INCAP
INDIANA CAREER APPRENTICESHIP PATHWAY

Fact Sheet

A New Path to Career Success for Indiana Students

The Indiana Career Apprenticeship Pathway (INCAP) is now available at our school. The pathway offers multi-year apprenticeships that begin in high school, combining classroom learning with paid on-the-job education and training.

Gain Experience with INCAP

Education is the key to success in today's competitive job market. The question is, how can students gain the experience needed to meet the demand for skilled, qualified employees?

For some, education beyond high school may mean earning a college degree. Others prefer learning through real-world, on-the-job training. INCAP is a new education and training option that provides students with opportunities to learn valuable skills in high-demand occupations while earning their high school diploma.

Best of all, the structure of INCAP is flexible. INCAP credentials will hold value in the labor market and may count count toward college credit in related academic degree programs. Depending on the selected apprenticeship program, students may be able to complete a two- or four-year college degree in fewer years because of the credit they receive for their INCAP credential or degree.



By 2031, **72%** of U.S. jobs will require an education beyond high school.[1]

[1] Georgetown University Center on Education and the Workforce

How INCAP Helps Fulfill Requirements for Indiana's New Diploma Seals

INCAP gives students a new way to meet their high school graduation requirements and earn diploma seals — while earning income, building skills, and preparing for their future at the same time.

The diagram below illustrates how classroom learning, paid work experience, and industry-recognized credentials and degrees come together to prepare INCAP participants for career success.

1

Learn in the Classroom

Classroom learning aligns with Indiana diploma and INCAP occupational requirements

Get Paid to Train

INCAP participants earn a paycheck while completing required work-based learning hours

2

Earn Your Credentials

Employment Honors Plus Seal
(with high school diploma)

INCAP Credential or Degree
specific to occupation
(on Indiana's Credentials of Value list)

Enrollment Honors Plus or
Enlistment & Service Honors Plus Seals
(may be earned while completing an apprenticeship)

3

Start Your Career

Step into an in-demand job with real experience and a strong start

Keep Building Your Knowledge

Continue learning through training in the INCAP Career Program, or go to college and potentially complete a degree faster with earned credits

The INCAP Experience

Participants spend multiple full days each week on-site with an employer.

Students gain multiple years of paid work experience, learning in-demand skills.

Classroom content is aligned with the occupation to support workplace learning.

Schedules vary by occupation and grade level.
Most students spend two to four full days per week at their employer site and the remaining days at school.

Participation in sports and other extracurricular activities is possible.
Students work with their school counselor to build a schedule that fits their needs.

INCAP apprenticeships offer students the opportunity to gain experience with an employer, earn a credential that holds labor market value and may count toward college credit, and prepare for whatever comes next.

Apprenticeships in High-Demand Industries

With INCAP, employers help define the skills and knowledge students need to be prepared for careers in high-demand industries. INCAP apprenticeships are currently available in these 10 industries:

- Advanced Manufacturing and Logistics
- Banking/ Financial Services
- Construction
- Culinary
- Healthcare
- Hospitality
- Insurance
- Life Sciences
- Microelectronics
- Tech/IT

The Next Step: Explore INCAP Opportunities

We encourage students and families to learn more about the new INCAP Apprenticeship Program, including what apprenticeships are available locally and when to apply.

Contact your INCAP Connector or school counselor for more information, or learn more at IndianaCAP.org.

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