



**Opening the door for  
more Hoosiers to pursue  
promising careers.**

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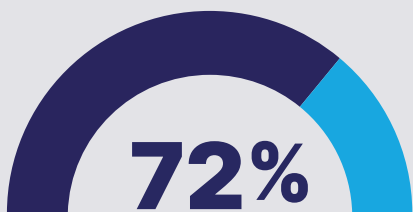
## The Indiana Career Apprenticeship Pathway (INCAP) is a new option that prepares Hoosiers for in-demand careers.

For many, the path from high school to college works well and leads to a good job. However, for those who don't follow that path, there are few opportunities for education and training after high school.

Hoosiers need more options – and those options can, and should, start well before high school graduation and continue into adulthood. INCAP works alongside the high school-to-college pathway and offers a new way for students to gain the skills needed for rewarding careers and for Indiana businesses to build a skilled workforce.



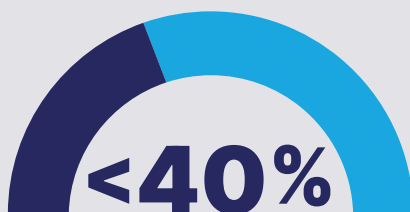
Our economic success is generating **significant** workforce needs.



of U.S. jobs will require postsecondary education or training by 2031.



Talent shortages are **growing**, and college alone cannot close the gap.



of high schoolers graduate and go on to earn a college degree.

# INCAP offers education and training programs for high schoolers and adults:

1

The **INCAP Apprenticeship Program** offers multi-year apprenticeships that begin in high school and combine classroom learning with paid on-the-job training. When students graduate and complete their apprenticeship, they receive the Employment Honors Plus diploma seal and an INCAP credential or degree.

2

The **INCAP Career Program** offers industry-led programs for adults to build new skills and advance their careers. Adult trainees earn an INCAP degree, the equivalent of an academic associate, bachelor's, or master's degree (varies by occupation).

## INCAP aligns education and workforce needs.

Graduates earn degrees and credentials that hold value in the job market and count toward college credit.



## WATCH THE INCAP 101 VIDEO

See how INCAP connects Hoosiers to in-demand careers.



## **Employer-led. Opportunity-focused.**

Employers in participating industries define the skills students learn in INCAP programs, and the education and training materials are designed to teach those skills. Participants spend multiple full days a week on the job learning skills and performing productive work throughout their multi-year INCAP program.

This level of employer involvement ensures INCAP graduates are ready for in-demand careers and employers have access to well-prepared talent.

# Indiana's most in-demand industries are participating in INCAP.

New statewide employer groups – called Industry Talent Associations (ITAs) – are uniting employers to organize and build INCAP programs. This includes identifying talent needs, choosing occupations, defining required knowledge and skills, and developing education and training materials.

**ITAs are recruiting employers in the following industries:\***



**Advanced Manufacturing  
and Logistics**



**Banking/  
Financial Services**



**Construction**



**Culinary**



**Healthcare**



**Hospitality**



**Insurance**



**Life Sciences**



**Tech/IT**

\* As INCAP expands, more industries may be added.



## Interested in INCAP?

Scan the QR code to learn more about the  
Indiana Career Apprenticeship Pathway.

