INCAP
INDIANA CAREER APPRENTICESHIP PATHWAY

SCHEDULE PLAN: EMPLOYMENT HONORS PLUS SEAL

SOFTWARE DEVELOPMENT ASSOCIATE

45.0 CREDITS | HOURLY WAGE RANGE $13-17

DIPLOMA SEAL(S) EARNED WITH THIS PLAN

- [x] **Employment Honors Seal**
- [x] **Employment Honors Plus Seal**
- [ ] Enrollment Honors Seal
- [ ] Enrollment Honors Plus Seal
- [ ] Enlistment & Service Honors Seal
- [ ] Enlistment & Service Honors Plus Seal

FRESHMAN YEAR 12.0 credits

FALL SEMESTER 6.0 credits

English 9 (1002)	1.0
Algebra I (2520)	1.0
Biology I (3024)	1.0
Geography and History of the World (1570) F	1.0
Physical Education I (3542)	1.0
Preparing for College and Careers (PCC) (5394)	1.0
Study Hall	0.0

SPRING SEMESTER 6.0 credits

English 9 (1002)	1.0
Algebra I (2520)	1.0
Biology I (3024)	1.0
Geography and History of the World (1570) F	1.0
Health and Wellness Education (3506)	1.0
Computing Foundations for a Digital Age (4565) G	1.0
Study Hall	0.0

SOPHOMORE YEAR 12.0 credits

FALL SEMESTER 6.0 credits

English 10 (1004) B	1.0
Geometry (2532) C	1.0
Chemistry I (3064) D	1.0
Speech (1076) A	1.0
United States History (1542)	1.0
AP Computer Science Principles (4568) G	1.0
Study Hall	0.0

SPRING SEMESTER 6.0 credits

English 10 (1004) B	1.0
Geometry (2532) C	1.0
Chemistry I (3064) D	1.0
Personal Financial Responsibility (4540)	1.0
United States History (1542)	1.0
AP Computer Science Principles (4568) G	1.0
Study Hall	0.0

JUNIOR YEAR 12.0 credits

FALL SEMESTER 6.0 credits

English 11 (1006) B	1.0
Algebra II (2522) C	1.0
Composition (1090) B	1.0
INCAP: Software Development Associate (6149)*	3.0

SPRING SEMESTER 6.0 credits

English 11 (1006) B	1.0
Algebra II (2522) C	1.0
United States Government (1540)	1.0
INCAP: Software Development Associate (6149)*	3.0

SENIOR YEAR 9.0 credits

FALL SEMESTER 5.0 credits

Pre-Calculus: Trigonometry (2566) C	1.0
Economics (1514) H	1.0
INCAP: Software Development Associate (6149)*	3.0

SPRING SEMESTER 4.0 credits

Pre-Calculus: Trigonometry (2566) C	1.0
INCAP: Software Development Associate (6149)*	3.0

**** Students will complete 12 credit hours of INCAP: Software Development Associate, accumulating 650+ work-based learning hours.***

COURSE FLEXIBILITY KEY

A **BOLDED LETTER** marks a flexible course: It can be swapped for any course in the category based on the Indiana Department of Education's eligible courses list. Courses without a letter are required and must be taken as listed. Confirm current codes, credit counts, and local availability before finalizing a schedule.

A Communications | **B** Additional English | **C** Additional Math | **D** Additional Science | **E** STEM-Focused | **F** World Perspectives
G Computer Science | **H** Personalized Elective

Indiana Department of Education's eligible courses list →



SUMMER WORK

Students will work **five days/week** at their employer site during the summers after their junior and senior years of high school.

BASE DIPLOMA REQUIREMENTS

☑ **All base diploma requirements met**

READINESS SEALS EARNED

☑ **Employment Honors Seal**

- Software Development Associate INCAP credential (Credential of Value aligned to occupation)
- >150 work-based learning hours (met through INCAP apprenticeship)
- Attendance goal met; demonstrated skill development in communication, collaboration, and work ethic

☑ **Employment Honors Plus Seal**

- Software Development Associate INCAP credential (Credential of Value)
- >650 work-based learning hours (met through INCAP apprenticeship)
- Employment Honors Seal earned; demonstrated additional skill development

INCAP: TYPICAL STUDENT EXPERIENCE AND COURSE CROSSWALK

Year in school students begin apprenticeship	11th grade
Length of apprenticeship	Two years (year-round)
Days each week students are with their employer	**11th grade:** Three days/week **12th grade:** Four days/week
Maximum non-INCAP credits per semester	**11th grade:** Three credits **12th grade:** Two credits
Hours students work when with employer	8 hours per day
Credential of Value achieved	Software Development Associate INCAP credential
Academic courses suggested for this INCAP apprenticeship	Courses in math, communications, marketing and technology. Training plan offers an academic course sequence that includes English 11, Algebra II, U.S. History, World Language, English 12, Pre-Calculus, Chemistry I, Government, World Language II and Economics.

SOURCE

Course codes and eligibility reflect IDOE / Indiana Commission for Higher Education, UPDATED 2026-2027 New Indiana Diploma Course Eligibility (memo dated February 13, 2026): https://www.in.gov/doe/files/2.13.26-UPDATED-26-27-Indiana-Diploma-Course-Eligibility.docx.pdf

Confirm current codes, credit counts, and local availability before finalizing a schedule.