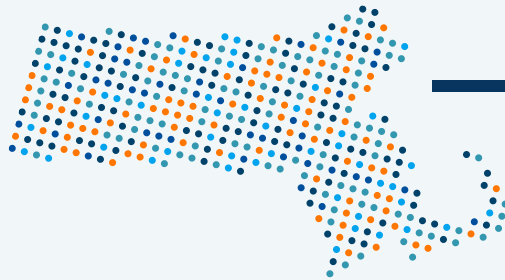


The Massachusetts Advantage: Navigating the Opportunities in the Age of Disruption



October 29, 2025 | 9:00 AM – 2:00 PM

Reservoir Place, 1601 Trapelo Road, Waltham, MA 02451

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Welcome & Purpose

On behalf of MassHire Boston Workforce Board/Boston Private Industry Council, MassHire Central Region Workforce Board, and TechHire Boston, we welcome you to ***The Massachusetts Advantage: Navigating the Opportunities in the Age of Disruption***, generously sponsored by SIM Boston.

Today you'll work with technology leaders, educators, policymakers, and employers to examine how disruptions are reshaping entry-level tech jobs and early-career pipelines. We encourage you to share insights, explore opportunities, and co-design strategies that ensure Massachusetts remains a leader in developing inclusive, future-ready talent while turning disruption into advantage for students, workers, employers, and the regional economy.

Event Objectives

- **Identify and explore** concrete ways to maintain Massachusetts' leadership in developing and advancing tech talent.
- **Project realistic pathways** through the current disruptions to entry-level roles and early-career pipelines.
- **Understand** how AI, automation, and evolving market dynamics are transforming early-career opportunities in technology.
- **Discover** how employers, educators, and policymakers are adapting training, hiring, and advancement models to meet the moment.
- **Network and collaborate** with peers committed to building equitable and responsive early-career pathways.

Why This Convening Matters Now

Entry-level tech jobs are going through major changes as new technologies and shifting market needs redefine the workplace. While AI and automation play significant roles in this shift, there's a bigger picture at play. We're also seeing changes in business models, the skills that are in demand, and what employers and job seekers expect from each other. This is a great time to take a closer look at how early-career roles in tech are being influenced and what we need to do to equip the next generation. With Massachusetts' vibrant innovation scene and spirit of collaboration, it's the perfect place to explore these important questions. This gathering brings together leaders to share ideas, identify common goals, and map out a path toward a more adaptable and inclusive tech workforce.



Agenda

9:00 - 9:30 AM: Check-In, Networking & Coffee

9:30 – 9:45 AM: Welcome & Agenda Overview

9:45 – 10:10 AM: Keynote Speaker: Brian Gonzalez, AI and the Future of Workforce

- Presented by JFF Center for Artificial Intelligence & the Future of Work
- A short Q&A will follow remarks

10:15 - 10:45 AM: Breakout Discussion

- Participants will remain at assigned tables

11:00 - 11:45 AM: Employer Panel

- Featuring speakers:
 - Brian Carey, Senior Vice President, Seaglass Technology Partners
 - Laura Reiman, Principal Manager of the Energy Infrastructure Academy, National Grid
 - David Vidoni, Chief Information Officer, Pegasystems
 - James Whalen, Senior Vice President, Chief Technology Officer, BXP
- A short Q&A will follow the panel

11:45 AM - 12:45 PM: Lunch & Networking

1:00 - 1:35 PM: Breakout Discussion Remix & Live Reporting

- Participants will share takeaways and needs

1:35 - 2:00 PM: Wrap-Up & Next Steps

Speaker Backgrounds

Brian Gonzalez

Executive in Residence | Center for Artificial Intelligence & the Future of Work, JFF

Brian Gonzalez leads strategic initiatives and partnerships at JFF to advance human-centered, AI-driven workforce transformation. Formerly Executive Director of Government Partnerships and Initiatives at Intel, he launched the Intel Digital Readiness program, which reached more than 10 million people across 30 countries. A recognized thought leader in AI and workforce innovation, Mr. Gonzalez was named a HITEC 100 honoree for his contributions to digital inclusion and equitable AI adoption.

Brian Carey

Senior Vice President | Seaglass Technology Partners

Brian has 15+ years leading national teams within the IT staffing and consulting industry across sales, recruiting, and operations. Before joining Seaglass in 2024 Brian spent more than eight years at Planet Technology, formerly WinterWyman.

Laura Reiman

Principal Manager of the Energy Infrastructure Academy | National Grid

Laura Reiman has over 14 years of experience leading workforce development strategies that expand access to wealth-building career pathways and economic mobility in Massachusetts. As Principal Manager of the Energy Infrastructure Academy at National Grid, she oversees a pre-apprenticeship program for work-ready adults and drives strategic workforce planning and talent development. Laura brings deep expertise in equity and access for underrepresented populations, program design, and cross-sector partnerships, and holds a master's degree in public administration.

David Vidoni

Chief Information Officer | Pegasystems

David Vidoni is the Chief Information Officer at Pegasystems responsible for Global Technology teams overseeing enterprise business systems, infrastructure, AI, and data operations and strategy for the company. Pegasystems provides an AI-powered platform for workflow automation and customer relationship management to streamline operations for enterprises. He is active in the Boston Tech community as an Executive Board Member for the Society of Information Management (SIM) – Boston Chapter and is on the Governing Board of Gartner C-Level Communities.

James Whalen

Senior Vice President, Chief Technology Officer | BXP

James Whalen serves as Senior Vice President, Chief Technology Officer for BXP where he is responsible for the direction and implementation of technology services and solutions. Prior to joining the Company in March 1998, he served as Vice President, Information Systems of Beacon Properties. He is a graduate of the University of Notre Dame and a recipient of the New York City Urban Fellowship. Mr. Whalen is a current trustee and past President of the Boston Chapter of the Society for Information Management (SIM) and serves on the Real Estate Cyber Consortium, Realcomm Advisory Council, TechHire Boston and Boston Private Industry Council.



Host & Sponsor Snapshots

Boston Private Industry Council / MassHire Boston Workforce Board

The Boston Private Industry Council is the city's workforce development board - appointed by Mayor Michelle Wu - and serves as its school-to-career intermediary organization." The PIC is one of the Commonwealth's 16 MassHire Workforce Boards. For more than 46 years, the PIC has worked at the intersection of business and community interests to connect Boston residents to promising career pathways, while creating a diverse talent pipeline for local employers.



MassHire Central Region Workforce Board

The MassHire Central Region Workforce Board (MCRWB) is a public-private partnership that serves diverse employers and job seekers by developing, coordinating, and providing job readiness and career development tools, trainings, programs, activities, and events. With its partners, MCRWB identifies and leverages community resources to promote economic robustness throughout Central Massachusetts.



TechHire Boston

TechHire Boston is a regional initiative advancing a more diverse and inclusive technology workforce. Launched in 2016 by the Boston PIC and SkillWorks, it connects employers with education and training partners to strengthen the IT talent pipeline. TechHire fosters collaboration, shares best practices, and highlights effective employer-training partnerships.



Event Sponsor: SIM Boston

SIM Boston is the largest and longest-standing chapter of the Society for Information Management in Eastern New England. As a volunteer-led nonprofit of technology leaders, it offers a forum for exchanging insights, mentoring, networking, and contributing expertise back to the community. Its vision: to be the go-to organization serving current and future tech leadership.



Framing Conversation

Impact of AI & Automation on Entry-Level Jobs

According to a World Economic Forum report, AI could create more than 97 million new jobs globally by the end of this year, impacting all sectors of the workforce and all levels of workers. While roles like AI development, data analysis, cybersecurity, and AI system maintenance require advanced technical skills, other industries such as healthcare, manufacturing, customer support, and operations will experience growth in entry-level jobs and early-career pathways that require basic knowledge of and proficiency with AI tools and machine learning capabilities. For example, in healthcare, AI-powered tools are improving patient care through Electronic Health Records (EHR) and routinizing administrative tasks. Similarly, in manufacturing, AI-driven automation allows workers to concentrate on complex problem-solving rather than repetitive manual labor.

Read the Report:



Why Massachusetts is Uniquely Positioned

The Massachusetts High Technology Council recent report, “Strategic Impacts of AI on Massachusetts’ Workforce: Sector Insights and Policy Implications” examines the implications for Massachusetts’ workforce, offering a timely, data-driven look at where disruption is occurring, how AI demand is evolving across sectors, and what strategies are needed to secure the state’s competitive position.

Read the Article:



Key findings include:

- Massachusetts leads the nation in AI job demand in sectors like Life Sciences, Education, and Financial Services.
- AI-related job postings in Life Sciences and Education have increased by 50–85% since 2021.
- Despite strong graduate output, Massachusetts retains just 40% of its AI-trained graduates, well below peer states.
- About 55% of job skills across the state may experience moderate to high disruption due to AI.



Resource Hub

Explore the **Digital Resource Library**, an expanding collection of tools, reports, and best practices designed to support equitable early-career pathways in technology and beyond.



Key highlights include:

- Research on emerging tech workforce trends and effective talent development strategies.
- Employer toolkits focused on inclusive hiring and onboarding practices.
- Guides for educators and training providers to align curricula with industry needs.
- Case studies that showcase successful partnerships across the Commonwealth.

We invite you to contribute to this valuable resource. If you have reports, tools, or resources that can enhance our discussions and align with our objectives, please send your ideas to Boston PIC Employer Engagement Manager, Cara Brooks at cara.brooks@bostonpic.org.

Resource examples:

Regional Resources

Healthcare IT Hub (MassHire Central)

Searchable database of healthcare IT companies and educational/training providers.

[View Website](#)

Strategic Impacts of AI on Massachusetts' Workforce: Sector Insights and Policy Implications – MA High Tech Council

2025 report outlines strategic priorities to secure MA's AI leadership and inclusive workforce growth.

[Download PDF](#)

2025 Massachusetts Workforce Data Report & Dashboard (Mass.gov)

State workforce composition, demographic breakdowns, and employer reports.

[View Website](#)

MassHire Central Region Workforce Blueprint 2023–2027

Describes and details strategic workforce priorities, activities, and performance metrics for Central MA.

[Download PDF](#)

Massachusetts AI Hub (MassTech)

Launched in 2024 to connect, accelerate and scale AI initiatives that advance innovation, economic growth, workforce development and public good across Massachusetts.

[View Website](#)

Northeast MA Regional Labor Force Blueprint 2023–2027

Describes and details strategic workforce priorities, activities, and performance metrics for Northeast MA.

[Download PDF](#)

National Resources

The AI-Ready Workforce Framework — Jobs for the Future (JFF)

Useful taxonomy to help practitioners classify tasks and skills relative to AI.

[Download PDF](#)

Role of Artificial Intelligence in Workforce Development

American Institutes for Research White Paper analyzing role of advanced technology in creating flexible and affordable training programs.

[Download PDF](#)

World Economic Forum – Future of Jobs Report 2025

Examines how AI and the green transition are transforming global labor markets, highlighting new roles, declining occupations, and the urgent need for reskilling by 2030.

[Download PDF](#)

2025 Education Trends Snapshot: AI Skills and Workforce Pathways

Holon IQ report on workforce demands driving change in the education market.

[View Website](#)

Supercharging America's AI Workforce – U.S. Department of Energy

Directory of AI learning and workforce training opportunities.

[View Website & Database](#)

State of Michigan Department of Labor and Economic Opportunity “AI and the Workforce Plan”

Michigan's detailed plan to take advantage of growth opportunities presented by widespread adoption of AI and Machine Learning

[Download PDF](#)

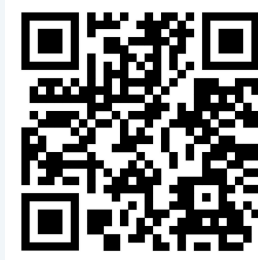


**Thank you for attending *Massachusetts Advantage:
Navigating the Opportunities in the Age of Disruption.***

**A special thank you to event sponsor SIM Boston and our
convening partner Jobs for the Future (JFF).**



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