

## DISCOVER THE BMET APPRENTICESHIP

Because of the shortage of qualified healthcare technology management (HTM) professionals in the hiring pool, some hospitals and other employers are training their own biomedical equipment technicians (BMETs) from the ground up with no formalized way to ensure these BMETs are trained consistently or to a minimum standard. This apprenticeship program will bring structure to that process and contribute to a solution for bridging the current skill gap in the field for entry-level employees. The hope is that the availability of a formalized BMET apprenticeship that offers formalized training in a real work environment will attract new professionals to the field.

### WHAT IS APPRENTICESHIP?

Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a nationally recognized, portable credential. Employers can choose to register their programs with the U.S. Department of Labor to show prospective job seekers that their apprenticeship program meets national quality standards.

### Five key components differentiate apprenticeships from other types of workplace training programs:



#### PAID JOB

Apprenticeships are jobs! BMET Apprentices will earn a competitive wage from their employers during training.



#### FORMAL LEARNING

BMET Apprentices are provided formal instruction on the critical aspects of their careers such as medical terminology, anatomy and physiology, information technology/ cybersecurity, and electronics.



#### WORK-BASED LEARNING

The BMET Apprenticeship program provides structured on-the-job learning to prepare for a successful career.



#### CREDENTIALS

BMET Apprentices will earn three industry-recognized credentials:

- Certified associate in biomedical technology (CABT)
- IT Fundamentals
- Certified biomedical equipment technician (CBET) – candidate status



#### MENTORSHIP

BMET Apprentices receive on-the-job instruction from an experienced HTM mentor.

## The BMET Apprenticeship is a two-year hybrid program that combines education and 4,000–6,000 hours of paid, on-the-job, competency-based learning.

The BMET Apprenticeship, work-based learning curriculum trains perspective BMETs in eight main competency areas:

- Hospital Orientation and Healthcare Safety
- Anatomy and Physiology
- Mathematics
- Electronics
- Biomedical Equipment Technology
- Information Technology
- Communication Skills
- Professional Skills

# 94%

of apprentices who complete an apprenticeship program retain employment, with an average annual salary of \$60,000

### WHY APPRENTICESHIP?

Apprenticeship programs benefit business leaders and career seekers alike:

#### BUSINESS LEADERS:

- Gain opportunities to access state and/or federally funded grants for training
- Vet workers and instill your company's culture
- Recruit and develop a diverse and highly skilled workforce
- Improve productivity, profitability, and your bottom line
- Reduce turnover, improve loyalty, and retain top talent

#### CAREER SEEKERS:

- Earn as you learn with a guaranteed wage increase as you develop new skills
- Receive industry-recognized and nationally portable credentials and academic credit toward a college degree
- Gain workplace-relevant skills and mentorship in the HTM field

### GET STARTED

Interested in setting up an apprenticeship program?

#### EMPLOYERS:

AAMI can answer all your questions about the BMET Apprenticeship Program. To get started, employers must:

- Create a position through their organization's HR department.
- Set starting salary and raise schedule for the apprentice. Apprentices MUST receive at least ONE raise during the apprenticeship. Upon successful completion of the apprenticeship, employee must, minimally, earn the salary of a BMET1.
- Set hiring requirements that meet the organization's policies (e.g., drug testing, valid driver's license.) These may or may not be more stringent than those defined for the BMET Apprenticeship Program.
- Set education reimbursement requirements and budget up front. Employers MUST pay for ALL education listed in the BMET apprenticeship curriculum. However, employers can follow their organization's reimbursement policy (e.g., reimburse after successfully passing a course or certification).
- Identify a mentor who will oversee the apprentice's training and development. The mentor is also responsible for verifying when training and competency requirements are completed and submitting proof to the U.S. Department of Labor via an online portal.

## DISCOVER BMET APPRENTICESHIP TODAY!

Contact AAMI at [HTM@aami.org](mailto:HTM@aami.org) for more information about specific opportunities.