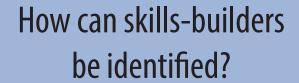# Understanding Skills-Builders

Skills-builders are workers who are maintaining and adding to skills-sets required for ongoing employment and career advancement.

How can skills-builders be identified?

Skills-builder data found in the Student Success Scorecard and the LaunchBoard is based on students who:

...took one or more non-introductory career and technical education courses (CTE)

...passed all CTE courses

...did not enroll in any community college or four-year institution the following year

...did not receive a locally-issued certificate, Chancellor's Office approved certificate, or degree

While the CTE Outcomes Survey also includes skills-builder data, it captures information on skills-builders who took 9 or more CTE units.

What do we know about skills-builder students?

One out of every four exiting CTE students is a skills-builder

28% Statewide, skills-builders increase their earnings by 28%

Skills-builders are more common in fields like public and protective services, advanced manufacturing, and information technology

Skills-builders tend to be older students

Many skills-builders have already earned a community college award or four-year degree

Why is it important to review skills-builder outcomes?

Not all students come to a community college with completion in mind.

Incumbent worker training, which helps people fill skills gaps, is a key service that community colleges provide.

Some students are in programs that lead to third-party credentials, which may be more valuable in the workplace than a community college award.

If colleges have a large number of skills-builders with significant earnings gains, they should review college communications and policies to ensure that students can easily find and enroll in targeted courses.