

Data Visualization and Education-to-Workforce Alignment Tools

A Summary Across SREB States

Over the past two years, many states have created public facing-tools to communicate in-demand occupations and the education and training programs associated with each. This report summarizes efforts across SREB states, with a brief description of available data and analytics and direct links to state resources. For states that are in the process of developing these public access resources, summaries provide descriptions and links to recent legislation.

Alabama

The Alabama Success Plus program aims to increase the number of highly skilled employees in the workforce to 60% by improving participation in postsecondary education and training programs. The major priorities of Success Plus are:

- **Priority 1: Awareness** — All Alabama residents understand the importance of earning certificates, credentials, and degrees and know how to find information and resources to get started or continue their education and training.
- **Priority 2: Access and Success** — Alabama residents of all ages, backgrounds and resources have access to education and receive the continuous support they need to complete certificates, credentials and degrees.
- **Priority 3: Pathways** — Pathways from education and training to high-demand jobs are defined. Programs, curriculum, and guidance along pathways encourage success, achievement and opportunities for continuing education.
- **Priority 4: Leadership and Collaboration** — Partners at the state, regional, and local levels work together to support efforts aimed at increasing post-secondary educational attainment in Alabama.
- **Priority 5: Assessment and Continuous Improvement** — Progress toward Alabama's goal for post-secondary educational attainment is tracked and shared regularly, and adjustments are made to the plan and strategies to ensure success.

As part of this effort, the Success Plus app was launched through Alabama Works! to assist students and parents with career and education searches. Families can access Career Success Guides by career cluster and identify in-demand jobs and short bios of people working in that field. The app then provides tools to assist with planning for college or additional training and financial literacy.

In addition to the career exploration app, Alabama is also engaging in collaboration between state agencies to develop the Alabama Terminal on Linking and Analyzing Statistics to focus on Career Pathways. Passed in April of 2023, ATLAS will integrate education and workforce

data so that education programs can be aligned to meet economic demand in the state.

Link (Success Plus Overview): <https://alabamaworksstagingsite.com/successplus/>

Link (Success Plus Report): https://parcalabama.org/wp-content/uploads/2022/07/AL-Success-Plus-Attainment-Goal-Progress_phase1_06_2022-2.pdf

Link (AlabamaWorks! Individual Guest Dashboard):

<https://alabamaworks.alabama.gov/vosnet/lmi/faq.aspx?session=faq>

Link (HB109 Career Pathways and ATLAS):

<https://www.legislature.state.al.us/pdf/SearchableInstruments/2023RS/HB109-int.pdf>

Arkansas

MyARDashboard provides access to data from various sources to meet the requirements of legislation and to support data-informed decision making and exploration. To date, MyARDashboard includes three components:

- **Economic Security Report - Higher Education Planning Guide Dashboard** — provides students and families with employment and income information for recent graduates from Arkansas' higher education institutions.
- **Program Rankings Dashboard** — provides the ability to explore the higher education programs available in state. The dashboard shows the rankings of programs based on both employment earnings and placement in full-time employment. Program rankings can be analyzed further by institutions as well.
- **Arkansas Higher Education Institutions Details Dashboard** — provides characteristics and additional details about higher education institutions, including institutional type, geography, number of graduates, available programs and employment outcomes. The dashboard also provides access to the College Scorecard.

Link: <https://myardashboard.arkansas.gov/hepg.html>

Delaware

The Delaware Higher Education Office provides a website for students and families called Delaware Student Success to simplify the post-high school planning process. The site includes resources for students in middle school through high school to assist with career exploration and education planning. The platform allows students to browse by their postsecondary program which may be a certificate, apprenticeship, or two- or four-year college degree. Students can view occupational data and education outcomes including in-demand occupations, their average salaries and annual growth-rate by degree level.

Link: <https://delawarestudentsuccess.org/resources/explore-career-paths/>

Florida

The Florida Workforce Integrated Networking Systems Program is responsible for the

development and implementation of the consumer-first workforce system. The FL WINS Program is a collaborative effort between the REACH Office, the Florida Department of Economic Opportunity, Florida Department of Children and Families, Florida Department of Education and CareerSource Florida, hereafter referred to as workforce partner agencies (or workforce partners).

This innovative, system-wide approach to workforce development and education in Florida will create opportunities for meaningful employment and economic freedom for Floridians. It will also improve coordination among workforce partners which will, in turn, improve the delivery of workforce-related services to Floridians.

Currently, Floridians who may benefit from employment, training, and/or self-sufficiency programs must navigate through multiple locations (physical and digital) and complete applications for each program separately. In the current format, there is no formal data sharing or referral system in place between all workforce partner agencies, thus making it difficult for Floridians to obtain information.

FL WINS will provide public-facing resources that allow Floridians to explore career and training opportunities. The common customer portal is currently under development and is expected to be launched in 2024-2025.

The Florida Department of Economic Opportunity provides a Labor Supply Dashboard for each region of the state. Dashboard analytics include labor force participation and education levels, top postsecondary programs (generating completers) and fastest growing occupations.

Link: <https://www.floridajobs.org/office-directory/division-of-workforce-services/initiatives/workforce-system-integration>

Link: <https://www.floridajobs.org/workforce-statistics/products-and-services/labor-supply-studies>

Georgia

To raise awareness about the benefits of postsecondary education, Georgia has two platforms available that provide education and occupational data. Georgia Degrees Pay, part of the University System of Georgia, allows students and parents to explore postsecondary options with the intent of prioritizing degree attainment, affordability and efficiency. Families can view and compare data on the cost of attendance, future earnings and student success by institutions within the USG system.

Additionally, the Governor's Office of Student Achievement provides various dashboards that can be used to explore schools and earnings. Two dashboards of interest are the High School Graduate Outcomes Dashboard and the Georgia Higher Learning and Earnings Dashboards. The High School Graduate Outcomes Dashboard shows what high school graduates do after graduation, summarizing the percentage of graduates enrolled in a college/university or

working and the percentage of students who earn a credential or degree within five years for each public high school. The Georgia Higher Learning and Earnings Dashboard provides earnings for graduates from technical colleges or universities in the state. Users can review the data by degree type, program of study/major, or institution.

Georgia Degrees Pay Link: <https://www.usg.edu/georgia-degrees-pay>

Georgia High School Graduate Outcomes Dashboard Link:

<https://hsgrad.gosa.ga.gov/noauth/extensions/HighSchoolGradOutcomes/HighSchoolGradOutcomes.html>

Georgia Higher Learning and Earnings Dashboard Link:

https://learnearn.gosa.ga.gov/noauth/extensions/ghle_earnings/ghle_earnings.html

Kentucky

The Kentucky Center for Statistics collects data across multiple systems to analyze and guide education and workforce development systems in the state. The linking of K12, postsecondary and workforce data allows KYStats to more fully understand Kentucky's education to workforce pipeline. Using education and labor market data, they have developed the Career Explorer platform. The Career Explorer site allows users to search for careers by skills, desired salary, certification level or desired occupation. It also provides lists of available degree or training programs by occupation.

The Kentucky Education to Workforce Pipeline is another innovative resource provided by the Kentucky Community and Technical College System with funding from the James Graham Brown Foundation. This interactive GIS map-based site incorporates multiple data sources to visually depict education attainment and occupational demand at the county level. Dashboard data includes graduate projections, enrollment projections, industry projections social factors and education attainment.

KYStats Link: <https://kystats.ky.gov/CareerExplorer>

Kentucky Education to Workforce Pipeline Link: <https://orpa-gis.kctcs.edu/>

Louisiana

Established as the PSE strategic plan in 2019, Louisiana Prospers has embraced a robust new attainment goal that calls for 60% of all working-age adults ages 25-64 in Louisiana to hold a degree or high-value credential by 2030. The LA Prospers website has a PSE Data Dashboard that highlights trends in enrollment, retention, completion and time to degree.

The Louisiana Workforce Commission provides a Labor Market Information Dashboard that showcases labor market data for the state and region, occupational data and statistics related to educational programs of study.

The Louisiana Occupational Information System is an interactive site that gives users access to

the latest Louisiana labor force data on wages, population, industry employment, training schools, training programs, long and short-term projections, demographics, nonfarm employment, employer database, unemployment claimants, industry staffing patterns, licensed occupations and other career products.

Link Louisiana Prospers:

<https://app.powerbi.com/view?r=eyJrIjoiYzE3NTQzNWUtYzQyMSooMmU4LTg1OWYtYjM4ZTAzNDJlZGYwIiwidCI6ImYyNW11Y2Q1LTI3ZDItdNDg2Yy1hZjhjLTU2MTU2NzVkMjU1NCJ9>

Link Louisiana Workforce Commission Dashboard:

https://www.louisianaworks.net/hire/vosnet/dashboards/default.aspx?menuid=MENU_STA RT_PAGE_DASHBOARD

Maryland

The Maryland Longitudinal Data System Center produces dashboards about education in Maryland. The Maryland Public High School Graduates: College and Workforce Outcomes Dashboard Series examines the college-going patterns of Maryland public high school graduates, whether they obtain a college degree by age 25, and the median quarterly wages for high school graduates with and without a college degree by age 25. The dashboard provides data at the state, local and school levels. Results across the dashboards are available by gender, race, ethnicity and economic status.

Link: <https://mldscenter.maryland.gov/dashboards.html>

Mississippi

Mississippi Pathfinder is a project of The Skills Foundation of Mississippi. This nonprofit is a collaborative effort between the public and private sectors to increase the skilled workforce in the state. MS Pathfinder highlights five in-demand industries and provides information on education, training, and salary for careers in those industries. The website also lists the relevant credentialing programs available in the state.

The Mississippi Labor Market Information Dashboard is a searchable database that allows the user to search for labor market data by state, county or geographic area. The dashboard also provides data on educational programs of study, including a summary of program completers and lists of certifications related to recent job postings for the area.

Mississippi Life Tracks is a tool used to visualize data across K12, postsecondary education and the workforce. Life Tracks provides summary data visuals to communicate enrollment and success data for the Mississippi talent pipeline. The system also allows the user to run more detailed reports to analyze outcomes at each level.

Link MS Pathfinder: <https://mspathfinder.org/>

Link LMI Dashboard:

https://mdes.virtuallmi.com/vosnet/dashboards/defaultana.aspx?menuid=MENU_START_PAGE_DASHBOARD_ANA

Link MS Life Tracks: <https://lifetracks.ms.gov/Default.aspx>

North Carolina

North Carolina's Tool for Online Workforce and Education Reporting is an online tool using information from the Common Follow-up System to provide aggregate outcome information on students who attended public universities, high schools and community colleges in North Carolina. These data include programs of study, degrees attained, further enrollment and wage and employment information.

The North Carolina Department of Commerce provides Labor Supply and Demand Data for each region of the state. Provided data include a snapshot summary of job seekers by opening, by career cluster and by pathway for each region of the state.

Link NC TOWER: <https://tower.nc.gov/>

Link NC Labor Supply and Demand: <https://analytics.nccommerce.com/NC-Labor-Supply-Demand/>

South Carolina

The South Carolina Department of Employment and Workforce provides current and historical employment statistics. The Employment and Workforce Agency Dashboards include employment statistics by area and industry. A second dashboard can be accessed to review labor force participation by state and county. Currently the dashboards do not connect education and training program outcomes.

In the 2023 Session, Act 67, referred to as the Statewide Education and Workforce Development Act, was proposed to provide for broader dissemination of information to help students, parents of students and job seekers make career choices based on an awareness of jobs, skills in demand and related educational pathways. The act enhances collaboration across education and workforce agencies by defining the Coordinating Council for Workforce Development and charges the council with the development of an education and workforce dashboard that will enable the public to access data related to both educational outcomes and employment for in-demand occupations in the state.

Link Workforce Dashboards: <https://dew.sc.gov/data-and-statistics/data-dashboard>

Link Act 67: https://www.scstatehouse.gov/sess125_2023-2024/bills/3726.htm

Tennessee

During the past few years, Tennessee has made investments in their state data system. They are now trying to better use existing data through governance and a coordinated statewide

committee that would be established under Senate Bill 461/House Bill 902 (currently in session). The legislation would also create public-facing dashboards for education and workforce stakeholders in the state. These initiatives fall under the direction and advocacy of the SCORE collaborative. SCORE has four goals centered on students and their success:

- All students receive an excellent public K-12 education. Success measures include the percentage of students performing at or above grade level on the statewide assessment and the National Assessment of Educational Progress.
- All students earn a credential or postsecondary degree. Key success indicators are the college-going rate of high school graduates, retention in postsecondary education and postsecondary credential and degree attainment.
- All students are prepared for a career that enables economic independence. Success measures include statewide progress in wages and employment.
- Across all goals, all students have equitable opportunities for success. All metrics will examine student subgroups based on household income, race, ethnicity, geography and special needs.

The Tennessee Higher Education Commission has generated both a Supply and Demand Report and interactive dashboard. Pursuant to the Skills for Jobs Act (2021), the Improving the Pipeline for Tennessee's Workforce: Academic Supply for Occupational Demand report and accompanying materials identify in-demand occupations and aligned academic programs in Tennessee. This report and related dashboard were developed as a partnership between the Tennessee Higher Education Commission, Tennessee Department of Economic and Community Development, Tennessee Department of Labor and Workforce Development and Tennessee Department of Education. The report's intent is to assist in the alignment of education, training, and employment in Tennessee.

The dashboard presents occupations throughout the state that are in-demand among Tennessee's business community. The dashboard can be further filtered to view in-demand jobs within broad occupational groups and to explore additional details for each position such as wages, educational and training requirements, and indicators of demand. A second dashboard provides an Academic Supply Dashboard that summarizes available postsecondary programs for in-demand occupations with the number of completers.

Links:

Score website: <https://tnscore.org/>

State of Education in Tennessee (Annual Reports):

<https://tnscore.org/resources/state-of-education-in-tennessee/>

Link THEC Supply and Demand Report (2023):

<https://www.tn.gov/thec/research/supply-and-demand.html>

Link Transparent Tennessee-Occupational Demand Dashboard:

<https://www.tn.gov/transparenttn/state-financial-overview/open-ecd/openecd/tnecd-performance-metrics/workforce/leap-in-demand-occupations-report.html>

Link Transparent Tennessee—Academic Supply Dashboard:

<https://www.tn.gov/transparenttn/state-financial-overview/open-eed/openecd/tnecd-performance-metrics/workforce/leap-in-demand-occupations-report.html>

Texas

Texas Workforce Commission's Department of Labor Market and Career Information provides the Texas Career Check website. On this platform students and job seekers can review information on occupation trends while students interested in postsecondary education can compare institutions and find out about the cost of attendance. It also provides information by program of study to show what types of jobs are available through certain pathways. The job title, salary estimate and projected job openings are provided along with institutions that offer that program of study.

Link: <https://texascareercheck.com/>

The University of Texas System also maintains dashboards that provides data and statistics on many topics, one of which is student success The student success dashboards include data on degrees awarded, licensure pass rates, median earnings by degree level and institution, and median cumulative earnings five years after exit by institution. One tool, seekUT, allows undergraduate, graduate and medical students to explore outcomes such as median earnings of completers by major and institution.

Link UT System Dashboard: <http://data.utsystem.edu/data-index/student-success>

Link SeekUT: <https://seekut.utsystem.edu>

Virginia

The Virginia Office of Education and Economics has launched a labor market data and analytics resource intended to serve the entire commonwealth. Through SB1314 a new office of education and labor market alignment was created to 1.) provide a unified, consistent source of analysis for policy development and implementation related to talent development and 2.) offer resources and expertise related to education and labor market alignment. The resulting labor market supply demand dashboard will be accessible for all shareholders across Virginia.

Virginia Career Works also provides an interactive workforce dashboard that summarizes state and regional labor market trends, employment dynamics, supply and demand comparisons and workforce program outcomes.

Link VOEE Dashboard Overview: <https://www.voee.org/data/>

Link Virginia Strategic Workforce Dashboard:

<https://dashboard.virginiacareerworks.com:8088/superset/dashboard/8/?standalone=true>

West Virginia

West Virginia's Higher Education Data Portal Explorer provides an opportunity for students, families and adults to learn more about employment outcomes. The data presented on the dashboard were derived from the state's P-20 Longitudinal Data System and has been designed to provide public access to key data elements needed to explore employment outcomes of the state's high school and postsecondary graduates. Data Dashboards summarize county profiles, education pathways, enrollment, student success, degree production and workforce outcomes.

Classroom 2 Career Navigator hosted by the West Virginia Department of Education offers students the opportunity to explore data about careers in West Virginia including their average salaries and education requirements. Students are also able to explore college programs on the same site. Students create accounts for a portal that provides resources to guide them through the college and career exploration process. They can also save their career searches to their portfolio to review later.

Link Data Portal Explorer: <https://www.wvhepc.edu/resources/data-and-publication-center/>

Link Classroom 2 Career Navigator: <https://wvde.us/technical-and-adult-education/classroom-2-career-navigator/#careers>