INDIANA'S NEW CAREER PATHWAY

A SCALABLE CONSTRUCTION WORKFORCE PIPELINE INSPIRED BY GLOBAL BEST PRACTICES

WHAT IS INCAP?

The Indiana Career Apprenticeship Pathway (INCAP) is a bold, statewide initiative that connects high school aged Hoosiers with hands-on apprentice work in the construction industry–while they're still in school. INCAP is designed to offer real career pathways that bridge classroom learning and in-demand jobs across Indiana.

THE VISION

By 2034, Indiana's education-to-workforce system will ensure every student and adult learner has access to high-quality education and training options, enabling all Hoosiers to discover their passions, reach their fullest potential, and meaningfully contribute to the economic and civic vitality of their communities.

As a result, Indiana will become a Top 10 destination for employers seeking to expand existing businesses and entrepreneurs working to launch new businesses.

MODELED ON GLOBAL SUCCESS
BUILT FOR INDIANA

INCAP is adapted from the **Swiss apprenticeship model**, where students split time between school and paid on-the-job learning in real companies. Backed by research from **iLab Indiana** and the **Richard M. Fairbanks Foundation**, INCAP is part of a larger movement to rethink high school–making it more relevant, career-connected, and student-centered.



READY TO BECOME PART OF THE VISION? FILL OUT THE INTEREST FORM

KEY FEATURES:

EMPLOYER DRIVEN
Built with construction leaders, for construction careers

STUDENT FOCUSED
Hands-on, paid work aligned with school goals

CREDENTIAL BACKED
Stackable, industry-recognized certifications

SCALABLE & REGIONALIZED
Designed to meet community-specific needs across Indiana

WHY NOW? WHY CONSTRUCTION?

Indiana's construction sector faces a growing workforce gap. INCAP is helping solve that challenge by:

- ☑ Introducing students to construction careers early
- ☑ Embedding industry credentials in high school programs
- ☑ Partnering with employers to offer paid, meaningful work
- ☑ Creating flexible options for students to earn, learn, and advance

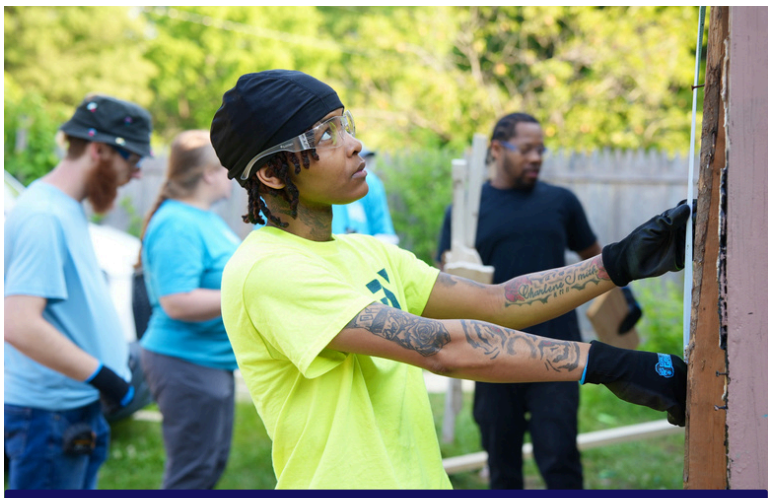
WHAT'S NEXT?

We're expanding INCAP to more schools, more students, and more employers. Our goal is to transform how Indiana prepares young people for the workforce—and ensure the construction industry has the talent it needs to grow.

JOIN US

Whether you're a school, employer, or policymaker, there's a role for you in shaping the future of workforce development.

- **EMPLOYER PARTNER**
  Host high-school aged apprentices, mentor future workers, hire and connect directly to the next generation of talent.
- **INDUSTRY SUPPORTER**
  Even if you're not ready to host, you can champion the effort by providing resources, advocacy, or sponsorship to strengthen Indiana's workforce.



CONTACT

incap@indianaconstruction.org