



The Biomanufacturing Technician Apprenticeship Program A Novel Solution to Biomanufacturing Workforce Development

MassBioEd is dedicated to growing the region's life sciences workforce with a focus on expansion, opportunity, and diversity. This Program creates a new pipeline of trained and vetted individuals for local companies while bringing a unique opportunity for work-ready adults to access free, accelerated education and training.

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

Benefits 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 opportunity for career growth
- Excellent job prospects upon concluding training

2021 was our inaugural year. We partnered with Northeastern University to educate and train biomanufacturing technicians who now work at four local biopharma companies.

Employer Partners:

- Alnylam, Norton, MA
- ArrantaBio, Watertown, MA
- Bristol Myers Squibb, Devens, MA
- Pfizer, Andover, MA

Email apprenticeship@massbioed.org to learn more.

2021 Results

- 19 BMT Apprentices accepted
- 100% training completion
- 97% transitioned to full time employment as apprentices

Cohort Demographics

- 68% of Apprentices are People of Color
- 52% are Women
- Age range: 19-53
- Average age: 28
- Average starting wage during Apprenticeship Year = \$21.88/hour
- Average increase in wages at start of on-the-job-training = 38%
- 32% were unemployed
- 84% did not have a Bachelor's Degree



"In all my years of teaching this group includes some of the brightest and most motivated students I've ever had the pleasure of working with."

- *Northeastern Professor*



"MassBioEd has de-risked our recruitment and onboarding procedures. We know what we are getting, and greatly appreciate being able to work with such a trusted partner."

- *Biomanufacturing Industry Veteran*

Leadership Sponsors



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