



# OKLAHOMA INDIVIDUAL CAREER ACADEMIC PLANNING SNAPSHOT

In the most recent Oklahoma Works report, **more than 70%** of new occupations projected a need for education and training beyond high school by 2019.

(2019 Oklahoma Works)

## IMPLEMENTING & SCALING INDIVIDUAL CAREER & ACADEMIC PLANNING (ICAP)

In the most recent Oklahoma Works report, **more than 70%** of new occupations projected a need for education and training beyond high school by 2019. Understanding and addressing barriers to postsecondary opportunities for all students is critical to the state's future. The need for students to plan for college or a career while still in school is clear.

This is why beginning in the 2019-20 school year, all incoming 9th grade Oklahoma public school students began a four-year Individual Career Academic Planning process. Individual Career Academic Planning (ICAP) refers to a process that helps students prepare for life after high school. During the ICAP process, students complete a variety of academic and career development activities. Insight gained from these activities will result in a personalized roadmap they can use when navigating college, career, or military plans after high school.

School districts across the state began implementing ICAP as early as 2017 with ICAP formally becoming law for all incoming ninth-grade students during the 2019-2020 academic year. Since inception, schools have experienced early success in academic preparation, career exploration, and building hope and resiliency.



“Students are more likely to come into college with a clear direction in exploring their major and career options.”

— Jessi Masterson  
Exploration Coach  
Center for Major &  
Career Exploration  
University of Oklahoma

## CONNECTING TO WORKFORCE



To ensure students have the tools to create their individual career paths, students are required to update electronic career portfolios complete with annual career assessments, goal setting tools, and other future planning resources. Students are also required to complete a work-based learning or service learning experience, creating seamless connections to workforce.



“ICAP has provided so many more opportunities for workforce to connect with schools, in the past few years we have noticed students participating in more internships and job shadow opportunities, and leaving more confident about their plans after high school. We are really excited to see what this first class of ICAP completers have to offer!”

— Karen Davidson, Deputy Director  
of Southern Workforce Board



I am so excited for the growth and longevity of ICAP in the state of Oklahoma. In our office, we have been able to utilize the Career Clusters and Pathways to connect with OU Majors. As students explore their careers, we can then help them match those with majors in a way that's familiar to them.

Little by little, I am seeing new students who are more self-aware and excited to learn, and I would say this has been impacted by ICAP. Students are more likely to come into college with a clear direction in exploring their major and career options. As I've been enrolling new students this summer, more students have been exposed to more options and experiences

that have either solidified their major decision or have given them clarity of what they don't want earlier on. This gives them time to explore their options.

Students cannot easily decide on 170+ OU majors when they've only been exposed to 10-20. ICAP is creating a space for them to understand their interests, connected them to careers and have affirming experiences with these careers, and makes them ready to make more confident decisions in college.

— Jessi Masterson  
Exploration Coach  
Center for Major & Career Exploration  
University of Oklahoma

# OKLAHOMA ICAP IMPACT BY THE NUMBERS

726K

Number of 6<sup>th</sup> - 12<sup>th</sup>  
grade students  
affected by ICAP since  
implementation

100%

Percentage  
of K-12 districts  
implementing ICAP

20,606

Number of 11<sup>th</sup> and 12<sup>th</sup>  
grade students that  
participated in full-  
time career technology  
programs in 2021



Creating a *pathway of hope* is key  
to ensuring students are able to  
thrive in classrooms.

# COLLEGE & CAREER READINESS

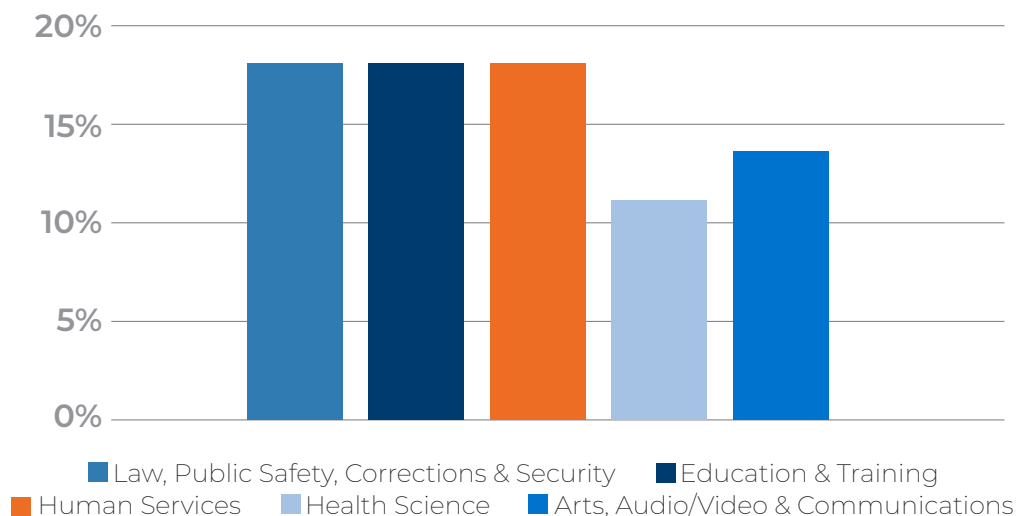


ICAP is not just another graduation checklist – it is student-driven and student-owned. Since ICAP has launched during the 2019-2020 school year, students have enrolled in over 10,000 courses related to Advanced Placement, career technology education, concurrent enrollment, and internship / pre-apprenticeships, a 12% increase from previous years. Concurrent enrollment increases alone are 8% from previous years.

## EXPANDING CAREER EXPLORATION

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### TOP 5 STUDENT CAREER INTERESTS



## BUILDING HOPE AND RESILIENCY

In the Fall of 2020, the Oklahoma State Department of Education and the Hope Research Center of the University of Oklahoma engaged in a partnership to investigate the effect to which ICAP participation is associated with student hope. **Creating a pathway of hope is key to ensuring students are able to thrive in classrooms.** Once viable pathways are formed, students are able to identify potential barriers and develop problem solving strategies to overcome the barriers or to select an alternative pathway. In a 2020-2021 ICAP survey, 83% of high school educators shared that they believed ICAP was increasing their students hope for the future. To learn more about ICAP's connection to hope and resiliency, view our evaluation using the QR code.



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