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PURPOSE

The WE CAN TX Data Dashboard was produced out of the need to support regional partners and stakeholders through a resource that provides centralized and easily accessible labor market and education/training system data. This resource serves as a baseline for stakeholders across Texas to make informed decisions in paving and supporting educational pathways into meeting employer demand with sustaining wages for Texas families.

The Data Dashboard allows users to gain insight into the current landscape of industry and participant demographics to drive and measure the effectiveness of equity initiatives. Metrics on enrollment and completion across various work-based learning programs and the availability of these may support efforts to enhance regional capacity and align programs to employer needs. Those working to support and scale work-based learning programs may also use this resource to support the development of training programs that lead to occupations within industries that are growing rapidly, as well as advocate for more sustainable wages.

DEFINITIONS OF INDICATORS

NAICS: [North American Industry Classification System](#)

WDA: [Workforce Development Area](#)

CTE: [Career Technical Education](#)

SOC (code): [Standard Occupational Classification](#)

CIP: [Classification of Instructional Program](#)

RAPIDS: [Registered Apprenticeship Partners Information Database](#)

THECB: [Texas Higher Education Coordinating Board](#)

Academic Program: Programs that include required and elective courses that lead to a **certificate**, **undergraduate**, or **graduate degree**.

Completion: Program participants that have earned a credential are represented in the data.

Enrollment: Data is provided based on enrollment within a CTE course; therefore, a student can be counted more than once if enrolled in a CTE course associated with multiple career clusters.

Family Sustaining Wage: The Family Sustaining Wage is a measure calculated by MIT and The University of Washington that varies based on the cost of living and taxes in a specific county. This measure extends past the federal poverty threshold to include minimum food, childcare, healthcare, housing, and transportation among other necessities needed to support a household with two working parents and two children. Please note, that the presented average annual wage of various industries includes a breadth of occupations including both surgeons and nursing assistants, impacting the average annual wage. See “Navigation” to learn how to filter by occupation. Source: [MIT](#) , [University of Washington](#)

Labor Demand: The figure presented reflects annual average employment by industry for each geographic region. Source: [Texas Labor Market Information Quarterly Census of Employment and Wages \(QCEW\)](#)

Labor/Talent Supply: The figure presented reflects educational enrollment and attainment, including registered apprenticeships and two-year program enrollment, prioritized by curriculum. (i.e., CIP)
Source: [Texas High Education Coordinating Board Accountability System](#)

Level 1 Certificate: Level I certificate is awarded for completing a program consisting of at least 15 and no more than 42 semester credit hours.

Level 2 Certificate: Level II certificate is awarded for completing a program of at least 30 but not more than 51 semester credit hours.

Registered Apprenticeship: A program of study that has been validated by the U.S. Department of Labor or a State Apprenticeship Agency that includes coursework that compliments industry-based instruction and results in a transferable and recognized credential.

Technical Program: This may include Level 1 and Level 2 certificates, Advanced Technical Certificates, and Associate of Applied Science degrees awarded by community colleges.

DESIGN PRINCIPLES

Decision / action-oriented

- Prioritizing visualizations that can drive decisions among regional partners

Usability and simplicity

- Visuals should be easy to interpret with minimal jargon or unneeded information
- Consistent layout and design within and across pages

Equity metrics on every page

- Goal for each page to include relevant data on race / ethnicity, gender, income, and other prioritized populations

Data in context

- Inclusion of “North Star” metrics to contextualize the information in the dashboard

“Sliceable” / Filterable data

- Prioritizing visuals and metrics that are filterable by multiple geographies
- Linking visuals to allow for “drill downs” or “double clicks”

NAVIGATION PAGE AND HOME PAGE

When you first open the data dashboard, you are met with the *Navigation page*. Each tab along the top of the dashboard is clickable and will lead you to a new page.

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These tabs will provide data on labor demand by industry and occupation--- including data on employment projection, wages, and credentials

These tabs will provide data on labor supply within each of the named categories

Navigation: Home, Industry, Occupation, Program, Registered Apprenticeship - Active, Registered Apprenticeship - Completion, Postsecondary Enrollment, Postsecondary Completion, High School

PURPOSE
This is the only tab that will provide a comparison of labor demand and supply side by side

HOW TO NAVIGATE
Press to return to previous page

Contains demographic data on program participants and institutions

Contains enrollment, program, and demographic data on CTE participants

Program (certificate, apprenticeship, etc.) enrollment and completion trends

Contains Registered Apprenticeship participant demographic data

Information on visual or

Accessed through the link below the Dashboard

ABBREVIATIONS

- North American Industry Classification System (NAICS)
- Standard Occupational Classification (SOC)
- Classification of Instructional Programs (CIP)

Other key terms are included in the dashboard footnotes.

North Star data used to add context to the data on each page

Use to filter data

National or statewide data only

You may also use this when the typeface of the data is too small. Hover over the bar graph or data point to view an enlarged version.

Hover your cursor over a visual to see more detailed information

The next tab over will lead you to the *Home page*. This is the only place you will find a visual comparison of labor demand and supply side by side.

North Star data contextualizes what is shown on each page

WE CAN TEXAS DATA DASHBOARD

Total Population (2020): 57.9K

Unemployment Rate (2021): 4.8%

Civilian Labor Participation (2021): 23.2K

Family Sustaining Wage (2021): \$56.51K

Population ≥ 25yrs (2020): 18.4M

Associate Degree Holders ≥25yrs (2020): 1.4M

Bachelor's Degree Holders ≥25yrs (2020): 3.7M

Location Type: County

Location: Anderson County, TX

Industry (NAICS): All

Undo button resets filters

Source: *Texas LMI*

Texas Labor Demand Industry Employment (2021)

Hover over bars to view data points in an enlarged pop-up view

If clicked, will display which filters have been applied

Focus Mode will provide an enlarged view of visualizations (such as bar graphs)

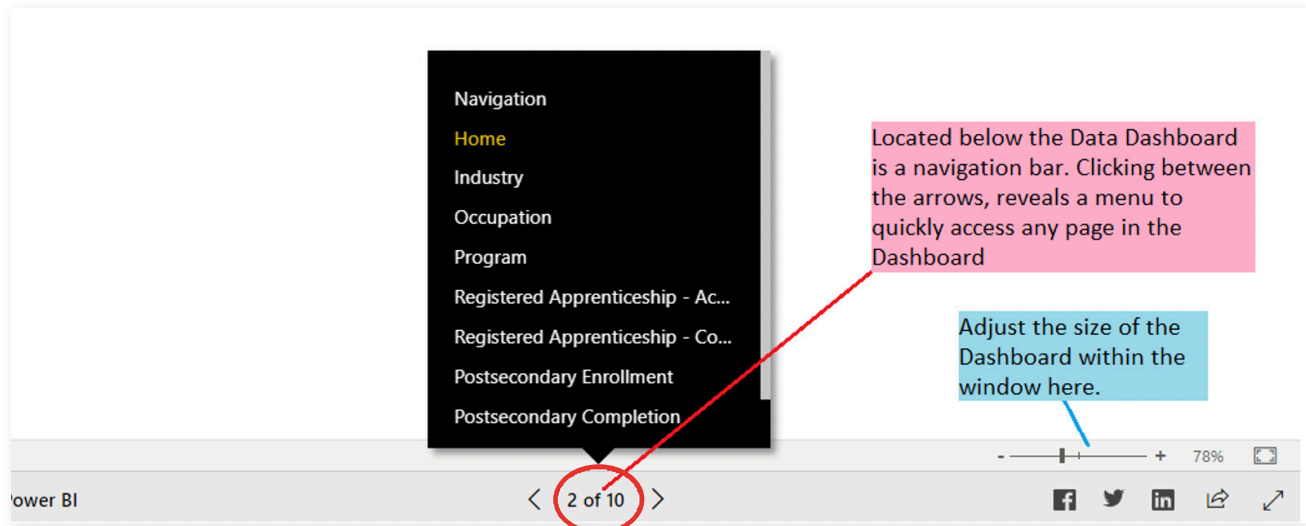
Source: *THECB*

Texas Labor Supply 2-Year Enrollment by program (SY19-20)

Drop down menus with bubbles allow for single selection, while checkboxes allow for multiple selections

Academic, Technical

Just below the Data Dashboard is an interactive navigation bar that allows users to quickly access any page in the Dashboard.



NAVIGATION - HOW TO LOCATE SPECIFIC DATE

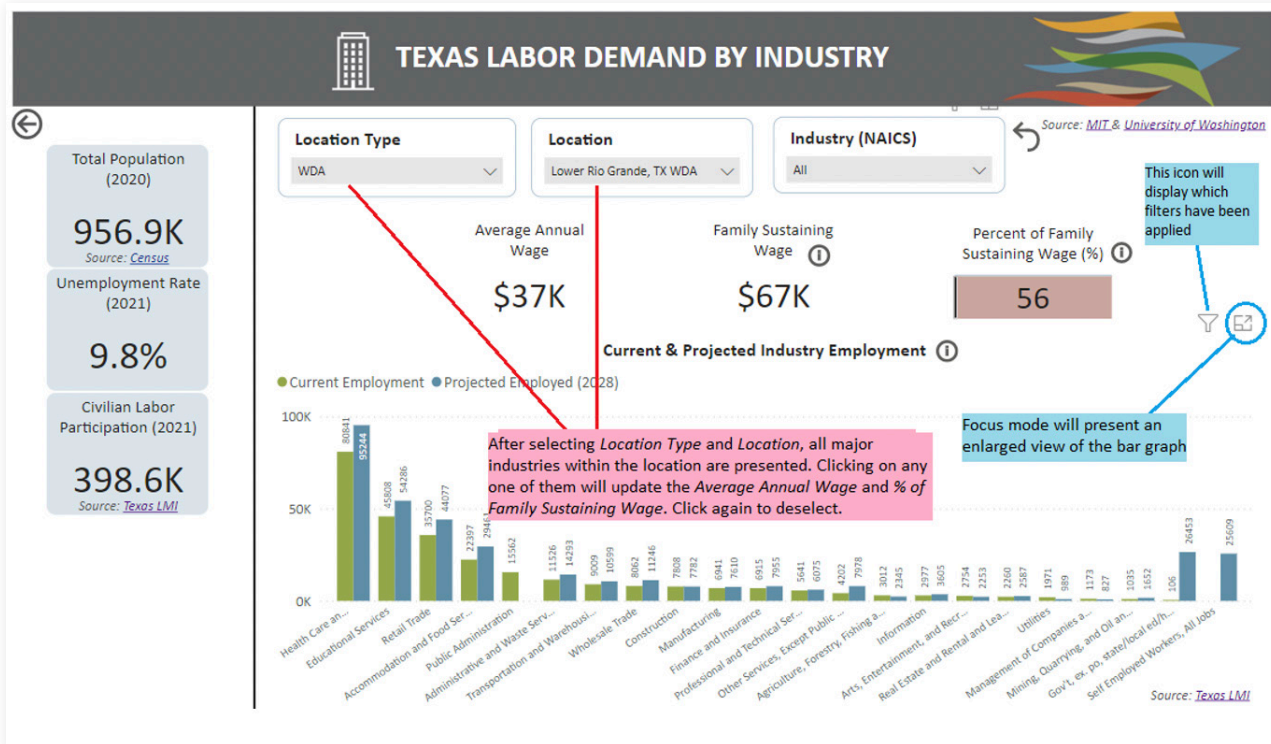
Occupation Demand by Location

If you are seeking to understand industry demand, wages earned, and projected employment, you should:

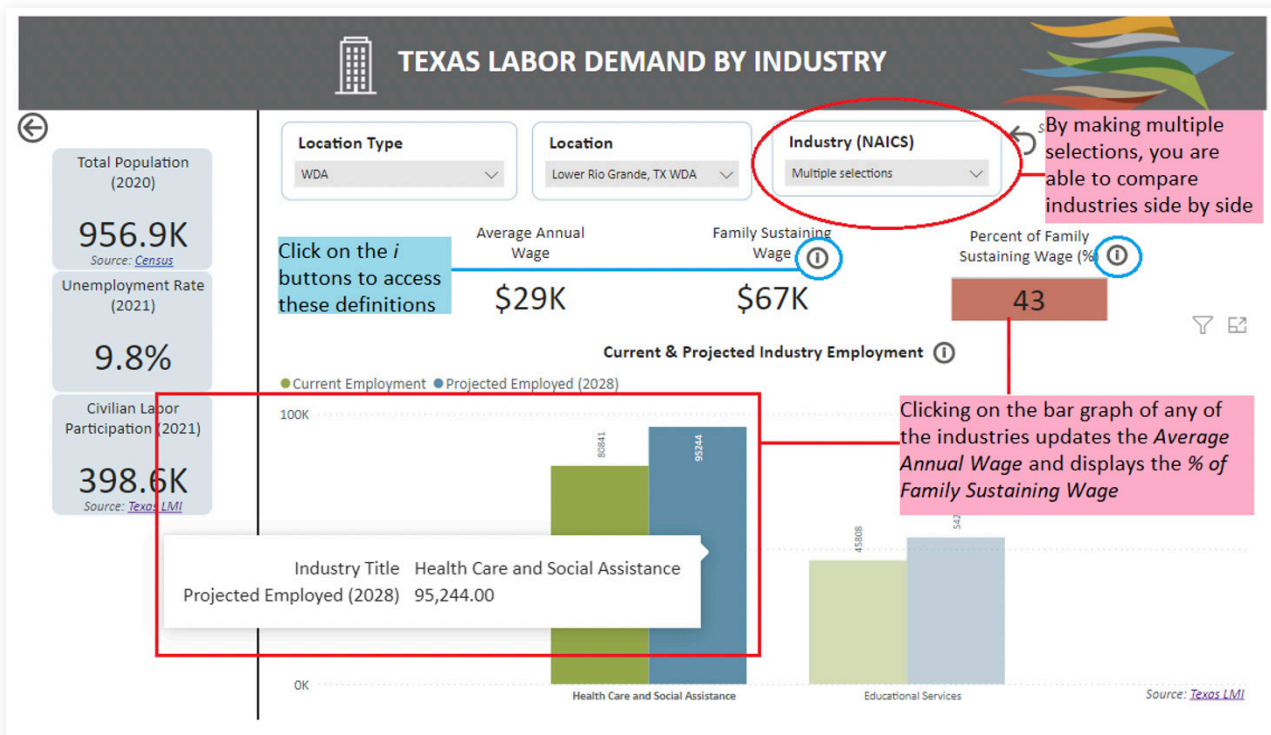
1. Select the *Industry* tab alongside the top of the dashboard.

The screenshot shows the 'WE CAN TEXAS DATA DASHBOARD' interface. At the top left is the 'EDUCATE TEXAS at COMMUNITIES FOUNDATION of TEXAS' logo. The main header area contains the text 'WE CAN TEXAS DATA DASHBOARD' and a pink callout box that says: 'Select *Industry* to view current and projected employment and annual wages across various industries'. Below the header is a navigation bar with several tabs: Navigation (black), Home, Industry (circled in red), Occupation, Program, Registered Apprenticeship - Active, Registered Apprenticeship - Completion, Postsecondary Enrollment, Postsecondary Completion, and High School. Below the navigation bar are three informational sections: 'PURPOSE' (describing the dashboard's use of Texas and national data), 'ABBREVIATIONS' (listing NAICS, SOC, and CIP), and 'HOW TO NAVIGATE' (providing instructions on using navigation icons, filters, and data types like North Star data and national/statewide data).

2. Under *Location Type*, choose between *County*, *Metro*, *State* (all of Texas), or *WDA* (There are, [28 WDAs of Texas](#) that may include a single county or multiple counties. Reference the link to find out exactly which area of TX each WDA represents). Projected employment for the listed industries will only appear when selecting *WDA* or *State*.



3. *WDA* is selected as *Location Type*. Under *Location*, *Lower Rio Grande - WDA* is selected. You may only select one location at a time. Use the *Industry* drop down menu to select one or more industry by name or SOC code. In this example, multiple selections were made (*Healthcare and Social Assistance and Educational Services*).



OCCUPATION WAGES BY LOCATION

If you are seeking to find the top occupations that pay a sustaining wage in your location, you should:

1. Select the *Occupation* tab alongside the top of the dashboard.

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WE CAN TEXAS DATA DASHBOARD

Select *Occupation*. This will provide data on wages and credentials by occupation.

Navigation: Home, **Occupation**, Program, Registered Apprenticeship - Active, Registered Apprenticeship - Completion, Postsecondary Enrollment, Postsecondary Completion, High School

PURPOSE

The WE CAN TEXAS Data Dashboard uses Texas and national data to demonstrate the story of worker demand across Texas and how work-based learning and community college outcomes are creating a pathway to meet that demand.

HOW TO NAVIGATE

- ← Press to return to previous page
- ↶ Press to reset all filters
- i Hover over icon to read additional information on visual or functionality
- North Star data used to add context to the data on each page
- Use to filter data
- National or statewide data only
- 📊 Hover your cursor over a visual to see more detailed information

ABBREVIATIONS

- North American Industry Classification System ([NAICS](#))
- Standard Occupational Classification ([SOC](#))
- Classification of Instructional Programs ([CIP](#))

Other key terms are included in the dashboard footnotes.

2. Under Location Type, choose between *Metro*, *State* (all of Texas), or *WDA* (There are, [28 WDAs of Texas](#) that may include a single county or multiple counties. Reference the link to find out exactly which area of TX each WDA represents). *WDA* is selected in this example.

The back arrow will redirect you to the previous page you browsed.

TEXAS LABOR DEMAND BY OCCUPATION (2020)

Location Type: WDA (Selected), Metro, State

Location: Texas

Occupation (SOC): All

Total Employed (2020) Source: Texas LMI

Annual Wage | Sustaining Wage (%)

Select your **Location Type** (The bubbles indicate that only 1 selection may be made at a time.)

Note that data will not populate until a specific location is selected

Top Credentials by Occupation
National level data only

Source: MIT & University of Washington

Source: Bureau of Labor Statistics

[Click to view skills by Occupation](#)

3. Under Location, *Tarrant County - WDA* is selected. By default, all occupations provided are represented visually. Clicking on a specific occupation will update the *Credentials Pie Graph*. By selecting *Nursing Assistants*, it is shown that 33% have some college, and no degree while also noting that their average annual wage is 43% of what is considered a sustaining wage.

TEXAS LABOR DEMAND BY OCCUPATION (2020)

Location Type: WDA | Location: Tarrant County, TX WDA | Occupation (SOC): nursing assistant

Occupation

Occupation	Total Employed (2020)	Annual Wage	Sustaining Wage (%)
Nursing Assistants	4,420	\$31,251	43

Top Credentials by Occupation
National level data only

- Associate's degree 11%
- Bachelor's Degree 7%
- Master's or Higher 2%
- Some college, no degree 33%
- Less than high school diploma 10%
- High school diploma or equivalent 37%

Source: Bureau of Labor Statistics

Click to view skills by Occupation

4. By unselecting *Nursing Assistants*, you may select **Focus Mode** and view an enlarged version of the occupation data. Clicking the title of any of the named columns will order the data. By clicking *Sustaining Wage (%)*, users may view the top occupations that pay a sustaining wage in Tarrant County.

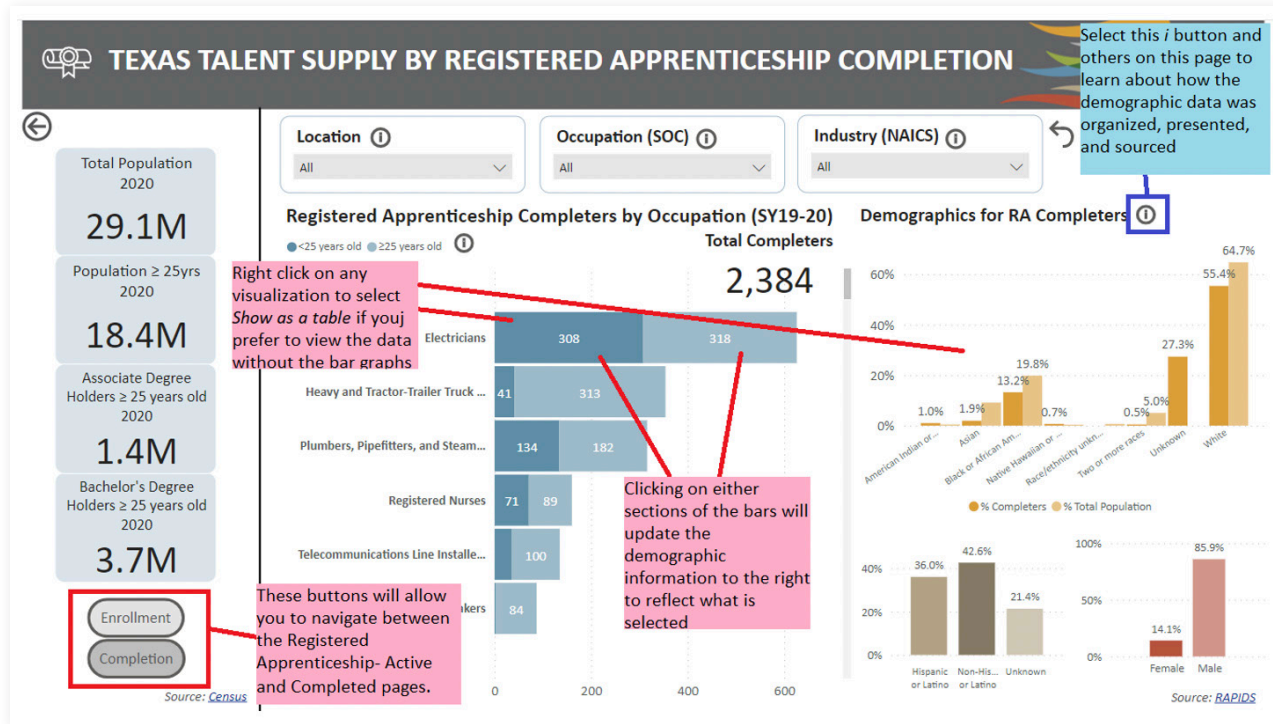
Back to report

Occupation	Total Employed (2020)	Annual Wage	Sustaining Wage (%)
Psychiatrists	170	\$282,321	384
Chief Executives	520	\$236,623	322
Family Medicine Physicians	1,240	\$212,952	290
Dentists, General	110	\$197,537	269
Geoscientists, Except Hydrologists and Geographers	160	\$194,087	264
Physicians, All Other; and Ophthalmologists, Except Pediatric	2,090	\$192,792	262
Petroleum Engineers	580	\$189,156	257
Marketing Managers	1,280	\$158,585	216
Computer and Information Systems Managers	2,010	\$157,702	215
Financial Managers	3,040	\$155,572	212
Lawyers	2,210	\$149,589	204
Tax Preparers	560	\$149,052	203
Advertising Sales Agents	320	\$148,226	202
Architectural and Engineering Managers	1,240	\$147,926	201
Sales Managers	2,350	\$146,474	199
Chemical Engineers	90	\$143,247	195
Administrative Law Judges, Adjudicators, and Hearing Officers	30	\$142,775	194
Purchasing Managers	590	\$139,190	189
Personal Svc Mgrs, AO; Entertainment & Rec Mgrs, Ex Gambling; & Mgrs, AO	2,180	\$134,398	183

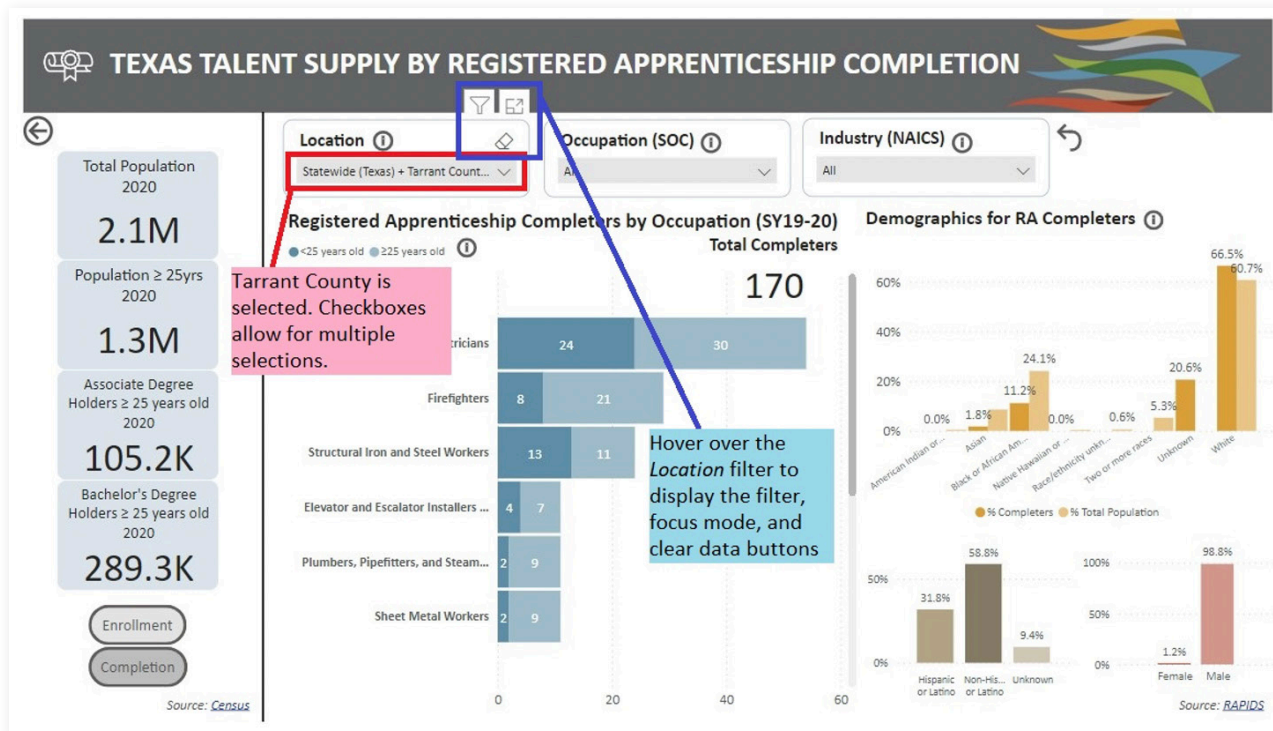
TALENT SUPPLY DEMOGRAPHIC DATA

If you would like to find the percentage of program participants that identify with a specific demographic such as female, Black or African American, etc., you should: (The following instructions are applicable to *Registered Apprenticeship-Active*, *Registered Apprenticeship-Completed*, and the *High-school* pages.)

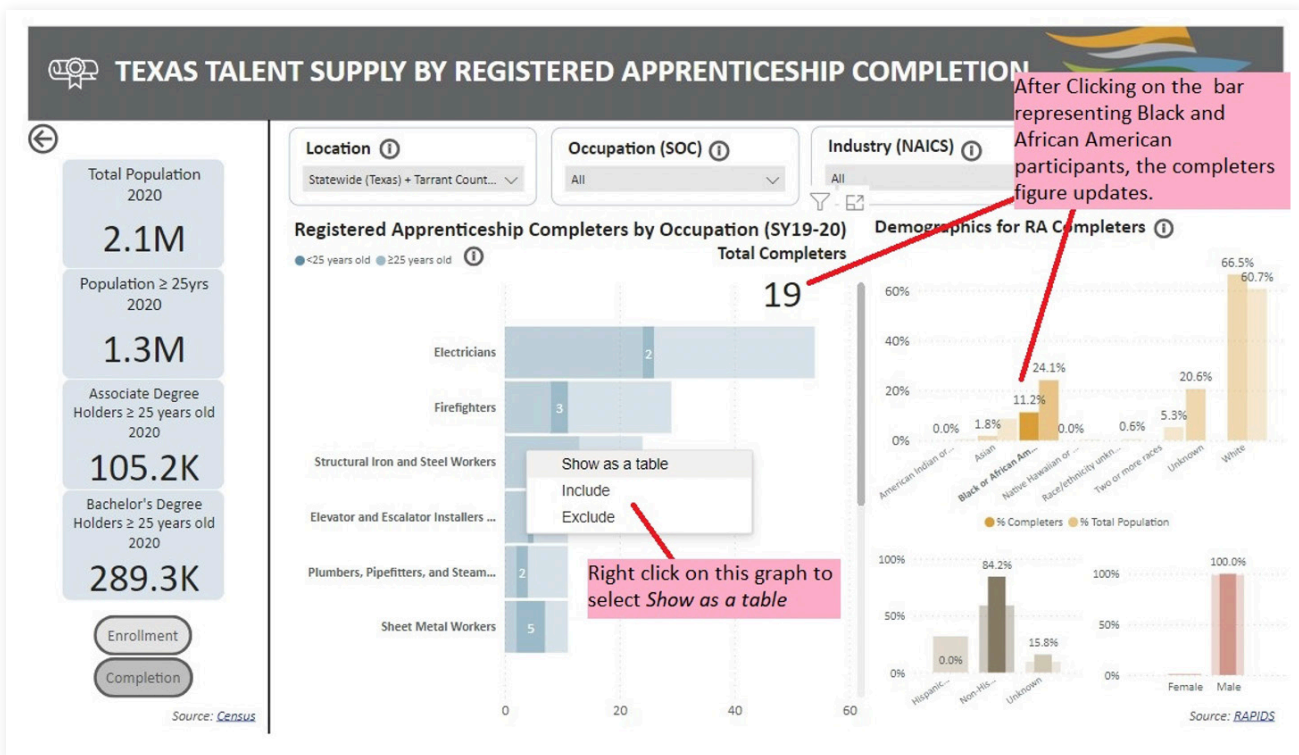
1. Navigate to the *Registered Apprenticeship-Completed* page



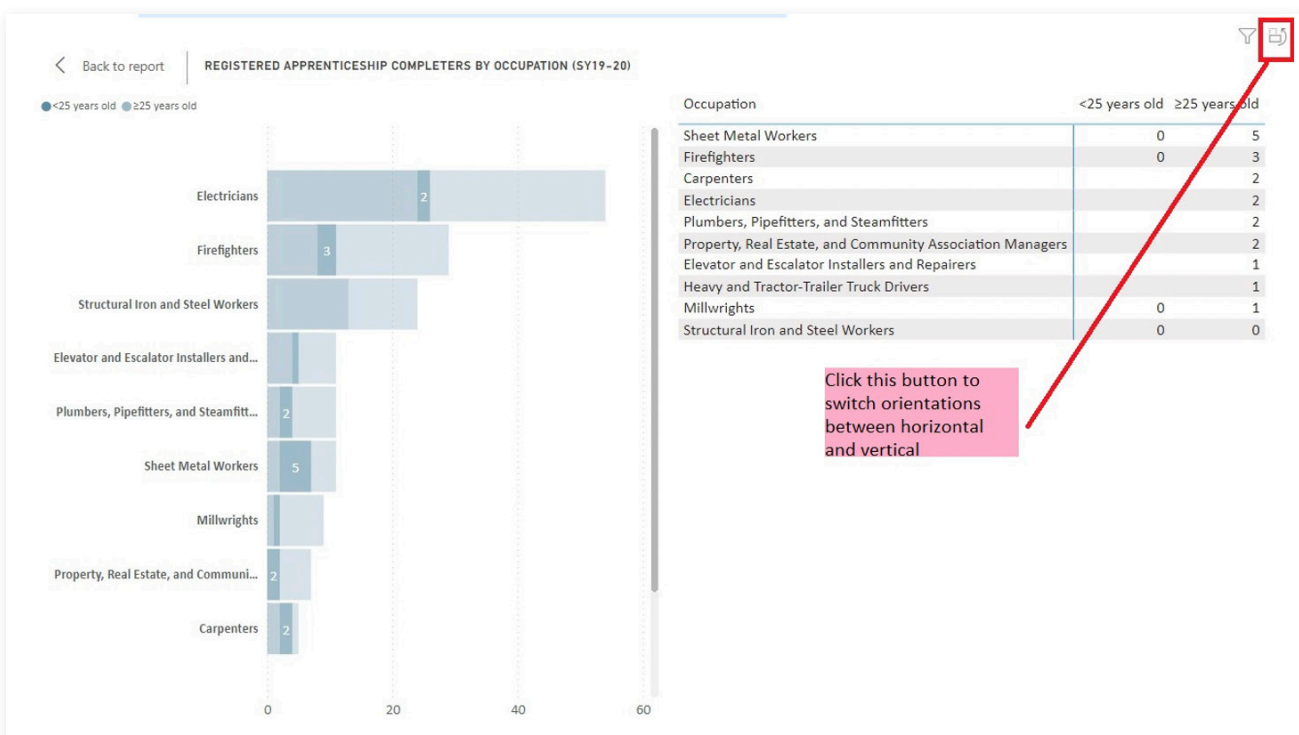
2. Select a *Location* (Statewide or a specific county)



3. Click on the *Black or African American* bar in the demographic visualization on the right. This will update all the completer and demographic data. As is shown, only 19 African American or Black apprentices completed their program in 2019-2020, and they were all men.



4. If you'd like to view the data without bars, right click on the *Registered Apprenticeship Completers* visualization in blue > Select View as a table.



FREQUENTLY ASKED QUESTIONS

Is there a way to download and distribute information from the Data Dashboard?

There is not a built-in feature to download data from the dashboard, however users can screenshot and record to disseminate data as they wish. Right clicking on a data point will allow you to click “copy,” hover over this option to access “copy selection” or “copy value.”

How often is the Data Dashboard updated?

Data from 2017-2020 is available in the first version of the Data Dashboard, which WE CAN TX has planned to update annually.

WORKFORCE DEMAND

How can I find the top occupations that pay a sustainable wage within a specific WDA?

From the *Navigation Page*, select the *Occupation* tab>Select a *Location Type*. Select *Metro* or *WDA*. Select *Location*> The *Total Employed* column will display occupations with the highest demand. Within the *Sustaining Wage* column, you will see which high demand occupations pay 100% or more (in green) of the sustaining wage for the selected region.

How can I find the projected employment for a specific industry?

From the *Navigation Page*, select >*Industry*> Select a *Location Type*> Select *WDA* or *State*>You may now view the demand in 2020 side by side with projections for 2028 in blue.

How do I find the amount employed in a specific occupation?

To find the total employed for an occupation by WDA, Metro, or Statewide, open the *Occupation* tab > Select a *Location Type* > Select the *Metro* or *WDA* you service> You may now view the total employed for each occupation displayed within the first column.

What are the top 3 industries within a location and what are those industries’ average annual wages?

From the *Navigation Page*, select the *Occupation* tab>Select a *Location Type*. Select *Metro* or *WDA*. Select *Location*> *Total Employed* will display occupations with the highest demand. The third column from the right displays the average annual wage followed by the percentage that wage matches the *Sustaining Wage* in the selected region.

WORKFORCE / TALENT SUPPLY

I can find the community college I want under the *Postsecondary Enrollment* tab, however scrolling through the options, I do not see the program that I am looking for.

If you are having difficulty finding a specific program within a selected community college, use the search bar above the checkboxes and type in a keyword from the program or its CIP code.

How do I view enrollment data by program?

You will want to *Drill down* on the programs you selected to view demographic and enrollment data for one program at a time. Right click on any of the programs presented in the bar graph and select *Drill down* from the menu that appears. Now you should see all the programs within that umbrella category you selected from the *Program* drop down menu.

DEMOGRAPHIC DATA

Where is the employee and student demographic data located?

There are 5 pages that display demographic data. There is data on race and sex provided by the THECB by institution on the *Postsecondary* enrolled/completed pages. Race and sex demographics are provided on the *Registered Apprenticeship* and *Highschool* enrolled/completed pages by the U.S. census and RAPIDS.

What does the demographic data on the *Postsecondary Enrollment, Apprenticeship, and Highschool* pages represent? Is the % enrolled and % total population for racial demographics statewide, regional, or institutional?

The distribution of race comes from THECB for the institution, and the Census for the total population. The goal was to illustrate disproportionately of enrollment compared to the total population for the region by program; however, THECB data currently does not provide the cross-sectional view of enrollment by program and demographics. As such, on this version of the dashboard, this view will show the distribution of race for the institution as it compares to the total population for a selected county.

For more information, please contact esimon@cftexas.org or ddeggs@cftexas.org. You can find more information about Educate Texas at <https://tinyurl.com/wecantx>.