

3-YEAR APPRENTICESHIP

How INCAP Works for High School Students



Meet Charlotte and follow her journey starting in 8th grade.

START HERE



CAREER EXPLORATION (GRADES 8-10)

During 8th and 9th grade, Charlotte explores career options by working with a career advisor, visiting employer sites, and attending career fairs.

All apprenticeships within the INCAP Apprenticeship Program last at least two years, but when they begin and how long they last vary by occupation. Examples include:

- 3-year apprenticeships beginning in 10th grade
- 2-year apprenticeships beginning in 11th grade
- 3-year apprenticeships beginning in 11th grade (lasts one year beyond high school)

While in 9th grade, Charlotte chooses to pursue an INCAP apprenticeship that begins in 11th grade and lasts three years. She then works with her counselor to finalize a four-year plan.

In 10th grade, she applies for and interviews with an employer and is hired as an INCAP apprentice.



FIRST YEAR OF INCAP APPRENTICESHIP (GRADE 11)

Charlotte begins her INCAP apprenticeship her junior year, spending three days a week gaining on-the-job experience with her employer, learning new skills, and earning a paycheck.

During the other two days each week, she takes classes at school. Because her apprenticeship is during school hours, Charlotte can also participate in extracurriculars like the high school volleyball team.



SECOND YEAR OF INCAP APPRENTICESHIP (GRADE 12)

In the second year of her INCAP apprenticeship, Charlotte works four days a week with her employer, gaining experience while getting paid. She spends one day in the classroom and continues to play on the high school volleyball team.

Upon graduation, she earns the **Employment Honors Plus Seal with her diploma**, an achievement recognized by both colleges and employers.



FINAL YEAR OF INCAP APPRENTICESHIP

After graduating high school, Charlotte enters the final year of the INCAP apprenticeship she began her junior year.*

She primarily works with her employer while continuing classroom learning in college-level courses.

Upon completion, Charlotte earns an **INCAP Apprenticeship Program credential**, which is recognized by both colleges and employers.



CHARLOTTE HAS OPTIONS FOR WHAT'S NEXT

Whatever she chooses, Charlotte has the education and training to succeed.



WORKFORCE

Charlotte can go straight into the workforce, where her education and experience will be recognized by employers.

INCAP CAREER PROGRAM

Charlotte can complete additional work-based learning through the INCAP Career Program and earn a professional degree equivalent to an academic bachelor's degree.

COLLEGE

Charlotte can transition to the college pathway and likely finish her degree faster because of the credit she receives for her INCAP AP credential.

***IMPORTANT NOTE:** APPRENTICESHIP TIMING VARIES BY OCCUPATION AND INDUSTRY. LEARN MORE AT [INDIANACAP.ORG](https://indianacap.org).