




Scaling Apprenticeships

Innovating to Deliver on Investments

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Innovation Lab



Problem Statement

How can we **scale** high-quality pre-apprenticeship and apprenticeship pathways over the **next 6–12 months** using **existing resources, without compromising outcomes** for learners and employers?

Identified Challenges

- Employer engagement, buy-in & capacity
- Fragmented systems & weak coordination
- Limited awareness & understanding
- Funding instability & inconsistent models
- Administrative & regulatory complexity
- Transportation, childcare & other wraparound support gaps
- Lack of intermediary infrastructure/organizations to support scale
- School scheduling, credit & flexibility constraints
- Limited staffing

What Challenge should we tackle?



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- Employer engagement, buy-in & capacity
- Fragmented systems & weak coordination
- Limited awareness & understanding
- Lack of wraparound supports (e.g. transportation)
- Lack of infrastructure to support scale
- School scheduling & flexibility constraints

Stretch Solutions

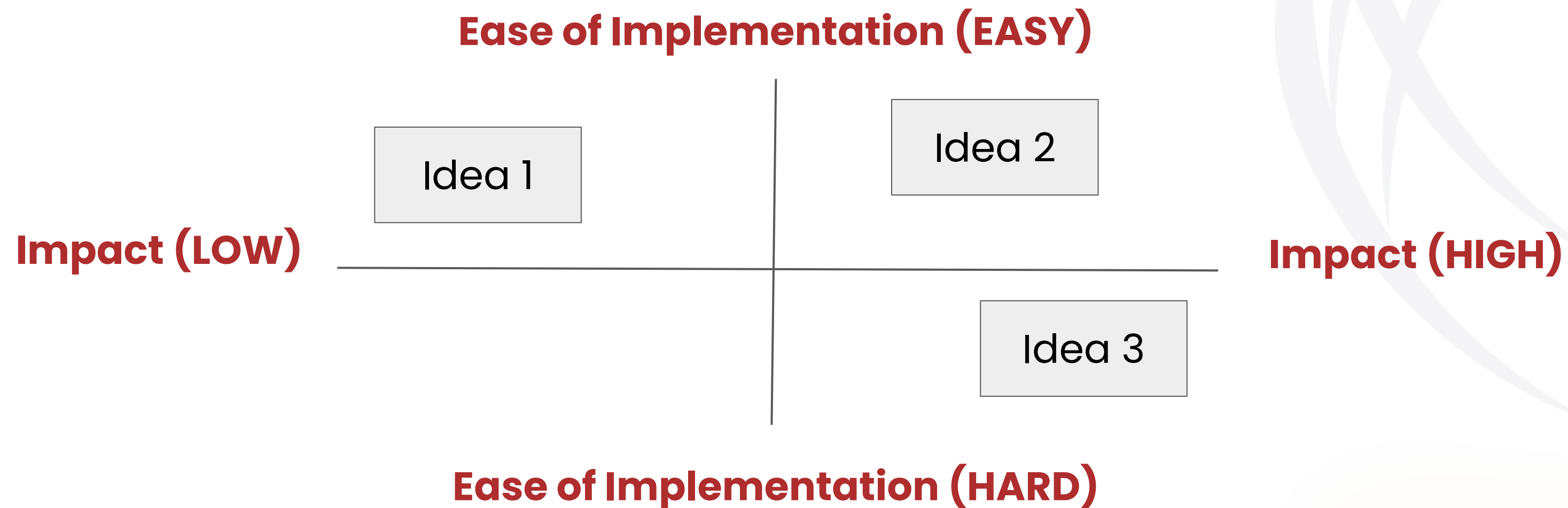
Goal: Generate a range of bold, practical ideas to address the selected challenge

Activity: Crazy 8's (8 ideas in 8 minutes)

Prioritization

Goal: Identify the most promising ones to move forward

Activity: Impact vs Ease of Implementation Ranking



Ideas from Our Innovation Lab

Challenge: Limited Awareness & Understanding

IDEA 1

Launch a “road show” to workforce development boards to promote the benefits of apprenticeship programs.

IDEA 2

Develop stakeholder and relationship maps to ensure apprenticeships are co-designed to include employers, participants, schools, and workforce systems.

IDEA 3

Reinvest in a regional community of action to share information and leading practices and provide opportunities for collaboration.

IDEA 4

Create scripts and guides for building lasting relationships across stakeholder perspectives.

IDEA 5

Design learning maps for students that align skills to career pathways.

Action Planning

Goal: Turn ideas into real, testable solutions with a clear starting point.

Activity: Action Plan Development



Action Plan Development

- What impact would this have if implemented?
- What would be different from today?
- Who needs to be involved and in what role?
- What assumptions are being made?
- What existing resources/assets can be leveraged to support this?
- How will we measure success?
- What steps could happen in next 30, 60, 90 days? Who needs to take it?
- What steps need to happen to fully implement? Who needs to take it?
- What are the risks and how can these be mitigated?

Action Plan Documentation



Scaling Early-Career Pathways

Actionable Solutions

TEAM NAME _____

SOLUTION DESCRIPTION
2-3 sentences

ANTICIPATED IMPACT
What impact would this have if implemented?
What would be different from today?

STAKEHOLDERS
Who needs to be involved and in what role (e.g. champion, collaborator, funder, trainee/student)?

Stakeholder Type <small>(e.g. champion, collaborator, funder, trainee/student)</small>	What's Their Role?	What's In It For Them?	Who Do We Know? <small>(including ourselves & network)</small>

ASSUMPTIONS
What assumptions are being made?

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RESOURCES
What existing resources or assets can be leveraged to support this?

People	Physical	Funding

SUCCESS MEASURES
How will we measure success?

Metric	How Will This Be Measured?	"Stop Project If..."

FIRST STEPS/ACTIONS
What steps could happen in the next 90 days?
Who needs to take it? Are there others we could take in that time too?
Who in this group (or your networks) could help move this forward?

Action	By Whom	When

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Thank You

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