

FAQs



APPRENTICESHIP SEEKERS



CAL
BIOTECH
CAREERS

WHAT IS A REGISTERED APPRENTICESHIP?

A registered apprenticeship is NOT an internship. A registered apprenticeship program is a structured earn while you learn training model, which combines full-time paid employment with part-time related instruction.

WHAT APPRENTICESHIPS ARE CURRENTLY AVAILABLE IN THE LIFE SCIENCES INDUSTRY IN CALIFORNIA?

Nine (9) apprenticeships are registered with the California Division of Apprenticeship Standards – see the table below:

WHAT ARE THE BENEFITS OF ENROLLING IN A LIFE SCIENCES APPRENTICESHIP?

With a registered apprenticeship you receive:

- **A PAYCHECK:** From day one, you will earn a paycheck guaranteed to increase over time as you learn new skills alongside a mentor/expert in the field.
- **HANDS-ON TRAINING:** As an apprentice, you will receive on-the-job training in a life sciences industry such as: food manufacturers and processors, pharmaceuticals, biotechnology companies, medical device manufacturers, nutraceuticals and cosmeceuticals.
- **A MENTORSHIP:** You'll receive a mentor who will guide you through tasks, check on your progress, and answer all your questions.
- **A CAREER:** Once you complete your apprenticeship, you will be on your way to a successful long-term career with a competitive salary, and no additional educational debt.
- **NATIONAL INDUSTRY CERTIFICATIONS:** When you graduate from the apprenticeship program, you will hold one to two certifications that are in demand by employers and widely-recognized for boosting their holders' annual salaries. In addition, you will receive a Trade Certificate that is recognized nationwide.

NOTE: Eligible veterans may receive VA educational benefits while participating in a life sciences apprenticeship program.

HOW LONG DOES IT TAKE TO COMPLETE A LIFE SCIENCES APPRENTICESHIP PROGRAM?

Most individuals will take 6 months to 2 years depending on their experience, education, background and the certifications they are seeking. Each apprentice may complete up to 4000 hours of paid on-the-job training and up to 300 hours of related supplemental instruction (online and classroom-based).

WHAT ARE THE COSTS ASSOCIATED WITH APPRENTICESHIP THAT I WILL BE RESPONSIBLE FOR?

There is currently no charge to apply or enroll in a life sciences apprenticeship program in California. Training and mentorship are currently covered by grant funds. The company that hosts the apprentice contributes to base pay so that an apprentice earns the entire time they are learning.

WHAT WAGES CAN I EXPECT DURING MY LIFE SCIENCES APPRENTICESHIP?

Each apprentice will begin earning approx. 50% of an experienced worker's wage, which will increase incrementally as the apprentice becomes more experienced. Apprentices are paid (as W2 employees) and are eligible for benefits that include health insurance, paid sick leave, 401K and dental during the entire program.

WHAT WAGES CAN I EXPECT ONCE I HAVE COMPLETED A LIFE SCIENCES APPRENTICESHIP?

Once experienced worker status is achieved pay scales range between \$30 and \$40 per hour.

WHAT TYPES OF COMPANIES HAVE LIFE SCIENCE APPRENTICESHIP PROGRAMS?

Companies that manufacture & process food or medical devices and those that create pharmaceutical, biotechnology, nutraceuticals, or cosmeceuticals would like to host apprentices.

HOW DO I KNOW IF I AM ELIGIBLE FOR A LIFE SCIENCES APPRENTICESHIP?

Apprentices must either be a military veteran or have a minimum of an Associate's degree from a Science, Technology, Engineering or Math (STEM) program. Bachelor's, Master's, or PhD degrees will reduce the apprentice's required time to complete the program. Those individuals who are currently not eligible, should inquire, and will be counseled as to pre-apprenticeship opportunities available to better prepare for entry into a life sciences apprenticeship.

WHAT STEPS DO I TAKE IF I AM INTERESTED IN ONE OF THE LIFE SCIENCE APPRENTICESHIPS?

To apply for a life sciences apprenticeship in California contact [Lewie Casey, CQIA, Apprentice Program Logistics Coordinator, Rx Research Services Foundation](#) at [818-552-4173](tel:818-552-4173) or lcasey@meirxrs.com

WHAT DO GRADUATES OF THE PROGRAM HAVE TO SAY?

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I feel the apprenticeship program has given me a great opportunity to transfer my Navy aviation quality control experience into the food industry so I can start a completely new career.

EDDIE NEEDHAM

– Apprenticeship Graduate

The experience I've gained and the valuable trainings and certifications provided have allowed me to progress and contribute to the company I'm working for.

”

TIFFANY HASHIMOTO

– Apprenticeship Graduate

“

I'm very grateful to the apprenticeship program and the mentor for guiding me this past year. They truly value us and make all possible efforts to provide the tools necessary to make us succeed and grow as individuals and professionals.

KARINA RODRIGUEZ

– Apprenticeship Graduate



TRAINING TOPICS/OUTCOMES

	Microbiology Quality Control Technician	Chemistry Quality Control Technician	Clinical Research Coordinator	Clinical Data Coordinator	Clinical Trial Associate	Drug Safety Associate	Regulatory Affairs Specialist	Regulatory Compliance Associate	Quality Assurance Associate	Quality Assurance Auditor
Microbiological testing finished products	•									
Laboratory test methods & microbiology data analysis	•									
Calibrate/maintain testing equipment/inventory control	•									
Aseptic techniques & good laboratory practices (GLP)	•									
Quality assurance concepts/techniques	•									
Quality improvement tools	•	•					•			
Industry regulatory guidances & good documentation practices	•	•	•	•	•	•	•	•	•	•
Product testing & inspection		•								
Environmental monitoring & good laboratory practices (GLP)		•								
Validate data with written reports		•								
Apply good manufacturing practices		•					•			
Continuous improvement techniques		•					•			
Clinical trial team support & operational/logistical assistance			•	•	•					
Collect essential clinical trial data applying good clinical practices (GCP)			•							
Data entry, maintenance, queries/resolutions, verification			•							
Electronic data capture			•							
Clinical trial data oversight & support			•							
Laboratory & medical terminology			•	•	•					
Collect, maintain, & file clinical trial documentation				•	•					
Clinical trial oversight & support				•	•					
Trial master file oversight & support				•	•					
Drug safety management support							•			
Medical monitoring support							•			
SOP & regulatory compliance							•			
Triage incoming reports (complete, legible, valid)							•			
Safety & adverse event reporting							•			
Investigator, sponsor, monitor roles/responsibilities							•			
Inspect vendor products (stds/specs compliance)								•		
Inspect vendor facilities (stds/specs compliance)								•		
Submit audit reports (compliance, correctives)								•		
Coordinate & document internal regulatory processes									•	
Assist in compile/prepare submission docs									•	
Regulatory pathways/operations									•	•
Regulatory submissions/review process									•	
Manage/integrate quality management program										•
Manage/integrate quality improvement program										•
Guidance/tech support for quality programs										•
Strategic planning for recalls										•
Industry-recognized 3rd party certification*										
CQIA	•	•	•	•	•	•	•	•	•	•
RAC	•									
OSHA 30	•	•					•	•	•	
OSHA HAZWOPER40	•	•					•	•	•	
CRCC				•	•					
CCDM			•							
CQA							•			

*Food Industry - specific options include CHA and PCQI certifications