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
- Skills-builders are more common in fields like public and protective services, advanced manufacturing, and information technology
- 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
- Many skills-builders have already earned a community college award or four-year degree
- Skills-builders tend to be older students

**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.

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**Understanding Skills-Builders**

Understanding the importance of skills-builders in today’s economy.

*Skills-builders are key to filling workforce gaps and increasing earnings.*

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