INCAP Student journey starting in 8th grade

HEALTHCARE

Healthcare Assistant

3-YEAR APPRENTICESHIP

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

CAREER EXPLORATION AND 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 APPRENTICESHIP

(SUMMER BEFORE, GRADE 10, AND SUMMER AFTER)

During the **summer before 10th grade**, students will complete onboarding with their employer.

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 six- to eight-hour schedules that work for them both, allowing students to continue extracurriculars that take place during the summer.

SECOND AND THIRD YEARS OF APPRENTICESHIP

(GRADES 11-12 + SUMMERS AFTER)

In their **second year**, students spend **two days a week in the classroom** and **three days a week with their employer**, gaining hands-on experience while getting paid. Their second year includes rotations through a variety of departments, giving apprentices the opportunity to explore different options before choosing where to spend the **third year** of their apprenticeship.

Students continue working **three days a week** during the **summer after 11th grade, throughout 12th grade,** and the **summer after 12th grade**, with continued opportunities to participate in extracurricular activities.

By graduation, students will have met the key requirements for the **Employment Honors Plus diploma seal** and earned an **INCAP credential**. They will also have opportunities to earn additional healthcare credentials of value by passing the appropriate exams.

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 credential will be 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 may receive for their INCAP credential.

Learn by doing — and set yourself up for success.

IndianaCAP.org

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