WE CAN TX Data Dashboard

(WE CAN TX: Workforce and Education Community College Apprenticeship Network)

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Agenda

Topic	Purpose	Timing
Introduction	Understand WE CAN TX Structure and Goals	5 min
Purpose of Data Dashboard	Understand Supply and Demand Data for Texas Workforce: • Supply – Secondary and Postsecondary Education Data, Apprenticeship Data, Etc. • Demand – Labor Demand by Industry, Wages by Occupation	15 min
Demonstration	Illustrate Use of Dashboard	20 min
Exploration	Independently Navigate the Dashboard	10 min
Q/A	Questions and Feedback	5 min

Why an Apprenticeship Network?

To advance innovative, modern work-based learning in Texas to ensure equitable outcomes for first gen, low-income students of color while meeting the talent and workforce demands of business.

- Accelerate the expansion of **youth apprenticeship and pre-apprenticeship**
- Strategize **regionally specific models** for sustainability of programs
- Utilize **data to guide apprenticeship design and measure outcomes**
- Integrate **principles of equity** into apprenticeship programs

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Workforce Education Community College Apprenticeship Network (WE CAN TX)
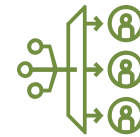
Three Big Goals

Vision

to ensure equitable outcomes for first-generation, low-income students of color across Texas and meet the talent and workforce demands of businesses.

Mission

to increase the number of students earning postsecondary credentials and working in high-demand industries that pay a living wage.

Enhance Regional Capacity and Align to Employer Needs

Innovate for Equity

Scale and Sustain

WE CAN TX across the state

Central Texas
Workforce Solutions Capital Area
Austin Community College

North Texas
Dallas College
North Central Texas College
Tarrant County College

East Texas
Tyler Junior College

Gulf Coast
Lee College
San Jacinto College

Panhandle
Amarillo College

West Texas
Workforce Solutions West Central Texas
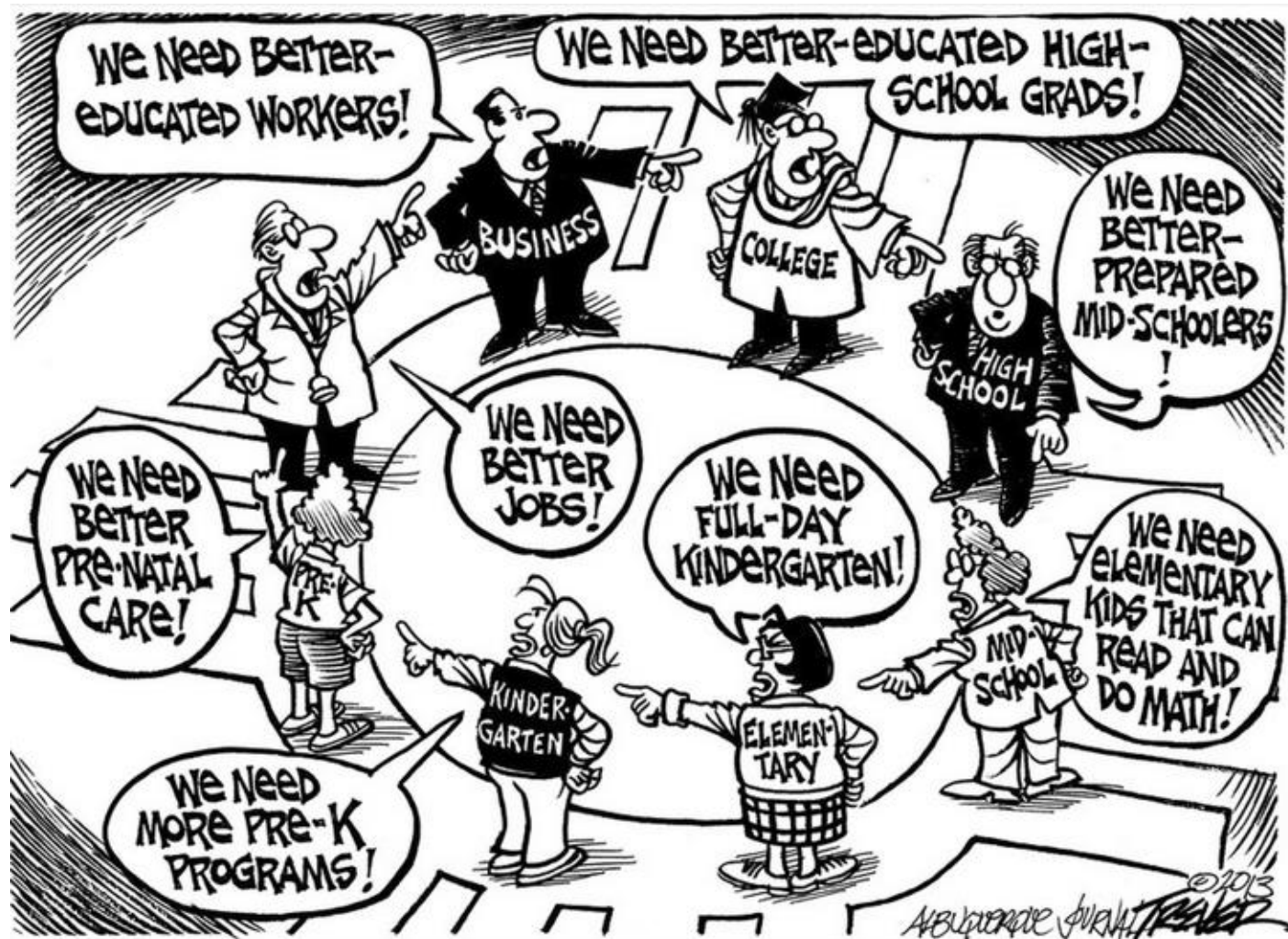
South Texas – San Antonio
Alamo Colleges District
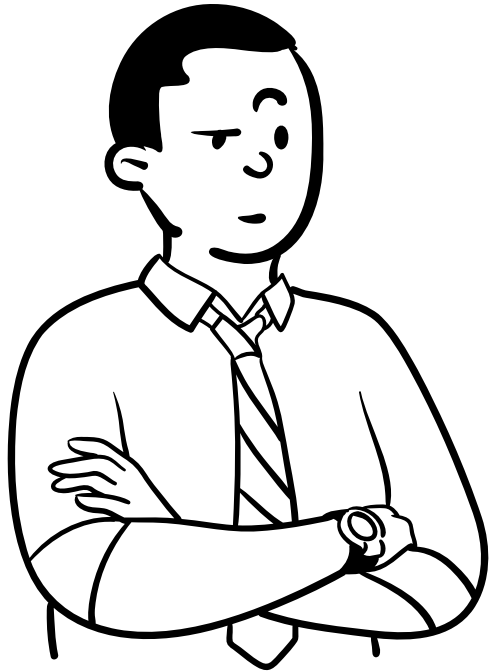SA Works

South Texas – Rio Grande Valley
South Texas College
RGV FOCUS

A Realistic Example of the Education, Training and Employment Ecosystem

Why Develop a Dashboard?

Goal: Address workforce and community college end-user needs for centralized education-to-workforce data source.

Objectives:

- Identify highest-priority data to understand education-to-workforce ecosystem

- Include possible data sources that support common user cases

- Consolidate disparate sources of data to create comprehensive picture at different geographic levels

Considering Different Access Points
For Pathways

- Youth Apprenticeship
- Registered Apprenticeship
- WIOA Youth Programs
- High School CTE Programs
- Postsecondary Level I & II Certificates, Associate Degrees

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Dashboard User Group Goals – What We Heard

Shared Goal: Increase **access** to and **scale** of **education-to-workforce pathways** that address employer needs in family-sustaining wage and high-demand careers.

Community College Partners

- Align programs to industry trends and talent demands
- Identify sectors and jobs with growth and family-sustaining wages

Workforce Partners

- Monitor talent supply for high-demand sectors and jobs
- Connect program completers with high growth sectors that pay family-sustaining wages

WE CAN TX Data Dashboard 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

"Sliceable" / Filterable data
- Prioritizing visuals and metrics that are filterable by multiple geographies
- Linking visuals to allow for "drill downs" or "double clicks"

WE CAN TX Data Dashboard Data Sources

Federal databases
- Bureau of Labor Statistics
- U.S. Census (Decennial Census and American Communities Survey)
- U.S. Department of Education (e.g., IPEDS - Integrated Postsecondary Education Data System)
- U.S. Department of Labor (e.g., RAPIDS – Registered Apprenticeship Partners Information Database)

State databases
- Texas Workforce Commission (e.g., TexasLMI.com)
- Texas Higher Education Coordinating Board
- Texas Association of Community Colleges
- Texas Education Agency

Academic databases
- MIT Living Wage Calculator
- University of Washington Self-Sufficiency Standard

WE CAN TX Data Dashboard Acronyms

- **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

WE CAN TX Data Dashboard

Available at https://edtx.org/wecantx

Data Dashboard

✓ Does not require user registration or a password

✓ Navigation instructions on landing page

✓ "North Star" data provided in context

Homepage: Labor Supply vs. Demand

Highlights:

✓ North Star Data

✓ Demand Focus: County – Healthcare largest

✓ Location: Dallas

✓ Supply Focus: Select down arrow then program to explore

Example: Healthcare Occupation Wages for a Metro Area

TEXAS LABOR DEMAND BY OCCUPATION (2020)

Total Population (2020)
2.3M
Source: Census

Unemployment Rate (2021)
4.1%

Civilian Labor Participation (2021)
1.3M
Source: Texas LMI

Family Sustaining Wage (2021)
$71.14K

Location Type: Metro

Location: Austin-Round Rock, TX Metro Area

Occupation (SOC): Multiple selections

Occupation	Total Employed (2020)	Annual Wage	Sustaining Wage (%)
Nurse Practitioners	930	$111,576	157
Registered Nurses	14,270	$73,282	103
Radiologic Technologists and Technicians	1,250	$57,288	81
Emergency Medical Technicians and Paramedics	1,570	$51,197	72
Licensed Practical and Licensed Vocational Nurses	4,080	$49,565	70
Pharmacy Technicians	3,190	$37,319	52
Medical Assistants	5,060	$36,054	51
Nursing Assistants	4,570	$30,559	43
Orderlies	80	$27,551	39

Source: Texas LMI

Source: MIT & University of Washington

Top Credentials by Occupation
National level data only

- Associate's degree 21%
- Some college, no degree 29%
- Bachelor's Degree 17%
- High school diploma or equivalent 17%
- Master's or Higher 14%

Source: Bureau of Labor Statistics

Click to view skills by Occupation

Steps:

✓ Select "Occupation"

✓ Location type: Metro

✓ Location: Austin-Round Rock Metro Area

✓ Occupation (SOC): Select down arrow then occupations to explore

Example: Certificate & Associate Degree Awarded for County/College
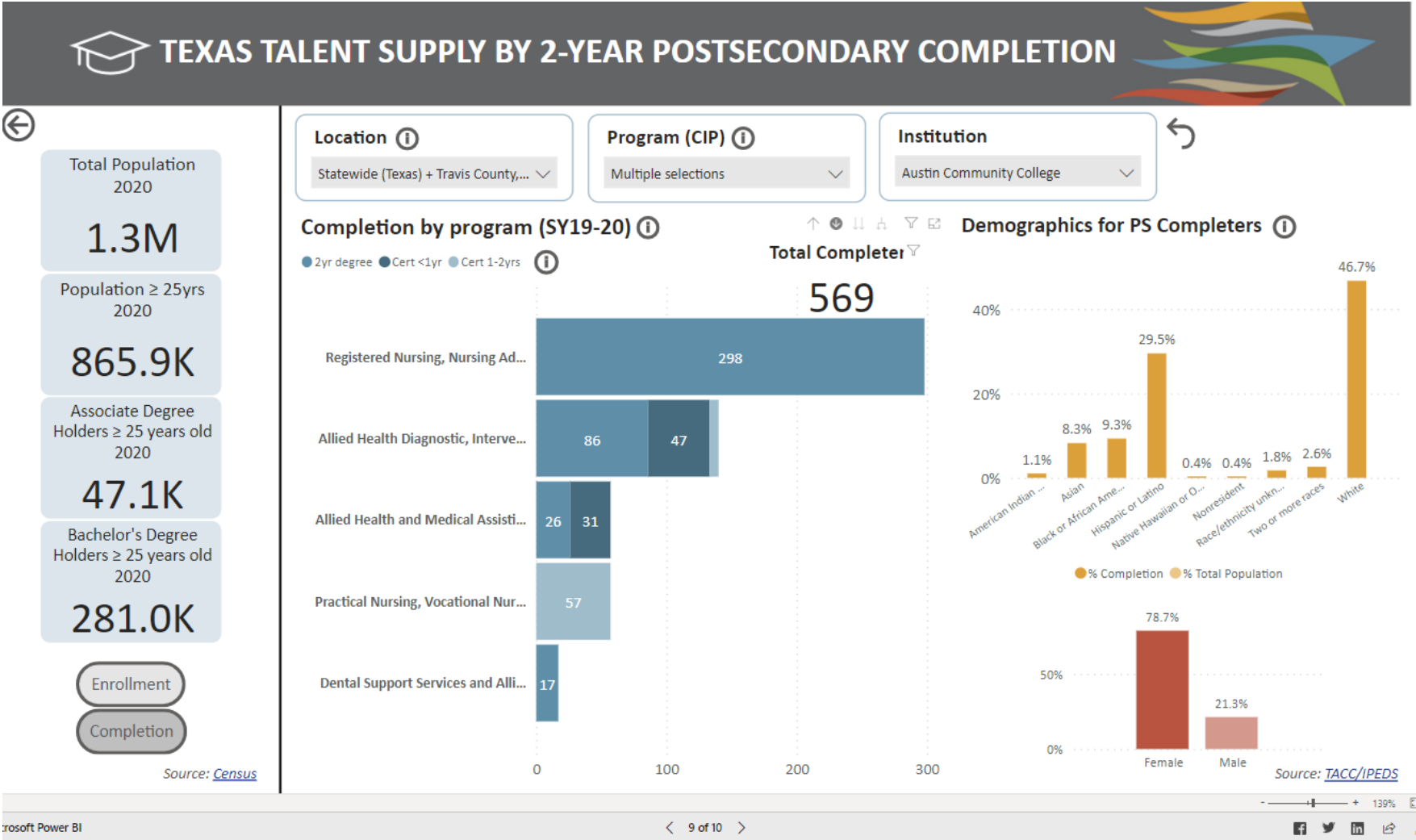
Steps:

- ✓ Select "Postsecondary Completion"

- ✓ Location: "County"

- ✓ Program (CIP): Select Programs associated with occupations of interest

- ✓ Institution: Select applicable college(s)

- ✓ Select "drill down" (double down arrows) to get full detail

Explore the Dashboard

Data Dashboard

https://ww.edtx.org/our-impact-areas/higher-education/wecantx/we-can-tx-data-dashboard

Kinetic West Blog – Published Oct. 6

Case Study: Designing a Workforce Dashboard that Empowers Users and Elevates Equity

Across the workforce development sector, we're seeing a rise in the use of tools like Tableau and Power BI. More and more organizations are looking to create dashboards to help them understand labor market and student enrollment data through visual storytelling. At the same time, we're also seeing some common challenges across existing data visualization tools, particularly:

1. Data is all over the place. Public agencies (local, statewide, and national), workforce providers, and community and technical colleges are all required to collect important data. However, integrating and aligning data from multiple workforce players can be complicated and time consuming.

2. Data analyses and visualizations are not centered on a goal of increasing equitable outcomes. This can unintentionally reinforce the status quo instead of elevating the voices of underserved communities who are in need of support.

3. Data is difficult to understand. Often, this is because tools and visualizations aren't designed for decision-making and instead have either too much detail or not enough.

When we were asked to build a dashboard for Educate Texas, our team spent time reflecting on the challenges we're seeing across the field, as well as brainstorming how we could build a product that represents the values of our firm. In partnership with Educate Texas, we aligned on five core principles to center in the design and development of the WE CAN TEXAS Data Dashboard. We feel these principles are important for any dashboard project and lead to better outputs.

https://www.kineticwest.com/blog/workforce-dashboard

Questions and Contacts

Survey

https://www.surveymonkey.com/r/WECANTXv1dbfeedback

For more information

- Contact esimon@cftexas.org or ddeggs@cftexas.org.
- Learn about Educate Texas at https://www.edtx.org/our-impact-areas/higher-education/wecantx/we-can-tx-data-dashboard

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