



Planning for Implementation of the Individual Career Academic Planning Process

Agenda

1. Why Individual Career Academic Planning?
2. What is ICAP?
3. What are we already doing?
4. What are my first steps?



What is your Why?

Using 6 words write why you think ICAP will help your students succeed. Share with your elbow partner.



The ICAP Vision

Ensure all students have the opportunity and support to successfully secure a postsecondary degree or industry certification that **reflects each individual's passions and skills.**



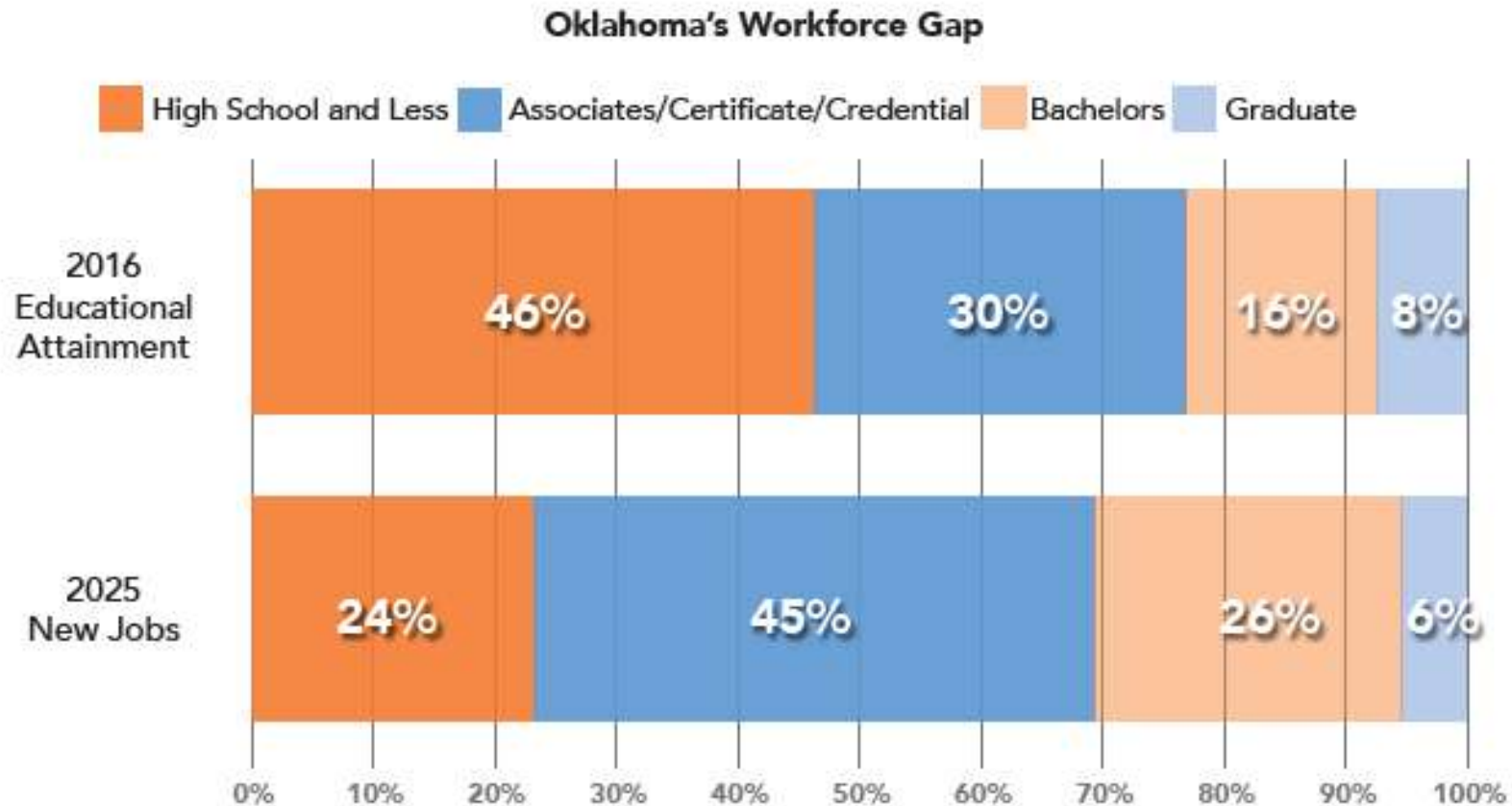
The Oklahoma Story



engageok
ON THE ROAD

Close Oklahoma's Workforce Gap

GOAL: By 2025, 70% of residents 25-64 years-old will have education or training beyond high school.



Source: OK Office of Workforce Development EMSI Q3, 2016



Why use ICAP?

Findings from National Study

- Establishes Purpose for Students
- Increases Student Engagement
- Provides an Intentional Process & Structure
- Increases Career Readiness

Solberg, V.S., Wills, J., Redmond, K., & Skaff, Laura. (2014). *Use of Individualized Learning Plans: A Promising Practice for Driving College and Career Efforts: findings and recommendations from a multi-method, multi-study effort* (ISBN: 1-933493-46-1). Washington, DC: National Collaborative on Workforce and Disability for Youth, Institute for Educational Leadership.



ICAP Requirements – State Law

- Career and college interest surveys
- Written postsecondary & workforce goals and progress toward goals
- Intentional sequence of courses
- Academic progress
- Scores on college & career ready assessments
- Experience in service learning and/or work environment



What is ICAP

- **Individual Career Academic Planning** is a multi-year process that intentionally guides students as they **explore career, academic, and postsecondary opportunities.**
- Beginning with the **family and student** involvement in the ICAP process and support from educators, students develop the awareness, knowledge, and skills to **create their own meaningful pathways to be career and college ready.**



Career Development Continuum

- **Career Awareness (K-5)** – Learn about a wide variety of careers
- **Career Exploration (6-8)** – Explore, research and plan for the future
- **Career Preparation (9-16)** – Gain education, gain training and work experience, remain engaged, prepare for a productive future



What are a few college and career readiness activities you offer at your school?



The How

Step 1. Choose an online tool

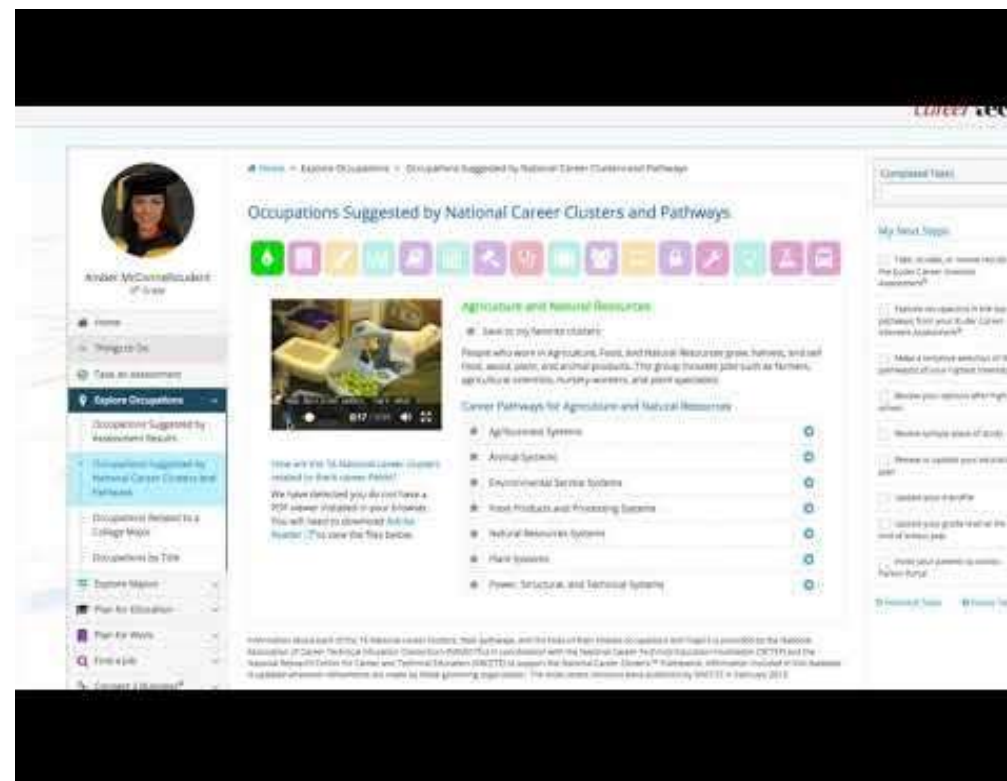
- We are pleased to offer a choice of two free online tools **OKCollegeStart** and **OKCareerGuide**. *Both tools have been designed to meet ICAP requirements. In order to monitor your students ICAP progress and print reports you must set up an administrative account*



OK Career Guide

- **OK Career Guide** is a free online tool for students and families offered by the Oklahoma Department of Career Technology Education that includes career interest assessments, information on career expectations, growing occupation trends and more! <https://okcareerguide.kuder.com/landing-page>

Alt text: A video for the OK Career Guide Tool Guide tool



OK College Start

- **OK College Start** is a free online tool for students and families offered by the Oklahoma State Regents for Higher Education that include career interest assessments, information on career expectations, scholarship and financial aid resources, and more! <https://www.okcollegestart.org/>

Alt text: A video for the OK College Start tool



The How

- **Step 2. Assemble your ICAP Core Team**
- *Individual Career Academic Planning is implemented most effectively when there is whole-school and whole-community buy-in. We know all teams will look different from district to district. To help provide you with a few ideas here is a list of suggested core team members to help you start planning. [ICAP Core Team Suggestions](#)*



Name three people on your team who you know will be amazing mentors to your students and why?



The How

- ***Step 3. Design your ICAP Process***
- *The following tools can help you design your ICAP experience:*
 - ***activity ideas***
 - ***Implementation schedule ideas***



- What career development experiences do you recommend for your students?
- What are must-haves for your students before they graduate?
- Which skills do you wish you had before you graduated high school?



Helpful Resources

OKedge.com College and Career Readiness website that provides helpful ways to create a college and career ready school.



Questions?



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Contacts



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