

Skills at Work

Trace how learning changes what a worker can do and produce.

SS.8.FL.1.3 “Explain that getting more education and learning new job skills can increase a person’s human capital and productivity.”

NAME _____

DATE _____

1 READ AND MARK _____ Read it twice

YOUR JOB Underline each example of education, training, or a new job skill, and circle each result that shows increased human capital or productivity.

Maya Builds Her Skills

- ① Human capital is the useful knowledge and abilities a person brings to work. It can grow through school courses, job training, practice, and coaching. At a neighborhood bicycle shop, Maya began by greeting customers and stocking parts. She enrolled in an evening course on bicycle repair. There, she learned how gears, brakes, and chains work, and she practiced using repair tools safely. The course added skills that Maya could use to complete more kinds of work.
- ② Several months later, the shop's mechanic was absent for a day. Because Maya had learned repair procedures, she inspected bicycles, identified common problems, and replaced worn brake pads. Before her course, the manager would have sent these jobs to another worker. Maya now finished routine repairs accurately while still helping customers. Her productivity increased because she could produce more useful service during a workday. The shop could serve more customers without waiting for outside help.
- ③ Education is not limited to a classroom. Maya's manager later showed her how to use the shop's digital inventory system. Maya learned to search for parts, record sales, and notice when supplies were low. This new job skill increased her human capital because it made her more valuable in another part of the business. By ordering needed parts sooner, she helped prevent repair delays. Learning new skills can raise productivity when workers use those skills to create more or better goods and services in the same amount of time.

2 ANSWER WITH EVIDENCE Use the passage

1 What did Maya learn in her bicycle repair course, and why did those skills increase her human capital?

2 Explain why Maya's productivity increased after she took the repair course.

3 How did learning the digital inventory system increase Maya's human capital and help the shop?

4 How did Maya's new skills change the amount or quality of work the shop could complete? Use two details from the passage.

3 YOUR TURN Your own words

Choose a job you know. In 3 or 4 sentences, name one education or training opportunity and one skill it would teach. Explain how that skill would increase a worker's human capital and productivity.

PART 1 • READ AND MARK

Underline each example of education, training, or a new job skill, and circle each result that shows increased human capital or productivity. Accept any marking that follows this job and points at the right text.

PART 2 • ANSWERS

#	QUESTION	ANSWER
1	What did Maya learn in her bicycle repair course, and why did those skills increase her human capital?	She learned how bicycle parts work and how to use repair tools safely. These skills increased her human capital by allowing her to complete more kinds of work.
2	Explain why Maya's productivity increased after she took the repair course.	She could inspect bicycles, identify common problems, and complete routine repairs accurately while still helping customers. She produced more useful service during a workday.
3	How did learning the digital inventory system increase Maya's human capital and help the shop?	It gave Maya useful skills in another part of the business, making her more valuable. She could find parts, record sales, and notice low supplies, which helped prevent repair delays.
4	How did Maya's new skills change the amount or quality of work the shop could complete? Use two details from the passage.	Her repair skills let the shop complete routine repairs and serve more customers without outside help. Her inventory skills helped the shop order parts sooner and avoid repair delays.

PART 3 • YOUR TURN (SAMPLE ANSWER)

A grocery store cashier could take a short training course on the store's checkout and inventory system. The course would teach the cashier to scan items, correct price errors, and alert staff when an item is nearly out. These skills increase the cashier's human capital and productivity because the cashier can handle sales accurately and help keep shelves stocked with fewer delays.

Accept answers that connect education, training, or a learned skill to increased human capital and then to more or better work in the same amount of time. Students may use different reasonable jobs and training examples in Part 3.