



Polymechanic

3-YEAR APPRENTICESHIP

Polymechanics are manufacturing technicians who manage complex machining work, integrate mechanical and electronic systems, and support process improvements while working safely and communicating effectively.



CAREER EXPLORATION AND INCAP APPLICATION PROCESS

(GRADES 8-10)

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

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

In 10th grade, students will apply and interview with an employer to be hired as an apprentice.

While the pay varies by employer and region, Polymechanic apprentices are typically paid \$14-\$17/hour for their time spent working and receiving on-the-job training.



FIRST AND SECOND YEARS OF POLYMECHANIC APPRENTICESHIP

(GRADES 11-12)

Students begin their Polymechanic apprenticeship in 11th grade, spending **two full days** each week receiving on-the-job education and training. During the other three days, students take classes at their high school.

During the **summer after 11th grade**, the apprenticeship is **full time** (40 hours/week).

In 12th grade, apprentices spend **three full days** each week with their employer and two days at school.

When they graduate, students earn the **Employment Honors Plus Seal** with their high school **diploma**. This signals to employers that students completed a significant amount of work-based learning during high school.



THIRD YEAR OF POLYMECHANIC APPRENTICESHIP

(AFTER HIGH SCHOOL GRADUATION)

After graduating high school, apprentices work **full time** during the summer. Then, starting in the fall and going through the end of the apprenticeship, students spend four full days each week with their employer, with the fifth day spent completing relevant coursework.

When apprentices complete the apprenticeship, they receive a **Polymechanic Credential**, which is recognized by manufacturers across Indiana as an indicator of experience. This credential is in addition to various industry-recognized certifications students will earn throughout their apprenticeship.



STUDENTS HAVE OPTIONS FOR WHAT'S NEXT

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

WORKFORCE

Students are well-positioned to be hired by their employer. Also, because their Polymechanic Credential is recognized by manufacturers across the state, they're immediately qualified to be hired into a variety of roles that are a step above entry-level.

INCAP CAREER PROGRAM

Students can complete additional work-based learning in advanced manufacturing 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 a related degree faster because of the credit they receive for their Polymechanic Credential.

