



A Talent Agenda to Drive Massachusetts' Competitiveness

EXECUTIVE SUMMARY

PILLAR I: Attract and Retain Talent

To ensure the Commonwealth continues to be a place where employers can recruit and retain the talent they need to grow and thrive, the Roundtable recommends a focus on four strategies impacting talent:

Address the High Cost of Living

KEY AREA OF FOCUS:

Collaborate with stakeholders on the implementation of the Affordable Homes Act; the MBTA Communities Act; and the Commonwealth's 5-Year Housing Plan.

Support Caregiving and Caregivers

KEY AREA OF FOCUS:

Partner with the MA Business Coalition for Early Education to institute a new public-private partnership and the MA Caregiver Coalition to provide resources to employers to support employees' caregiving needs.

Recognize the Linkage Between Housing, Transportation, and Workforce

KEY AREA OF FOCUS:

Conduct research on the intersection of housing, transportation, and workforce and develop policy recommendations aimed at addressing them holistically.

Tell the Commonwealth's Story

KEY AREA OF FOCUS:

Incorporate messaging about the state's competitive advantages into the Roundtable's communications plan.

PILLAR II: Develop Untapped and Diverse Talent

While employers continue to be challenged by outmigration and population trends, there are pools of untapped talent in Massachusetts that could be better connected to the workforce. The Roundtable has identified four strategies for developing untapped talent and creating diverse talent pipelines:

Connect Employers to Diverse Talent at Two- and Four-Year Institutions

KEY AREA OF FOCUS:

Collaborate with partners to increase awareness and support for Minority Serving Institutions and create more connections between Roundtable members and two- and four-year higher education institutions statewide.

Expand Career Opportunities for Immigrants

KEY AREA OF FOCUS:

Continue to implement the recommendations of the Roundtable's report on foreign-educated immigrants, with a focus on developing a statewide ESOL expansion and system improvement strategy.

Grow Skills-First Talent Strategies Across Industries Statewide

KEY AREA OF FOCUS:

Through leadership of the MassSkills Coalition, grow and strengthen skills-first talent strategies across industries statewide.

Develop Education Pathways for All Students

KEY AREA OF FOCUS:

Work with the broader business community, state leaders, and other stakeholders to create a statewide standard for high school graduation.

PILLAR III: Create a Competitive Environment for Growth

Despite Massachusetts' many strengths, the rising cost of doing business, and the increased mobility of workers, are influencing employers' decisions on where to grow and expand and impacting the state's competitiveness. The Roundtable's approach towards creating a competitive environment for growth centers around four strategies:

Invest in and Grow Emerging Industries

KEY AREA OF FOCUS:

Collaborate with stakeholders to help grow emerging industries statewide through the implementation of the Mass Leads Act.

Address the Cost of Doing Business

KEY AREA OF FOCUS:

Support policies that lower the cost of doing business, particularly in areas such as energy, health care, and regulatory compliance.

Align Workforce Pipelines and Economic Development Strategies

KEY AREA OF FOCUS:

Prioritize the alignment of economic development and workforce development strategies in the Roundtable's policy work and participation in state policy initiatives.

Create a Competitive Tax Environment

KEY AREA OF FOCUS:

Advocate for tax policies that support a more competitive business climate, with a lens toward attracting and retaining talent and helping companies stay and grow in Massachusetts.

This Talent Agenda proposes policies to make the Commonwealth an inclusive, affordable, and a competitive place for workers, residents, and businesses to call home, and is also designed to address the three main challenges facing the state: high cost of living; outmigration of talent; and high costs for businesses.

In addressing these challenges, the Roundtable seeks to solidify our greatest competitive advantage—our talent—and position the state to better compete in a fast-changing and global economy.

READ THE FULL REPORT: "A Talent Agenda to Drive Massachusetts' Competitiveness"



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