

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 the real world needs of employers.

Creating Opportunities

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

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 off-stated goal of increasing diversity in the life sciences workforce. Unfortunately, this goal remains elusive using traditional recruitment methods.
- Individuals who are able to succeed in the life sciences may 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 two apprenticeship programs, one for Biomanufacturing Technicians (BMTs) 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.

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

For Participants

- Pathway to enter the life sciences field
- Free, high-quality classroom and on-the-job training
- Wages received while training
- Career with sustainable wages, meaningful work, and ladders for career progression
- Excellent job prospects upon conclusion of training

THE PROGRAM

BioManufacturing 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.

4-6 Month 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

Professional and Peer Mentoring

Job Transition Support and Coaching

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

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.

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