

WORKFORCE SOLUTIONS FOR NORTH CENTRAL TEXAS LEVERAGES INTERACTIVE DASHBOARDS, VISUALIZATION, AND LABOR MARKET DATA TO ENHANCE WORKFORCE DEVELOPMENT INITIATIVES

CLIENT STORY OVERVIEW

Workforce Solutions for North Central Texas (WSNCT) is an organization formed in 1996 to advance business-driven solutions that promote economic growth, opportunity, and a skilled workforce. Programs are designed to ensure that businesses remain competitive, workers can obtain skills that help them become or remain self-sufficient, and communities are economically resilient.

INDUSTRY

Workforce

IMPACT

- Actionable insights for workforce planning and economic decision-making
- Comprehensive overview of labor market and demographic data
- Career pathways guiding individuals toward advancement

KEY SERVICES

- Bd** Design and development
- La** Labor market analysis
- Ms** Maintenance and support
- Id** Interactive LMI dashboards
- Ep** Economic profiles dashboard
- Cp** Career progression lattices

KEY TECHNOLOGIES

- Tableau

STORY HIGHLIGHTS

Data access and transparency

Dashboards combine and deliver proprietary and public data into the hands of community partners, educational institutions, businesses, and the general public, enabling informed data-driven decision making.

Simple system for non-tech users

Interactive dashboards with data visualization make it easy for users to access data, apply analytics, generate reports, and understand insights.

Career growth

Local residents gain the ability to explore potential occupations in their current career path, advancement possibilities into higher level roles, careers and pathways of interest, lateral career moves with similar skill sets (if interested in a career change), and training and apprenticeship opportunities.

CHALLENGES

WSNCT needed a way to make labor market data more accessible, understandable, and actionable for businesses, educators, policymakers, and job seekers across the region.

Complex Data Analysis

While valuable labor market insights existed, they were often difficult to analyze and required technical expertise to interpret. This created barriers for stakeholders who needed data-driven insights to support workforce planning, economic development, and career decision-making.

Lack of Interactive, Dynamic Visualization

WSNCT sought a solution that would go beyond static reports and spreadsheets. They needed interactive, user-friendly dashboards that could dynamically visualize labor market trends, track workforce demand, and highlight career pathways—all while ensuring data accuracy and relevance.

SOLUTION

Recognizing the importance of deep subject matter expertise in workforce analytics, WSNCT partnered with Resultant to design and develop a modernized system that could transform complex labor market information into actionable insights. Our proven track record with data analytics and visualization projects gave them confidence that together, we could reach the desired outcome.

First, we provided a comprehensive suite of services to develop and implement a web-based labor market information (LMI) software system. The multi-phase approach, which included discovery, design, development, testing, and deployment, ensured a structured, client-focused execution plan.

Our team then performed extensive discovery with several groups to inform the functionality of the dashboards. This included interviews with Plano Economic Development, Navarro College, Frisco Economic Development Corporation, Weatherford College, and WSNCT.

Three key technical elements were designed to create a robust platform for analyzing and disseminating critical labor market data.



LMI Dashboards

We developed an interactive dashboard utilizing Tableau Public to effectively visualize both public and proprietary labor market datasets in various formats, such as graphs, charts, narratives, and maps. By automating data preparation processes, Tableau Prep facilitates dynamic reporting, supports complex data querying, and ensures data integrity.

Labor market data, including employment and workforce data, enables informed decision-making about career planning, business investment, education, and job opportunities. This data can also aid federal and state grants and related workforce projects.

We designed the LMI dashboard to be user-friendly for local economic development organizations, chambers of commerce, employers, job seekers, schools, and families. A human-centered design philosophy prioritizes ease of use and accessibility for all stakeholders. Along with key tabs for industry, workforce, and demographics, the dashboard also allows the user to generate customized maps that offer comprehensive insights into trends, employment, occupations, and demographic changes.



Economic Overview Profiles

Resultant provided economic profiles for the 14 counties across the entire North Central Texas region. Each profile includes detailed narratives and data on demographic breakdowns, population growth, economic factors, employment trends, cost of living indices, industry snapshots, occupation snapshots, industry clusters, and educational attainment. This labor market information informs decisions about workforce development initiatives across the region.

For example, local workforce boards can now analyze employment trends by industry and occupation to determine which sectors are growing and where job training programs should be expanded. If the data reveals a high demand for skilled trades but a shortage of trained workers, policymakers can allocate resources toward apprenticeship programs, ensuring workforce development efforts and employer needs remain aligned.



Career Progression Lattices

We worked with WSNCT to research and establish skill-based career progression lattices for target and demand occupations they identified. A career lattice outlines pathways from entry-level positions to more advanced occupations providing higher wages, highlighting necessary skills and progression opportunities within the region.

The solution identifies related occupations for targeted job sectors in the local area, clustering them into the three tiers: entry level, mid-range, and advanced. This framework enables users to explore lateral career moves with similar skill sets or pursue advancement into higher-level roles.

This can help users make informed decisions about their current or future job path, using detailed job trend data with location-specific views for geographic context.



Implementation

We then deployed the final dashboards to Tableau Public for embedding on WSNCT's website. We will continue to provide ongoing support, including quarterly data updates, dashboard maintenance, and iterative enhancements that add value to the user experience.

RESULTS

The design and implementation of LMI dashboards, economic overview profiles, and career progression lattices provide WSNCT with a reliable, user-friendly solution to support the organization's programs and stakeholders.

With a new web-based LMI dashboard system, WSNCT is a leading labor market information provider in Texas, making information accessible and understandable to users and providing valuable insights to employers, jobseekers, workforce and economic development professionals, and communities.



EXPLORE THESE INTERACTIVE TOOLS BY USING THE HYPERLINKS BELOW:



LMI Dashboard: Aggregates and visualizes labor market data, including employment trends, industry growth, wage information, and workforce demographics. It provides actionable insights to support strategic workforce planning and economic decision-making.



Economic Profiles: Provide a comprehensive overview of labor market and demographic data for the WSNCT region and individual counties to support strategic planning.



Career Lattice: Helps individuals explore career pathways across entry, mid, and senior levels, highlighting in-demand occupations and guiding them toward career advancement.



About Resultant

Our team believes solutions are more valuable, transformative, and meaningful when reached together. Through solutions rooted in data analytics, technology, and digital transformation, Resultant serves as a true partner by solving problems with our clients rather than for them.

Find out more at [RESULTANT.COM](https://www.resultant.com)

