



Colorado Springs School District 11 ICAP

Individual Career and Academic Plan (ICAP) is a multi-year process that intentionally guides students and families in the exploration of career, academic, and postsecondary opportunities. With the support of adults, students develop the awareness, knowledge, attitudes, and skills to create their own meaningful and powerful pathways to be career and college ready.

ICAP gives students ownership of a process that helps them explore their unique talents and aspirations, participate in career and postsecondary options, and create pathways to financial success after high school. The Recommended and Required Activities make for the most meaningful experience. Completion of an ICAP is a Colorado Springs School District 11 graduation requirement.

Recommended Activities

- Complete other assessments in Naviance to learn more about yourself and what careers best fit your personality and strengths: Learning Styles Inventory, Multiple Intelligence (MI) Advantage, Do What You Are, and Strengths Explorer
- Attend Career Panels, Career Fairs, and Guided Activities on Career Exploration through writing, research, volunteering, and interviewing
- Keep track of your activities and achievements each year in Naviance Resume
- Register for the College Opportunity Fund (COF)
- Learn about savings, investments, grants, loans, scholarships and other ways to open up opportunities for further education

Required Activities

6th Grade



Explore careers using Naviance. Add at least two careers that interest you to your Favorites in Naviance.

7th Grade



Create a career goal. Write this as your 7th Grade Postsecondary Goal in Naviance.

8th Grade



Complete Career Cluster Finder. Learn about careers that fit you. Add careers that interest you to your Favorites in Naviance.



Revisit and update your career goal. Write this as your 8th grade Postsecondary Goal in Naviance.

9th Grade



Complete Career Interest Profiler. Learn about careers that fit you. Add careers that interest you to your Favorites in Naviance.



Revisit and update your career goal. Write this as your 9th grade Postsecondary Goal in Naviance.

10th Grade



Research more on careers. Add any additional careers you are thinking about to your Favorites in Naviance.



Revisit and update your career goal. Write this as your 10th grade Postsecondary Goal in Naviance.

11th Grade



Revisit and update your career goal. Write this as your 11th grade Postsecondary Goal in Naviance.



Complete Super Match College Search. Add colleges that interest you and that align with your career goals to your Favorites in Naviance.



Revisit your favorite careers. Add any additional careers you are thinking about to your Favorites in Naviance.



Add at least one college to Colleges I'm thinking about in Naviance.

12th Grade



Revisit and update your career goal. Write this as your 12th grade Postsecondary Goal in Naviance.



Write a resume. Use the activities you have tracked in Naviance to create a resume or upload your resume into Naviance if you used another program.



Revisit, update, and solidify your favorite careers. Find the best postsecondary option to get you on your career path.



Complete the Free Application for Federal Student Aid (FAFSA) to access federal, state, and institutional aid.



Apply to College. Transfer the colleges you are thinking about to colleges you are applying to in Naviance.

Are You Ready?

For **COLLEGE?** Have You ...

- sent in your enrollment deposit?
- sent in your housing deposit?
- signed up for orientation and/or registered for classes?
- accepted/signed your financial aid offer?

For **EMPLOYMENT?** Have You ...

- finalized your resume?
- practiced your interviewing skills?
- applied for jobs?

For the **MILITARY?** Have You ...

- developed a workout plan? Are you following it?
- met with a recruiter regularly?
- taken the ASVAB? gone to MEPS?

For **CAREER PREPARATION OR APPRENTICESHIP?** Have You ...

- finalized your resume? practiced interviewing?
- researched programs and applied? signed up?

Need help with your ICAP? Talk to your school counselor.