The Massachusetts Apprentice Network recognizes there is not a one-size-fits-all model for executing an effective apprenticeship at all companies; that said, there are common elements of apprenticeship shared by participating employers of the network.

An apprenticeship is a job and apprentices are full-time employees of the hiring company, earning wages with access to benefits.

An apprenticeship provides an individual with a pathway to build a career with full-time employment upon completion of the apprenticeship plus step increases in pay.

An apprenticeship is an earn and learn model that combines both structured learning with on-the-job training—many are entry level with career growth or may also support upskilling for more advanced roles within an organization.

An apprenticeship includes industry recognized credentials and certificates, when relevant for the occupation, incorporated in the technical and on-the-job training, providing portability and recognition by the occupation/industry.

**HOW TO GET STARTED**

**PLAN & LEARN**
Identify entry level roles that require training and have growth potential. Examples might include IT, healthcare, business analysis, HR, Project Management.

**ENGAGE WITH THE NETWORK**
Access employers, talent sources and training providers.

**SCALE & GROW**
Get support as you grow—best practices, FAQs, contacts, information about tax credits and funding opportunities.
**APPRENTICE NETWORK**

**KEY PLAYERS**

- **Local Business and Civic Organizations**
  - The ecosystem enabler between Employers, Talent Sources and Nonprofit Organizations

- **Talent Sources**
  - Direct potential apprentice candidates to opportunities based on qualifications and interests

- **Employers**
  - Provide apprenticeship opportunities for career seekers & share program lessons with other employers and stakeholders

- **Intermediary Organizations**
  - Share resources and experiences across employers, apprentices, and other stakeholders

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**CURRENT PARTICIPATING PARTNERS**

**EMPLOYERS**

- Accenture
- Beth Israel Lahey Health
- Boston Children’s Hospital
- Cengage Group
- CGI
- Edenred
- Global
- Liberty Mutual
- Meet Boston
- RMR Group
- Snapchef
- South Shore Health
- Wayfair
- W
- The Y

*VIEW OUR FULL LIST OF PARTICIPATING PARTNERS*

*CONNECT WITH THE NETWORK* apprentice@bostonchamber.com bostonchamber.com/ma-apprentice-network