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.

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.

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.
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 into the many facets of drug testing and approval.

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

**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 concluding training

Learn More at MassBioEd.org
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

Your support is critical. Become a partner today!

| Leadership | $100,000 | Innovator | $25,000 |
| Builder    | $ 50,000 | Supporter | $15,000 |

Friend ___$ your choice of gift

All donations support training of apprenticeships.

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 experiences.
SPONSORSHIP BENEFITS

Leadership  |  $100,000
In recognition of your support, your company will receive:
• 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
• Opportunity for featured guest blog on MassBioEd website
• Recognition as Leadership Sponsor in marketing collateral
• Year-End acknowledgment signage for display at your organization

In addition to the recognition as a Leadership Sponsor, your 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
In recognition of your support, your company will receive:
• 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
In recognition of your support, your company will receive:
• 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
In recognition of your early support, your company will receive:
• 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