FAQs

INCAP
INDIANA CAREER APPRENTICESHIP PATHWAY

Is there any cost (to the student) to participate in an INCAP apprenticeship?

There are no fees to participate in INCAP. In fact, employers are required to pay students who participate in the INCAP Apprenticeship Program.

However, there may be costs associated with certain occupations, such as acquiring workplace-appropriate attire or paying for gas to drive to the workplace. INCAP apprentices may be able to apply for Career Scholarship Accounts to help offset these costs. Each student's INCAP Connector and school will help them understand any occupation-specific requirements or expenses.

Can students participating in INCAP still participate in extracurricular activities?

In many cases, students will still be able to participate in sports, clubs, and other extracurricular activities while completing an INCAP apprenticeship. As students explore the occupations and apprenticeship opportunities available in their area, they should consider how an apprenticeship's typical schedule aligns with their other commitments. When schedules are compatible, students will work with their school counselor to build a high school schedule that supports their academic and apprenticeship requirements and allows them to participate in other activities. Students and employers will then work together to establish a work schedule that meets the needs of both parties.

How does transportation work for students participating in an INCAP apprenticeship?

Each INCAP Apprenticeship Program occupation follows a standardized schedule that outlines when students are in the classroom and when they're on-site with their employer or at an intercompany training center. This consistent structure, combined with the requirement that students spend multiple full days a week on the job, makes it easier for students and families to plan reliable transportation to various workplace locations in partnership with schools and employers.

Regionally based INCAP Connectors are also available to help schools think through transportation options for students.

How does INCAP meet Indiana's high school graduation requirements?

The Indiana Career Apprenticeship Pathway is designed with Indiana's high school graduation requirements in mind. Students who participate in the INCAP Apprenticeship Program will earn a high school diploma with an Employment Honors Plus diploma seal (assuming they meet all other requirements) and an INCAP credential or degree.

FAQs

INCAP

How does an INCAP apprenticeship qualify students for the Employment Honors Plus diploma seal?

All INCAP programs require at least 650 hours of work-based learning and culminate in an INCAP credential or degree, which are listed on Indiana's Credentials of Value list. This satisfies the key requirements for earning the new Employment Honors Plus diploma seal.

When students complete an apprenticeship, what credentials or qualifications will they have?

Students who complete the INCAP Apprenticeship Program will satisfy the key requirements to earn the Employment Honors Plus seal with their high school diploma and either an INCAP credential or degree, depending on their chosen apprenticeship. INCAP credentials and degrees will be recognized by businesses as an indicator of experience in the industry and may count toward college credit in a related degree program.

Can students participating in INCAP earn other Indiana high school diploma seals?

Yes, in many cases, students completing the INCAP Apprenticeship Program can also earn the Enrollment Honors Plus diploma seal or the Enlistment & Service Honors Plus diploma seal. Students who are interested in earning multiple seals should work with their school counselors to build a schedule that accommodates the requirements of the seals.

Can students still earn dual credit or complete the Indiana College Core while participating in INCAP?

INCAP Apprenticeship Program occupations have dual credit courses built into the curriculum, though the amount of dual credit a student can earn will vary. Depending upon the occupation, it may be possible for a student to earn the Indiana College Core.

Are students paid for their time working at their apprenticeship?

Yes, employers are required to pay students participating in an INCAP Apprenticeship Program. The pay rate is determined by industry and is tailored to each occupation. Rather than spending their time in a typical part-time job, students will earn money while building skills, experience, and connections that can benefit them long after high school.

FAQs

INCAP

Can students decide to complete an INCAP apprenticeship and still go to college?

Absolutely. INCAP degrees and credentials will hold value in the labor market and may count toward college credit, so students have a choice for what's next. They can enter the workforce and launch a career, knowing they have the option to continue industry-led education and training with the INCAP Career Program. Or, they can attend college. Students who choose to go on to college after their apprenticeship will build on the knowledge, skills, and experience gained through their apprenticeship. Depending on which INCAP apprenticeship they complete, they may be able to finish a related two- or four-year college degree in fewer years because of the credit they receive for their INCAP credential or degree.

During the summer and school breaks, do students continue to work at their apprenticeship, or do they have to find another job?

The on-the-job portion is year-round for most INCAP apprenticeships, while classes only take place during a standard school year. Summer schedules vary based on occupation and individual employer needs.

How does an INCAP apprenticeship fit into a student's high school schedule?

INCAP Apprenticeship Program occupations are designed for students to be at their employer multiple full days a week – typically two to four days. Students spend the remaining days each week at school, taking the classes necessary to complete their INCAP apprenticeship and earn their high school diploma.

Beyond this foundational structure, schools have the flexibility to schedule a student's classroom learning in the way that best fits their master schedule. See example schedules.

What happens if a student decides to end their apprenticeship?

Apprenticeships are set up like any other employment opportunity in Indiana, meaning the apprentice can end their participation at any time, and the employer can end the apprenticeship at any time. What happens next depends on how long the student has participated in the apprenticeship and how close they are to their expected high school graduation date, similar to leaving any other course or Career and Technical Education pathway.

The great thing is that with just a semester of INCAP, a student will have already completed the 75 hours of work-based learning needed to earn the Enrollment Honors Plus diploma seal. Since INCAP apprenticeships are built to allow a student to earn a combination of the seals – and even the Indiana College Core in some instances – exiting an INCAP Apprenticeship Program should not impact a student more than leaving other similar work-based learning experiences.