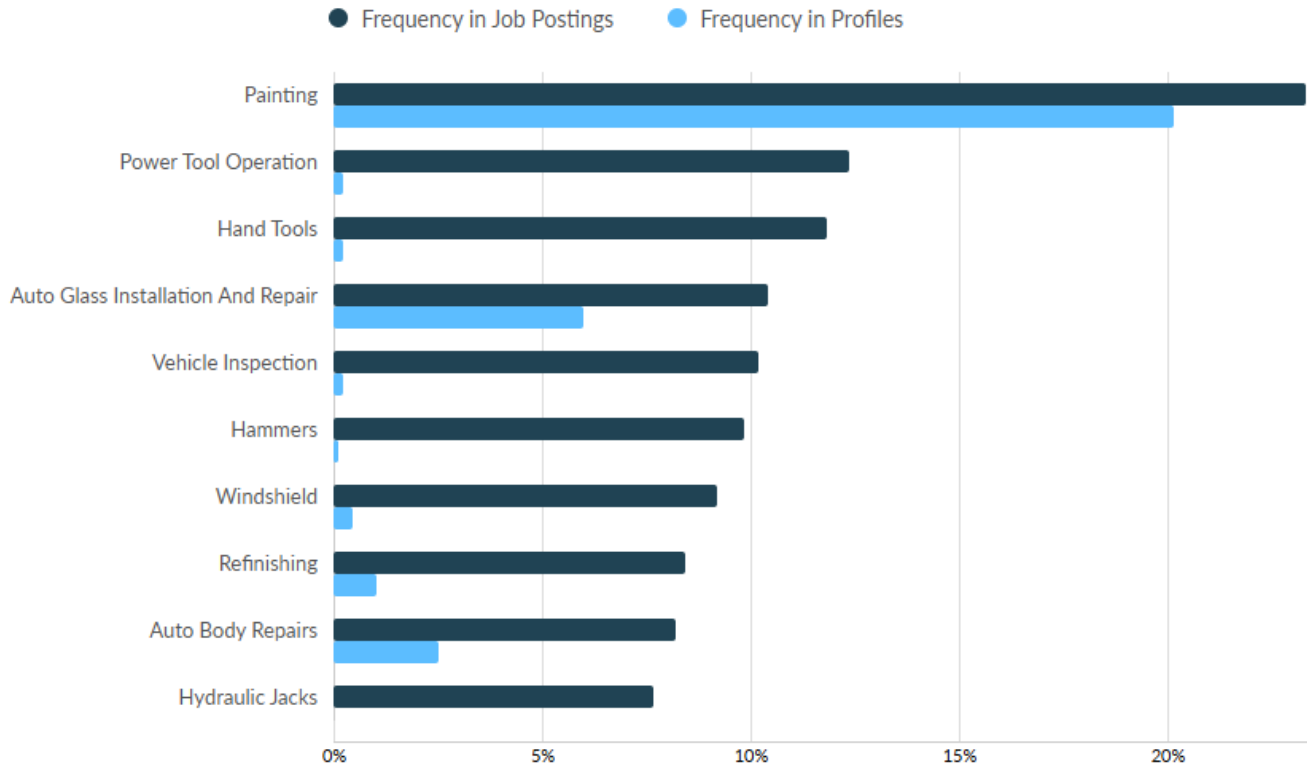


Top Common Skills



Source: RealTime Talent analysis of Chmura Economics JobsEQ®, <http://www.chmuraecon.com/jobseq/>. Job Posting Trends section uses data from TalentNeuron, accessed 1/10/2025 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

Top Specialized Skills



Top Certifications and Qualifications

Qualification	Postings with Qualification
Valid Driver's License	241
Automotive Service Excellence (ASE) Certification	86
Forklift Certification	12
CDL Class B License	11
System Operator Certification	5
DOT Certification	3
ASE Parts Specialist	2
Security Clearance	2
Commercial Driver's License (CDL)	2
CDL Class A License	1

Source: RealTime Talent analysis of Chmura Economics JobsEQ®, <http://www.chmuraecon.com/jobseq/>. Job Posting Trends section uses data from TalentNeuron, accessed 1/10/2025 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

Talent Supply Detail

Talent Unemployment, Underemployment, and Educational Attainment

At an overall pathway unemployment rate of 2.4% (an increase from last year's 3.1%), there are about 179 unemployed Collision Repair professionals statewide. An additional 533 Collision Repair professionals are underemployed, meaning they are working in roles for which they are overqualified by education or experience.¹

Collision Repair Pathway in Minnesota

SOC	Occupation	Empl (Place of Residence)								Overall Occupation ¹		
		< High School	High School	Some College	2-Year	4-Year	Master's	PhD	Total Empl	Underemployed	Unemployed	Unempl Rate
49-3021	Automotive Body and Related Repairers	16.4%	47.3%	15.4%	13.5%	6.2%	1.2%	0.0%	3,419	247	19	0.6%
49-3022	Automotive Glass Installers and Repairers	8.6%	41.3%	28.9%	14.2%	6.0%	1.1%	0.0%	386	28	8	2.0%
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	16.1%	45.4%	18.0%	12.4%	7.1%	0.8%	0.2%	3,539	259	152	4.1%
Collision Repair Pathway		15.8%	46.1%	17.4%	13.0%	6.6%	1.0%	0.1%	7,344	533	179	2.4%
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.

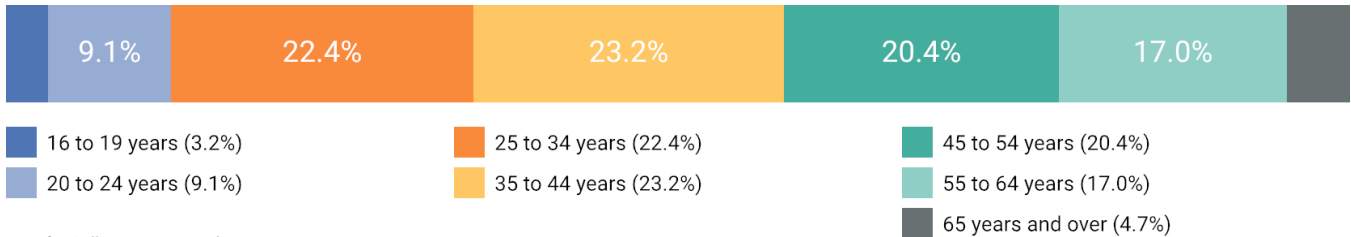
1. "Overall occupation" characteristics refer to attributes across all individuals in those occupations, not just those limited to the demographic categories shown in this table.

¹ 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

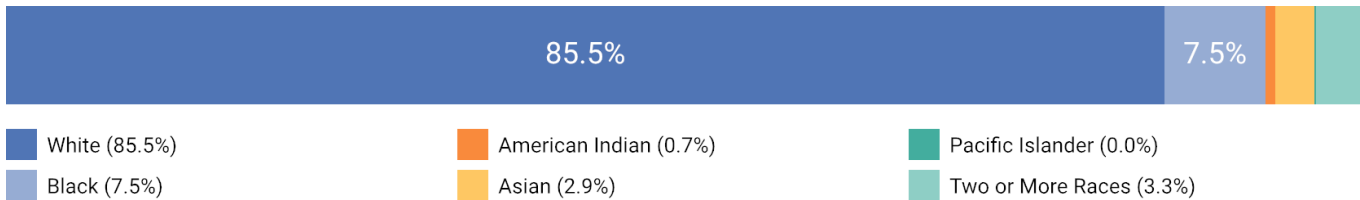
About 12.3% (an increase of 3.6 percentage points from 2023Q2 estimates) of the Collision Repair workforce is under the age of 25, and 4.7% are over 64 years old. The largest demographic group by race are white, representing 85.5% (decreasing by 3.1 percentage points) of the total pathway’s workforce, with the next largest cohort being Black talent, representing 7.5% of the workforce. About 8.5% of the pathway’s workforce are Hispanic or Latinx (decreased by 1.7 percentage points) and 9.9% are female, a decrease of 0.9 percentage points.

Collision Repair Workforce Age Demographics, 2024Q2



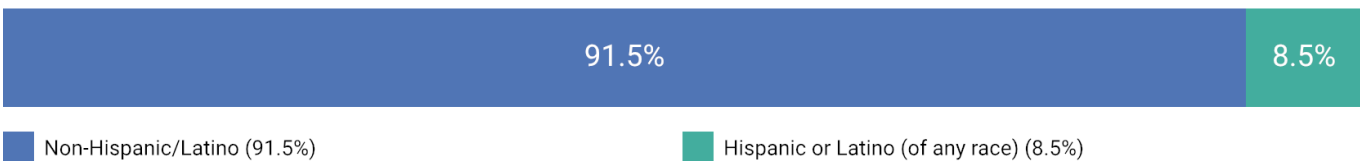
Data for Collision Repair Pathway, Minnesota
Source: JobsEQ®. Data as of 2024Q2.

Collision Repair Workforce Race Demographics, 2024Q2



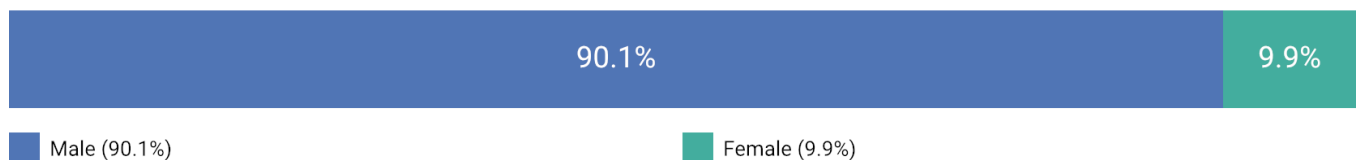
Data for Collision Repair Pathway, Minnesota
Source: JobsEQ®. Data as of 2024Q2.

Collision Repair Workforce Ethnicity Demographics, 2024Q2



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

Collision Repair Workforce Gender Demographics, 2024Q2



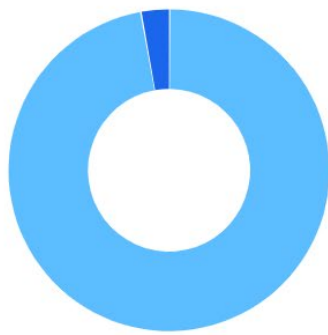
Data for Collision Repair Pathway, Minnesota
Source: JobsEQ®. Data as of 2024Q2.

Aligned Postsecondary Programs

There were about 139 awards conferred at 10 different Minnesota postsecondary institutions in programs aligned to Collision Repair careers in SY2023. Among, these 97 were certificates that could be earned in less than two years, 22 were at the Associate level, and 20 were certificates that could be earned in more than two years, but less than four years. The average school had about 14 completions, but range from four to 47 completions. No programs were delivered remotely.

Postsecondary Program Awards Aligned to Collision Repair Careers 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
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%)



Institution Type	Completions (2023)	Market Share
Public, 2-year	135	97.1%
Private not-for-profit, 4-year or above	4	2.9%

Nearly all of the SY2023 awards (97.1%) were conferred by public 2-year institutions. Just four awards were conferred by private not-for-profit 4-year or above institutions, despite all completions being for certificate or 2-year awards. Completions are up overall by 16% from 2019.

Collision Repair Postsecondary Program Awards by Institution, SY2023

Institution	Completions (2023)	Growth % YOY (2023)	Market Share (2023)	IPEDS Tuition & Fees (2023)	Completions Trend (2019-2023)
⊞ Hennepin Technical College	47	-30.9%	33.8%	\$5,881	
⊞ Dakota County Technical College	24	33.3%	17.3%	\$6,419	
⊞ Lake Superior College	16	100.0%	11.5%	\$5,785	
⊞ Century College	15	66.7%	10.8%	\$6,182	
⊞ St Cloud Technical and Community College	10	66.7%	7.2%	\$4,957	
⊞ Ridgewater College	8	-20.0%	5.8%	\$6,109	
⊞ South Central College	6	-14.3%	4.3%	\$6,146	
⊞ Minnesota State College Southeast	5	0.0%	3.6%	\$7,820	
⊞ Northland Community and Technical College	4	-73.3%	2.9%	\$6,262	
⊞ Dunwoody College of Technology	4	-42.9%	2.9%	\$25,659	

Source: RealTime Talent analysis of Chmura Economics JobsEQ®, <http://www.chmuraecon.com/jobseq/>. Job Posting Trends section uses data from TalentNeuron, accessed 1/10/2025 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

Graduate Demographics

There is only one postsecondary program directly aligned to the Collision Repair pathway. The Autobody/Collision and Repair Technology/Technician program is more diverse than some of the other transportation programs with 44% (down from 46% in SY2022) of program graduates being BIPOC. Five international students completed Autobody/Collision and Repair Technology/Technician programs in SY 2023.² These programs have an overrepresentation of male students.

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
47.0603	Autobody/Collision and Repair Technology/Technician	139	5	21	0	22	15	75	1	132	7
All Collision Repair Postsecondary Programs		139	5	21	0	22	15	75	1	132	7

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>

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Occupations in the Collision Repair pathway do not typically require a 2-year degree or higher, and Minnesota postsecondary institutions are not underproducing credentials for Collision Repair professionals. Coating, Painting, and Spraying Machine Setters, Operators, and Tenders, Automotive Body and Related Repairers, and Automotive Glass Installers and Repairers are experiencing talent shortages. The aligned program (Autobody/Collision and Repair Technology/Technician) for the Collision Repair pathway has a very high share of BIPOC graduates (44%), but a low share of female graduates.

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)
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	<ul style="list-style-type: none"> Autobody/Collision and Repair Technology/Technician 	3,517	16.2%	11.2%	12.7%	61.3%	139	N	42.5%	5.0%
Automotive Body and Related Repairers	<ul style="list-style-type: none"> Autobody/Collision and Repair Technology/Technician 	3,435	12.9%	6.2%	7.7%	53.6%	139	N	42.5%	5.0%
Automotive Glass Installers and Repairers	<ul style="list-style-type: none"> Autobody/Collision and Repair Technology/Technician 	390	13.0%	5.2%	4.5%	63.8%	139	N	42.5%	5.0%
Collision Repair Pathway	All aligned programs	7,342	14.5%	8.5%	9.9%	57.9%	139	N	42.5%	5.0%
Total - 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. *Related programs may overlap among occupations within the pathway or across other Transportation career pathways. Only those programs most tightly aligned to the occupation in question are listed in this column. **Award gaps are estimated based on a wider alignment of programs than what is illustrated in this table.

Conclusion

Postsecondary programs aligned to the Collision Repair pathway are not underproducing graduates in comparison to national benchmarks. However, all the occupations in the Collision Repair pathway are experiencing talent shortages, a low share of female workers (even with a sizeable increase in the share of female workers since 2022Q3) and very low share of female graduates. Graduates of Collision Repair programs have become more diverse over the past few years, with about 44% of graduates identifying as BIPOC by race and ethnicity.

The unemployment rate for the Collision Repair pathway decreased to 2.4% compared to 3.1% in 2023Q4. The percentage of people who are self-employed in the Collision Repair pathway has dropped slightly and is now at 6.5%.

Addressing lower wages and career advancement potential in this pathway could potentially help with attracting additional talent.

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.

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

