

Education Career Action Plan (ECAP)

Every student beginning in 9th grade must have an ECAP.

What is an Education Career Action Plan (ECAP)?

ECAP is an ongoing process that empowers students to create a meaningful and individualized plan toward a postsecondary pathway. With support and guidance from their families, school personnel and other advisors, students undergo a process of self- exploration, career exploration, and career planning & management.

The ECAP process results in a student portfolio. Students outline their secondary and postsecondary plans aligned to their career aspirations. They will also collect artifacts and documents that reflect the activities completed and the skills and knowledge developed throughout their ECAP process.

An ECAP process portfolio has four attributes which should be documented, reviewed and updated, at minimum, annually:

Academic	Career	Postsecondary	Extracurricular
<ul style="list-style-type: none">• Plan coursework• Document postsecondary goals• Record academic achievement/ awards	<ul style="list-style-type: none">• Explore career opportunities• Define a career goal• Explore needed educational requirements to achieve career goal	<ul style="list-style-type: none">• Explore admission requirements• Complete necessary applications• Explore financial planning	<ul style="list-style-type: none">• Document participation in clubs, organizations, athletics, fine arts, community service, recreational activities, work-related activities, leadership opportunities, and other activities

[Board Rule R7-302.05](#)

ECAP personalizes the education experience, empowering students to align coursework and extracurricular activities with a career pathway that reflects individual interests, skills, and values.

ECAP develops the awareness, knowledge, and skills necessary for students to make informed decisions for maximized lifetime employability in living-wage careers.

ECAP is a tool that connects students to the multiple resources and initiatives in Arizona that provide support and guidance for career and college readiness.

The ECAP process takes collaboration. Students complete the ECAP process with the guidance of their families, supportive adults at their school, and members of the larger community.

An ECAP does not replace an IEP or a CTE-POS. ECAP complements other individual plans such as an Individual Education Program (IEP) in Special Education or a Programs of Study (POS) in Career Technical Education. The ECAP process is a whole-school effort that includes all students and all school staff.



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