

WHERE THEY WORK: MELT GRADS ARE NOT JUST TRUCK DRIVERS

ALBERTA MELT
GRADUATE
SURVEY REPORT



Trucking HR Canada (THRC) conducted a survey of recent Mandatory Entry-Level Training (MELT) graduates in Alberta to better understand who they are, what happens after they graduate, and their general attitudes about careers in the trucking and logistics sector.

As expected, the primary reason graduates take MELT is to become a truck driver (85%), but respondents also had interests in other occupations requiring MELT, such as heavy equipment operator, dump truck driver, and powerline technician.

KEY POINTS

- MELT graduates are becoming licensed and finding jobs, but not always as truck drivers or not always in roles that require a licence
- Many graduates believe finding a job as a truck driver is challenging
- Employers are hitting the mark when it comes to attracting new drivers — investing in more compensation and incentives — but could consider other strategies to support new drivers

The over 300 survey respondents were largely male (91%) and early in their careers, ages 18 to 35 (61%). There was also a small portion (3%) 55 and older, indicating that driving isn't always considered a first career.

Following their completion of MELT, most graduates (92%) went on to obtain their Class 1 (tractor trailer) licence, required for transport truck drivers; they subsequently found either a full-time (73%) or part-time (7%) job. Almost half are employed in logistics, transportation or warehousing (43%). See Chart 1: Sectors where MELT graduates work.

Interestingly, of those who found work, only two thirds (66%) are in occupations that require a Class 1 licence. Of those using their Class 1 licence, most (62%) are truck drivers followed by heavy equipment operators (10%) and dump truck operator (6%).

The top reason for not working in an occupation that requires a Class 1 licence is an inability to find work as a truck driver. Of all respondents — including those who are drivers — over half (61%) agree or somewhat agree that it is hard to find work as an entry level truck driver.

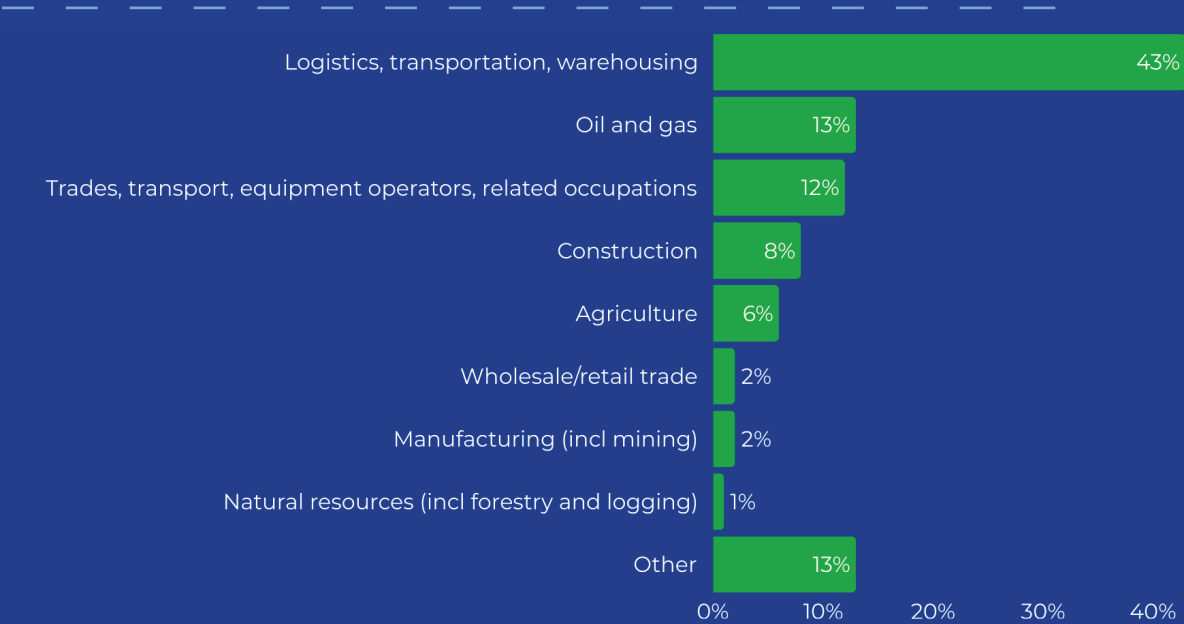
As Alberta continues to experience high truck driver vacancy rates (5.2% in Q4 2024) higher than the national average (3.3% in Q4 2024), this may indicate that there is a disconnect between the skill set of new drivers and the truck driver roles companies need to fill.

There also seems to be a disconnect between how satisfied respondents are with their career choice and attitudes towards the industry and truck driver occupation — this may affect how hard career seekers push to become a driver or how long they choose to stay in the truck driver profession.

Regardless of where respondents are employed, many are satisfied with their career choice. A high 91% are at least somewhat satisfied with their career choice with many (59%) being very satisfied. Satisfaction is higher among those who have a licence and are working in a job that requires it.

Respondents indicated however, that they have concerns about the truck driving profession; many (56%) either agree or somewhat agreed that the compensation in other sectors is more appealing, that the working conditions are too onerous (53%) and that the sector isn't welcoming (44%).

Chart 1: Sectors where MELT graduates work



Source: Trucking HR Canada, Alberta MELT graduate survey, June 2025

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We know from a recent THRC survey of Alberta trucking and logistics employers that offering more compensation and a range of incentives successfully attracts new drivers, but it seems that employers may want to consider other strategies to overcome some of the other perceived challenges new drivers are facing.

Employers have also taken a keen interest in investing in training, offering truck drivers around 90 hours of training, including mentoring and onboarding. According to MELT graduates, this training is a key to their success as many (43%) either somewhat agree or agree they needed a lot of training from their company to be successful as a driver once licensed.

Two follow-up surveys are planned for later this year to track respondents over time.

Survey details:

- Conducted online, with data collected between August 2024 and June 2025.
 - Respondents were sourced from Alberta trucking schools.
 - Most respondents (93%) completed their Class 1 MELT training in the last three years.
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