

# 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 LaunchBoard is based on students who...

passed all CTE courses

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

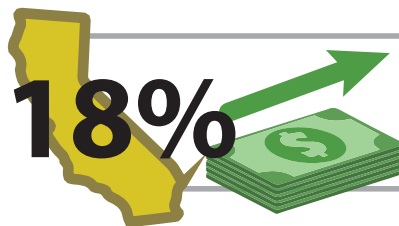
did not receive a locally-issued certificate, Chancellor's Office approved certificate, or degree

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

*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



Statewide, skills-builders increase their earnings by 18%

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



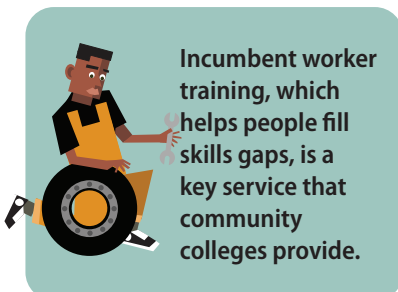
Skills-builders tend to be older students



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.