

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

Exploring how AI, automation, and new business models are transforming entry-level tech roles, and what that means for the future of talent in Massachusetts.

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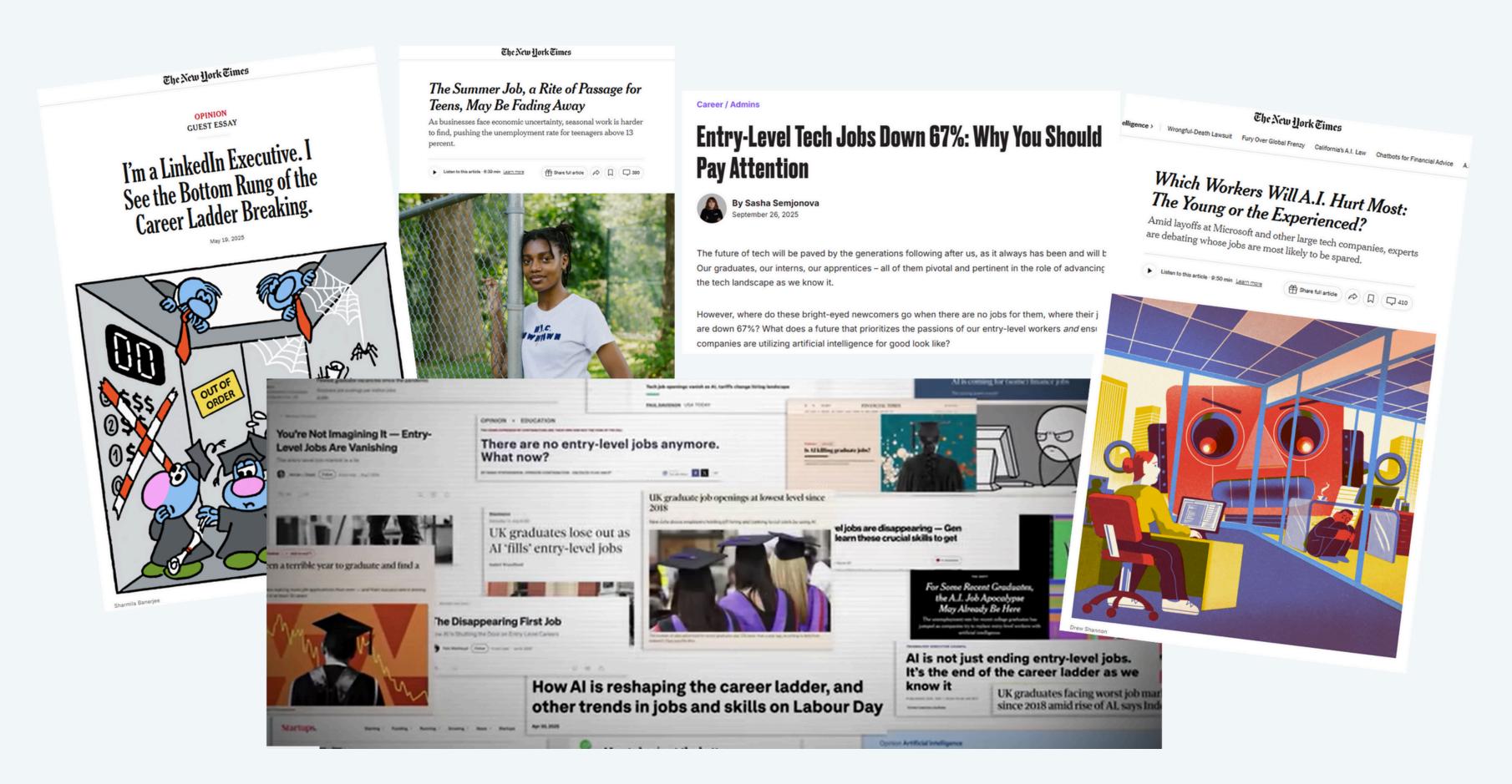


Why We're Here

- Entry-level tech jobs are rapidly evolving with Al and automation.
- Massachusetts is well-positioned to lead in developing responsive and equitable talent pipelines.
- Today's goal: share insights, surface needs, and align strategies to strengthen early-career tech pathways.



Massachusetts Advantage



Agenda

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

9:45 – 10:AM am: Keynote Speaker:
Brian Gonzalez, Al and the Future of Workforce
Presented by JFF Center for Al & 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 Reimain, 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 PM - 1:35 PM: Live Reporting

Participants will share takeaways and needs

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





Brian Gonzalez

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

- Leads Al-driven workforce transformation initiatives.
- Former Intel leader—launched the Intel Digital Readiness program (reaching 10M+ people).
- Recognized for advancing equitable AI adoption globally.



Breakout Discussions

- What disruptions are you seeing in entry-level tech roles?
- How are you adapting training, hiring, or partnerships?
- What support or alignment would strengthen your efforts?



Employer Insights: Adapting to Change



Laura ReimanNational Grid



David Vidoni Pegasystems

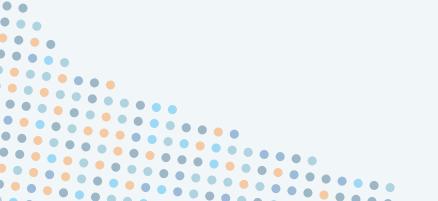


Brian Carey
Seaglass Technology
Partners

Moderated by:



Jim Whalen BXP



Lunch & Networking

Connect with peers across sectors, share ideas, and continue the conversation over lunch.

Discussion Prompts

This session builds on the keynote and panel discussion, encouraging you to turn insights into action. How can we strengthen Massachusetts' advantage by preparing students and early-career talent to engage with Al as creators, problem solvers, and decision makers?

For Employers

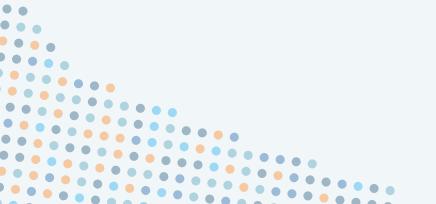
- How can we reshape internships and work-based learning to enhance inclusivity in AI careers?
- What steps can training providers and higher education take to align curricula with the skills needed for early AI-related roles?

For Training Providers

- How can learners show readiness through portfolios or skill-based experiences when entry-level positions are limited?
- What strategies can help employers and educators align on the evolving skills and priorities of recent graduates?

Cross Sector / Group Questions

- What are the main points of friction, and what partnerships, tools, or practices could help reduce barriers and create opportunities?
- As entry-level jobs change or fade, what new models can we create to facilitate transitions into meaningful careers?



Live Reporting: Insights, Opportunities & Next Steps

Each table shares one key insight and one actionable next step to strengthen early-career tech pathways across Massachusetts.

Our Goal:

Surface themes and actionable needs emerging from today's conversations.

Each table will have 2-3 minutes to share:

- One Key Takeaway: What new understanding or idea stood out today?
- One Opportunity: How can we collaborate or align efforts more effectively?
- One Next Step: What support, tool, or partnership would help accelerate progress?



Charting the Path Forward



Emerging Themes

Today's discussions highlighted shared challenges and opportunities We'll compile these themes to inform our joint workforce strategies moving forward.

Opportunities for Regional Collaboration

Massachusetts is uniquely positioned to pilot regional partnerships that bridge education, training, and industry needs.

Next Convening Topics

Stay connected through the TechHire Boston initiative and the broader MassHire network, where today's insights will guide ongoing collaboration, resource sharing, and innovation across Massachusetts' workforce ecosystem.

Continued Engagement

Stay tuned for synthesized emerging themes, resources and notes from today's sessions.

Thank You For Joining Us

Stay Connected:

- **Visit** our digital resource hub for resources and updates. Scan the QR code to the left.
- Connect with our team to stay engaged in upcoming initiatives.
- A special thank you to Jobs for the Future (JFF) for all there convening support!



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