



The Massachusetts Apprenticeship 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

1

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

2

Access employers, talent sources and training providers

SCALE & GROW

3

Get support as you grow—best practices, FAQs, contacts, information about tax credits and funding opportunities.

APPRENTICE NETWORK KEY PLAYERS



CURRENT PARTICIPATING PARTNERS

EMPLOYERS

 **accenture**

Beth Israel Lahey Health



Where the world comes for answers

**CENGAGE
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CONNECT WITH THE NETWORK



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