

Healthcare Assistant

Healthcare Assistants provide patient-centered care and support the physical, social, mental, and spiritual well-being of patients of all ages.

3-YEAR APPRENTICESHIP



CAREER EXPLORATION AND INCAP APPLICATION PROCESS (GRADES 8-9)

During 8th and 9th grades, students explore career options by working with a career advisor, visiting employer sites, and attending career fairs.

In the 9th grade, students interested in the INCAP Healthcare Assistant apprenticeship should tell their school counselor so they can update their four-year plan to meet the requirements.

In 9th grade, students will also **apply and interview** with an employer to be hired as an apprentice.



FIRST YEAR OF HEALTHCARE ASSISTANT APPRENTICESHIP (GRADE 10)

Starting in 10th grade, students spend **half of each school day** at an off-site intercompany training center, earning a \$750 monthly stipend while learning patient care, clinical support, and safety and quality practices. Students spend the remainder of the day in classes at school.

During the **summer after 10th grade**, students spend at least **three full days** a week gaining paid, on-the-job experience with a typical starting wage of \$15/hour. Because their apprenticeship takes place in a 24/7 setting, students and employers will identify eight-hour schedules that work for them both, allowing students to continue extracurriculars that take place during the summer.



SECOND AND THIRD YEARS OF HEALTHCARE ASSISTANT APPRENTICESHIP (GRADES 11-12)

In the **second and third years** of their apprenticeship, students **work three days a week** with their employer gaining experience while getting paid. They'll spend the other **two days a week** in the classroom, with the option to continue participating in extracurriculars because of their flexible schedule.

During the **summers between 11th and 12th grade and after 12th grade**, students continuing working at least **three full days** each week.

Upon graduation, students earn the **Employment Honors Plus Seal** with their **diploma**. When their apprenticeship is complete, students receive an **INCAP Healthcare Assistant Certificate**, which is recognized by healthcare organizations across Indiana.



STUDENTS HAVE OPTIONS FOR WHAT'S NEXT

Students who complete an INCAP Healthcare Assistant apprenticeship have the education and training to succeed.

WORKFORCE

After graduation, students are well-positioned to be hired full-time by their employer. Also, because their INCAP Healthcare Assistant Certificate is recognized by healthcare organizations across the state, they're immediately qualified for various healthcare roles that are a step above entry-level.

INCAP CAREER PROGRAM

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

COLLEGE

Students can transition to the college pathway and likely finish their healthcare or other related degree faster because of the credit they receive for their INCAP Healthcare Assistant Certificate.