INCAP
INDIANA CAREER APPRENTICESHIP PATHWAY

FOR HIGH SCHOOLERS

TECH/IT

APPRENTICESHIP PROGRAM OCCUPATION PROFILE:

# APPLIED AI ASSOCIATE

**Applied AI Associates help organizations use artificial intelligence (AI) tools safely and productively. They work with businesses to identify practical uses for AI, prepare information, create AI-supported workflows, evaluate results, and help users adopt solutions. The Applied AI Associate apprenticeship offers a paid, hands-on path into many roles in the technology industry.**

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***This occupation is ideal for a student who:***

- Is curious about how AI tools can solve real business problems.
- Wants to use technology in a practical business setting.
- Sees themselves in a role that combines analytical thinking, communication, and hands-on problem-solving.

***What is the average starting hourly wage for this apprenticeship?***

The salary varies by employer, but the range for the typical starting wage in the first year is **$13-17/hour**. Apprentices are employees and fall under their employer's policies for benefits, performance reviews, and salary increases.

***What do apprentices do during their apprenticeship?***

The first year of the apprenticeship starts with training at an intercompany training center and job shadowing. As students gain skills and confidence, they will take on increasingly involved projects. Examples of tasks include:

- **11th grade:** Preparing data for analysis and AI use, using generative AI tools in business settings, and designing prompts and reusable workflows.
- **12th grade:** Evaluating AI outputs, developing AI-assisted automations, applying responsible AI principles, preparing user guidance, and following incident and escalation procedures.

***What are some of the skills students learn on the job?***

- Data literacy
- Generative AI and prompting
- Data analytics and visualization
- AI-enabled decision-making
- Automation, agents, and AI workflows
- Responsible and secure AI use

## TYPICAL SCHEDULE

***What year in school do students begin this apprenticeship?***

11th grade

***How long does this apprenticeship last?***

Two years (year-round)

***How many days each week do students participate in the apprenticeship?***

**11th grade:** Three days/week — one in an intercompany training center, two with their employer

**Summer after 11th grade:** Five days/week with their employer

**12th grade:** Four days/week — one in an intercompany training center, three with their employer

**Summer after 12th grade:** Five days/week with their employer

***What hours do students work during their apprenticeship?***

Employers and apprentices work together to identify individual schedules. However, apprentices should expect to spend full eight-hour days with their employer.

***What classes do students take at their high school to complete this apprenticeship?***

Students are not required to take specific courses at their high school because all coursework will be taught to apprentices during their time at the intercompany training center. However, students are encouraged to take related classes if available at their school (examples include computer science, business electives, and data-focused mathematics). The only requirement for students is that their school schedule allows them to leave the school building to work while still completing the classes they need to graduate.

***What credential does a student receive when they complete this apprenticeship?***

Through this apprenticeship, students will meet the key requirements for Indiana's new Employment Honors Plus diploma seal: completing at least 650 hours of work-based learning and earning an INCAP credential, which is recognized by the Indiana Department of Education as a Credential of Value. The diploma seal and the INCAP credential will be recognized by businesses as indicators of industry experience, and the INCAP credential may count toward college credit in a related degree program. Students may also earn industry-recognized certifications during this apprenticeship.

***If a student chooses to continue working after their apprenticeship, what jobs are they qualified for?***

This program prepares an apprentice to be hired immediately into a position a step above many entry-level Tech/IT roles. Current examples include:

- Applied AI Associate
- AI Operations/Enablement Associate
- Junior Automation Specialist
- AI Workflow/Knowledge Operations Associate
- AI Governance/Responsible AI Associate
- Junior Data/BI Analyst with AI responsibilities
- AI Project/Program Coordinator