

## 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 three apprenticeship programs, one for Biomanufacturing Technicians (BMTs), one for Clinical Trial Associates (CTAs) and one for Laboratory Support Specialists (LSSs). 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.

### 15 Weeks of 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**

### 9 Weeks of 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**

## Laboratory 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.