INCAP
INDIANA CAREER APPRENTICESHIP PATHWAY

FOR HIGH SCHOOLERS

ADVANCED MANUFACTURING AND LOGISTICS

APPRENTICESHIP PROGRAM OCCUPATION PROFILE:

LOGISTICS TECHNICIAN 2

A Logistics Technician apprentice works in manufacturing, distribution, and supply chain environments to help materials and products move safely, accurately, and efficiently. Logistics Technicians receive and inspect materials, maintain inventory accuracy, support production, coordinate shipments, operate digital logistics systems, and improve material-flow processes.

The Logistics Technician 2 apprenticeship is a three-year program delivered in two phases. During the first two years, apprentices build the same broad technical skills as the Logistics Technician 1 occupation. During the third year, apprentices enter a specialization track, which is selected jointly based on the employer's operational needs and the apprentice's interests.

This occupation is ideal for a student who:

- Likes hands-on work and working in an active environment.
- Is organized and pays close attention to details.
- Enjoys solving problems, working with data, and using technology.
- Communicates effectively and works well with different teams.
- Is interested in taking greater responsibility for coordinating and improving logistics operations.

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 **$14-16/hour**, with wages in the final year typically between **$19-20/hour**. Apprentices are employees and fall under their employer's policies for benefits, performance reviews, and salary increases.

TYPICAL SCHEDULE

What year in school do students begin this apprenticeship?

11th grade

How long does this apprenticeship last?

Three years (year-round)

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

11th grade: 1-2 days/week depending on employer

Summer after 11th grade: 5 days/week (full-time)

12th grade: 2-3 days/week depending on employer

Summer after 12th grade: 5 days/week (full-time)

Post-grad year: 4 days/week with employer, 1 day/week completing relevant coursework

What hours do students work during their apprenticeship?

Employers and apprentices work together to identify individual schedules. However, when apprentices are at their employer site, they should expect to work full eight-hour days.

What do apprentices do during their apprenticeship?

- Receive, inspect, reconcile, and store incoming materials.
- Operate material-handling and dock equipment safely when qualified and legally permitted.
- Maintain accurate inventory and traceability records.
- Investigate inventory differences and help identify their causes.
- Deliver materials to production areas based on schedules and replenishment signals.
- Pick, pack, label, secure, and ship customer orders.
- Coordinate carriers, dock schedules, shipment tracking, and freight documentation.
- Use warehouse management systems, enterprise resource planning systems, scanners, barcodes, and RFID technology.
- Monitor logistics performance measures and communicate operational issues.
- Apply lean practices, root cause analysis, and other continuous-improvement methods.
- Complete logistics activities related to a chosen specialization track.
- Coordinate work across receiving, inventory, production, and shipping teams.
- Support and mentor newer team members.

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

- Recognize workplace hazards and follow safety procedures.
- Select appropriate equipment based on the material, load, and workplace conditions.
- Perform cycle counts and investigate inventory differences.
- Track and interpret logistics performance measures.
- Apply 5S, visual management, value-stream mapping, and root cause analysis.
- Complete an improvement project with measured results.
- Communicate operational information during shift handoffs and team meetings.

Students also develop advanced skills connected to their selected specialization track.

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

Students will continue taking the classes required to graduate from high school. Logistics-specific coursework is still being developed through a new CTE pathway, while employers will provide on-the-job training. Students must ensure their school schedule allows them to leave the school building for workplace training 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 are recognized by businesses across Indiana as indicators of industry experience, and the INCAP credential may count toward college credit in a related degree program. Students will also earn multiple industry-recognized certifications throughout their apprenticeship, including those specific to their specialization track.

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

Depending on the specialization track and employer, graduates may be prepared for roles such as:

- Logistics Technician
- Material Coordinator
- Materials Technician
- Entry-Level Materials Planner
- Warehouse Supervisor
- Warehouse Team Lead
- Production, Planning, and Expediting Clerk
- Cargo and Freight Agent
- Freight Coordinator
- Dispatcher
- Transportation Clerk
- Supply Chain Operations Technician
- Entry-Level Logistics Analyst
- Conveyor System Operator/Process-Shipping Technician
- Purchasing Agent
- Logistics Engineer
- Logistician