

# Life Sciences Apprenticeship Program

## We Inspire and Build the Future Life Sciences Workforce

MassBioEd is dedicated to developing the region's life sciences workforce with a focus on expansion, opportunity and diversity. Since 2001 we have evolved into a unique link that connects students, educators, and industry professionals in programs that engage and excite teachers, inspire students, and illuminate pathways to careers and leadership in the industry.

### APPRENTICESHIPS

#### Meeting the Challenge

to align education and training with real world needs of employers.

#### Creating Opportunities

to bridge the skills gap for those new to the workforce, transitioning from other industries or needing upskilling.

### The Problem

- The supply of qualified people to fuel the Massachusetts life sciences industry is not keeping up with the growing demand for talent.
- The industry has an oft-stated goal of increasing diversity in the life sciences workforce. Unfortunately, this goal remains elusive using traditional recruitment methods.
- Individuals who have the ability to succeed in the life sciences lack a pathway to entry because they do not fit the profile of traditional candidates, lack a four-year higher education degree, or are unaware of career opportunities.

### The Solution

MassBioEd has created three Apprenticeship programs, one for Biomanufacturing Technicians (BMTs), one for Laboratory Support Specialists (LSSs) and one for Clinical Trial Associates (CTAs). These apprenticeships provide accelerated training for individuals to gain foundational knowledge and acquire industry-recognized skills. Companies that participate in the apprenticeship programs gain access to a pool of work-ready candidates with skills perfectly matched to employer needs. Individual apprentices will have opportunities for new careers at sustainable wages.

### How It Works

- MassBioEd works with employers to determine applicant qualifications.
- MassBioEd recruits and assesses prospective apprentices: employer partners interview candidates and select participants they will bring on for on-the-job training.
- Selected candidates begin the program with a classroom based, industry-specific curriculum enhanced by soft skills training and a general biotech industry overview.
- Apprentices transition into on-the-job training at partner companies at apprenticeship wages.
- When training is complete, apprentices move into full time, permanent employment.

A photograph of a person wearing a white lab coat, looking at a computer monitor. The image is overlaid with a semi-transparent blue box containing text.

MassBioEd apprenticeships have been designed in close partnership with leading life science employers, universities, and professional associations to be scalable across the industry and across the United States. Two new apprenticeships will offer an accelerated training program for individuals to gain foundational knowledge, industry recognized skills and work experience.

**Learn More at [MassBioEd.org](https://www.massbioed.org)**

Federal Funding Information: <https://www.massbioed.org/apprenticeship-program/>

# THE PROGRAMS

## **Bio**manufacturing **Technicians (BMTs)**

BMTs help deliver life changing biological products and therapies to patients.

Highly skilled technicians prepare materials necessary for cellular growth and production, purify therapeutic products, and monitor operations and document workflows.

Beyond basic foundational scientific knowledge, BMTs must exercise strong analytical and collaboration skills.

Biomanufacturing is dependent on multiple functional areas working together, offering BMTs an introduction to an array of subsequent career paths.

### **9 Week Classroom Training**

- Fundamentals of biology, chemistry, and math
- An overview of the science and business of drug development
- Laboratory and OSHA training
- Training in communication, team management, and conflict resolution
- Training and practice in business computer skills

#### **On-the-Job Training**

- 12 months at a company as an employee at apprenticeship wages that increase stepwise over the training period
- Skills training in company specific laboratory support

**Opportunities for Professional and Peer Mentoring  
Job Transition Support and Coaching**

## **Clinical Trial Associates (CTAs)**

CTAs serve an essential function assisting with clinical trials of novel drugs, devices, and therapies.

Skilled CTAs understand basic biology and medical terminology and demonstrate fine attention to details, an ability to collaborate, and excellent communication and organizational skills.

CTAs are the first occupational step in clinical research. Here, they gain experience and grow their career in the many facets of the drug testing and approval process.

## **15 Week Classroom Training**

- Fundamentals of biology, chemistry and math
- An overview of the science and business of drug development
- Training in communication, team management, and conflict resolution
- Introduction to GMP, supply chain logistics, compliance, and documentation
- Hands on laboratory training and practice

#### **On-the-Job Training**

- 12 months at a company as an employee at apprenticeship wages that increase stepwise over the training period
- Skills training in company specific product line and technical requirements

**Opportunities for Professional and Peer Mentoring**

**Job Transition Support and Coaching**

## **Lab Support Specialists (LSSs)**

LSSs coordinate various tasks in lab operations. They are often responsible for the proper storage, cleaning and disposal of both lab supplies and chemical solutions.

LSSs must demonstrate strong organizational skills to monitor lab inventory, equipment, and procedures. They need to communicate regularly with other lab personnel, as well as vendors to order supplies and schedule equipment maintenance.

LSSs are exposed to career opportunities in a biotech lab and can grow into a Lab Supervisor or Facilities Manager position.

### **3 Month Classroom Training**

- Training in clinical research, compliance, and regulations
- An overview of the science and business of drug development
- Soft skills training in communication, team management, and conflict resolution
- Entry-Level Knowledge Assessments

#### **On-the-Job Training**

- 12 months at a company as an employee at apprenticeship wages that increase stepwise over the training period
- Skill training in company specific clinical trials

**Professional and Peer Mentoring**

**Job Transition Support and Coaching**

# PROGRAM BENEFITS

## For Employers

- Larger pool of new applicants for difficult-to-fill positions
- Trained workers with a consistent set of essential skills, reducing training time
- Streamlined onboarding process
- A more diverse applicant pool
- New employees committed to long-term work in this field, thereby reducing staff turnover

## Make a Difference

## Inspire and Build the Life Sciences Workforce

The cost to train one apprentice = \$15,000

## Sponsorship Supports

- Creating a pool of diverse and well-trained workers
- Closing the skill gap and hiring shortages
- Creating opportunities for people to launch life sciences careers
- Reducing recruitment and hiring costs

*All donations support training of apprenticeships*

### Leadership | \$100,000

- Press release announcing sponsorship
- Acknowledgment and key placement on the MassBioEd webpage as a Leadership Sponsor
- Prominent acknowledgment in the MassBioEd Annual Report
- Announcement of funding on social media and reoccurring social media posts
- Featured guest blog on MassBioEd website
- Recognition as Leadership Sponsor in marketing collateral
- Year-End acknowledgment signage for display at your organization

Company name/logo will be included in all announcements, press releases and social media coverage of the Apprenticeship Program distributed to prospective apprentices, employers, public and private funders and public officials.

*All acknowledgments will have you prominently featured in the \$100,000+ category.*

### Builder | \$50,000

- Acknowledgment and key placement on the MassBioEd webpage as a Builder Sponsor
- Prominent acknowledgment in the MassBioEd Annual Report
- Announcement of funding on social media and reoccurring social media posts
- Recognition as Builder Sponsor in marketing collateral
- Year-End acknowledgment signage for display at your organization

### Innovator | \$25,000

- Acknowledgment and placement on the MassBioEd webpage as an Innovator Sponsor
- Acknowledgment in the MassBioEd Annual Report
- Announcement of funding on social media
- Additional social media posts
- Recognition as Innovator Sponsor in marketing collateral

### Supporter | \$15,000

- Acknowledgment and placement on the MassBioEd webpage as a Sponsor
- Acknowledgment in the MassBioEd Annual Report
- Announcement of funding on social media
- Recognition as Supporter in marketing collateral

To learn more, visit:

[massbioed.org/contribute](https://massbioed.org/contribute)

