

Individual Career Academic Plan

An Individual Career Academic Plan (ICAP) uses a multi-year process to guide students as they explore their own career and academic opportunities using career clusters, career pathways and programs of study. An ICAP identifies student interests, skills, secondary/postsecondary coursework, certificates, credentials, degrees and workforce experiences that lead to a meaningful program of study that charts the progress needed to prepare students for college and career.

Career Clusters

Career Clusters are groups of occupations and industries that share a set of foundational knowledge and skills. There are 16 nationally recognized career clusters with multiple career pathways. As a student progresses from elementary through high school and beyond, career clusters serve as a guide to assist students and families with course selection and opportunities for students beyond the school day.

Career Pathways

Career Pathways are multi-year programs of academic and technical study that prepare students for a full range of options within each of the 16 career clusters. There are 79 nationally recognized pathways that are organized within the 16 career clusters. These pathways provide a context for exploring career options at all levels of education and expose students to the full range of postsecondary options needed for future education and employment.

Programs of Study

Programs of Study are sequences of courses that follow a logical progression of secondary and postsecondary components that are connected to each career pathway. Programs of study include opportunities to earn college credit, earn an industry-recognized credential or certificate and/or an associate or baccalaureate degree. Programs of study can also include participation in formal internship or apprenticeship options while in high school.