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PURPOSES

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.

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.
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.
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.

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.
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.

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.
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.
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.