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Key Abbreviations & Definitions

Texas Agencies

Texas Workforce Commission (TWC)
Texas Workforce Commission is the state agency charged with overseeing and providing workforce development services to employers and job seekers of Texas. TWC strengthens the Texas economy by providing the workforce development component of the Governor’s economic development strategy.

Texas Association of Community Colleges (TACC)
TACC is a nongovernmental organization that serves public community college districts in Texas. Their primary mission is advocacy to help advance policy development, innovation and institutional practices in higher education.

Texas Education Agency (TEA)
The Texas Education Agency is the state agency that oversees primary and secondary public education. It is headed by the commissioner of education. The Texas Education Agency improves outcomes for all public school students in the state by providing leadership, guidance, and support to school systems.

The Higher Education Coordinating Board (THECB)
The Texas Higher Education Coordinating Board (THECB) was created by the Texas Legislature in 1965 to represent the highest authority in the state in matters of public higher education.

Demand Data

North American Industry Classification System (NAICS)
The North American Industry Classification System (NAICS) is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy.

Standard Occupational Classification (SOC)
The 2018 Standard Occupational Classification (SOC) system is a federal statistical standard used by federal agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. All workers are classified into one of 867 detailed occupations according to their occupational definition.

Family Sustaining Wage
Family Sustaining Wage is an alternative measure of basic needs. It is a market-based approach that draws upon geographically specific expenditure data related to a family’s likely minimum food, childcare, health insurance, housing, transportation, cell phone and
broad band service, funds for civic engagement, and other necessities (e.g., clothing, personal care items, etc.) costs. (Source: MIT)

Workforce Development Area (WDA)
A Local Workforce Development Board (WDA) is a group of community leaders appointed by local elected officials (County Judges and City Mayors) and charged with planning and oversight responsibilities for workforce programs and services in their area. In Texas, twenty-eight Local WDAs operate over 180 Local Workforce Solutions offices. The majority of each WDA is represented by members of the local business community. In all, WDA membership includes individuals representing business and industry, economic development agencies, community-based organizations, education, organized labor, public assistance agencies and more.

Supply Data
Classification of Instructional Programs (CIP)
The Classification of Instructional Programs (CIP) provides a taxonomic scheme that supports the accurate tracking and reporting of fields of study and program completions activity.

Integrated Postsecondary Education Data System (IPEDS)
IPEDS is the Integrated Postsecondary Education Data System. It is a system of interrelated surveys conducted annually by the U.S. Department of Education's National Center for Education Statistics (NCES). IPEDS gathers information from every college, university, and technical and vocational institution that participates in the federal student financial aid programs.

Registered Apprenticeship Partners Information Management Data System (RAPIDS)
The 25 federally administered states and 18 federally-recognized State Apprenticeship Agencies (SAAs) use the Employment and Training Administration's Registered Apprenticeship Partners Information Database System (RAPIDS) to provide individual apprentice and sponsor data. This subset of data is referred to as RAPIDS data and can be disaggregated to provide additional specificity.
North Star Data

**TOTAL POPULATION (2020)**

*Source: Decennial Census 2020 P1 | Race*

- In order to display population data for each Workforce Development Area (WDA), we calculated the population based on the individual counties included in each WDA. A breakdown of counties by WDA can be found on Texas Workforce Commission’s [website](#).

**UNEMPLOYMENT RATE (2021)**

*Source: Texas Labor Market Information Local Area Unemployment Statistics (LAUS)*

- The data shown represents the average annual unemployment rate for 2021. In future versions of this dashboard, we intend to make this a monthly data snapshot of unemployment rate. Updated data is released monthly.

**CIVILIAN LABOR PARTICIPATION (2021)**

*Source: Texas Labor Market Information Local Area Unemployment Statistics (LAUS)*

- The data shown represents the average annual civilian labor participation for 2021. In future versions of this dashboard, we intend to make this a monthly data snapshot of civilian labor participation. Updated data is released monthly.

**FAMILY SUSTAINING WAGE (2021)**

*Source: MIT Living Wage Calculator Data for Texas and Metropolitan Statistical Area; University of Washington Self-Sufficiency Standard for Texas Counties*

- Family sustaining wage came from two academic sources. Data at the statewide and Metropolitan Statistical Area came from MIT’s Living Wage Calculator. Data was retrieved directly from the website for 2021 Living Wage and Family Sustaining Wage. For county level data, the University of Washington Self-Sufficiency Standard was used for 2021.
  - For the MIT Living Wage Calculator, family sustaining wage was defined as 2 adults (1 working) with 2 children
  - For University of Washington Self-Sufficiency Standard, family sustaining wage was defined as 2 adults with 2 school-aged children

- Family sustaining wage was not available by Workforce Development Area (WDA). In order to display data for WDA we used two methods.
  - For WDAs that include only one county, we made the family sustaining wage equal that of the single county.
  - For WDAs that included multiple counties, we made the family staining wage equal the statewide number. In future versions of this dashboard, we will calculate a weighted average based on the population of each individual county included the WDA.
POPULATION 25 YEARS OR OLDER (2020)
Source: Census American Community Survey 2020 5-year Estimates S1501 | Educational Attainment

ASSOCIATE DEGREE HOLDERS 25 YEARS OR OLDER (2020)
Source: Census American Community Survey 2020 5-year Estimates S1501 | Educational Attainment

Methods & Assumptions:

BACHELOR’S DEGREE HOLDERS 25 YEARS OR OLDER (2020)
Source: Census American Community Survey 2020 5-year Estimates S1501 | Educational Attainment

Texas Labor Demand
INDUSTRY EMPLOYMENT (2020)
Source: Texas Labor Market Information Quarterly Census of Employment and Wages (QCEW)
- The dashboard shows an annual average employment by industry. Data is available by quarter but the release data for each reference period has a 4–5-month lag. Future versions of this dashboard could include quarterly industry employment updates.
  - In order to show annual industry employment, we calculated an average across each industry for each geographic area. This required having four quarters of data to analyze, which was not yet available for 2021. 2020 data was analyzed for the dashboard.

Texas Labor Supply
2-YEAR ENROLLMENT BY PROGRAM (SY 2019-20)
Source: Texas High Education Coordinating Board Accountability System
- Distribution of race among the total population for a selected geographical region is presented alongside the distribution of race among PS enrollees by institution; however, THECB data was only available disaggregated by curriculum (i.e., CIP) and separately, demographics. Therefore, demographic disproportionality within a program cannot be visualized in this version of the dashboard. We prioritized displaying enrollment by program rather than showing only demographic enrollment data across all programs.
- Data was combined across campuses for community college districts with multiple locations (e.g. all seven campuses for Dallas College are reported together as a single institution, etc.)
- Data on enrollment for a Bachelor’s or 4-year degree were not included in the current dashboard, but will be added in a future version.

Labor Demand by Industry
Texas Labor Demand

**INDUSTRY EMPLOYMENT (2020)**

*Source:* Texas Labor Market Information Quarterly Census of Employment and Wages (QCEW)

- The dashboard shows an annual average employment by industry. Data is available by quarter but the release data for each reference period has a 4–5-month lag. Future versions of this dashboard could include quarterly industry employment updates.
  - In order to show annual industry employment, we calculated an average across each industry for each geographic area. This required having four quarters of data to analyze, which was not yet available for 2021 so 2020 data was analyzed for the dashboard.
  - All blank cells were assumed to be zero.
- Average annual wage is a calculated weighted average. This is calculated using the mean annual wage of an industry weighted by the number of people employed within a selected location. Only one location can be selected at a time in the dashboard.

**PROJECTED EMPLOYMENT BY INDUSTRY**

*Source:* Texas Labor Market Information Projections

Labor Demand by Occupation

**Dashboard Tile Data**

**CURRENT EMPLOYMENT BY OCCUPATION (2020)**

*Source:* Texas Labor Market Information Occupational Employment & Wage Statistics (OEWS)

- Occupation data (SOC) was retrieved by 6-digit SOC code. This includes major (2-digit SOC), broad (4-digit SOC), and detailed (6-digit SOC) occupation types.
  - For the purposes of this dashboard, broad and detailed occupations were used with major occupation titles removed from the visualization. This method reduces duplication and provides an actionable level of detail.
  - Occupations are organized by major occupational categories (2-digit SOC) with detailed occupations (4 and 6-digit SOC) nested with
  - All blank cells were assumed to be zero.
- Average annual wage is a calculated weighted average. This is calculated using the mean annual wage of an occupation weighted by the number of people employed within a selected location. Only one location can be selected at a time in the dashboard.

**EDUCATIONAL ATTAINMENT DISTRIBUTION BY OCCUPATION (2018-2019)**

*Source:* Bureau of Labor Statistics Educational Attainment for Workers 25 years and Older by Detailed Occupation

- When multiple occupations are selected the educational attainment is averaged across occupations. This is a straight average of the educational attainment percentages over the number of SOC codes selected.
Talent Supply by Program

Program Enrollment and Completion Trends

**ENROLLMENT BY PROGRAM (SY19-20)**

*Source: Texas High Education Coordinating Board Accountability System*

- Distribution of race among the total population for a selected geographical region is presented alongside the distribution of race among PS enrollees by institution; however, THECB data was only available disaggregated by curriculum (i.e., CIP) and separately, demographics. Therefore, demographic disproportionality within a program cannot be visualized in this version of the dashboard. We prioritized displaying enrollment by program rather than showing only demographic enrollment data across all programs.
- Data was combined across campuses for community college districts with multiple locations (e.g., all seven campuses for Dallas College are reported together as a single institution, etc.). Data is updated annually and disaggregated by program (CIP).
- Data on enrollment for a Bachelor’s or 4-year degree were not included in the current dashboard, but will be added in a future version.

**ACTIVE AND COMPLETED REGISTERED APPRENTICESHIPS (2017-2020)**

*Source: Registered Apprenticeship Partners Information Management Data System (RAPIDS)*

- Static, statewide data, based on fiscal year, from the RAPIDS website were used to construct the trends across time graphs for active and completed apprenticeships.

Talent Supply by Active Registered Apprentices and Registered Apprenticeship Completion

Texas Talent Supply by Registered Apprenticeship (Active and Completed)

**ACTIVE REGISTERED APPRENTICESHIPS BY OCCUPATION (SY19-20)**

**REGISTERED APPRENTICESHIP COMPLETERS BY OCCUPATION (SY19-20)**

*Source: Registered Apprenticeship Partners Information Management Data System (RAPIDS)*

Retrieved April 27, 2022

- Select analysis methods (see Sources, Methods and Assumptions for more details):
  - Apprenticeship status (i.e., ApprStatus) is updated based on the status of the apprentice at the time of update. A record of the apprentices’ status is not available for historical time periods. As such, to be considered ‘active’ within the specified time range for this dashboard, the RAs were required to have a start date (i.e., StartDt) any time prior to or during the specified time range, and if completed, the completion date occurred after the specified time range. RAs were also required to have an apprenticeship status of registered (i.e., ApprStatus=RE).
  - Completion data was assumed by using exit wage date (i.e., ExitWageDt). To be considered complete within the specified time range for this dashboard, the exit
wage date was required to fall within the date range and the apprentice status was marked complete (i.e., ApprStatus=CO).

- Start age under 25 years old (i.e., AgeAtStart < 25) was created as a proxy for youth apprenticeships and is labeled as “< 25 years old” in the dashboard visualization.
- Data reported on the RAPIDS static data pages are based on fiscal year (i.e., October 1 through September 30). Data presented on this page is based on the school year, which was assumed to be September 1 through to August 31 of the specified year.

- Due to the data source, visualizations include federal registered apprenticeships only. State registered apprenticeships will be added in a future version of the dashboard.

Talent Supply by Post-Secondary Enrollment

Texas Talent Supply by Post-Secondary Enrollment

**ENROLLMENT BY PROGRAM (SY19-20)**

*Source: Texas High Education Coordinating Board Accountability System*

- Distribution of race among the total population for a selected geographical region is presented alongside the distribution of race among PS enrollees by institution; however, THECB data was only available disaggregated by curriculum (i.e., CIP) and separately, demographics. Therefore, demographic disproportionality within a program cannot be visualized in this version of the dashboard. We prioritized displaying enrollment by program rather than showing only demographic enrollment data across all programs.
- Data was combined across campuses for community college districts with multiple locations (e.g., all seven campuses for Dallas College are reported together as a single institution, etc.). Data is updated annually and disaggregated by program (CIP).
- Data on enrollment for a Bachelor’s or 4-year degree were not included in the current dashboard, but will be added in a future version.

**INSTITUTIONAL DEMOGRAPHICS (SY19-20)**

*Source: Texas High Education Coordinating Board Accountability System*

- Ethnicities coded as “International” were coded as “Nonresident”.
- Ethnicities coded as “Other” were coded as “Race/ethnicity unknown”.
- Ethnicities coded as “Hispanic” were coded as “Hispanic or Latino”. The data source treats “Hispanic or Latino” as a race category rather than a separately reported “ethnicity” category.
- Ethnicities coded as “African American” were coded as “Black or African American”.

Talent Supply by Post-Secondary Completion
Texas Talent Supply by Post-Secondary Completion

**COMPLETION BY PROGRAM (SY19-20)**

*Source: Texas Association of Community Colleges Completions 2020 Dashboard*

- All blank cells in source data were assumed to be zero.
- “Hispanic or Latino” is treated as a race category rather than a separate category of “ethnicity”
- Data on Bachelor’s or 4-year degree completion was not available from this data source and therefore, not included in the current dashboard. A future version of the dashboard aims to include this data.

Talent Supply by High School

Texas Talent Supply by High School

**STATEWIDE ENROLLMENT OF CTE CONCENTRATORS (SY19-20)**

*Source: Perkins V Enrollment Data*

- Perkins V provides annual data on CTE concentrators, which refers to a secondary student who has earned three (3) or more credits in a single CTE program area, or two (2) credits in a single CTE program area, but only in those program areas where 2 credit sequences at the secondary level are recognized by the State and/or its local eligible recipients. Student who earned two or more credits within a single program of study.
- Data reported as “n/a” were coded as zero.
- CTE concentrator data is disaggregated by Federal Career Cluster, which is different from the Texas Career Clusters.
- CTE concentrator completion data is not currently available.

**ENROLLMENT OF CTE PARTICIPANTS (SY19-20)**

*Source: Texas Education Agency Teacher FTE Counts and Course Enrollment Reports*

- TEA data provides annual data on CTE participants, which refers to a secondary student who has earned credit in any CTE course.
- Data is based on course enrollment. Therefore, students can be counted more than once if they are enrolled in CTE courses that are associated with multiple career clusters or programs of study.
- Data is disaggregated by Texas Career Cluster (as opposed to Federal Career Cluster) and Program of Study. See the TEA website for more details.
- Course number was cross referenced with Texas Career Clusters and CTE Programs of Study using the CTE Look Up Tables. Courses that were not linked to a CTE Program of Study were excluded.
- CTE participant completion data is not currently available.