

**Labor Market Assessment:
 Bus Drivers, Transit and Intercity & Light Truck Drivers
 (TOP 0947.50 Truck and Bus Driving)
 (CIP 49.0205 Truck and Bus Driver/Commercial Vehicle
 Operator and Instructor)**



FOR LABOR MARKET RESEARCH
INLAND EMPIRE/DESERT

Inland Empire/Desert Center of Excellence, March 2026

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Summary

Program LMI Endorsement	All LMI Criteria Met	Some LMI Criteria Met (Proceed with Caution)	LMI Criteria NOT Met
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Program LMI Endorsement Criteria			
Supply Gap	<table border="1" style="width: 100%;"> <tr> <td style="text-align: center;">Yes <input checked="" type="checkbox"/></td> <td style="text-align: center;">No <input type="checkbox"/></td> </tr> </table> <p><i>Comments:</i> There is <i>projected</i> to be 2,629 annual job openings throughout the Inland Empire/Desert region, which is more than the 65 annual average awards conferred by educational institutions over the last 3 years. Supply data includes both community college awards (65) and non-community college awards (0).</p>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
Living Wage	<table border="1" style="width: 100%;"> <tr> <td style="text-align: center;">Yes <input type="checkbox"/></td> <td style="text-align: center;">No <input checked="" type="checkbox"/></td> </tr> </table> <p><i>Comments:</i> The minority (28%) of annual job openings for these three occupations have entry-level hourly wages above the IE/D living wage of 20.42.¹</p>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>		
Education	<table border="1" style="width: 100%;"> <tr> <td style="text-align: center;">Yes <input type="checkbox"/></td> <td style="text-align: center;">No <input checked="" type="checkbox"/></td> </tr> </table> <p><i>Comments:</i> The minority (0%) of annual job openings for these three occupations have some college or postsecondary degree or associate degree as their typical entry-level education level, and less than 33% of all workers in the field (32%) have completed some college or an associate degree as their highest level of education. See Exhibit 9 for more details.</p>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>		

The Inland Empire/ Desert (IE/D) Center of Excellence for Labor Market Research (IE/D COE) reviewed the following occupations to prepare this report:

- Below Middle-Skill (typically require training/education at or below a HS diploma)
 - Light Truck Drivers (53-3033)
 - Bus Drivers, School (53-3051)
 - Bus Drivers, Transit and Intercity (53-3052)

Summary of findings

Demand

- The number of jobs related to the assessed occupations is projected to increase 10% through 2029, with 2,629 annual job openings (new and replacement jobs).
- Hourly entry-level wages for two of the three occupations are above living wage at the 25th percentile hourly wage ranging from \$18.06 to \$23.48 in IE/D.
- There were 926 online job postings from 161 employers over the past 12 months with the highest postings for movers and movers/helpers.
- Most job postings for target occupations require a high school diploma or equivalent (97%) followed by bachelor's degree (3%).

Supply

- On average, there were 65 annual awards conferred by educational institutions over the last 3 years in related fields: 65 from community colleges and 0 from other institutions (e.g., 4-year universities, private schools).
- IE/D community college students that exited these programs in the 2022-23 academic year earned a median annual wage of \$49,568 (\$23.83 per hour).
- 60% of students that exited their program in 2022-23 reported that they are now earning a living wage.

¹ The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

Introduction

California Community College Truck and Bus Driving (TOP 0947.50) programs prepare students for employment in the operation of trucks and buses with diesel, gasoline, or alternative power engines (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Truck and Bus Driving programs lead to employment in occupations related to bus and truck driving.

Job Demand

In 2024, there were 19,553 jobs in occupations related to bus and truck driving in the IE/D region. Regional employment for this occupation group is projected to increase by 10% through 2029 with 2,629 job openings projected annually. Exhibit 1 displays the job count, five-year projected job growth, and job openings in the region.

Exhibit 1. Five-year projections for occupations related to bus and truck driving, IE/D Region, 2024-2029

Occupation	SOC	2024 Jobs	2029 Jobs	2024 - 2029 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Light Truck Drivers	53-3033	15,259	16,770	10%	9,442	1,888
Bus Drivers, School	53-3051	2,774	2,976	7%	2,459	492
Bus Drivers, Transit and Intercity	53-3052	1,520	1,764	16%	1,245	249
Total		19,553	21,510	10%	13,146	2,629

SOURCE: LIGHTCAST 2026.1

Job Postings

The following analysis for occupations related to bus and truck driving using online job posting data.

Important note: The data produced in this section were generated by leveraging online job posting data sourced from Lightcast, which is the labor market analytics software tool COEs use to produce these briefs. The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. The process Lightcast uses to assemble this data does have some limitations due to methods that recruitment professionals sometimes use (e.g., posting one job to fill multiple positions). For example, the number of jobs posted is not necessarily the same as the number of job vacancies.² While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, deduplicate and aggregate this information to make it a meaningful dataset.

Exhibit 2 displays the number of job ads posted for occupations related to bus and truck driving over the last 12 months and the median posting duration. Over the previous 12 months, there were 841 unique job postings for occupations related to bus and truck driving in the region from 161 employers.

Exhibit 2. Job ads and posting duration, IE/D Region, Mar 2025 – Feb 2026

Job Title	Job Ads	Median Posting Duration
Light Truck Drivers	698	22 days
Bus Drivers, Transit and Intercity	143	22 days
Bus Drivers, School	85	20 days
Total	926	

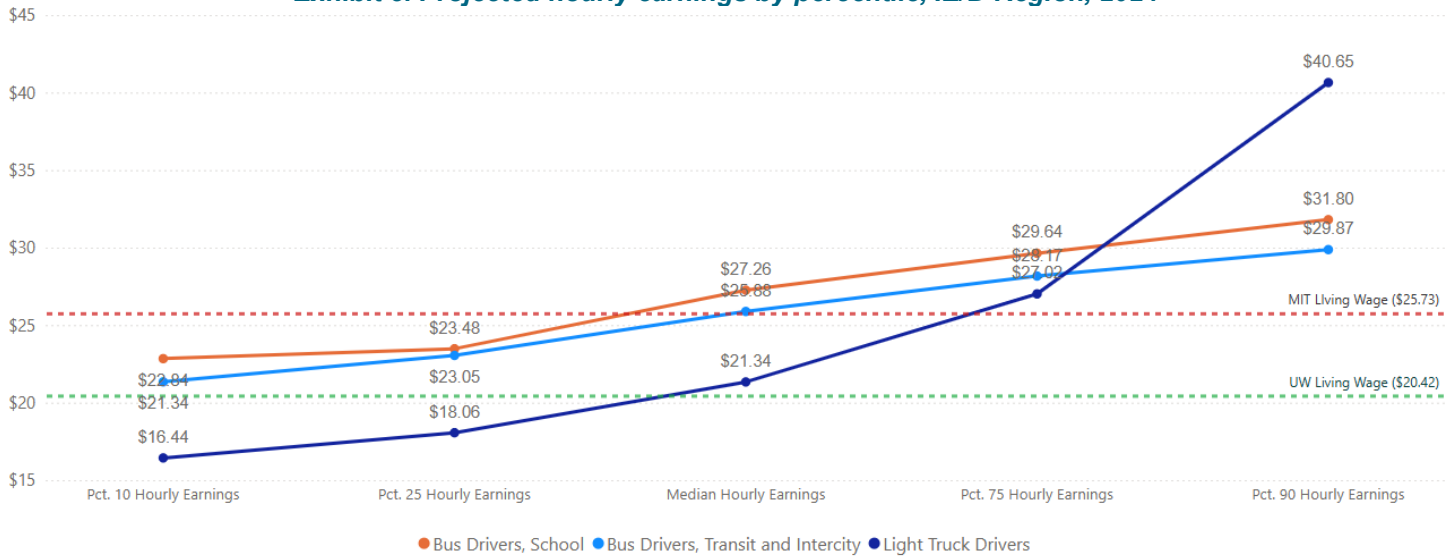
SOURCE: LIGHTCAST 2026.1

² "Job Posting Analytics (JPA) Methodology." Lightcast Knowledge Base, <https://kb.lightcast.io/en/articles/6957446-job-posting-analytics-jpa-methodology>

Earnings

Exhibit 3 displays the hourly earnings for occupations related to bus and truck driving compared to both the UW Self-Sufficiency Standard for the IE/D of \$20.42³ and the MIT IE/D living wage of \$25.73.⁴

Exhibit 3. Projected hourly earnings by percentile, IE/D Region, 2024



Description	Pct. 10 Hourly Earnings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Pct. 90 Hourly Earnings
Light Truck Drivers	\$16.44	\$18.06	\$21.34	\$27.02	\$40.65
Bus Drivers, Transit and Intercity	\$21.34	\$23.05	\$25.88	\$28.17	\$29.87
Bus Drivers, School	\$22.84	\$23.48	\$27.26	\$29.64	\$31.80

SOURCE: 2026.1

All projected entry-level earnings (that is, the earnings of the lowest paid 25% of employees in the IE/D) for two of the three occupations were above the UW Self-Sufficiency Standard for the IE/D (see Exhibit 3). The occupations listed were all below the MIT living wage for an adult with no children (\$25.73) in projected entry-level earnings (see Exhibit 3).

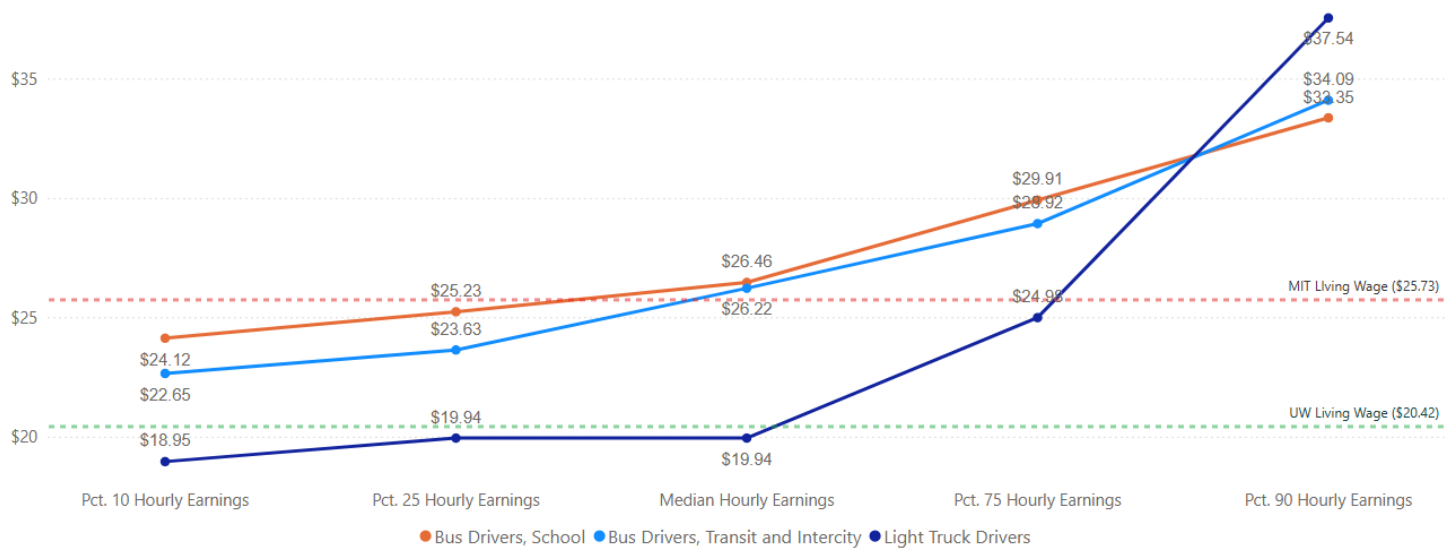
³ The UW self-sufficiency standard is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

⁴ *ibid.*

Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for the occupations related to bus and truck driving over the last 12 months. The salary information of online job ad data suggests employers advertise entry level hourly wages between \$19.94 and \$25.23 (estimated to be equal to an annual salary between \$41,475 and \$52,478).

Exhibit 4. Hourly earnings of job postings by percentile, IE/D Region, Mar 2025 – Feb 2026



Description	Pct. 10 Hourly Earnings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Pct. 90 Hourly Earnings
Bus Drivers, School	\$24.12	\$25.23	\$26.46	\$29.91	\$33.35
Bus Drivers, Transit and Intercity	\$22.65	\$23.63	\$26.22	\$28.92	\$34.09
Light Truck Drivers	\$18.95	\$19.94	\$19.94	\$24.98	\$37.54

SOURCE: LIGHTCAST 2026.1

Online Job Advertisements: top job titles, skills, education & work experience.

Exhibit 5 displays the job titles most frequently used in job postings for the occupations related to bus and truck driving over the last 12 months. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.

Exhibit 5. Job titles most frequently used in job ads, IE/D Region, Mar 2025 – Feb 2026

Job Title	Unique Postings
Movers	113
Movers/Helpers	78
Bus Drivers	62
School Bus Drivers	53
Movers/Drivers	26
School Bus Driver Trainers	23
Warehouse Drivers	17
Substitute Bus Drivers	14
Laborers	11
Furniture Movers	10
Movers/Packers	10

SOURCE: LIGHTCAST 2026.1

Exhibit 6 displays the employers posting the most job ads for this occupational group during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs. First Student and the San Bernardino County Superintendent of Schools had the highest unique job posts for this occupational group in the last 12 months. Posting intensity is the ratio of total job posts to unique job posts which are de-duplicated. A higher posting intensity can represent the level of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast’s Job Posting Analytics dashboard.

Exhibit 6. Employers posting the most job ads, IE/D Region, Mar 2025 – Feb 2026

Company	Total/Unique (Mar 2025 - Feb 2026)	Posting Intensity	Median Posting Duration
First Student	139 / 27	5 : 1	28 days
San Bernardino County Superintendent Of Schools	15 / 15	1 : 1	n/a
College Hunks Hauling Junk And Moving	24 / 12	2 : 1	9 days
Rialto Unified School District	13 / 9	1 : 1	21 days
National Express Corporation	11 / 8	1 : 1	49 days
Riverside Transit Agency	14 / 8	2 : 1	56 days
Quanterix	14 / 7	2 : 1	59 days
City Electric Supply	12 / 7	2 : 1	15 days
Burlington	15 / 7	2 : 1	16 days
Omnitrans International Limited	24 / 6	4 : 1	n/a

SOURCE: LIGHTCAST 2026.1

Exhibit 7 displays the top common, specialized and computer skills that were included in the job postings over the last 12 months. Today’s demand is an important indicator of which skills employers are looking for in the current market. Analyzing skills from a historical perspective as well as projecting the future needs of employers may provide insight into how the job posting skills demand compares to the market as a whole. Rapidly growing skills are those that are increasing in demand at a faster rate than the market as a whole.⁵

Exhibit 7. Top 10 in-demand skills from employer job ads, IE/D Region, Mar 2025 – Feb 2026

Common skills	Total Postings	Skill Growth Relative to Market
Communication	141	Lagging
Customer Service	119	Stable
Operations	74	Stable
Safe Driving	65	
Professionalism	52	Growing
Cleanliness	44	Growing
Detail Oriented	41	Stable
English Language	41	Growing
Management	24	Stable
Scheduling	24	Growing

⁵ “What are Lightcast Skill Projects”, Lightcast Knowledge base, <https://kb.lightcast.io/en/articles/8496296-what-are-lightcast-skill-projections>

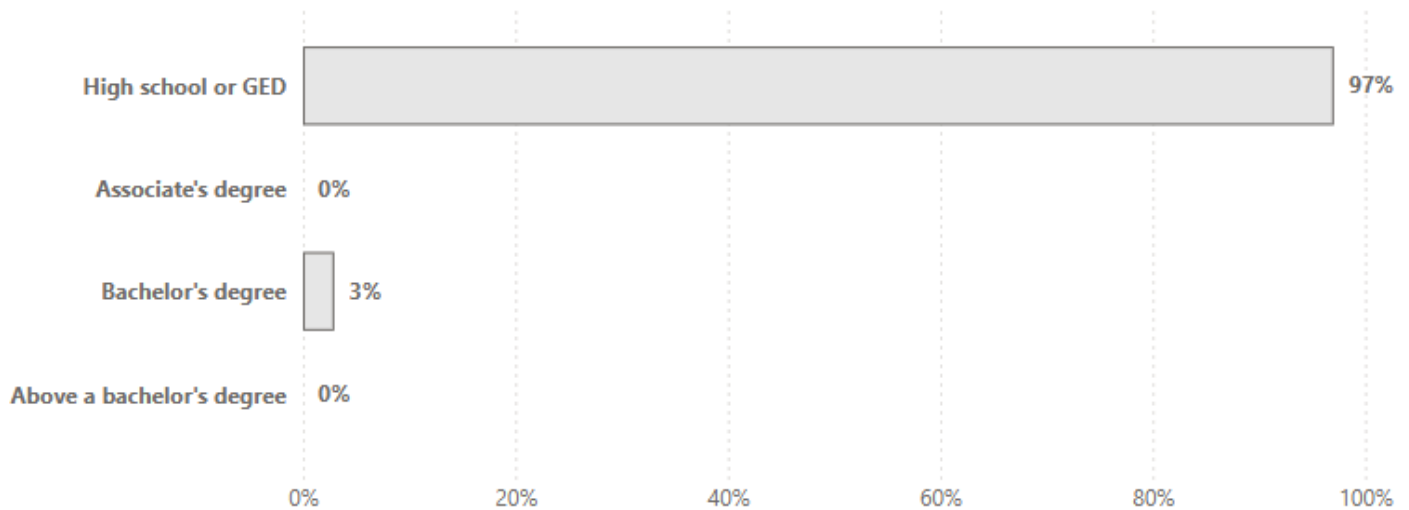
Specialized skills	Total Postings	Skill Growth Relative to Market
Loading And Unloading	170	Stable
Lifting Ability	138	Growing
Good Driving Record	121	Growing
Furniture Cleaning	103	Growing
Warehousing	103	Growing
Dollies	65	Growing
Pre-Trip And Post-Trip Vehicle Inspections	53	Lagging
First Aid	35	Growing
Vehicle Maintenance	34	Growing
Bus Driving	32	Rapidly Growing

Computer Skills	Total Postings	Skill Growth Relative to Market
Applepay	11	Lagging
Disassembler	5	Growing
Software Systems	3	Growing
Apple IOS	2	Growing
Microsoft Office	2	Growing

SOURCE: LIGHTCAST 2026.1

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with high school diploma or equivalent (97%) significantly greater than bachelor's degree (3%).

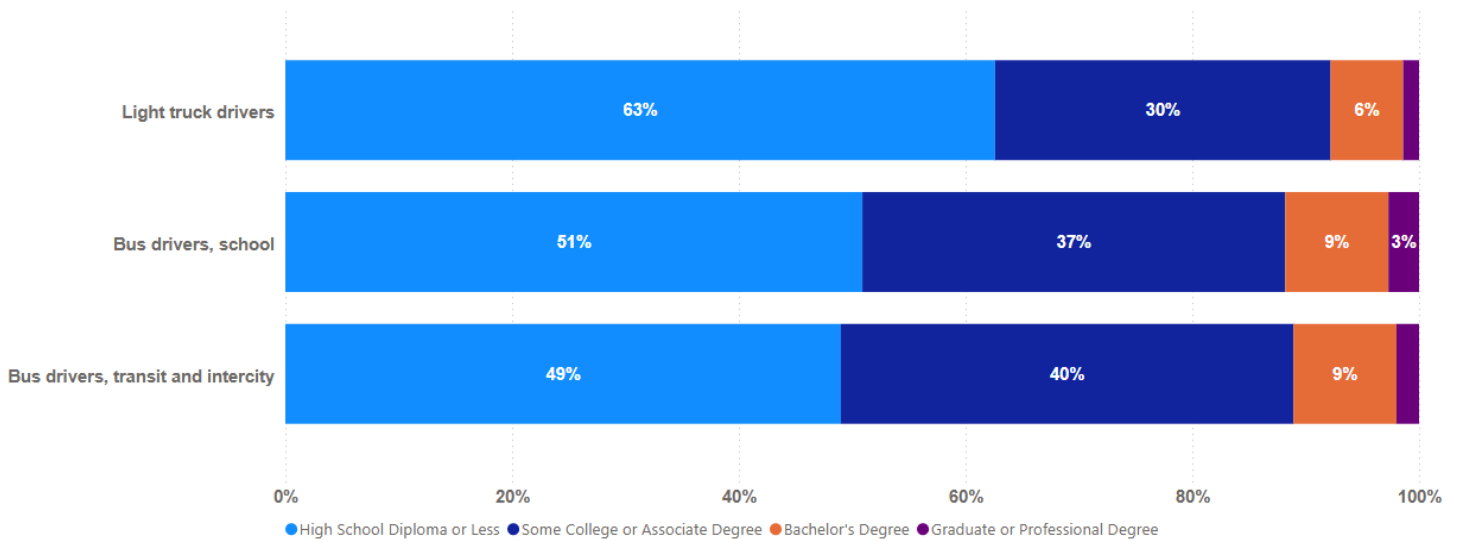
Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, Mar 2025 – Feb 2026



SOURCE: LIGHTCAST 2026.1

For the assessed occupations, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupations of interest indicates that between 30% and 40% of workers have completed some college or an associate degree as their highest level of education.

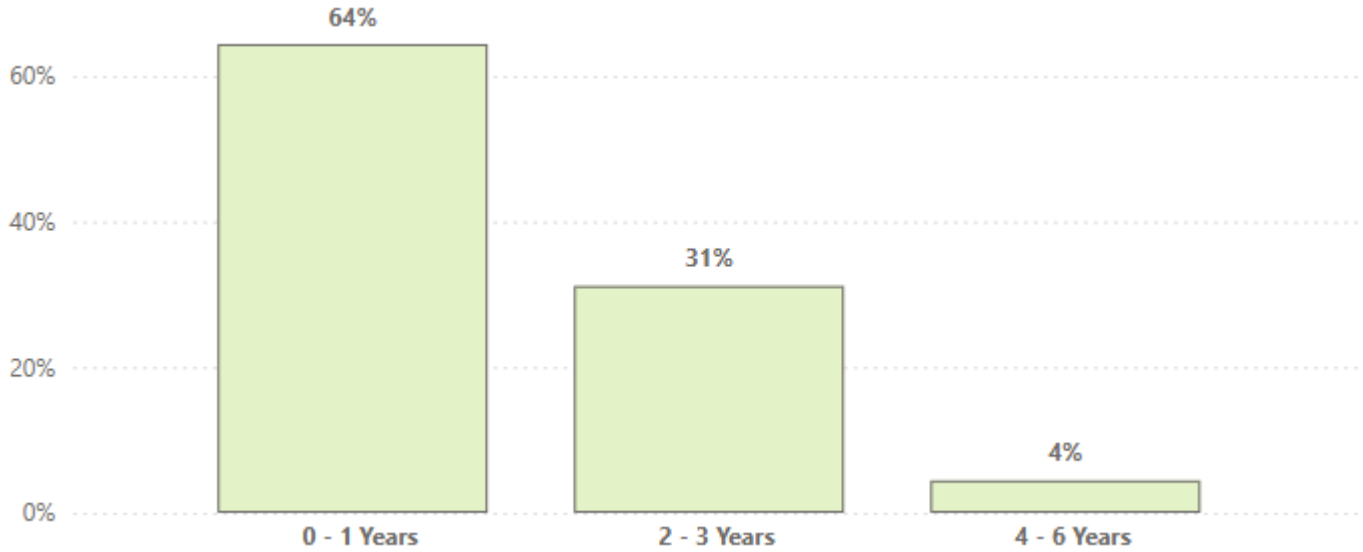
Exhibit 9 National-level Education Attainment for the Occupational Group



SOURCE: BLS 2021

Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The majority (64%) of employers listing minimum experience requirements sought candidates with 0-1 years of previous work experience.

Exhibit 10 Work experience requirements, IE/D Region, Mar 2025 – Feb 2026



SOURCE: LIGHTCAST 2026.1

Student Completions and Program Outcomes

Exhibit 11 displays student completions for the Truck and Bus Driving (TOP 0947.50) programs over the last three academic years (2021-2024). In the previous three academic years, 1 regional community college issued an average of 65 awards in relevant programs.

Exhibit 11 Annual average community college awards for Truck and Bus Driving (TOP 0947.50), IE/D, 2021-2024

Top Code	Program	College	2022-2023 Awards	2023-2024 Awards	2024-2025 Awards	3-Year Award Average
0947.50	Truck and Bus Driving	Victor Valley	44	78	74	65

SOURCE: MIS DATA MART

Non-Community College Supply

Student award completion data was not found in the IE/D for other related non-community college programs: Truck and Bus Driver/Commercial Vehicle Operator and Instructor (CIP 49.0205).

In the previous three academic years, 0 regional non-community college institutions issued an average of 0 awards in relevant programs.

Strong Workforce Program Outcomes

California SWP program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 12.

Exhibit 12 Truck and Bus Driving strong workforce program outcomes, IE/D & California, AY 2022-23

Program Metric Title	Inland Empire	Statewide
Students	120	485
Earned 9+ Career Education Units	-	19%
Completed Noncredit Workforce Preparation Milestone	91%	78%
Earned an Award: Degree or Cert or Attained Appren. Journey Level Status	37%	10%
Transferred to a Four-Year Institution: Four-Year Postsecondary Institution	0%	-
Median Annual Earnings	\$49,568	\$50,584
Median Change in Earnings	17%	25%
Attained Living Wage	60%	60%

SOURCE: DATAVISTA

Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2022 and 2025 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from DataVista and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for DataVista's Strong Workforce Program Metrics Data Element Dictionary in the Resources section (DataVista, 2025).

Appendix: References

Type of Data	Source
Occupational Projections, Wages, and Job Postings	Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment. https://lightcast.io/
Living Wage (UW)	Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. http://www.selfsufficiencystandard.org/California . The COE refers to the Self-Sufficiency Wage as a "living wage." This calculation measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. The living wage for one adult in San Bernardino County is \$20.07 per hour (\$42,392 annually). The living wage for one adult in Riverside County is \$20.76 per hour (\$43,854 annually). The average living wage to represent Inland Empire/Desert is \$20.42 per hour (\$43,123 annually).
Living Wage (MIT)	Glasmeier, A. K. (2024). <i>Living wage calculator</i> . Massachusetts Institute of Technology. Accessed on April 14, 2025, https://livingwage.mit.edu/states/06/locations The living wage is derived from MIT's Living Wage Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://livingwage.mit.edu/pages/methodology The living wage for one adult in San Bernardino County is \$25.17 per hour (\$52,353.60 annually). The living wage for one adult in Riverside County is \$26.30 per hour (\$54,704 annually). The average living wage to represent Inland Empire/Desert is \$25.74 per hour (53,539.20 annually)
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the

	<p>number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</p>
<p>Student Metrics and Demographics</p>	<p>DataVista aims to provide up-to-date and useful information on students within the California Community Colleges and its Adult Education partners. DataVista is a modernization of the supporting architecture and visualization of metrics previously available on the LaunchBoard.</p> <p>DataVista is a collaboration between the California Community Colleges Chancellor's Office and WestEd, see: https://datavista.cccco.edu/data_views/swp_report</p>